



Workforce Transformation Corps

**Informational Webinar
September 14, 2022**



This webinar is being recorded





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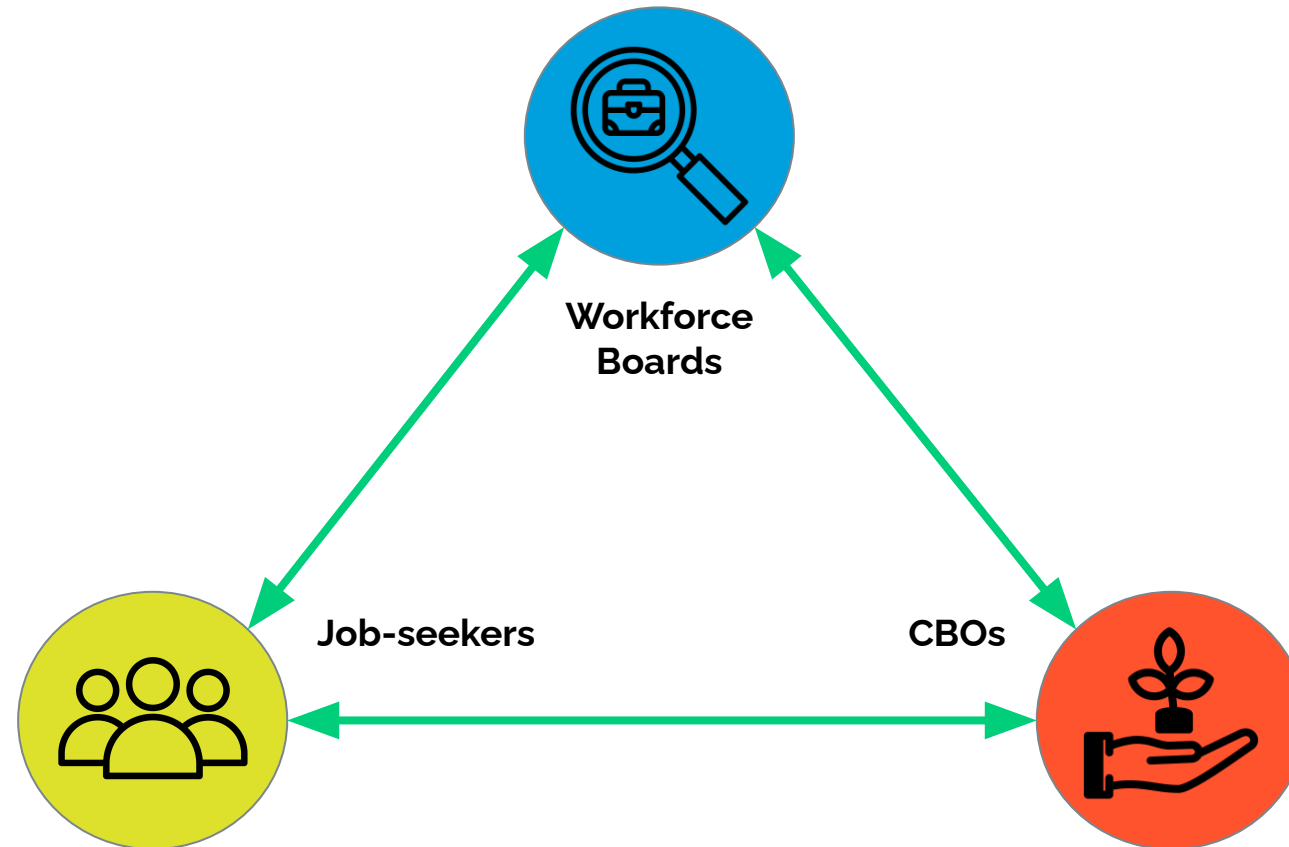
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Agenda





















