

Workforce
Innovation Board
of Ramsey County



New Member Orientation

WELCOME

2

Congratulations on your
appointment as a member of
the Workforce Innovation
Board of Ramsey County !

This Presentation Will Answer the Following:

3

- What is the Workforce Innovation Board (WIB)?
- What are the WIB's strategic objectives?
- Who is on the WIB?
- What is the connection between the WIB and Ramsey County Workforce Solutions?
- How does the WIB function?
- What can I expect as a WIB member?

First Things First

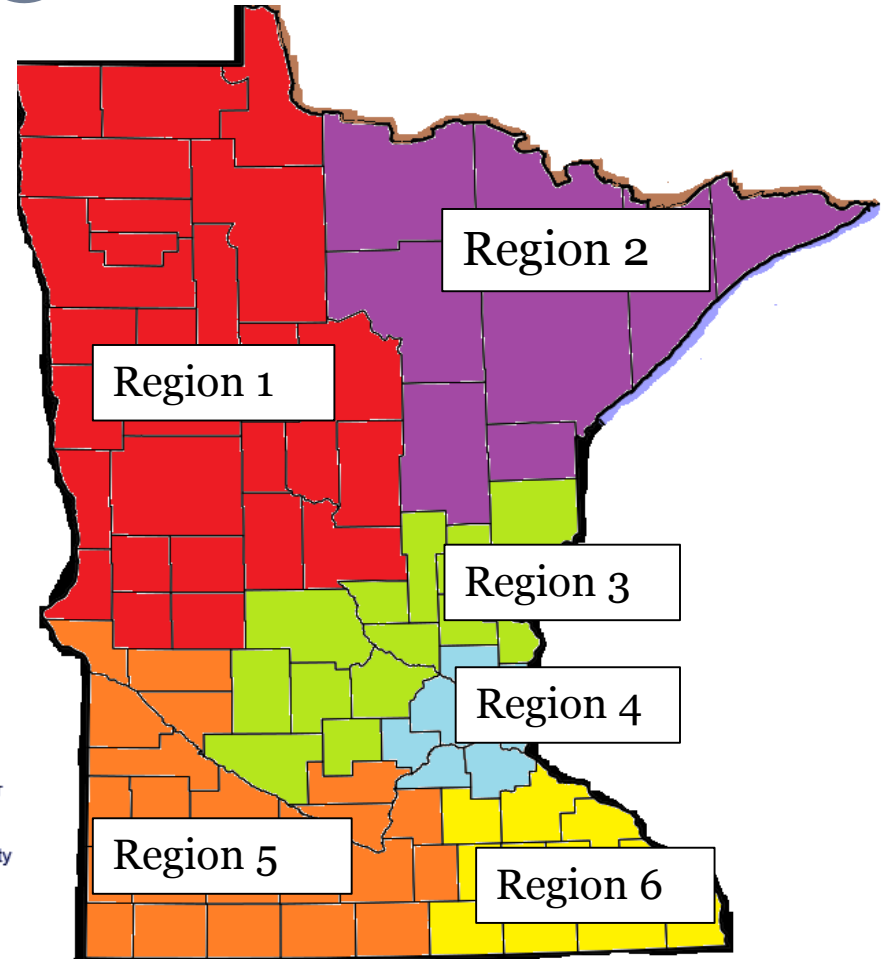
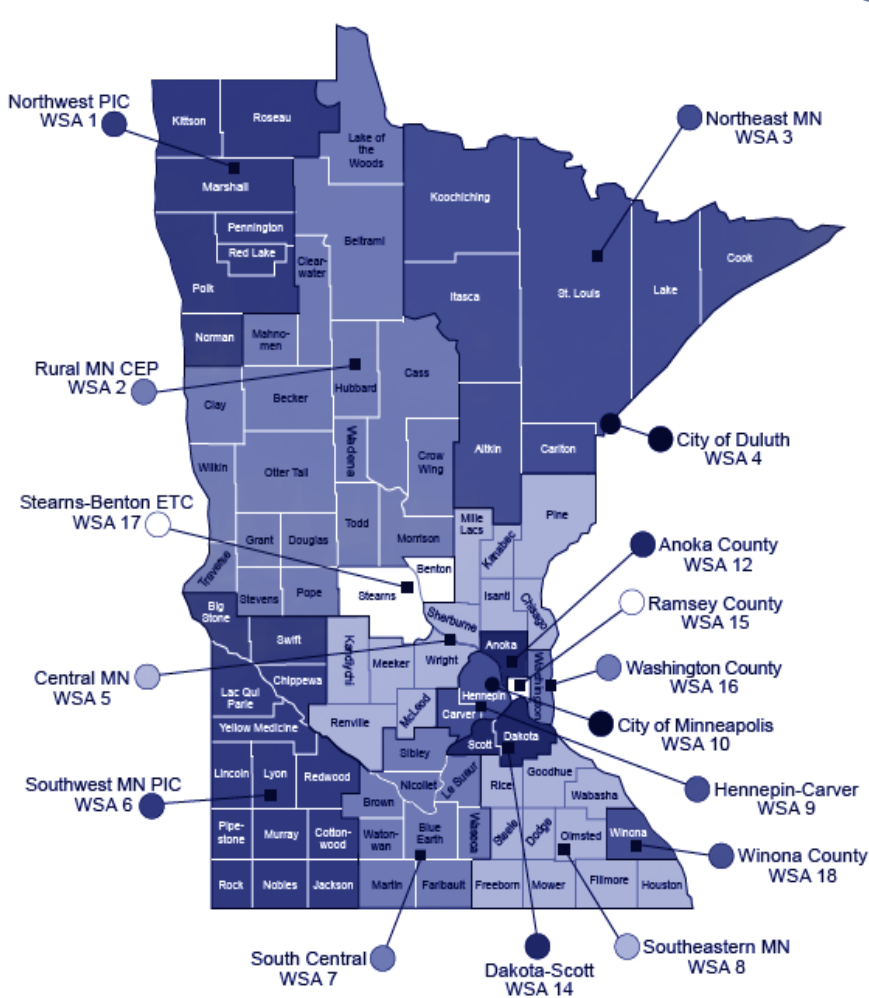
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The Workforce Innovation Board of Ramsey County is 1 of 16 Workforce Boards in Minnesota, each representing a specific Workforce Development Area. The Ramsey County WIB represents all 512,000 residents in the County, both city and suburban.

