

Partnering With Local Workforce Development Boards for RETAIN

May 2022



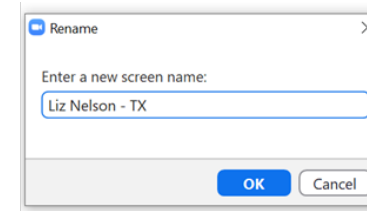
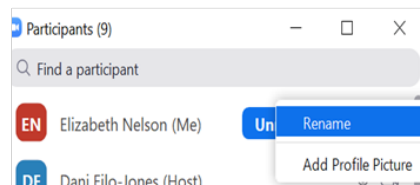
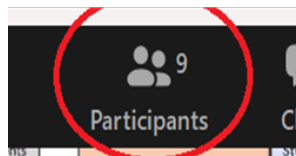
RETAIN

Retaining Employment and Talent
After Injury/Illness Network



How to Participate

- Chat box and email:
 - Use the chat box throughout the session to make comments and communicate your tech problems. Raise your hand and we'll call on you. Lower your hand after you've been called on.
 - You also can communicate by email at RETAINTA@air.org.
- Other helpful Zoom features:
 - To access closed captioning, click on the CC feature at the bottom of the Zoom window.
 - To add your state abbreviation to your name, find your name under "Participants," click "More" beside your name, and select "Rename."



Disclaimer

This event is conducted by the American Institutes for Research (AIR) for the U.S. Department of Labor (DOL) Office of Disability Employment Policy (ODEP) and the Retaining Employment and Talent After Injury/Illness Network (RETAIN) state grantees, under DOL Contract Number 1605DC-18-F-00429. The views expressed are those of the authors and should not be attributed to DOL, nor does mention of trade names, commercial products, or organizations imply endorsement of same by the U.S. Government.

About RETAIN

- RETAIN: Retaining Employment and Talent After Injury/Illness Network
 - Joint initiative led by DOL and ODEP
 - Funded by ODEP, DOL's Employment and Training Administration, and the Social Security Administration
- RETAIN technical assistance (TA) is funded by ODEP and housed at the American Institutes for Research (AIR)
- The RETAIN Initiative:
 - Focuses on building state capacity in stay-at-work (SAW)/return-to-work (RTW) strategies across five states
 - Explores ways to help people who become ill or injured during their working years remain in the labor force

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Meet the Presenter



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Objectives

- Increase understanding of the public workforce system and specifically the local workforce development boards
- Explore the value proposition of partnering with local workforce development boards
- Identify considerations for partnership development with a local workforce development board

Agenda

1. Overview of the public workforce system
2. High level look at key tasks of a local workforce development board
3. Considerations for partnership development
4. Wrap up

Overview of the Public Workforce System

Vision

Improve job and career options for workers and job seekers through an integrated, job-driven public workforce system that links diverse talent to businesses.

Supports the development of strong regional economies where businesses thrive, and people want to live and work.

