

Wisconsin Workforce Development System Reforms: Recommendations to Governor Doyle

**CWI Executive Committee
December 2, 2008**

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Overview

- Background
- Recommendations
- Discussion

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**Background:
Wisconsin/US Challenge**

- Employers need skilled workers
- Workers need improved connection to skills, training
- State must establish policy framework to lead regions to success
 - Regions must drive their skills analysis, training needs & training resources
 - Employers must be at center of identifying need & ensuring system adapts to need
- Lack of coordination &/or restricted funding prevents efficiency & timeliness

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**Recommendations:
Bridge the Skills Gap Between Leading
Industries & Future Workforce**

- Extend regional sectors as a state strategy
- Utilize existing 7 Grow Regions to identify key regional industry sectors
 - Involve leaders from industry, labor, education, workforce development, economic development
 - Build responsive E & T system
 - Address needs of both employers & employees
 - Target needs of each industry collectively
 - Develop more career pathways
 - Design effective bridge programs
 - Facilitate meaningful employer engagement
 - Align E & T programs w/ employer & employee needs

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**Recommendations: Promote Regional
Sector Leadership & Responsibility by
Workforce Development Boards**

- Link with economic development entities
 - DWD Grow grants
 - DOL WIRED grants
- Submit joint WIA plan based on Grow Regions

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**Recommendations:
Require Coordinated Regional Planning**

- Workforce Development Boards to involve employer, labor, education (K-16), regional economic development entities, & Commerce
- Identify & work with key industry partnerships
- Identify key occupations within key industries
- Coordinate & invest in partnership infrastructure
- Adopt common outcomes to meet employer needs
- Promote career pathways
- Obtain cross-agency cooperative agreements for collaboration & shared resources
- Better align existing resources

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**Recommendations:
Direct WIA Discretionary Resources
Strategically**

- Allocate resources to support the development of regional industry partnerships
- Evaluate investments, ensuring efficiencies

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**Recommendations:
Improve Alignment of Existing Resources**

- Support career pathways in key regional sectors
- Pursue WIA waivers
- Leverage regional resources
- Promote E & T, ensuring a skilled workforce
 - all workers
 - all income & education levels
 - all stages in their careers (career ladders)
- Ensure education works with regional economic & workforce development
 - career pathways
 - prepare students for 21st century industries & jobs

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**Recommendations:
Improve Accountability**

- Establish metrics
 - Focus multiple governmental & non-governmental organizations on common goals
 - Build improvements & results benchmarks
- Publish annual report (similar to Washington State) showing results of investments

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Recommendations: Advance Coordinated Planning

- **State**
 - Report on system functions & progress
 - Demonstrate collaboration through state-level cooperative agreements
 - Establish policy guidance for regional planning
- **Regions**
 - Identify demand sectors & their employment needs
 - Describe needs of demand sectors with metrics & accountability
 - Demand industries to drive regional industry partnerships
 - Describe how workforce being upgraded to meet employer needs

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Recommendations: Implement Additional Investments

- Increase industry sector training grants, up to \$5 million
- Direct Commerce, DWD, WTCS, public university system & partnership training programs to address industry-driven priorities
- Direct other training (W-2, Corrections) toward high-skilled demand occupations

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Recommendations: Support Wisconsin III Grow Initiatives

- Opportunity grants
- Skills Jump Start grants
- MSSC expansion
- Youth Apprenticeship expansion
- Adult Apprenticeship expansion

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**Recommendations:
Allocate Additional Resources for
Other Successful Initiatives**

- Project Lead the Way
- Offender re-entry training employment services

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**Recommendations:
Initiate Pilots to Spark Innovation**

Implement standard skills assessment tool

- Dislocated workers
- Low-skilled workers
- Graduating high school seniors
- Prison re-entry participants

Develop certificate of work readiness

- Helping employers find entry level workers

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**Recommendations:
Implement Career Information
Pilots**

**Promote career information & career
pathways outreach**

- Utilize existing career clusters
- Work with local schools & technical colleges
- Increase awareness & interest in demand occupations

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Discussion

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