WIOA required the Governor to identify regions and each region must engage in a regional planning process. Ramsey County is part of Region #4.

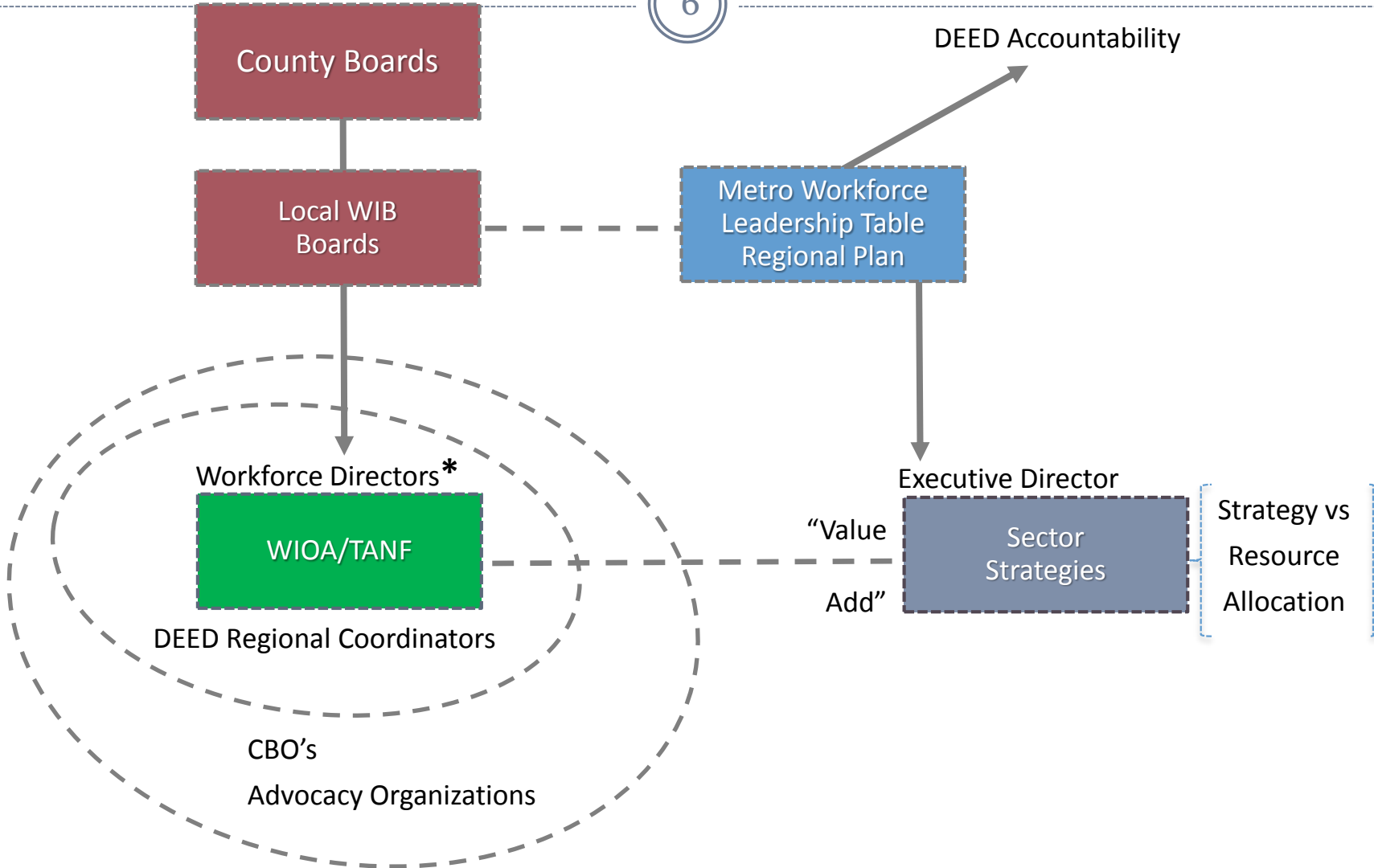
Workforce Development Areas and Regions

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Regional Concepts

6



What is the WIB?

7

The Workforce Innovation Board of Ramsey County (WIB) is a legislatively mandated entity whose role is to:

- Set public workforce policy
- Provide opportunities for community input & direction on the public workforce development program in Ramsey County
- Assure outcomes meet standards set by the WIB through the governance structure.

The WIB is expected to:

- Help maintain the economic health of Ramsey County and the region;
- Identify current and emerging workforce issues and needs;
- Create partnerships to serve the needs of businesses and job seekers; and
- Oversee publicly-funded workforce programs in Ramsey County including the CareerForce locations in Ramsey County.

Vision and Mission

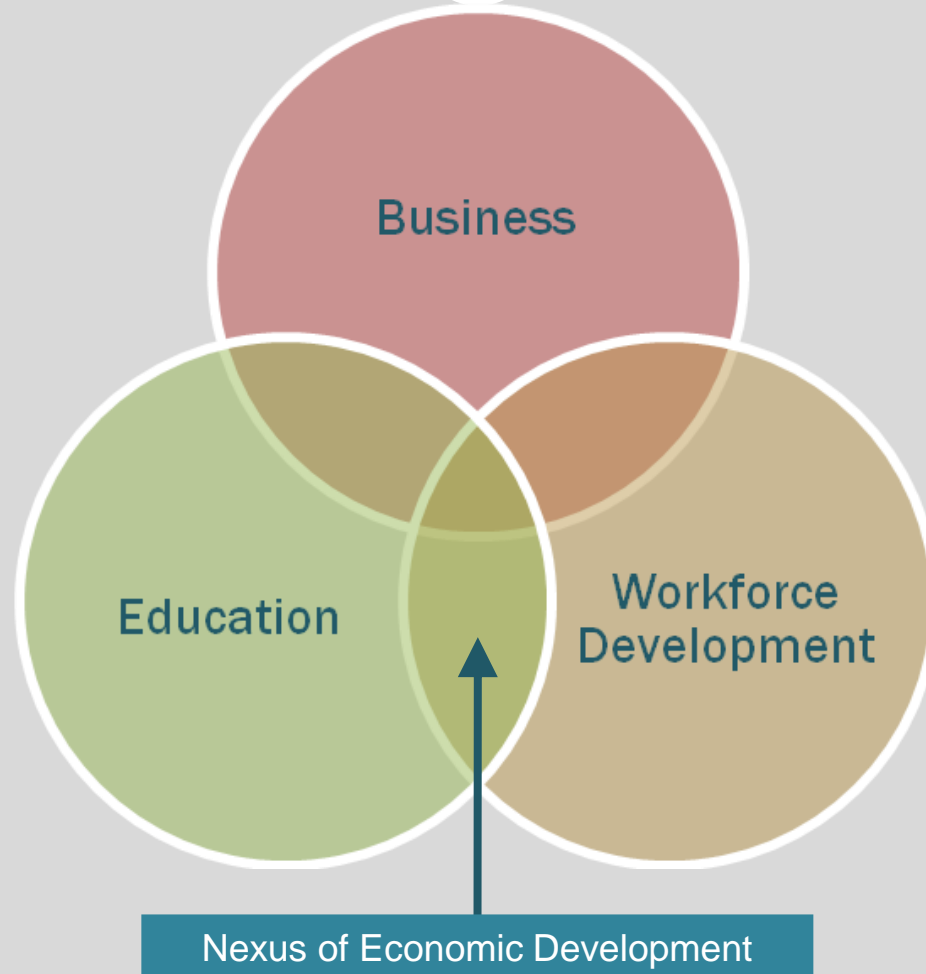
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Vision: The WIB will be the recognized leader in identifying future workforce issues and developing appropriate responses to those issues.

