

Raymond Allen, Executive Director
201 E. Washington Avenue, Rm. A400
P.O. Box 7946
Madison, Wisconsin 53707-7946
Telephone: (608) 267-1410
Fax: (608) 266-1784
Web site: <http://www.wi-cwi.org>



Scott Walker
Governor

S. Mark Tyler
Chair

Governor's Council on Workforce Investment

TO: DWD Leadership, CWI Executive Committee

FROM: Tierney Gill, Policy Analyst, Department of Workforce Development
Phil Koenig, Bureau of Workforce Training Director, Department of Workforce Development

SUBJECT: Neighboring State Board Formats for Organization Consideration

DATE: December 17, 2018

Given the unique crossroads that the CWI is presently at, leadership has the opportunity to provide insight and recommendations on the direction that this body could go in the near future. We have prepared the following brief synopsis for initial comparison and reflection in this brainstorming process. The states that have been considered for this first pass include our Midwestern neighbors Minnesota, Iowa, Michigan, Indiana, and Illinois, as well as one outlier – Colorado. The concise structural snapshots are included below, and are not intended to be exhaustive or comprehensive. Suggested areas for your consideration are presented immediately following the excerpts.

Minnesota:

The Governor's Workforce Development Board (GWDB) has five standing committees with subgroups attached – Career Pathways Partnership; Executive Initiatives; Operations Priorities; Racial Equity in Education/Training/Employment; Disabilities Equity in Education/Training/Employment. Responsibilities include reviewing statewide policies to ensure system alignment, development of statewide policies affecting coordinated provision of services through the workforce center delivery system, updating of comprehensive Minnesota state performance accountability measures, and dissemination of information on best practices. There are 48 members on the board, 41 of which are appointed by the Governor to serve three-year terms.

Indiana:

The Indiana State Workforce Innovation Council (ISWIC) has one standing committee (Youth), currently 6 task forces (Align Work and Learn; Career Counseling; Future of Work; Sector Strategies; WIOA Implementation; and Work Ethic Certificate; and one working group (Rural Affairs). These groups pass resolutions upon completion of their set task, before they are summarily dissolved. Members are responsible for assisting the Governor in creating a unified or combined statewide plan for workforce development; creating policy recommendations to further integrate state workforce development systems and developing strategies that lead to 60% of Indiana's workforce having postsecondary credentials by 2025. There are 39 members on the board, with members appointed to two-year terms beginning upon their appointment and continuing at the discretion of the Governor. Senate Enrolled Act 50, signed into law this past March, transferred all of these powers, duties, and assets/liabilities of the ISWIC to the newly formed Governors Workforce Cabinet.

Michigan:

The Governor's Talent Investment Board (GTIB) has only 1 standing committee (Executive Committee) with working groups and ad hoc committees established on an as-needed basis when a specific project requires it. In addition to the Chair and Vice-Chair, the Executive Committee has members as appointed by the Chair, and they serve 1-year terms providing overall direction to GTIB activities and reviewing regulatory items before it

comes before the full board. Their responsibilities include recommending policies to the Governor and state departments that guide workforce investment and training at both the state and local levels, reviewing the state plan, drafting resolutions on issues the Board deems relevant to their workforce goals and needs, and more. Only gubernatorial appointees and legislators are voting members: agency partners serving on the board are considered ex officio and have no voting power nor do they count towards the quorum for voting decisions. The Governor has a designee which serves in his stead representing his interests. There are 37 members of the board, 7 serve for 2 years, 7 serve for 3 years, 6 serve for four years, and all others serve for 3 years.

Illinois:

The Illinois Workforce Innovation Board (IWIB) has 3 standing committees (Apprenticeship, Youth, Evaluation and Accountability) with 2 task forces (Strategic Planning; Transportation, Distribution and Logistics) and an additional 1 work group (One-Stop Certification Criteria/Operator Procurement Policy Work Group). Members assist in offering policy recommendations, helping drive program alignment, and drafting of a strategic plan. There are 42 members, of which appointed members serve 2 year terms.

Iowa:

The Iowa Workforce Development Board (IWDB) has four standing committees – Disability Access; ExOffender Reentry; Minority Unemployment and Outreach; and Youth; in addition to a Realignment Ad Hoc committee. Among other things, they oversee the development and implementation of a 20-year comprehensive workforce development plan, a five-year strategic plan, establish grant awarding guidelines, and review grants that the Iowa Workforce Development awards. There are 55 members on the board, 13 of which are ex officio/nonvoting members, and the voting members are appointed by the Governor, confirmed by the Senate, and serve staggered four-year terms.

Colorado:

The Colorado Workforce Development Council (CWDC) has four standing committees – Executive (members elected by the Board itself); Education&Training; Industry; and Advocacy . They are responsible for providing strategic guidance to and maintaining relationships with the Employment&Training Division of the Colorado Department of Labor and Employment, focusing on a business-driven model for delivery of services in communities throughout the state, as well as providing a communication forum for the sectors represented on the Council, among other things. They have 42 board members and 6 additional ex officio members, of which the appointed members serve three-year terms from October 1st through September 31st of each calendar year: additionally, members may serve up to two terms or at the pleasure of the Governor. A chair-elect is elected every two years, and becomes chair after one year, at which time the current Chair becomes Past Chair for a minimum of one year.

Recommended Areas for Discussion

The CWI is currently provided with the opportunity to influence the direction the board takes in the coming years. Potential areas that we would recommend as a starting point for the Board to consider going forward include, but are not limited to, current model structure; areas of service improvement; strengths and weaknesses; standing committees vs working groups/task forces; executive order vs state statute for the Board itself; terms of service; and overall, how to best provide a system that is both flexible and adaptable to meet the needs of the ever-changing world of Wisconsin's workforce.

Phil Koenig

Phil Koenig, Bureau of Workforce Training Director
Division of Employment and Training
Department of Workforce Development

Tierney Gill

Tierney Gill, CWI Policy and Program Analyst
Division of Employment and Training
Department of Workforce Development