

GREATER METROPOLITAN WORKFORCE COUNCIL



A regional approach to workforce development

***To provide all residents of the region opportunities to attain
family supporting careers while meeting the needs of
employers who fuel our economy***

4/25/18



MWC ACCORDING TO REGIONAL PLAN



The regional workforce board will be a strong voice on workforce development for the metro, rooted in the local authority provided by federal law (WIOA). The board will meet at least four times annually.

The primary charge of the regional governance board is to identify strategic opportunities where the public sector workforce system can lead or support initiatives that meet the needs of dual customers -- business and job seekers.

The regional governance board will:

- Analyze and disseminate LMI, functioning as a credible source on labor market conditions in the region;
- Advocate for resources (both for the public sector workforce system and other systems like K-12, higher education, etc.) whose work directly impacts the ability of people to be successful in the labor market;
- Align strategies implemented at the local level for regional impact and advocate for investments to meet regional goals;
- Develop strategies where a regional approach is warranted (for example in targeted sectors);
- Address and help mitigate workforce system limitations and workplace issues for those experiencing economic and racial disparities, particularly for African Americans and American Indians;
- Ensure that businesses have access to a skilled workforce and a racially diverse candidate pool with the competencies needed to make them globally competitive; and,
- Align formal and informal partners to ensure workforce development, education and training resources achieve maximum benefit for individuals and businesses in the region.

The regional workforce board will have primary responsibility for fulfilling this two-year plan, and shaping regional planning beyond the time horizon provided here.

GREATER METROPOLITAN WORKFORCE COUNCIL



The Greater Metropolitan Workforce Council (GMWC) represents six local Workforce Innovation Boards in Anoka, Dakota-Scott, Hennepin Carver, Ramsey and Washington Counties and the Cities of Minneapolis and St. Paul. It includes local elected officials, business leaders, and 13 critical workforce and economic development stakeholders. The new board is committed to creating and sustaining high performing sector partnerships and focusing on sectors where there is opportunity for people with low-skills to gain employment and advance through career pathways and utilizing industry-recognized credentials.

GOALS FOR THE COUNCIL OUTLINED IN REGIONAL PLAN

- 1 Establish Regional Leadership Approach (Regulation 679.510 a.1.i/v)
- 2 Establish an Agreement for Negotiating local levels of Performance (Regulation 679.510 a.1.viii)
- 3 Identify & Implement 3 Regional Services (Career, Training and/or Support) Alignment Goals (Regulation 679.510 a.1.ii/vi)
- 4 Coordination with Economic Development Services and Providers (Regulation 679.510 a.1.vii)
- 5 Identify the Populations Experiencing Inequities in Educational and Employment Outcomes (State Plan Goal #1)
- 6 Create 1-3 Business Led Sector Partnerships (Regulation 679.510 a.1.iii/iv/vii and State Plan – Strat. Element #1)
- 7 Stakeholder Engagement (State Plan – Strategic Element #2)
- 8 Submission of Local Plans that Align with the Regional Plan (Regulation 679.510.2.ii)

PRIMARY ROLE OF THIS BODY

GOVERN

We ensure effective local implementation of Regional Plan

This Council holds local WIBs to account for performance and intervene to force corrections

“We are the voice of employers, residents & taxpayers”

ADVISE

We learn about local WIB implementation of Regional Plan

This Council provides support to local execution in the form of verbal guidance

“We are friends of the Workforce System”

