

# The Positive Impact of Local Workforce Development Boards: STRATEGIES THAT LEAD TO MAXIMUM IMPACT

Minnesota Association of Workforce Boards  
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# MEET YOUR SPEAKER

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# WHO WE ARE



Employ Prince George's is a quasi-government 501c3 nonprofit serving as the principal workforce development entity for Prince George's County. Employ Prince George's serves as the staff, fiscal agent, administrative agent, and workforce development service provider for the Prince George's County Workforce Development Board and the operator of the Prince George's County Public Workforce System.

Employ Prince George's is an industry leading workforce development service provider, administering 14 workforce development programs that are supported by more than 20 funding sources. Employ Prince George's serves as the link between job seekers looking to begin or change careers and businesses looking for skilled workers to maintain competitiveness in a changing labor market.

The Center for Workforce Excellence International (CWEI) was created in 2021 to serve as a workforce development and nonprofit consulting firm that provides practice-proven principles to entities operating and administering workforce development systems and programs. CWEI has customers from the United States Virgin Islands to Oregon.



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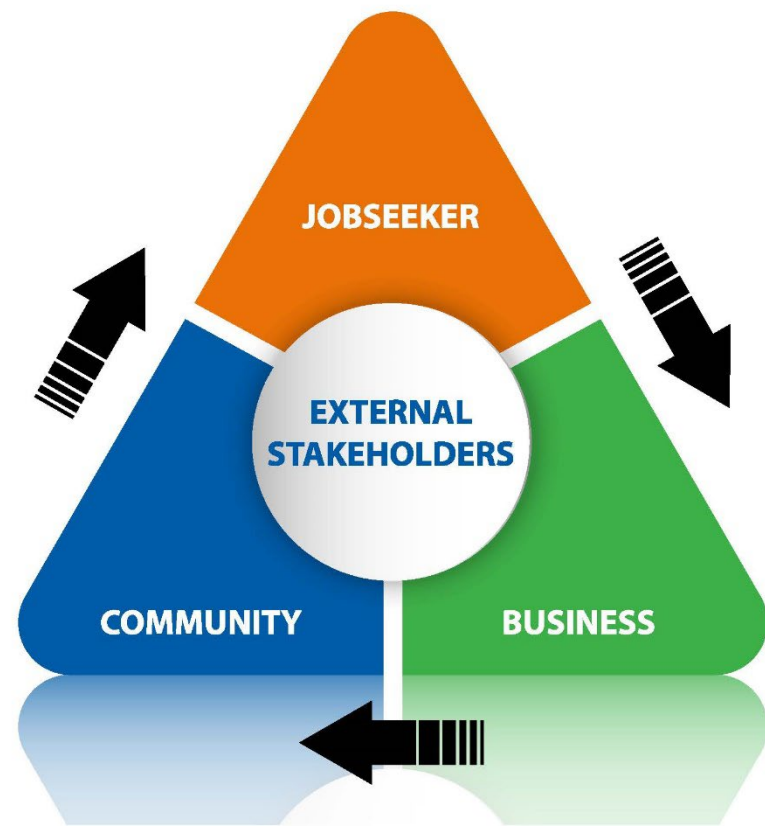
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# Mandatory Function of Local Workforce Development Boards I

## **WORKFORCE RESEARCH AND REGIONAL LABOR MARKET ANALYSIS**

To assist in the development and implementation of the local plan, the local board shall carry out analyses of the economic conditions in the region, determine the needed knowledge and skills for the region, the workforce in the region, workforce development activities in the region, and various labor market information in the region.

# Intersection of Operations & Data



What is relevant, who is it relevant to, and why?

# Mandatory Function of Local Workforce Development Boards II

**MAINTAINING STANDING COMMITTEES** The local board may designate and direct the activities of standing committees to provide information and to assist the local board in carrying out specific activities: (A) One-Stop Delivery System Operations, (B) Provision of services to youth, (C) Provision of services to individuals with disabilities.