Mission: The WIB will be the catalyst for comprehensive workforce development strategies that address both employer and job seeker needs.

Ultimate Role of WIB

9



WIA/WIOA

10

The WIB was created by the Federal Workforce Investment Act of 1998, referred to as WIA.

This Act consolidated and streamlined the system of U.S. workforce development programs to create a comprehensive workforce system, of which our MN CareerForce locations are evidence.

WIA/WIOA

- New Federal legislation, the Workforce Innovation and Opportunity Act (WIOA), asks WIBs to consider new responsibilities including:
 1. New performance outcomes for programs
 2. Providing governance for more programs
 3. Deeper engagement with employers
 4. More direct coordination with economic development entities

CareerForce

12

CareerForce locations are designed to be a “one-stop shop” for all of the workforce programs run by the federal, state and local governments.

Even though CareerForce sites are designed to be self-help, trained staff are available at all times to:

- Connect job seekers and businesses to services
- Provide job search assistance
- Provide responsive and relevant skills assessment and training in key industry sectors
- Connect with employers

Programs Delivered in CareerForce Sites

- ❑ Federal Workforce Innovation and Opportunity Act (WIOA)
 - Dislocated Worker
 - Youth
 - Adult
 - Rehabilitation Services
 - Services for the Blind
- ❑ Federal Temporary Assistance For Needy Families (TANF)
Minnesota Family Investment Program (MFIP)
- ❑ State Dislocated Worker Program
- ❑ Minnesota Youth Program
- ❑ Wagner-Peyser Program

