

## WIOA State Visions

### Vermont

The State's strategic vision is to create a workforce development system that is a highly visible and accessible network of programs and strategies designed to increase employment, retention, and earnings for all Vermonters.

This system will meet the skill requirements of employers, enhance the productivity, competitiveness and life circumstances for all Vermonters, and result in an improved, diverse, and quality economy.

The State's guiding principles in administering this vision are:

1. The workforce system will support the workforce needs of all Vermonters, recognizing and addressing the unique needs of those with barriers to employment. The system will operate on the premise that any individual who wants to work, can work, given the right support.
2. Employers will be both leaders and partners in the design, development and implementation of the workforce development system. The workforce development system must be sufficiently flexible and responsive to make the workforce needs of Vermont employers.
3. Sustained employment is the only viable route out of poverty for low income Vermonters. Therefore, the workforce development system will support pathways that lead to and can exceed a livable wage.
4. Partners within the workforce development system will rely on the best available labor market information when making policy decisions, in order to ensure that Vermonters are being placed in the best position possible to succeed in the Vermont economy.

### **NOTE: S.135 Working Group Developed the Following DRAFT VISION STATEMENT**

***We envision a statewide Workforce Development and Training System in which all Vermonters who want to work, and all employers who want workers, can connect with what they need to thrive.***

Attributes of such a system include:

- A workforce development and training system that is equitably and easily accessed by employers, incumbent workers and job seekers alike.
- Greater connectivity and trusted relationships between all stakeholders within the system.
- An agile, adaptive and modern workforce development and training system built on greater coordination and alignment of programs and services, both those funded by state and federal dollars and those funded by foundations and the private sector.
- Amplification of, and improvement upon, existing state assets (e.g., JobLink) and educating employers about what assets are already in place to help employers and job seekers find each other.

- The strategic use of all available resources. This includes the reduction or elimination of any redundant services and programs, especially those found not to be particularly effective in achieving desired outcomes.
- Unified and expanded employer engagement with the overall workforce development system, and greater emphasis on employer-driven and employer-led initiatives.
- The creation and implementation of metrics that will enable measuring the performance of programs and services designed to achieve desired outcomes.
- The creation and implementation of a continuous improvement framework of planning, implementing, monitoring and then learning and adjusting must be put into at every level of the system.

## **Connecticut**

Connecticut's challenge — and the opportunity WIOA offers — is to ensure that a comprehensive, aligned, integrated workforce development system is in place and sustained into the future to achieve this vision of developing and maintaining the best—educated, most—skilled, highest— productive workforce in the increasingly competitive global

## **Kentucky**

The Kentucky Workforce Innovation Board voted on February 15, 2018 to advance to the Governor for his approval a new five-year strategic plan. The plan lays out the following four **goals** for the Commonwealth's workforce system:

1. **Employers:** Actively engage employers to drive Kentucky's workforce development system.
2. **Education:** Align and integrate P12, adult education and post-secondary education to provide lifelong opportunities for Kentuckians that prepare them for the rapidly shifting realities of work in the future.
3. **Workforce Participation:** Increase Kentucky's workforce participation by creating opportunities, incenting workforce participation, and removing employment barriers for Kentuckians.
4. **Organization and Resource Alignment:** Focus resources on the most effective initiatives and improve the return on our workforce investment, utilizing data to constantly improve workforce development in Kentucky.

## **Minnesota**

As described in the economic and workforce analysis above, Minnesota's future economic prosperity requires a workforce development system that provides greater employment opportunity for those experiencing barriers to employment and meets the skill needs of

employers. As our state faces the reality of a shrinking and diversifying labor force, we must fully utilize the talents, skills, and experience of more people in the workforce. We need “all hands on deck” at a time when we are leaving too many Minnesotans behind. That’s why, after months of discussion and planning, our state and local partners have come together around a common vision for the future of workforce development in Minnesota, a vision we believe will be supported by the programs and services of WIOA:

**Our vision for Minnesota is a healthy economy where all Minnesotans have — or are on a path to — meaningful employment and a family sustaining wage, and where all employers are able to fill jobs in demand.**

