



MINNESOTA

GOVERNOR'S WORKFORCE
DEVELOPMENT BOARD

Building a High-Performing State Workforce Board

GWDB's Vision

Minnesota's public, private and community resources are strategically aligned to competitively position our citizens and businesses for increased and sustained economic prosperity.

GWDB's Mission

Analyze and recommend workforce development policies
to the governor and legislature toward
talent development, resource alignment and system effectiveness
to ensure a globally competitive workforce for Minnesota.

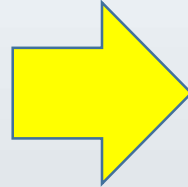
State Plan Vision

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.

Vision and Responsibility

WIOA Vision for State Boards

- **Communicate** the vision and goals for the workforce system
- **Act** as policy advisor for the Governor for workforce alignment
- **Exemplify** public-private partnerships



WIOA Responsibilities

- **Assess, evaluate, and recommend** changes to align policies and programs
- **Develop and provide** oversight for the operation and continuous improvement for the system
- **Evaluate, analyze, and disseminate** best practices

High Performing Boards

- Must focus on strategy (State, Regional and Local Plans)
- Evaluate and analyze outcomes using a Results-Based Accountability lens for State, Regional, and Local Plans
- Dashboard / Scorecard
- Performance Tools
- Systems Funding and Planning

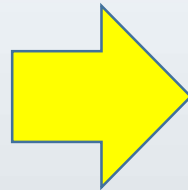
Strategies

- **Embrace and communicate** the vision for workforce development
- **Support and lead** employer-led high-quality sector partnerships
- **Prioritize solutions** for racial and economic disparities in education and employment
- **Achieve outcomes and results** through alignment with system partners and leveraging of federal, state, and philanthropic resources

Communicating the Vision

Structural Elements

- Board empowered with a **clear statewide vision** for workforce development aligned with Minnesota's economic development strategy
- Board members are oriented to serve as **champions** for the system, communicating the state vision
- Board establishes **specific goals** and **priorities** to drive the vision



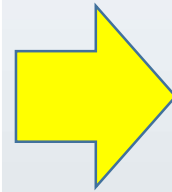
Operational Elements

- Board **aligns meeting agendas, committee priorities, and communication** with state vision and goals
- Board members have the **resources and access to tools to communicate** the vision to key stakeholders
- Board engages with the Governor's office to **identify and communicate priority actions** to support and realize the vision

Developing and Supporting High-Quality Partnerships with Industry

Structural Elements

- Board charged with responsibility to develop and govern a **state-wide sector strategy** for workforce development
- Identified a **strategic backbone** for supporting and expanding employer-led sector strategies for workforce-industry partnerships
- Membership reflects **decision-making capacity** from industry sectors and all components of Minnesota's talent pipeline



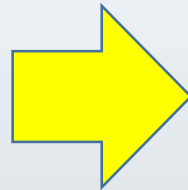
Operational Elements

- **Identifies strategic sectors** in state through labor market information and **catalyzes regional and local partnerships** with **industry** to meet talent and skills needs
- Support and/or assist in **defining/identifying, assessing progress while building capacity** of high-quality regional and local industry partnerships
- Solicit **feedback** from board members, and stakeholders on responsiveness to industry and individual customer needs

Workforce System Partnerships Align for Results-Based Accountability

Structural Elements

- Identification of applicable, **cross-system indicators** aligned with Minnesota's vision, supported by **state data** sources
- A plan for **aligning systems and local boards** across programs to Minnesota's vision
- Utilizes **project-specific task forces** with clear deliverables to ensure progress on priority issues



Operational Elements

- Ensures **data-driven discussions** and regular reporting on strategic levels, cross-system indicators aligned with Minnesota's vision
- Guiding the system coordination and the roles and responsibilities across partners, inclusive of **identifying and disseminating best practices** in service delivery through a career pathways system
- Recommend and support **professional development for staff** and work with system partners to build the board's capacity