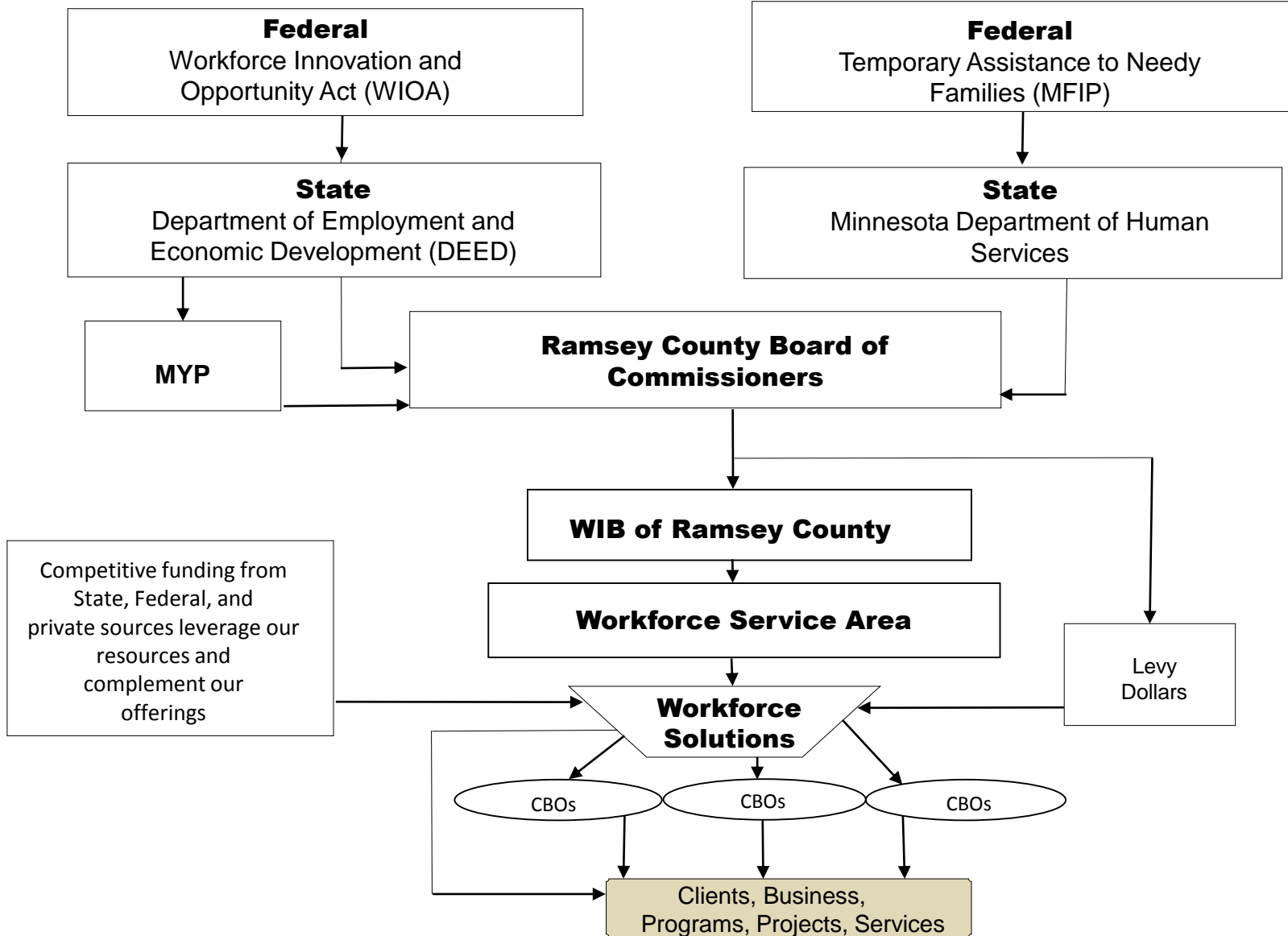
CareerForce Partners Under WIOA

14

- ❑ CareerForce locations are required to provide access to a host of partners, including:
 - Career and Technical Education (Perkins)
 - Community Services Block Grant
 - Indian and Native American Programs
 - HUD Employment and Training Programs
 - Job Corps
 - Veterans Services
 - National Farmworker Jobs Program
 - Senior Community Service Employment Program
 - Temporary Assistance for Needy Families (TANF)*
