

# New York City Workforce Investment Board 2011-2013 Strategic Plan



# Contents

- Introduction
- Mission, Commitment and Vision
- WIB Priorities
- Committee Structure
- Roles: Board Members and Staff

# Introduction

Every three years, the New York City Workforce Investment Board (WIB) issues a strategic plan to define the Board's role in the City's workforce system, set broad priorities, and identify initiatives the Board can undertake to support the workforce needs of the City's businesses, jobseekers and incumbent workers – both adults and youth.

As the New York City workforce system continues to evolve, and the federal and state policy landscapes shift in response to changing political and economic conditions, the strategic plan helps to ensure that the WIB continues to provide maximum value for the customers and stakeholders of our workforce system.

With the expiration of the 2008-2010 WIB strategic plan, this 2011-2013 plan looks to update the WIB's priorities within this context and to align our work with the evolving needs of the City's workforce development system over the next three years.

# Our Mission and Commitment

To thrive in a global and national economy in which human capital is crucial to success, New York City employers must have access to a highly skilled workforce. This premise informs the twofold mission of the NYC Workforce Investment Board (WIB):

- To ensure that New York City employers can secure and retain the skilled workforce they need in order to grow and prosper; and
- To enable workers and jobseekers to maximize their employability and earning power by facilitating their educational attainments and skills mastery.

In carrying out this mission, we commit ourselves as a Board to the development and continuous improvement of a workforce system characterized by *innovation, collaboration, high standards for performance, and an intense focus on outcomes.*

# Our Vision: Human Capital and Economic Competitiveness

The WIB believes that the key to advancing New York City's economic competitive position is to continuously increase the education and skills of its workforce. We view the following indicators as key measures of a broad human capital agenda:

1. High school graduation and preparation for post-secondary education
2. Persistence toward and completion of post-secondary educational credentials, from industry-recognized vocational certifications to associates, bachelors and advanced degrees
3. GED attainment and basic skills mastery for non-high school graduates
4. Acquisition of English language skills and career opportunities for immigrants and others with limited English proficiency
5. Early, paid work experience for teenage New Yorkers consistent with youth development principles
6. High-quality opportunities for mid-career retraining and skills enhancements

# WIB Priorities

Through convening public and private stakeholders, compiling and disseminating cutting-edge data and best practices, and harnessing the talents of our Board Members and staff, the WIB focuses on four key priorities:

- 1. Identify and drive innovative workforce policies and strategies** that enhance services and address needs and gaps within the workforce system.
- 2. Coordinate and align** the City's workforce development resources, programs and strategies to best serve jobseekers, workers and employers.
- 3. Promote and champion** the publicly-funded workforce system through advocacy to policy-makers, outreach to business leaders and other key stakeholders and securing new resources to support local needs.
- 4. Focus relentlessly on the performance** of our workforce services to jobseekers, workers and employers – which includes our oversight role of Workforce Investment Act-funded services.

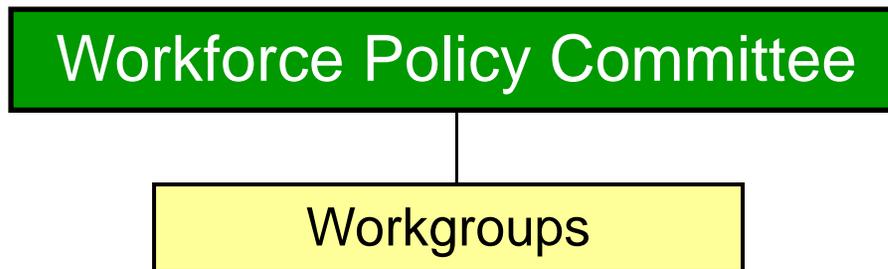
# WIB Committee Structure

WIB Committees set and implement the Board's priorities. There are four standing Committees: the Executive Committee, the Workforce Policy Committee, the Employer Engagement Committee and the Youth Council.



# WIB Committee Structure (continued)

In addition to its permanent Committees, the WIB governance structure allows the formation of Workgroups, overseen by the Workforce Policy Committee, to address specific needs and opportunities.



## Workgroup operating principles

- Focused on workforce system priorities identified by Members or other system stakeholders where the Board can exert a positive impact
- Focused on specific, actionable outcomes
- Promotes coordination of stakeholder activities and the pursuit of common objectives
- Comprised of stakeholders with relevant knowledge expertise; can include both WIB Members and non-Members
- Time-limited
- Chaired by WIB Members

# WIB Roles: Members

WIB Members bring crucial professional expertise to our City's workforce system, ensuring that New York City gets the highest possible return on our public investments. In doing so, Board Members are responsible for:

## **Shaping Workforce Development Priorities**

- Set priorities for the City's workforce system, providing guidance for the expenditure of resources
- Generate ideas to improve and strengthen workforce programs
- Hold the workforce system accountable to high standards of quality and performance
- Participate in WIB committees and/or workgroups

## **Increasing Business Investment**

- Promote New York City's workforce system among members of the business community
- Identify business customers that will use the workforce system for their hiring and training needs
- Recruit business leaders to serve as WIB Members
- Utilize the public workforce system for hiring and career development needs within Members' own organizations

## **Promoting NYC's Workforce System**

- Serve as ambassadors of the City's workforce system to external audiences
- Champion the City's workforce system at the local, state and national levels
- Seize opportunities to promote the success of the City's workforce system

# WIB Roles: Staff

WIB staff are responsible for performing the following duties in support of the Board:

## **Research and Inform**

- Stay fully aware of workforce trends and events, state and national policies, and best practices, and communicate this information to Board Members
- Inform Board Members about proposed developments to the City's workforce system
- Provide Members with up-to-date, actionable data on workforce system performance

## **Recommend and Shape**

- Make recommendations to the Board on policy or programmatic enhancements
- Propose ways to leverage resources and access new funds
- Monitor progress of strategic priorities articulated by the Board

## **Facilitate and Support**

- Support the day-to-day planning and implementation of Board Committees and Workgroups
- Engage workforce partners, policymakers and regulators in advancing the Board's priorities
- Manage the operations of WIB-led or -developed initiatives, such as the NYC Labor Market Information Service

# About the NYC Workforce Investment Board

The NYC Workforce Investment Board (WIB) is a volunteer Board appointed by the Mayor to drive, coordinate and oversee workforce development services for adults and youth in New York City.

NYC WIB members include leaders from the private sector, public agencies, and labor unions, who advance the Mayor's economic development and human capital agendas by ensuring that the City's workforce system can deliver the skilled workers that local businesses need to grow, compete and prosper. In pursuit of these goals, the full Board convenes on a quarterly basis, and its constituent committees and workgroups meet at regular intervals.

The NYC WIB aspires to a workforce system serving New York City's workers, jobseekers and employers that is characterized by *innovation, collaboration, high standards for performance, and an intense focus on outcomes.*