

# The Workforce Innovation and Opportunity Act

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## Minnesota's Approach to Regional Planning

MN Workforce Council Association

August 5, 2015

Duluth, MN

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# **Workforce Development Areas & Regional Planning**

- **A New Opportunity in WIOA**
- **How the State arrived at the 6 Regions**
- **MN's Approach to Regional Planning**
- **Process for Moving Forward**

# How the State arrived at 6 Regions

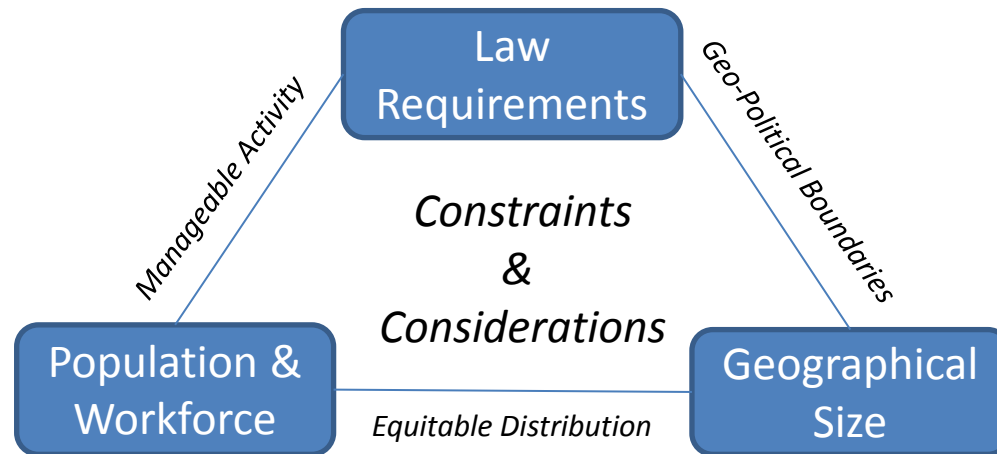
## Intent of WIOA – Section 2. Purpose

Strategic Coordination	Results for Job Seekers & Employers
Better alignment of related systems.	Increase access to workforce development services
Improve the structure and delivery of services.	Credentialed skills providing sustainable wages and workers.
Activities through a state wide system that produces results.	Prosperity of workers and employers - globally competitive.

## Requirements of WIOA – Workforce Development and Local Areas

<b>Classifications</b> – sec. 106	1 local area per region; 2 or more local areas per region; multi-state region
<b>Characteristics</b> – sec. 106	Consistent with labor market and Economic Development Areas; have adequate resources available to carry out activities, including education/training providers
<b>Local Areas</b> – sec. 107	Local areas meeting performance and financial auditing standards shall be allowed to maintain their local designation.