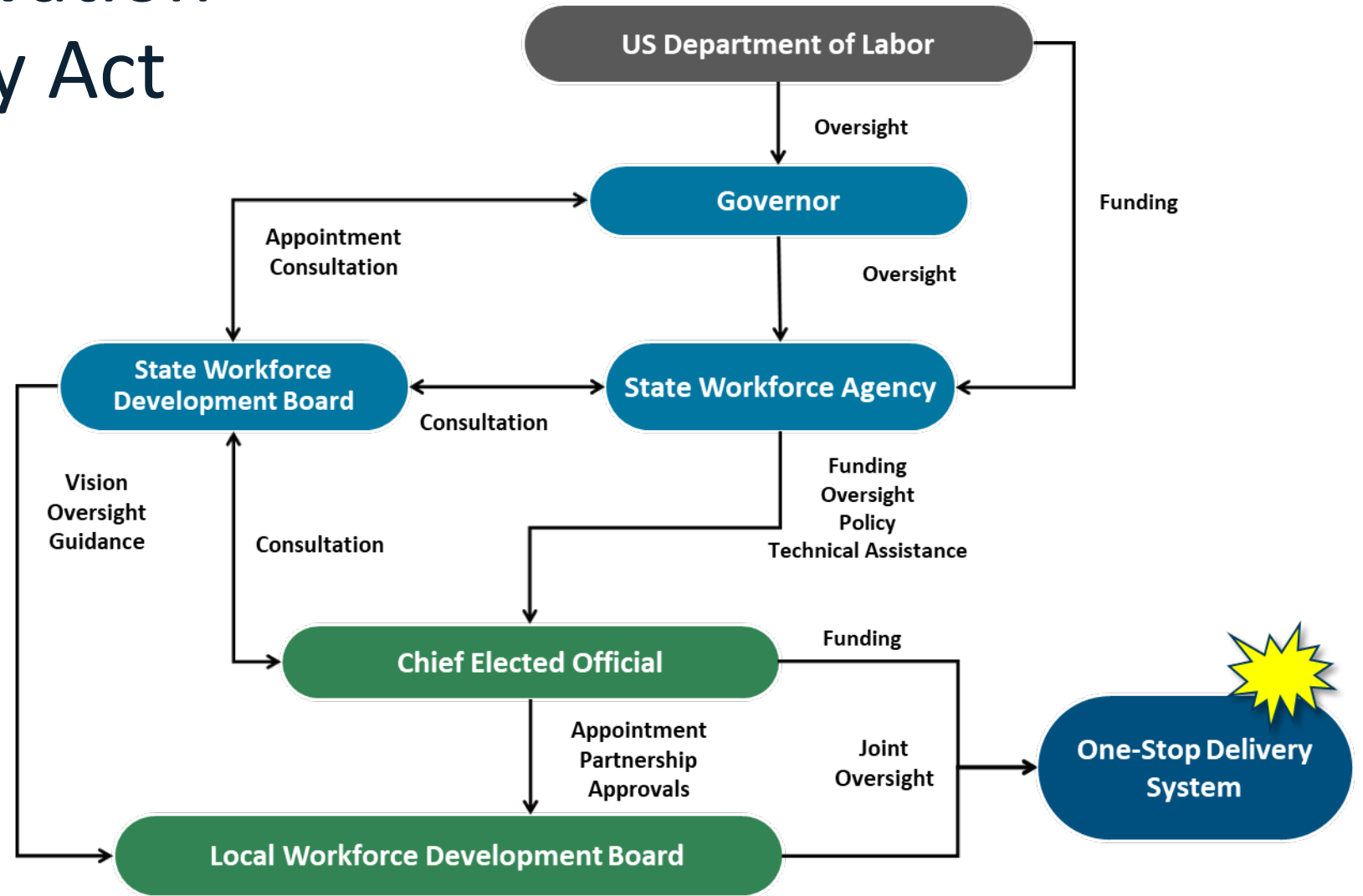
Based on idea that the public workforce system supports development of talent pipelines.

Guiding Principles

- Integrated Service Delivery
- Focus on Strategy
- Regional Economic Development
- High Quality Services
- Accountability & Transparency



Workforce Innovation and Opportunity Act Governance



Questions?



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Value Proposition of Local Workforce Boards

RETAIN

Retaining Employment and Talent After
Injury/Illness Network

Who is on the local boards?

Business

- 51% of total board composition

Workforce

- 20% of total board composition

Employment & Training

- Higher education
- Adult education

Government

- Community and economic development
- Partner programs

Local Workforce Boards Act as

Strategists

Conveners

Optimizers

Managers

Strategists and Conveners

- Strategists

- Sets the strategic vision for the workforce system in their designated area
- Oversight of the system
- The workforce system is a network of partners
- Design service strategies to meet the needs of business
 - Business is the demand side
 - Workforce system is the supply side

- Conveners

- Facilitate planning conversations with partners
- Solicit input and feedback from business customers regarding workforce challenges and customer satisfaction