- **What is the Workforce Transformation Corps?**
- **How To Apply**
- **Q&A**

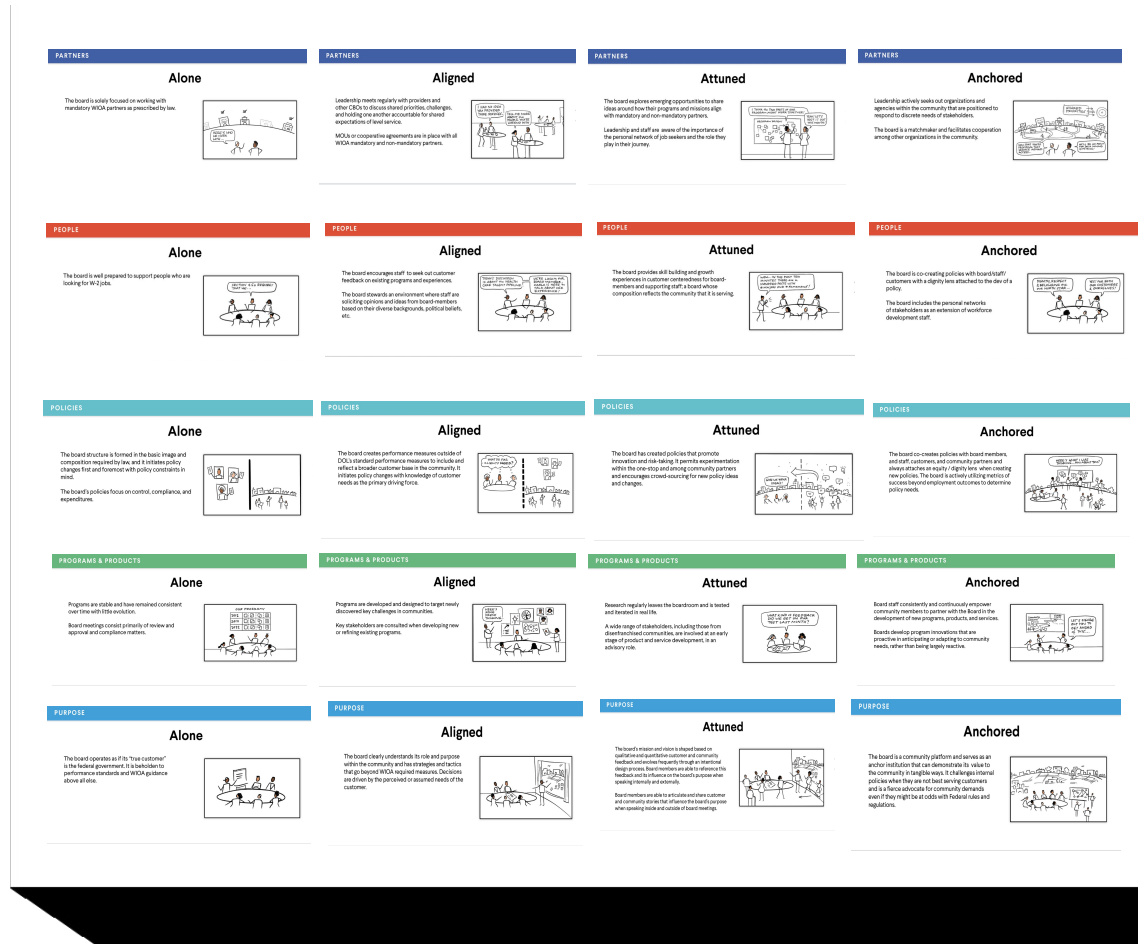
What is the Workforce Transformation Corps?