# How the State arrived at 6 Regions



# MN's 6 WDA/Regions

EDRs 1,2,4,5 align  
with WSAs 1 and 2

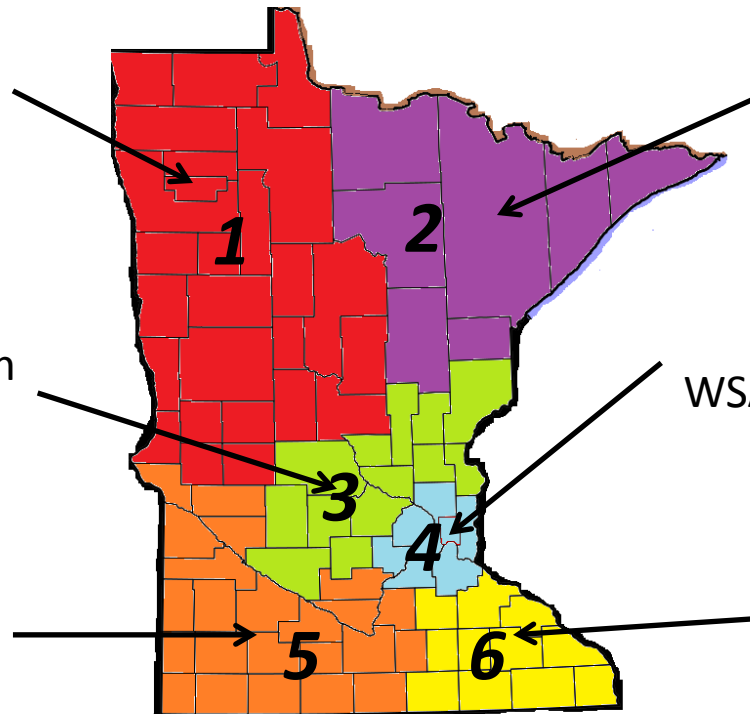
EDR 3 aligns  
with WSAs 3 and 4

EDRs 6e, 7w, 7e align  
with WSAs 5 and 17

EDR 11 aligns with  
WSAs 9, 10, 12, 14, 15 and 16

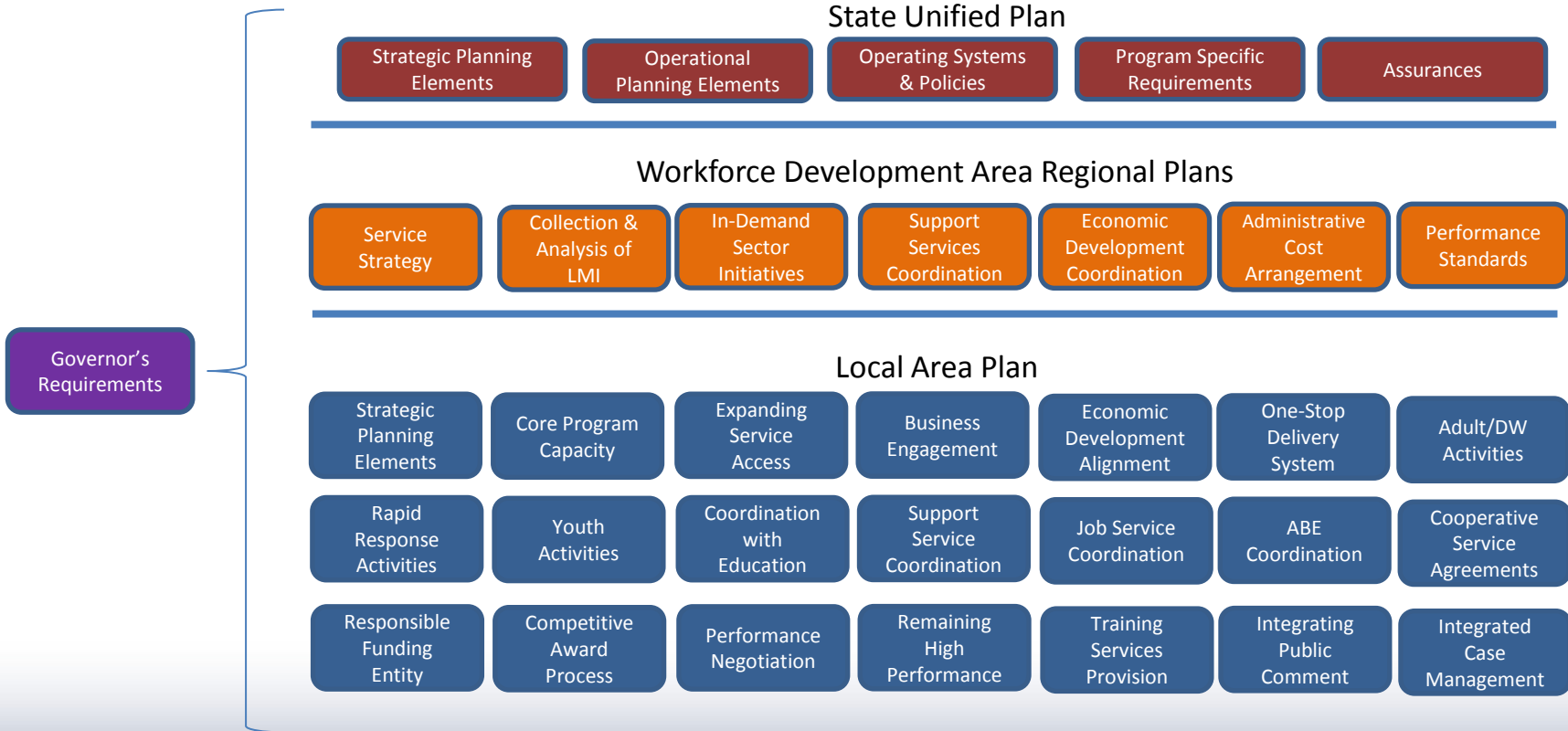
EDRs 6w, 8, 9 align  
with WSAs 6 and 7

EDR 10 aligns  
with WSAs 8 and 18



# MN's Approach to Regional Planning

## WIOA Law Planning Components



# Five conditions of Collective Impact

1

## Common Agenda

Participants share a vision for change that includes a common understanding of the problem & a joint approach to solving the problem

2

## Shared Measurement System

All participating organizations agree on the ways progress & success will be measured & reported

3

## Mutually Reinforcing Activities

A diverse set of actors, typically across sectors, coordinate a set of differentiated activities through a mutually reinforcing action plan