Optimizers and Managers

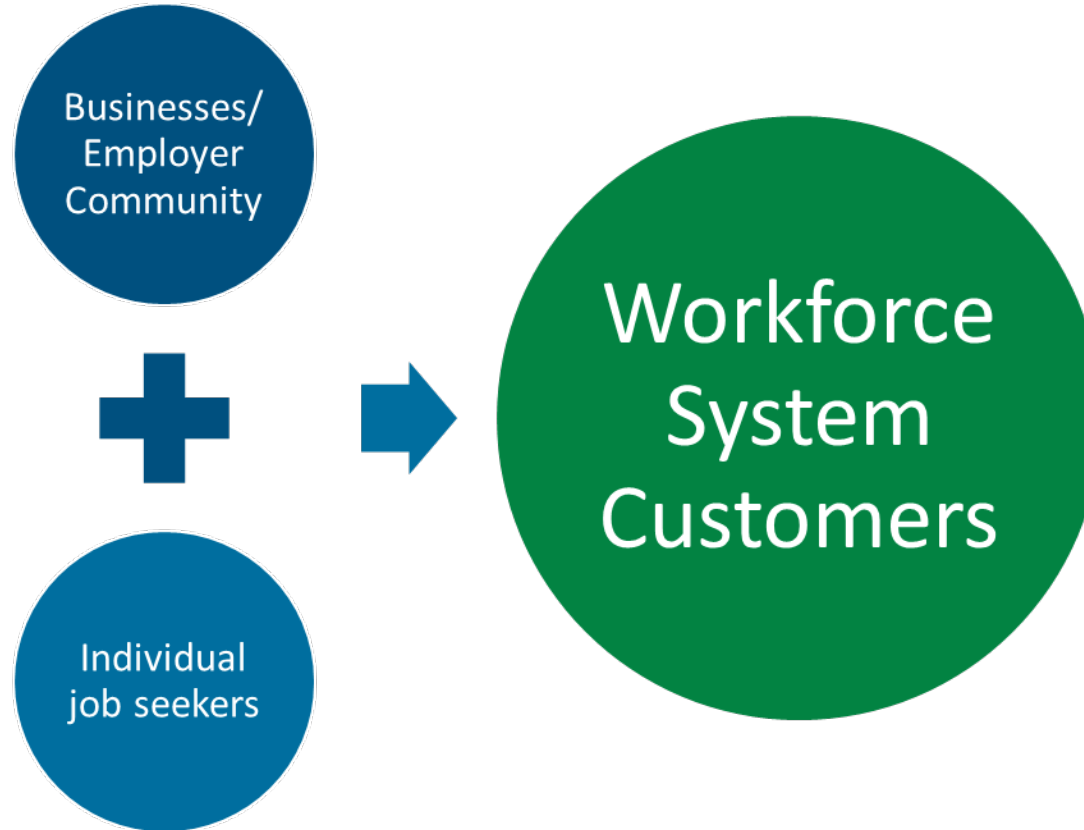
- Optimizers

- Focus on continuous improvement of the system
- Use data to make decisions are services and effectiveness

- Managers

- Be good stewards of public funds
- Procure services, issues contracts, and hold entities accountable

Customers of the Local Workforce System



Key Purpose of Local Workforce Boards

- Outline a strategic vision for the local workforce system and oversee the implementation of that vision through board staff, subrecipients, contractors, and partner organizations.
- Be creative and innovative in addressing the needs of business
- Be business driven and business focused
 - Sector/industry based
- Provide integrated and effective services to any person who needs assistance
- Prioritize individuals with barriers to employment

Common Tasks of Workforce Boards

- Developing and maintaining relationships with business community
 - Some have dedicated cross agency business services teams
- Identifying new pools of workers and equipping them with necessary skills
- Evaluating the system wide services available based on the articulated needs of businesses
- Anticipating future training needs in the local economy
- Engrained with economic development teams for local efforts

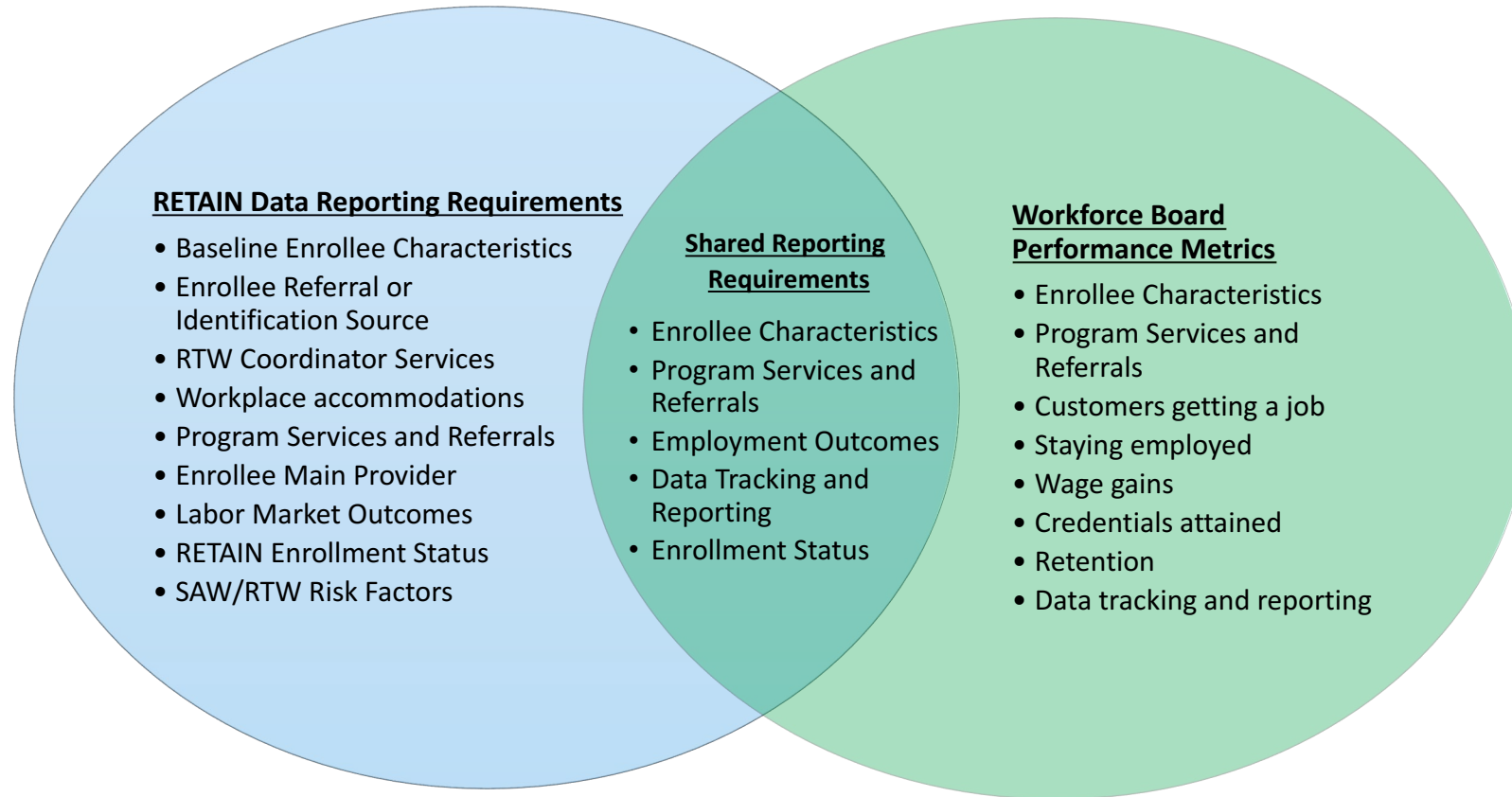
Services Available Through One-Stop Centers