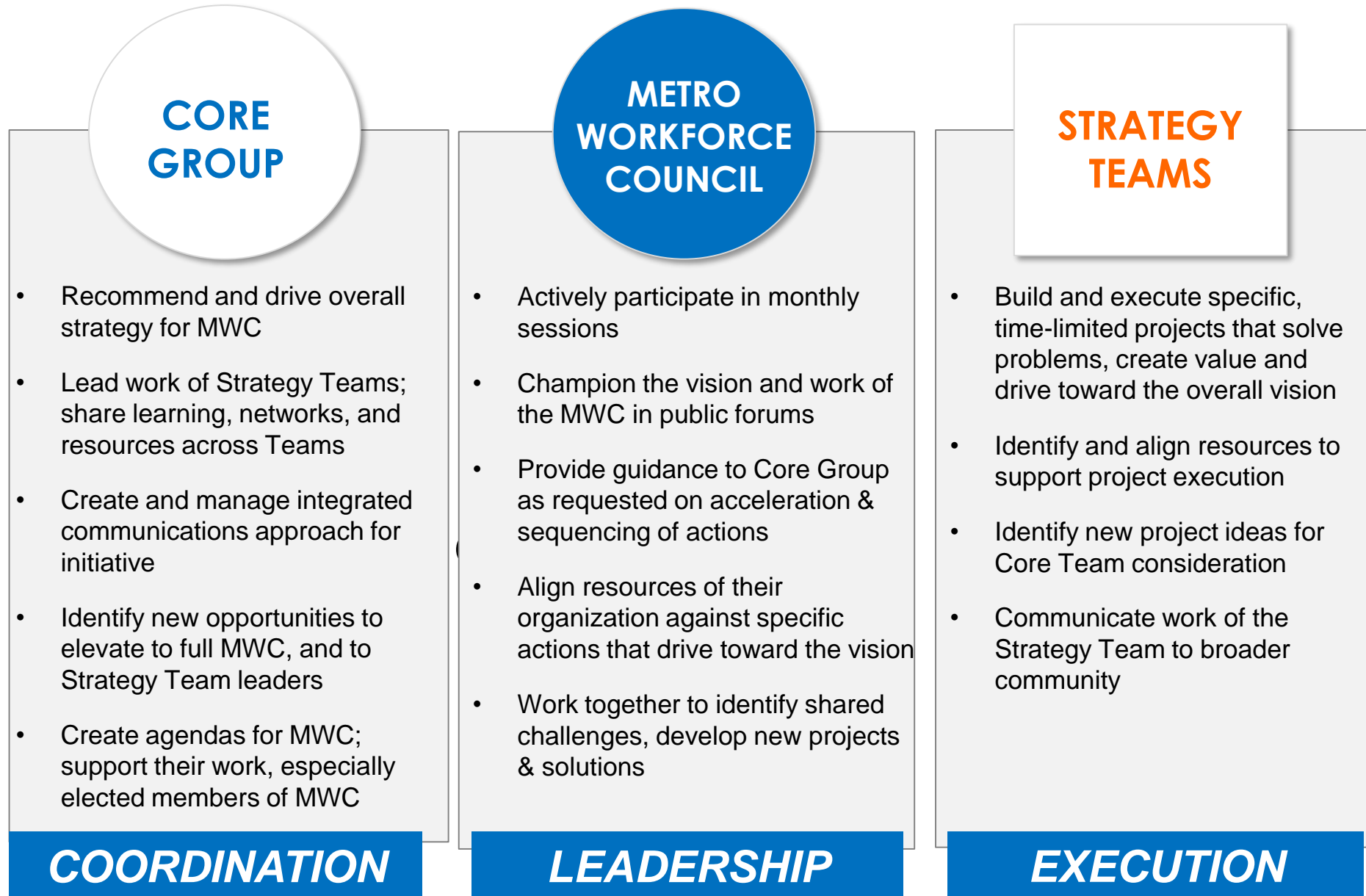
WORK

We define & execute the regional-scale work of the Regional Plan

This Council coordinates, prioritizes, takes action items away from monthly meetings

“We are a team, a working regional collaboration”

ROLES FOR INDIVIDUALS (AND ORGANIZATIONS) IN EACH AREA OF THE MODEL





STRATEGY TEAM A
Implement & Enhance Regional Plan
Description: Track and further develop Regional Plan; Provide direction and advice on progress of the regional strengths & weaknesses in implementation, learning and working toward revisions that hold the vision of the Regional Plan and increases capacity to implement it.

STRATEGY TEAM C
Prepare Data for Regional Decision-Making
Description: The data team will work to provide deeper analysis of existing data available on tracking, performance, and a population level and market orientation to workforce development. It will also provide other Strategy Teams with data and analysis as requested and available.

STRATEGY TEAM B
Maximize Regional Sector Strategies
Description: Focus on Sector Partnerships; determine how to best advance sector work, engage employers, direct participants into training, get the right sector LMI data, convene partners in each sector to develop region-wide sector strategy, organize Sector Skills Academy.

STRATEGY TEAM D
Create Strategic Partnerships & Alignment
Description: Identifying and bridging key partnerships with other systems and entities that can and should be connecting resource, influence, and time toward building a 21st century regional workforce system (i.e. economic development, community colleges, nonprofit training providers, ABE, etc.)

EXAMPLES OF TASK LIST

Implement & Enhance Regional Plan

- Create preliminary inventory of experienced and anticipated barriers to implementing Regional Plan

DEADLINE: March GMWC meeting

- Identify at least 3 ideas for creating Regional Services (goal #3)

DEADLINE: March GMWC meeting

Maximize Regional Sector Strategies

- Recruit participants for Skills Academy (e.g. trade associations, employers)

DEADLINE: March GMWC meeting

- Set Directly Responsible Individual (DRI) for each sector (this person convenes partners & provides regular updates to GMWC) and secure resources / authorities to support them

DEADLINE: April GMWC meeting

Prepare Data for Regional Decision-Making

- Create supply/demand analysis for each sector team (e.g. LMI data, training outcomes, share of worker gap)

DEADLINE: March GMWC meeting

- Develop picture of current budget sources & uses to answer “what’s happening now?”

DEADLINE: April GMWC meeting

Create Strategic Partnerships & Alignment

- Create map of stakeholders (partners, customers, investors, regulators, etc) critical to Regional Plan implementation

DEADLINE: April GMWC meeting

- Develop “Memorandum of Collaboration” agreement with at least 2 primary stakeholders identified in the map (e.g. DEED/CareerForce; GREATER MSP Partnership; Center for Economic Inclusion; Met Council)

DEADLINE: May GMWC meeting

SECTOR SKILLS ACADEMY INDUSTRIES

BUSINESS AND FINANCE

CONSTRUCTION

HEALTHCARE

MANUFACTURING

INFORMATION TECHNOLOGY

GOVERNMENT

THE REGIONAL PLAN



The Regional Plan provides *parameters* for this body, but it does not specify how we are all to accomplish these ends – that's for us to figure out.



The Regional Plan is fundamentally a challenge for us all to work in ways we never have before. So let's not expect this to be clear, quick or easy.



The Regional Plan is a foundation for us to start from, it provides guidance, but it does not hold all the answers.