HCD in Workforce Development



HCD in Workforce Development

PARTNERS	PARTNERS	PARTNERS	PARTNERS
<p>Alone</p> <p>The board is solely focused on working with mandatory WIOA partners as prescribed by law.</p> 	<p>Aligned</p> <p>Leadership meets regularly with providers and other CEOs to discuss shared priorities, challenges, and holding one another accountable for shared expectations of level service.</p> <p>MOUs or cooperative agreements are in place with all WIOA mandatory and non-mandatory partners.</p> 	<p>Attuned</p> <p>The board explores emerging opportunities to share ideas around how their programs and missions align with mandatory and non-mandatory partners.</p> <p>Leadership and staff are aware of the importance of the personal network of job seekers and the role they play in their journey.</p> 	<p>Anchored</p> <p>Leadership actively seeks out organizations and agencies within the community that are positioned to respond to discrete needs of stakeholders.</p> <p>The board is a matchmaker and facilitates cooperation among other organizations in the community.</p> 
PEOPLE	PEOPLE	PEOPLE	PEOPLE
<p>Alone</p> <p>The board is well prepared to support people who are looking for W-2 jobs.</p> 	<p>Aligned</p> <p>The board encourages staff to seek out customer feedback on existing programs and experiences.</p> <p>The board stewards an environment where staff are soliciting opinions and ideas from board members based on their diverse backgrounds, political beliefs, etc.</p> 	<p>Attuned</p> <p>The board provides skill building and growth experiences in customer centeredness for board members and supporting staff; a board whose composition reflects the community that it is serving.</p> 	<p>Anchored</p> <p>The board is co-creating policies with board/staff/ customers with a dignity lens attached to the dev of a policy.</p> <p>The board includes the personal networks of stakeholders as an extension of workforce development staff.</p> 
POLICIES	POLICIES	POLICIES	POLICIES
<p>Alone</p> <p>The board structure is formed in the basic image and composition required by law, and it initiates policy changes first and foremost with policy constraints in mind.</p> <p>The board's policies focus on control, compliance, and expenditures.</p> 	<p>Aligned</p> <p>The board creates performance measures outside of DOL's standard performance measures to include and reflect a broader customer base in the community. It initiates policy changes with knowledge of customer needs as the primary driving force.</p> 	<p>Attuned</p> <p>The board has created policies that promote innovation and risk-taking. It permits experimentation within the one-stop and among community partners and encourages crowd-sourcing for new policy ideas and changes.</p> 	<p>Anchored</p> <p>The board co-creates policies with board members, and staff, customers, and community partners and always attaches an equity / dignity lens when creating new policies. The board is actively utilizing metrics of success beyond employment outcomes to determine policy needs.</p> 
PROGRAMS & PRODUCTS	PROGRAMS & PRODUCTS	PROGRAMS & PRODUCTS	PROGRAMS & PRODUCTS
<p>Alone</p> <p>Programs are stable and have remained consistent over time with little evolution.</p> <p>Board meetings consist primarily of review and approval and compliance matters.</p> 	<p>Aligned</p> <p>Programs are developed and designed to target newly discovered key challenges in communities.</p> <p>Key stakeholders are consulted when developing new or refining existing programs.</p> 	<p>Attuned</p> <p>Research regularly leaves the boardroom and is tested and iterated in real life.</p> <p>A wide range of stakeholders, including those from disenfranchised communities, are involved at an early stage of product and service development, in an advisory role.</p> 	<p>Anchored</p> <p>Board staff consistently and continuously empower community members to partner with the Board in the development of new programs, products, and services.</p> <p>Boards develop program innovations that are proactive in anticipating or adapting to community needs, rather than being largely reactive.</p> 
PURPOSE	PURPOSE	PURPOSE	PURPOSE
<p>Alone</p> <p>The board operates as if its "true customer" is the federal government. It is beholden to performance standards and WIOA guidance above all else.</p> 	<p>Aligned</p> <p>The board clearly understands its role and purpose within the community and has strategies and tactics that go beyond WIOA required measures. Decisions are driven by the perceived or assumed needs of the customer.</p> 	<p>Attuned</p> <p>The board's mission and vision is shaped based on qualitative and quantitative customer and community feedback and evolves frequently through an intentional design process. Board members are able to reference this feedback and its influence on the board's purpose when speaking internally and externally.</p> <p>Board members are able to articulate and share customer and community stories that influence the board's purpose when speaking inside and outside of board meetings.</p> 	<p>Anchored</p> <p>The board is a community platform and serves as an anchor institution that can demonstrate its value to the community in tangible ways. It challenges internal policies when they are not best serving customers and is a fierce advocate for community demands even if they might be at odds with Federal rules and regulations.</p> 



Workforce Transformation Corps

Benefits

- Opportunity: Embed 5, full-time fellows trained in HCD thinking into 5 LWDBs across California for a 12-month period.
- Fellows selected through competitive hiring process. Fully compensated, reporting to Virginia Hamilton of Make Fast Studio.
- All California LWDBs eligible to apply. \$20,000 subaward to support your organization's participation.
- Advisory services provided by CivicMakers.
- Promotion and marketing via JFF's national platform.
- Where applicable, project partners will support participating workforce boards in requesting a performance waiver to allow for experimentation in service delivery and programmatic design.

Workforce Transformation Corps

Responsibilities

- Designate a primary point of contact for grant management and coordination with Make Fast Studio and JFF staff.
- Commit to working with fellow to identify and reduce barriers to their success and regular reviews with Workforce Transformation Corps staff to review progress.
- Designate a primary staff person with dedicated time to team up with the fellow during the course of the year to include the cooperative review of lessons learned, contribute information to publications, and participate in events as appropriate.
- Dedicate a percentage of the executive director's time to the fellow and the capstone project.
- Dedicate office space, desk space, and equipment for the fellow

How to Apply

How to Apply

Apply Now!

jff.org/workforce-transformation-corps-initiative/

Timeline

- **8/29/22**- Applications are open!
- **9/14/22** - Informational webinar
- **10/3/22** - Application closes - **Extended Deadline**
- **10/17/22** - Workforce boards are selected
- **1/1/23** - Fellows begin their 12-month engagement with their assigned workforce board
- **12/31/23**- Fellows present recommendations and finish their engagement



Frequently Asked Questions

Q: What performance measures will workforce boards be held to?

A: Any and all performance measures will be defined by the workforce board who will hold themselves accountable. This program is about progress, not meeting pre-defined metrics.

Q: Can a non-workforce board apply?

A: Workforce boards must be the lead applicant, partner, and host to the fellow. We highly encourage workforce boards to engage with community partners on their HCD exploration and project.

Q: Does an applicant need to indicate a specific project they want the fellow to work on in the application?

A: Not necessarily. While workforce boards may have identified areas of need prior to engagement with a fellow, part of the fellowship will involve exploring potential projects.



Q & A

THANK YOU!

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