# Standing Committees

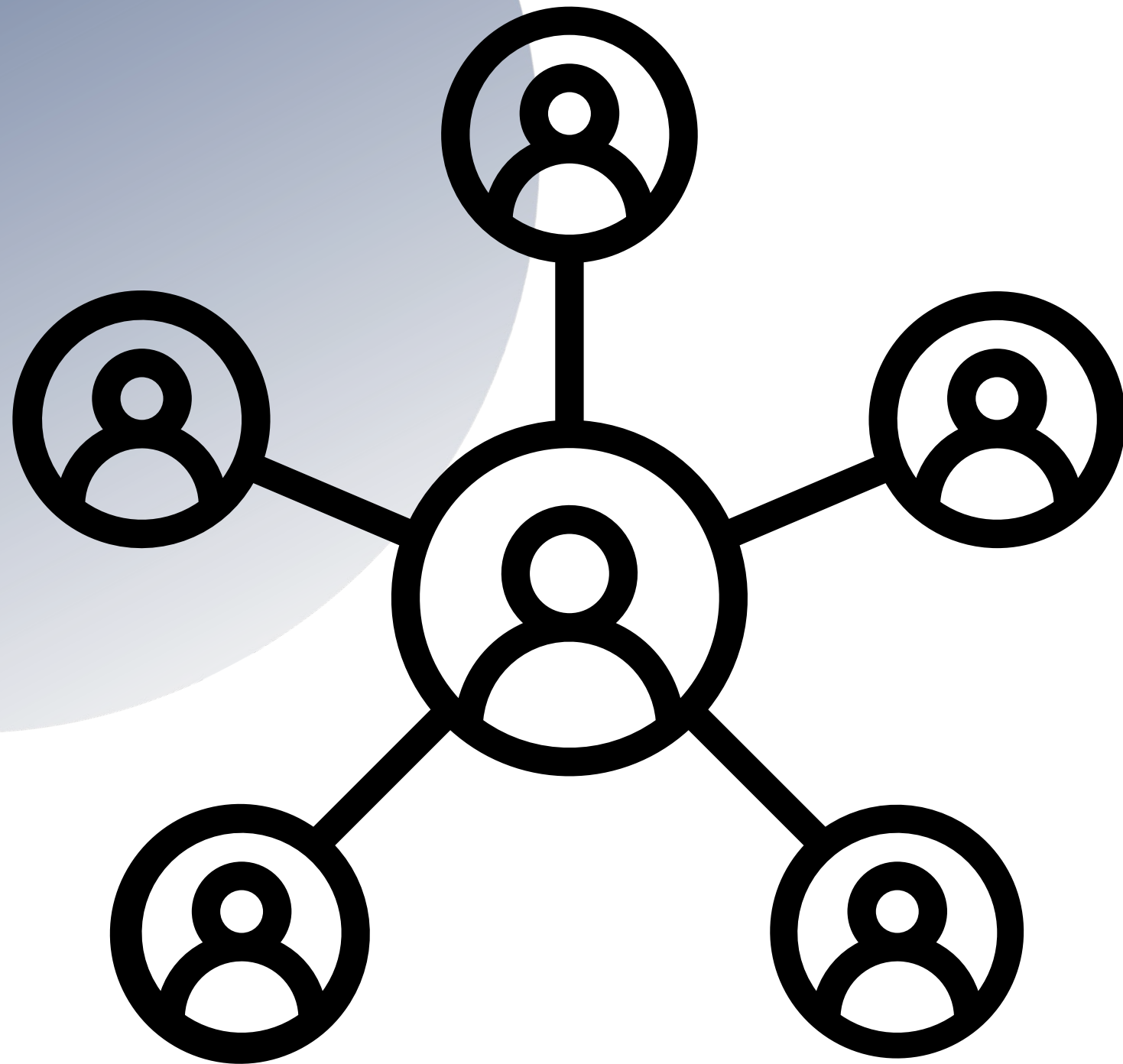
- Executive
- Finance
- Job Center / One-Stop System
- Youth Services
- Disability Access / Severe Barriers
- Business Services





# Mandatory Function of Local Workforce Development Boards III

**CONVENE, BROKER AND LEVERAGE PARTNERSHIPS** - The local board shall convene local workforce development system stakeholders to assist in the development of the local plan, identify non-Federal local workforce expertise, identify local resources to leverage support for local workforce development activities.



# COLLECTIVE IMPACT

Collective impact is a specific form of a collaboration concept, and approach, that attempts to solve social problems.

Is a contrasting approach to, and rectifies many of the issues related and associated with, Isolated Impact.

# COLLABORATION vs COLLECTIVE IMPACT

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**COLLABORATION:** A joint effort toward a goal

**COLLECTIVE IMPACT:** The commitment of a group of important partners from different sectors to a common agenda for solving a specific social problem

# COLLECTIVE IMPACT Core Elements

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**Common Agenda:** This characteristic allows community members to align their interests and their resources in a meaningful and sustainable way. A common agenda is not only a common goal – it is a shared understanding of how to reach that goal and what the problem is.

**Shared Measurement Systems:** Assessment provides information about whether the initiative is successful. Without a common agenda, it is difficult for collaborators to agree on what needs to be measured to define success of the venture.

**Mutually Reinforcing Activities:** Cross-sector coordination (i.e. coordination between organizations that perform varying functions and a variety of services/products) does not require many organizations doing the same activities, but rather managing the expertise and strengths of each organization so that it can own a specific part of the project.

**Mutually Reinforcing Activities:** Cross-sector coordination (i.e. coordination between organizations that perform varying functions and a variety of services/products) does not require many organizations doing the same activities, but rather managing the expertise and strengths of each organization so that it can own a specific part of the project.