 - Trade Adjustment Assistance Programs
 - Unemployment Compensation Programs
 - YouthBuild

Voluntary Participation

Mandatory Participation



Roles and Responsibilities of the WIB

16

Influence:

- Uses access to collective leadership and expertise to foster and promote effective workforce development systems
- Promotes and leads change that mobilizes stakeholders toward better alignment
- Advocates for a strong workforce development system

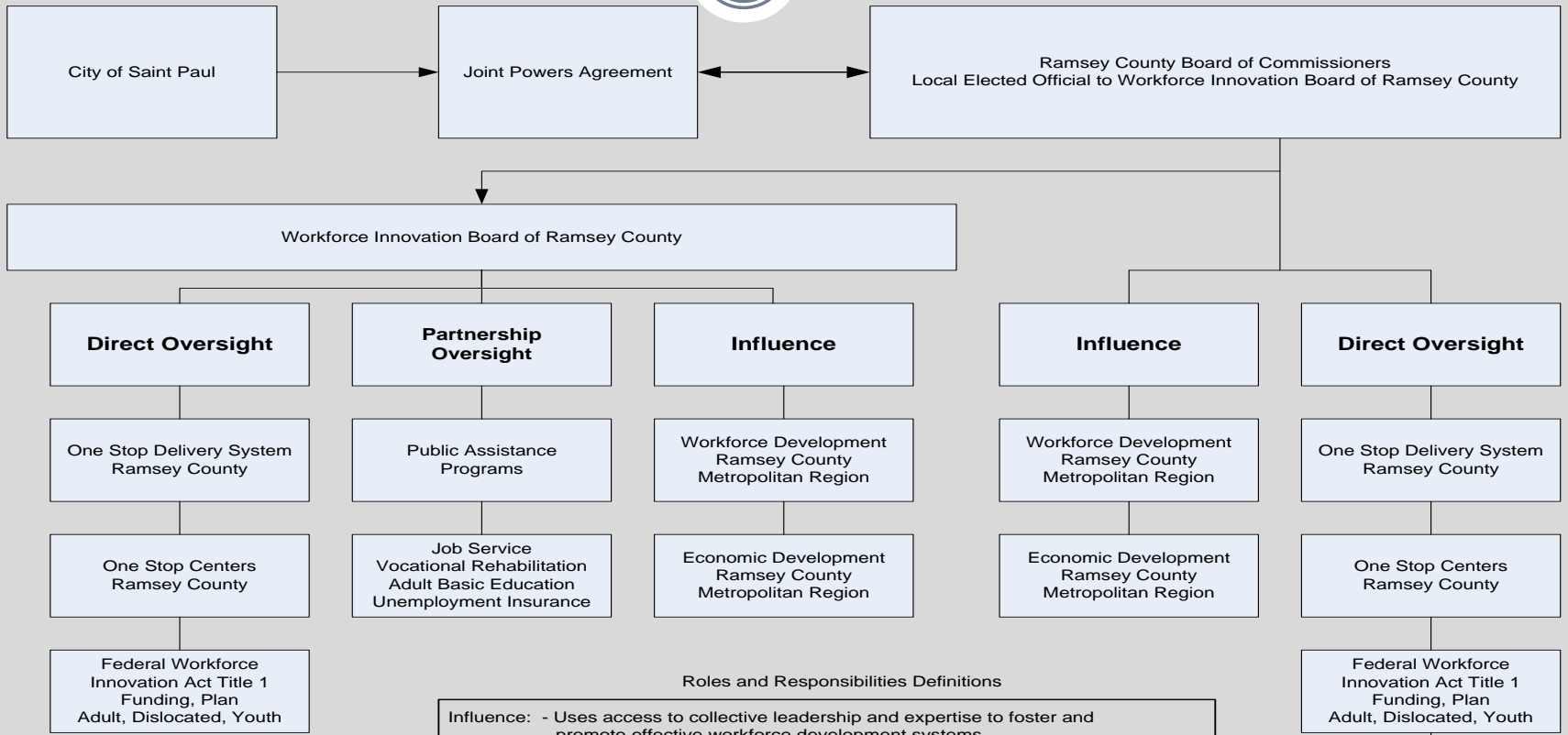
Advise:

- Recommends desirable actions, collaborations and outcomes that strategically strengthen workforce development

Oversight:

- Ensures that policies and programs are strategically aligned with the needs of the local area/regional economy
- Assures that operations and strategies work broadly both for employers and jobseekers
- Assures continuous improvement and alignment of the system
- Assures fiscal integrity
- Functions as a direction setting leadership body that focuses on policy issues, not program administration

Roles and Responsibilities: Advise, Influence, Oversight



Roles and Responsibilities Definitions

- Influence:**
 - Uses access to collective leadership and expertise to foster and promote effective workforce development systems
 - Promotes and lead change that mobilizes stakeholders toward action
 - Advocates
- Oversight:**
 - Ensures policies and programs are strategically aligned with needs of local/ regional economy
 - Assures operations and strategies work broadly for employers & jobseekers
 - Assures continuous improvement and alignment of the system
 - Assures fiscal integrity
 - Functions as direction setting, leadership body that focuses on policy issues, not program administration
- Advise:**
 - Recommends desirable actions, collaborations and outcomes that strategically strengthen workforce development

Responsibilities of the WIB - Oversee

18

The local WIB:

- Guides Ramsey County public employment programs
- Coordinates employer linkages
- Coordinates workforce investment with education and economic development strategies
- Promotes the participation of private sector employers in the workforce investment system
- Reviews the performance measures and budgets of WIOA Youth, Dislocated Worker, and WIOA Adult programs
- Provides input to the development of RFPs for program service providers and evaluation and recommendations of providers from the resulting applicants

WIB staff and the One-Stop Operator are important advisors to the WIB as they are the action arm of the WIB's strategic and policy decisions.

Responsibilities of the WIB - Influence

19

The WIB is uniquely structured to guide workforce development in our County by:

- Connecting local education, business, and community experts to align resources for the mutual benefit of employers and job seekers in our community (principally the Integration Committee)
- Reviewing Annual Labor Market Assessments which identify the industries and specific jobs that are in demand locally
- Connecting with local business leaders to understand their needs

WIB Strategic Objectives

20

Policy: Create strategic regional alignment to address workforce needs

Integration: Develop and utilize integrated approaches to address workforce supply and demand gaps

Business Services: Market workforce services to multiple constituency groups, especially the business community, and raise the profile of the WIB

Youth: Provide recommendations relative to policy direction and program oversight for implementation of WIOA and other funded youth activities; and to develop, implement and monitor a long-range plan for the Youth Committee

