



Council on Workforce Investment 2022 – 2026 Strategic Plan Approach

CWI Full Council Meeting

May 18, 2021

Background – Current CWI Strategic Plan (2018 – 2022)

- CWI initiated the process to create the 2018 – 2022 Strategic Plan in Oct. 2017
- A preliminary survey was completed by CWI members to identify focus areas for the 2018 – 2022 Strategic Plan
- CWI members participated in an all-day strategic planning retreat led by staff from the National Governors' Association (NGA)
- DWD Business Consultants served as internal facilitators for the Working Groups and DET staff provided subject matter expertise to help inform decisions.



National Governors' Association Role

- Worked with CWI committees and DWD staff to produce the questions for the preliminary survey
- Provided an overview of the framework and key elements of high-performing state workforce boards they had worked with in the past
- Facilitated the strategic planning retreat and set the themes planning should revolve around at the retreat
- Shared innovative workforce development strategies occurring at the federal level and examples from the state level of each element of the framework
 - Also offered examples of effective cross-agency collaboration, business engagement, and pursuit of external funding
 - **This insight helped inform the decision on the five priorities to include in the 2018 – 2022 Strategic Plan**




2018-2022 Strategic Planning Retreat

- Members divided into breakout sessions based on the sub-committees/working groups in place for the 2014 – 2018 Strategic Plan
- The CWI came to a consensus on five priorities (out of 11 options) that would be the cornerstones of the 2018 – 2022 Strategic Plan
- For more information on what occurred during the retreat and the outcomes see: [CWI Strategic Planning Retreat Meeting Summary](#)



2018-2022 Strategic Plan Priorities & Committees




PRIORITY I:
INCREASE EDUCATIONAL ATTAINMENT AND MAKE IT AFFORDABLE FOR ALL WISCONSIN RESIDENTS
Resource Alignment Committee




PRIORITY II:
INCREASE NET MIGRATION TO WISCONSIN
Partnership Committee



PRIORITY III:
INCREASE AWARENESS AND EXPAND WORKER TRAINING PROGRAMS, INTERNSHIPS AND APPRENTICESHIPS
Partnership Committee



PRIORITY IV:
SERVE UNDER-REPRESENTED POPULATIONS
Workforce Innovation and Opportunity Act Committee - WIOA



PRIORITY V:
IMPROVE ACCESS AND UNDERSTANDING OF WORKFORCE INVESTMENT ASSETS
Resource Alignment Committee

Current CWI Working Groups:

- **Employment Training Infrastructure Working Group:** This group will focus on Priorities I and III.
- **Growing Workforce Opportunities Working Group:** This group will focus on Priorities II and V.
- **WIOA Compliance and Resource Alignment Working Group:** This group will focus on Priority IV.



Intentions for 2022 – 2026 Strategic Planning Process

- Conduct a preliminary survey to gather input and identify priority areas for 2022 – 2026 Strategic Plan
- Enlist NGA to assist with front-end work (e.g., develop pre-retreat survey, facilitate planning discussions, share best practices of innovative state workforce development strategies, offer federal level insight, etc.)
- Convene the full CWI for a large strategic planning session to establish the priorities for the new Strategic Plan



Considerations for 2022-2026 Strategic Plan

- Council member engagement is crucial
- Working Groups/Committees could change – recommendations should be reflective of Council as a whole
- Overall vision should be set with strategic goals, objectives, and deliverables/measurements of attainment
- Strategic planning should include “**what success looks like**”
- Evidence-based practices should be implemented throughout the Strategic Plan enforcing:
 - Metrics (what the Council will measure),
 - Analytical values (what the metric will tell), and
 - Data source(s) (where the data will come from)



Proposed 2022 – 2026 Strategic Plan Timeline

- **June/July 2021** - Committees/Working Groups begin work on identifying the future state, establishing objectives & prioritizing action items
- **August 17, 2021** (Full CWI Meeting) - 2-day Strategic Planning Retreat
- **Sept. 2021 to April 2022** - Continue committee work on Strategic Plan and finalize draft for Full Council report out
- **February 2022** (Full CWI Meeting) - Strategic Planning Council Meeting: Continue Work on Strategic Plan Process



Proposed 2022 – 2026 Strategic Plan Timeline

- **March/April 2022** - Draft plan submitted to DWD SO
- **April 2022** (CWI Executive Comm. Meeting) - Draft plan presented to Exec. Committee for a vote before bringing to Full Council
- **April/May 2022** – Draft plan sent to Governor's office for review/approval before bringing to the Full Council for a vote
- **May 2022** (Full CWI Meeting) - Exec. Committee presents the draft Strategic Plan and recommends CWI approval of the plan
- **June 2022** - The approved 2022 – 2026 Strategic Plan goes into effect and work starts on implementation