Within this vision is the idea that employment itself is not an adequate goal, especially in a high— employment economy with labor force shortages. Our vision is for meaningful careers at higher wages for individuals with barriers to employment. Similarly, we do not have the luxury of placing people into any employment, but rather should focus on placing people on the path to careers that we believe will be in demand, within industry sectors that we believe will grow in future years. Our workforce development vision must balance the needs of employment supply

## **Montana**

Montana’s vision for its workforce system is one in which workforce development occurs via innovation through partner collaboration, integrated service delivery, data analysis and ongoing evaluation and improvement. Vocational Rehabilitation and Blind Services (VRBS) and Adult Basic Education (ABE) will align with other workforce programs. And partners will better understand industry training needs in the state’s local economies and will increase promotion of training services available to businesses through Job Service offices including Incumbent Worker Training, Apprenticeship, OJT and soft skills training.

## **New Hampshire**

In order to prepare the New Hampshire workforce and meet the needs of employers within our state, the New Hampshire State Workforce Innovation Board has adopted a strategic vision for the workforce development system, a mission statement to define our work, and aggressive, yet realistic goals for the next four years.

**The vision of the New Hampshire State Workforce Innovation Board is to serve as a catalyst to establish a secure and sustainable workforce that can meet current and future skilled labor needs and provide a competitive advantage for New Hampshire businesses.**

Our mission is to promote life—long learning by partnering with businesses, agencies, and organizations to bring the state’s education, employment and training programs together into a

workforce development system that will provide the means for residents of New Hampshire to gain sufficient skills, education, employment and financial independence. As we work toward this vision, we will strive to provide a workforce development system that:

- Is demand—driven and takes a sector—based approach.
- Engages business as a true partner with the public workforce system.
- Provides well—defined and easily accessible career pathways with multiple entry and exit points that promote and result in stackable credentials.
- Offers a client—centric system for individual Page 30 customers and business customers to access services that address their unique needs in a seamless way.
- Leverages supportive services from multiple partners to eliminate barriers facing New Hampshire’s citizens.
- Operates based on collaboration and trust among partners.
- Promotes accountability and fiscal responsibility.

## Ohio

The Office of Workforce Transformation’s (OWT’s) vision for workforce development is to **create a workforce system aligned to the needs of business, streamlined so individuals can easily move through various systems, and connected to regional and state economic development strategies**. In support of that vision, OWT’s strategic plan is focused on growing Ohio’s economy by developing a skilled workforce, promoting effective training programs, and connecting Ohio employers with qualified workers.

Each core and partner program has its own vision and core strategies; however, those align to the overall vision for workforce development in the state of Ohio. For too long, Ohio’s workforce system, whose services are in many cases delivered locally, has been overly-complicated, duplicative and misaligned with business needs. To create a stronger workforce system for both business and individuals, the state recognized the system must be:

- Driven by the needs of business;
- Adaptive to rapid change;
- Innovative and integrated in design and delivery; and
- Entrepreneurial in spirit

## **Wisconsin**

We will deliver a results-driven talent development system providing the opportunity for Wisconsin's current and future workforce and businesses to sustain economic viability and self-sufficiency.

The system shall respond to changes in industry and sectors, as well as the skills, knowledge, and work ability needs of employers. The system shall also respond to the needs of workers and job seekers, whether through new skill acquisition or through support to overcome barriers to employment, as defined by WIOA. Educators and economic development shall serve as partners who have a pressing stake in the system. Alignment of activities with education and regional economic strategies will aid in providing access to self-sufficiency.

The one-stop delivery system shall provide a "one stop" at which any employer, worker or job seeker may enter into the aligned resources and programs of the talent development system. The state's job center system (JCS) shall provide electronic access into the available resources in an integrated manner. Programmatic and evaluation results provide partners and elected officials with data to ensure continuous improvement of system activity.

## **Wyoming**

Wyoming's workforce development system will be fundamental in supporting robust regional and state economies and in producing a high-quality workforce valued by Wyoming employers.