What is the Composition of the WIB

21

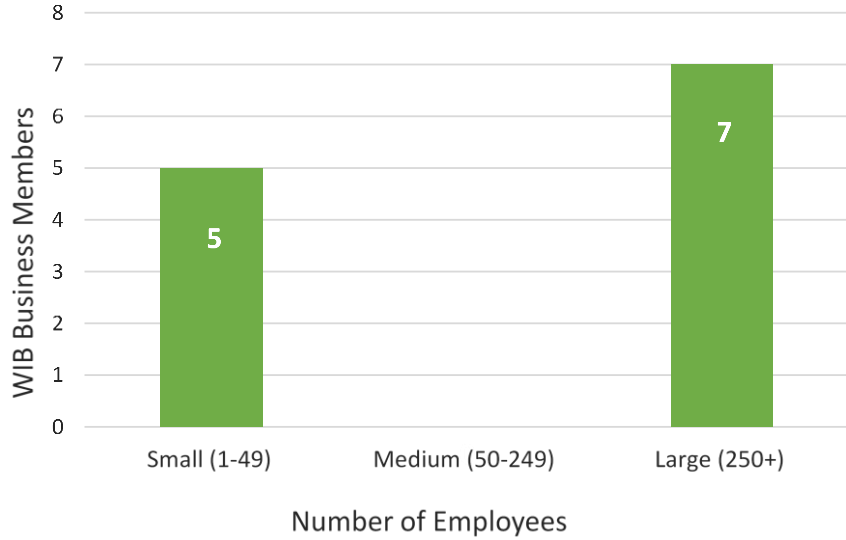
- A total of 33 members
- Business leaders (51%)
- Organized labor and community-based organizations (20%)
- Local elected official (Ramsey County Commissioner)
- Mayoral appointee (Saint Paul Councilmember)

- Educational leaders
- State and County Workforce Development partners (DEED, Workforce Solutions)
- Economic development partners

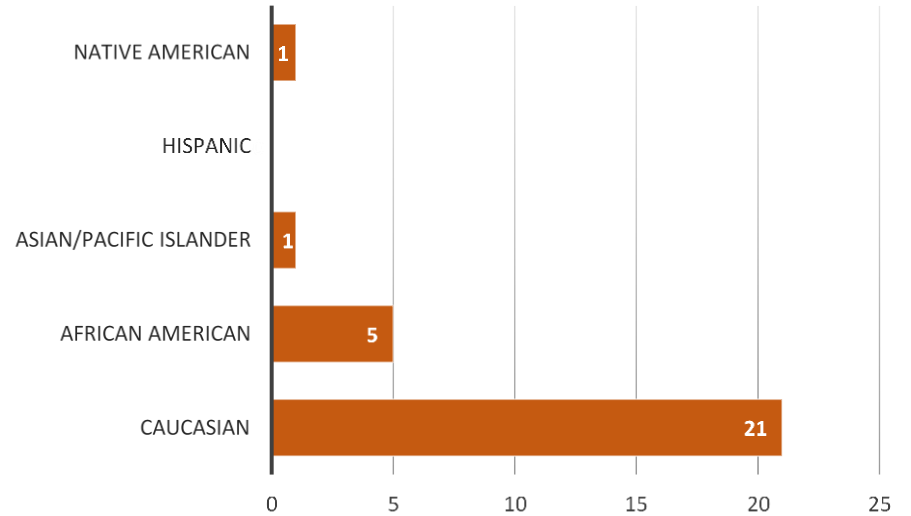
For a list of all current members, please visit www.rcwib.org

Membership Dashboard

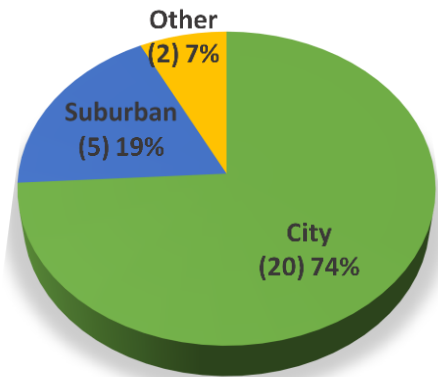
Company Size



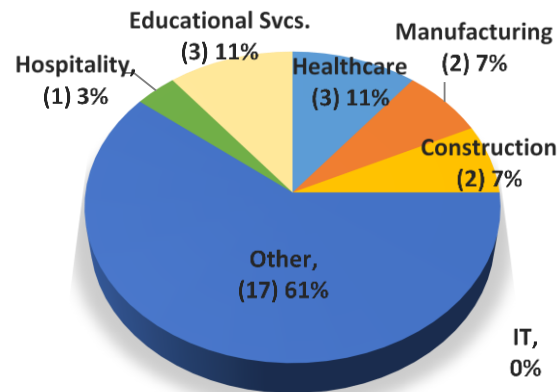
WIB Members - Ethnicity



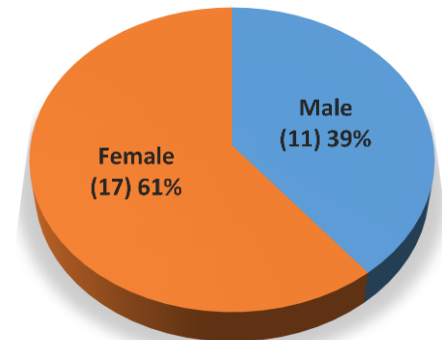
WIB Membership by Location



Industry Sectors



WIB Members - Gender



How does Ramsey County Workforce Solutions Connect to the WIB and Workforce Services?