4

## Continuous Communication

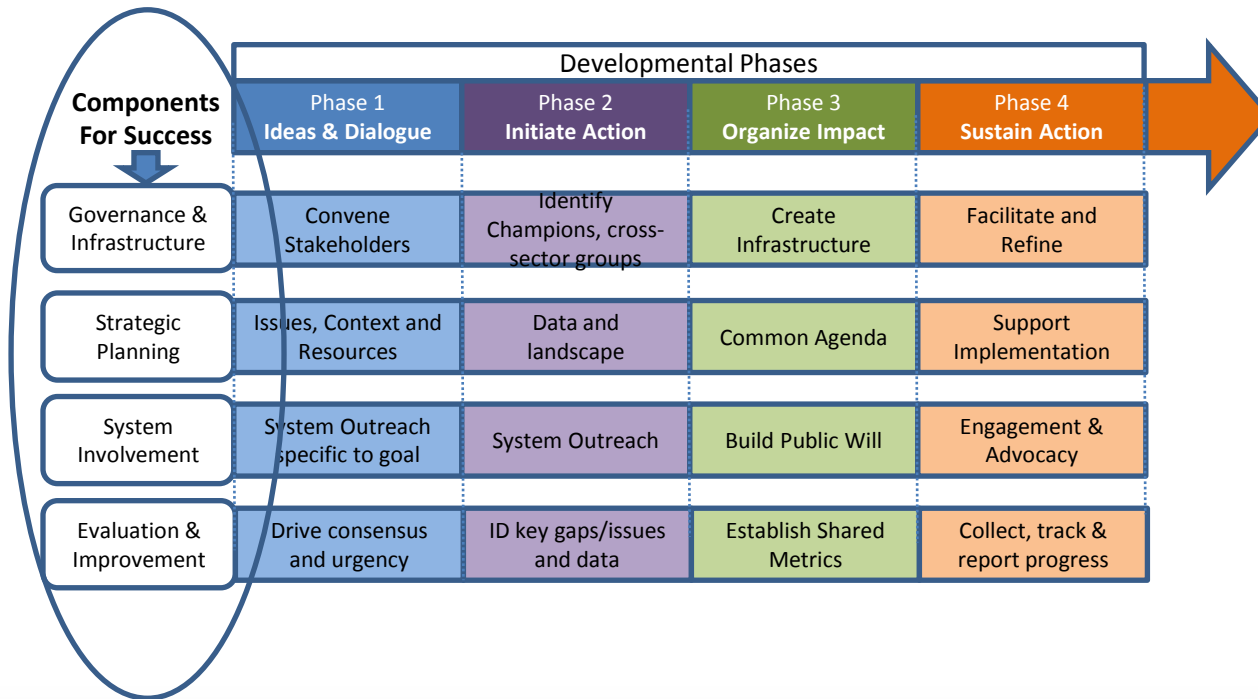
Partners engage in frequent & structured communication to build trust, mutual objectives, & create common motivation

5

## Backbone Support

Initiative staff provide ongoing support: guiding the initiative's vision & strategy; aligning activities; reporting on shared measures; building public will; advancing policy; & mobilizing resources

# Collective Impact & Regional Planning



Format taken from [www.fsg.org](http://www.fsg.org)



# Vision for Minnesota's State Plan

*A healthy economy, where all Minnesotans have or are on a path to meaningful employment and a family-sustaining wage, and where all employers are able to fill jobs in demand.*

## Workforce Development Area - Regional Plans

Designing and implementing a regional process that aligns resources toward fulfilling the vision for Minnesota.

## Components of the Regional Plan

**Governance and Infrastructure** – The region's organizing principles and oversight process

**Strategic Planning** – Understanding the region's needs and resources to achieve the Governor's vision

**System Involvement** – Engaging regional stakeholders in the process and as part of the solution

**Evaluation & Improvement** – Use of data driven strategies to enable measured gains and needs for improvement

# Collective Impact Components at WIOA Regional/Local Planning

## The Regional Planning Components - *What is the Region's Story and Strategy?*

### Governance & Infrastructure

*Organizing Principles & Oversight Process*

Administrative Cost Arrangements

Performance Standards

*Convene Stakeholders – Identify Champions  
Create Infrastructure – Facilitate and Refine*

### Strategic Planning

*Understanding the Region's Needs & Resources*

In-Demand Sector Initiatives

Service Strategy

Collection & Analysis of LMI

Economic Development Coordination

Support Services Coordination

*Issues, Context, Resources – Data and Landscape  
Common Agenda – Support Implementation*

## The Local Planning Components - *How Will the Region Implement the Strategies?*

### System Involvement

*Engaging System Partners in the Process*

One-Stop Delivery System

Economic Development Alignment

Support Service Coordination

Integrating Public Comment

Job Service Coordination

Youth Activities

Adult/DW Activities

Cooperative Service Agreements

Rapid Response Activities

Education

ABE Coordination

Training Services Provision

*Outreach to Goals – Community Outreach  
Build Public Will – Engagement and Advocacy*

### Evaluation & Improvement

*Data Driven Strategies that can be Measured and Modified for Success*

Business Engagement

Core Program Capacity

Expand Service Access

Strategic Planning Elements

Competitive Award Process

Responsible Funding Entity(ies)

Remaining High Performance

Performance Negotiation

Integrated Case Management

*Consensus and Urgency – Key Gaps and Issues  
Shared Metrics – Track and Report Progress*

# A New Opportunity: Workforce Development Areas & Regional Plans

## Regional Perspectives

- Sector Strategies and Industry Leadership
- Labor Market Sheds and Job Seeker Outreach
- Strategies for Addressing Employment Disparities

## System & Resource Alignment

- Career Pathways
- Greater Outreach and Access

Broader engagement and  
alignment of resources

# Next Steps: Moving Forward

- A regional/local planning document is being drafted
- Expectations for regional & local plans in one document
- Consultation will occur with WDBs & CLEOs
- The goal is to have this direction available in September

# ***Thank you!***

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