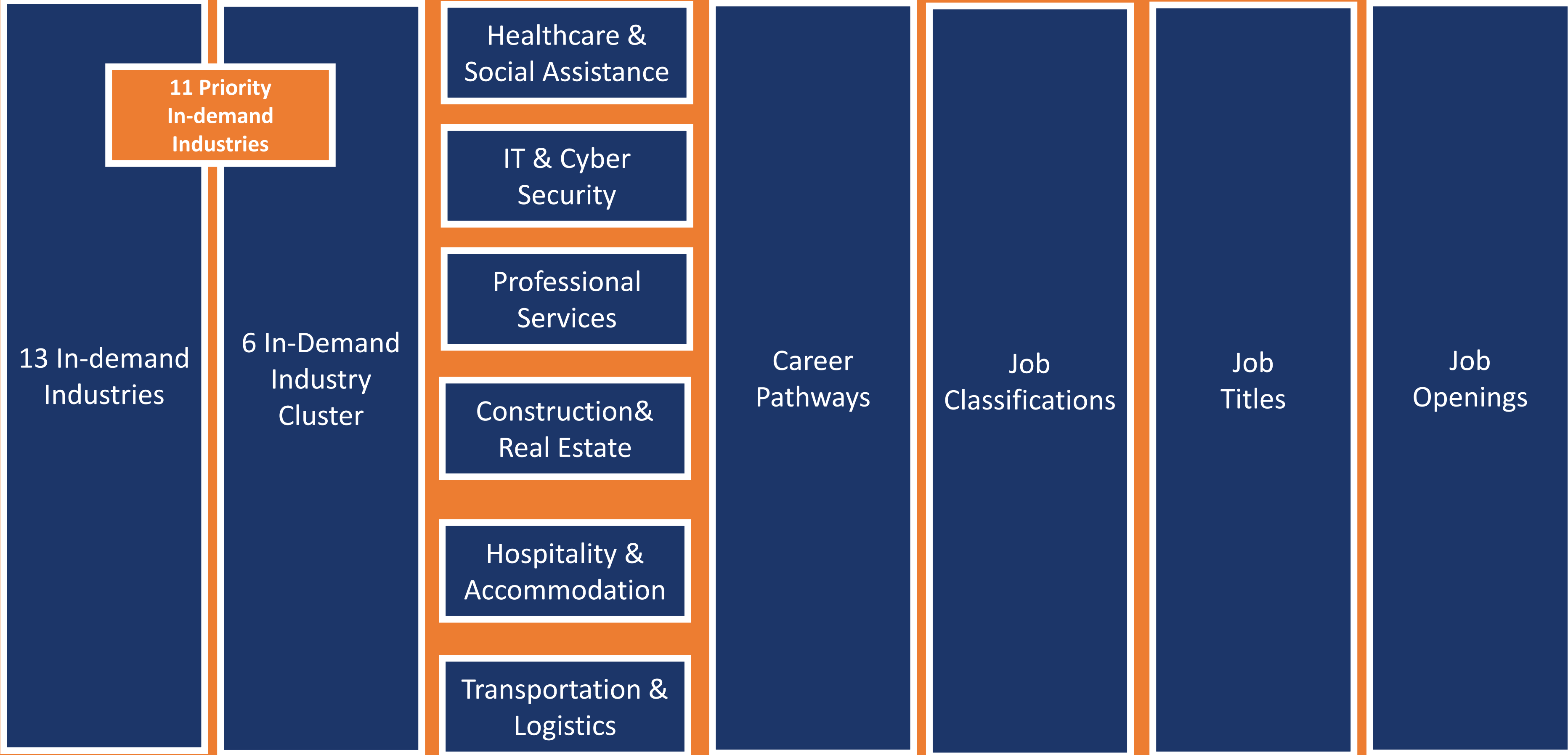
**Continuous Communication:** Continuous, regular, and structured communication has been identified as paramount in creating trusting relationships between collective impact participants.

**Backbone Support Organizations:** The backbone support organization fulfills the role of facilitator, project manager, and data manager for the collective impact initiative (Kania and Kramer 2011).

# Mandatory Function of Local Workforce Development Boards IV

**CAREER PATHWAYS DEVELOPMENT** – The local board, with representatives of secondary and postsecondary education programs, shall lead efforts in the local area to develop and implement career pathways within the local area by aligning the employment, training, education, and supportive services that are needed by adults and youth, particularly individuals with barriers to employment.

# Business Engagement Target Strategy



13 In-demand Industries

11 Priority In-demand Industries

6 In-Demand Industry Cluster

Healthcare & Social Assistance

IT & Cyber Security

Professional Services

Construction & Real Estate

Hospitality & Accommodation

Transportation & Logistics

Career Pathways

Job Classifications

Job Titles

Job Openings

# CAN YOU TRANSLATE?



America's Public Workforce System is one singular language with various partners/grants who speak different dialects of the overall Public Workforce System language. The key to a successful local workforce development board, and their local workforce system, is their ability to translate each dialect and ensure each partner understands each other.



# QUESTIONS?

[www.EmployPG.org](http://www.EmployPG.org)

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