



## *Bay Area Workforce Development Board*

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### STRATEGIC LEADERSHIP COMMITTEE of the Bay Area Workforce Development Board

#### Meeting Summary March 23, 2006

Present: Joe Hilke, Larry Harkness, Elizabeth Mahloch, Brian Pelon, Mike Troyer,  
Michael VanDyke, Ann Franz, Jim Golembeski

Members reviewed the Bay Area WIA Local Plan that has to be submitted to DWS by the end of March. The strategic goals identified in Section I of the Plan. These goals reiterate the goals set by the Bay Area WDB in May 2005 with an added focus on the School-to-Work project that has occupied the Bay Area WDB since September 2005. Mr. Golembeski distributed an organization chart that outlined a proposed plan for 4 One-Stop Operator entities, 5 Comprehensive Job Centers, and 5 Access Points of Service. He emphasized that the chart did not reflect funding streams at this time, only the organization of the Bay Area One-Stop system according to the new DWD guidelines. Over the longer term, staff would like to see the One-Stop Operators play an increasingly decisive role in the use of WIA funds within the Bay Area.

It was noted that the "Continuous Improvement Initiative" report from 2003 was incorporated into WIA Plan, as were the Baldrige Performance Criteria developed by the Program Performance Committee last year. In that respect, this new WIA Plan is a direct outgrowth of the work that the Bay Area WDB has been doing.

Mr. Golembeski also spoke about the emerging need for WIA resources to serve an additional role in the operation and quality improvement process for the job centers. Despite the fact that we have no useful allocation numbers for the coming program year, staff is considering the possibility of using WIA funds to contract for "strategic management" services. This is based on the perception that the partner agencies have less and less time to spend working on the overall job center operation because of the increased demands of the programs under their authority. A "strategic manager" could work with the job centers on implementing the Baldrige performance criteria, coordinate the management team planning and activities, assist with the effective implementation of the new business services teams and the K-12 liaison requirements, and promote more effective collaboration among the partner programs. It was suggested that perhaps a single contractor could provide such service throughout the area. Staff was in agreement that such a contractor should be independent of all the partner programs.

The vision of the Bay Area Workforce Development Board is that job skills and educational levels are increased, quality of life for all individuals is enhanced, while employers' needs are met.

emerged in the discussion, in addition to the five issues previously discussed by the committee (i.e., regional development, innovation and technology, business services, K-12 connection, and urban/rural differences). These included:

1. The need to identify applicable metrics for all stated goals in the WIA Plan;
2. The recognition that there are many additional resources that need to be brought into the job center partnership and coordinated more effectively;
3. The need to address the core services staffing and equipment needs in a more definitive way that we have done in the past;
4. The need to better understand and develop an efficient system of partner contribution to the job center operation.

Mr. Golembeski also asked the committee members to think about the place of the Oneida Tribal Center for Self-Sufficiency within this new organizational pattern. We need to speak with them as well. He briefly reviewed some of the staff efforts at bridging the urban/rural differences noting that the larger metro areas in the WDA are doing well economically, but there are some other areas that are struggling. In particular, he has been working to connect the NEW North initiatives to the northern counties. Lastly, the new requirement from DWS that workforce boards spend 35% of their gross WIA allocation on training for high wage jobs was discussed, but there are many questions about what this actually means yet.

The meeting adjourned at 12:30 PM.