23

Ramsey County Workforce Solutions (WFS) is the operational arm of the WIB. As such, WFS is:

- responsible for the application, planning, implementation, and administration of all grants
- required to report on grants and activities assigned to it by Federal, State, County and private sources
- accountable for compliance with all applicable state and Federal laws and regulations
- a provider of employment and training services to employers and job seekers through the CareerForce system
- staff to the WIB and its committees

WIB Organizational Structure

24

Workforce Innovation Board of Ramsey County

Chair: Karin McCabe

Role: Decision making

Executive
Director
Ling Becker

Executive Committee

Role: Strategic planning and steering

Executive
Assistant
Becky Milbrandt

Membership
Committee

Youth
Committee

Initiative
Committees
(3)

How Does the WIB Function?

25

Most of the work done by the WIB happens at the committee level:

Issues and projects surface in committee and move to the Executive Committee

The Executive Committee reviews and discusses committee issues and makes a recommendation for action to the WIB

Each member serves on at least one committee. They may be designated as the WIB Chair deems necessary, or they may choose based on their interest and expertise.

Executive Committee

26

The Executive Committee is made up of the WIB Chair, Chair-Elect, Past Chair, Committee Chairs, Local Elected Official and a few at-large members

The Executive Committee is responsible for reviewing financial statements, setting the budget, and reviewing all decisions and recommendations from committees

The Executive Committee will recommend actions to the full WIB for discussion and vote

Membership Committee

27

The Membership Committee is made up of the WIB Chair-Elect, Past Chair, Local Elected Official, business members-at-large, and a representative from the City of Saint Paul Mayor's Office. The Committee is chaired by the Chair-Elect.

Primary responsibilities include:

- Recruiting and recommending a WIB Chair-Elect
- Supporting the Chair-Elect through his/her term
- Recruiting and facilitating member engagements

Youth Committee

28

The Youth Committee focuses on:

- workforce development for older youth and education for younger youth
- educational and personal development of the youth in our community

Some areas the Committee is responsible for include:

- Understanding strategically what would benefit youth in Ramsey County to help the WIB make decisions about youth programs
- Reviewing performance outcomes for the youth programs to help guide the selection of service providers
- Supporting special projects for youth - Outreach to Schools; summer jobs program
 - Youth program administrative staff develop a Request for Proposal with volunteers from the general body to procure the best service providers and makes recommendations to full WIB

Initiative Committees

- The Initiative Committees ensure that the work of the strategic objectives are being done. These committees have identified the following primary functions:
 - Policy Committee
 - ✦ Assure the policy objectives of the Workforce Service Area and the WIB committees are before policy makers
 - Integration Committee
 - ✦ Work toward assuring that education, economic development, workforce, and business are working in sync such that the labor market exchange thrives and employment inequities among low income persons of color, Native Americans, and persons with disabilities are addressed.
 - Business Services Committee
 - ✦ Position workforce to serve the needs of business with qualified candidates, particularly small and mid-sized businesses

What can I expect as a WIB Member?

30

Learning curve

- A vast amount of new information confronts new WIB members. There is an expected learning curve. We are here to help
 - ✦ Please feel free to ask questions as they arise and call staff or leadership at anytime for discussion.

Bring your unique perspective from your industry and participate in discussion

- You were selected to serve on the WIB because of the unique perspective you bring from your industry and categorical designation. Your involvement in discussions and decisions makes the Board more effective.

Board members receive pre-reading and an agenda electronically one week before each meeting

- ✦ Members are asked to review the materials prior to the meeting in order to fully engage in discussions and make informed decisions
- ✦ For previous minutes and upcoming meetings, please visit the website: www.rcwib.org

What can I expect as a WIB Member?

31

Each member is required to actively participate on one WIB committee. Opportunities may also arise for ad hoc committees for new projects or ideas. Members are always welcome to volunteer to help. Beyond serving on one committee and serving on the WIB, your level of additional participation is up to you and based upon your interest and expertise.

The chair will assign you to a committee by right of by-law based on your category, or you may select a committee on which to serve, based on your interest.

Committees are designed to be business led, maintain a balance of city and suburban appointees, and have sufficient members to move the work forward.

Please contact [WIB staff](#) with any questions!

Successful WIB Members

32

Bring their expertise, knowledge and organizational goals to the table

Communicate with external stakeholders

Focus on strategic planning and initiatives

Stay abreast of local labor market and economic conditions

Make informed decisions

Attend WIB and committee meetings regularly

WIB Staff

33

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