- Including but not limited to-
 - Job search assistance
 - Employability workshops
 - Resume writing assistance
 - Skills training including tuition assistance
 - Job placement
 - Supportive services while attending training or job searching
 - Equipment purchase
 - Childcare expenses
 - Required uniforms/other clothing
 - Payment of certification fees

Performance Metrics

- Workforce boards and the individual programs within the workforce system must meet performance metrics. This includes, at a minimum,
 - customers getting a job
 - staying employed
 - wage gains
 - credentials attained

Overlap of Metrics/Reporting Requirements



Questions?



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Considerations for Partnership Development

Prepping to Meet the Local Board Staff

01

Identify your local board(s)

02

Do your research

- Understand the geographical scope of the board
- Location of the one-stop centers

03

Know your value

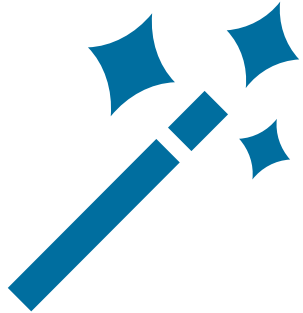
- What do you bring to the table?
- Where would you like to explore partnership opportunities?

04

Consider the performance outcomes

- Obtaining employment
- Maintaining employment
- Wage increases

Expect to Be a Myth Buster



- Local workforce board staff may hear “disability, illness, or injury” and automatically think-
 - Refer to Vocational Rehabilitation
 - If an individual can’t work, they should not be enrolled in a job seeking program
 - Enrolling people with disabilities will make our performance go down
- How would you respond to these assumptions?

Strategic Ideas for Partnership



Recruitment and
Enrollment



Connection to Business



General

Recruitment and Enrollment



- Learn the programs of the other partners so you can make appropriate referrals
- Conduct initial and ongoing training for American Job Center staff regarding your RETAIN program so they can make appropriate referrals
- Jointly plan resource fairs with the American Job Center staff
- Advocate for and participate in team-based case management and co-enrollment across programs

General



- Invite a local workforce board member or staff person to join your RETAIN advisory board
- Join a committee of the local workforce board
 - This does not require you to be a member of the local board
- Give a presentation on RETAIN at a local board meeting
- Sign on as a nonmandatory partner in the local workforce system

Connection to Business



- Join the business services team for the local workforce area
- Start an employee resource group with a local employer or group of employers
- Develop and deliver workshops for businesses
 - Value proposition of RETAIN
 - Hiring and maintaining employment of individuals with disabilities
 - Job Accommodation Network
- Initiate a designation or award for business with a demonstrated commitment to hiring and retaining staff after injury or illness
- Be a Case Manager for the business

Connection to Business–2



- Develop and offer “Try out Training” to provide paid work experience for individuals
- Develop a golden ticket package of services for employers which includes
 - Job coach style services
 - Reimbursement of on-the-job training expenses
 - Barrier reduction strategies to keep a worker on the job

Discussion

What supports do you need, including individual TA and professional development, to implement the ideas we've discussed?



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Questions?



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Identify Your Local Workforce Board

- Kansas
 - <https://ksworksstateboard.org/>
- Kentucky
 - <https://kwib.ky.gov/Pages/index.aspx>
- Minnesota
 - <https://mn.gov/deed/gwdb/>
- Ohio
 - <https://workforce.ohio.gov/about>
- Vermont
 - <https://vwdb.vermont.gov/board>

Thank you