

Workforce Board: Stakeholder Engagement & Participation

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June 2016 Board Meeting

- ▶ Conversation about how to ensure Core and Partner Program Stakeholder voices are heard
- ▶ Initially focused on agencies that administer programs, but feedback at meeting broadened scope
- ▶ Board directed WTB to pursue Options #3 and #4
 - Option #3: Working towards official channel of communication for agencies/stakeholders
 - Option #4 was to pursue MOUs or other negotiated participation process
- ▶ Also directed that staff coordinate with AGO to interview interested parties

Interim: New Regulations

Department of Labor adopted final rules implementing WIOA in July 2016,
effective 10/18/ 2016

Excerpt from 20 C.F.R. § 679.150(c):

“The State WDB must maintain an ongoing and meaningful role for an unrepresented membership group, including entities carrying out the core programs, by such methods as:

- (1) Regularly scheduled consultations with entities within the unrepresented membership groups;
- (2) Providing an opportunity for input into the State Plan or other policy development by unrepresented membership groups, and
- (3) Establishing an advisory committee of unrepresented membership groups...”

Process

- ▶ Conducted interviews with a wide range of stakeholders
 - Voting Board Members (incl. Business & Labor reps)
 - Nonvoting Board Members
 - Stakeholder Agencies
 - Local WDC representatives
 - ▶ Consolidate feedback into options for Board consideration that are consistent with directive from June Board meeting
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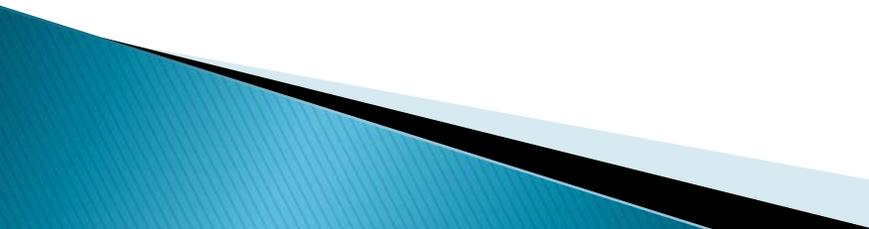
Objectives

1. Memorialize what works in the status quo
2. Identify what doesn't work
3. Collect additional feedback

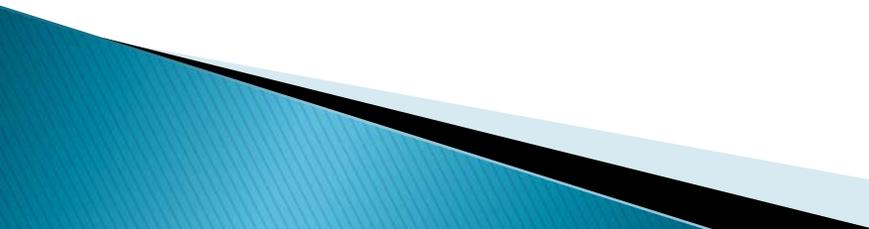
Feedback has been synthesized and will be presented without attribution.



Feedback Overview

- ▶ Overwhelmingly positive – most agree that the Board is inclusive to stakeholders
 - ▶ However, this is a change in direction from past iterations of WTB
 - ▶ Interagency Committee was a common topic
 - Mixed perceptions about its role and usefulness
 - ▶ General consensus that we need to memorialize the current culture of inclusion in written form (bylaws, guidelines, other options)
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Feedback: What Works

- ▶ Current effort to ensure that voices are heard
 - Agenda Improvements, Consent Agenda, Presentation Form coming out of retreat
 - ▶ None expressed that voice was not heard
 - Some expressed that voices are imbalanced
 - ▶ Format/content of agenda gives sufficient notice
 - ▶ Interagency Committee is valuable place for in-depth conversations for stakeholders
 - ▶ Functional informal channels
 - ▶ Agency staff are very helpful
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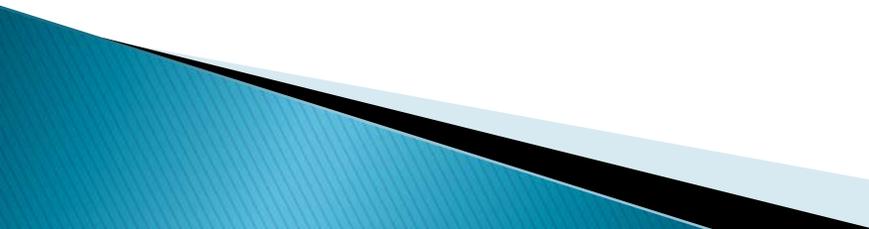
Feedback: Challenges

- ▶ Nothing in terms of process is written down
 - ▶ Board agenda and supporting materials not always provided early enough, especially when locations change
 - ▶ Voices are heard but not necessarily reflected in the outcomes
 - Outcomes as one measure of whether voices are heard, incorporates performance accountability with stakeholder engagement
 - ▶ Not all core programs seen as equally valued pathways/parts of the pathway
 - ▶ Interagency Committee
 - Role unclear/mysterious to some stakeholders
 - Perception of agency collusion
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Challenges (Cont'd)

- ▶ Sometimes one voice or group of voices (agencies) seem to dominate the conversation
 - Workforce Board is supposed to be 2/3 customers, but agencies can dominate the conversation
 - “administrivia”
- ▶ Perception that Business and Labor aren't as active as agencies
 - Notice is relevant here
- ▶ Stakeholders that don't have a vote/seat perceive that they are less represented
 - DVR* and DSB are core programs that do not have seats
- ▶ Some members that do have a vote are inconsistent (e.g., sending various proxies)

Challenges (Cont'd)

- ▶ Not all stakeholders have access to informal channels
 - ▶ Preparing for Board Meeting
 - Specific process (via website) to submit questions or feedback related to the Agenda
 - ▶ Territorial issues get in the way of solutions
 - ▶ Haven't been able to consistently engage with stakeholders: tribes, manufacturing, legislators/committee staff, local elected
 - ▶ WTB decisions make assumptions or are over-prescriptive to those implementing the policies
 - ▶ Money is discussed in competitive terms, obstructs problem solving
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Options

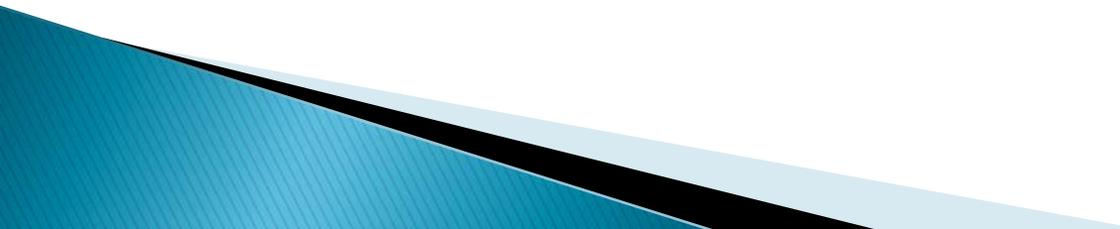
- ▶ Entirely modular
 - ▶ Not exclusive– Modifications and Additions are possible
 - ▶ Range from legally binding (bylaws) to aspirational (guidelines) to administrative improvements
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Legal Parameters

- ▶ Structure of board and voting members set by statute
 - ▶ CFR Requirement that there be an ongoing and meaningful role for entities carrying out core programs and other underrepresented membership groups
 - ▶ Robert's Rules of Order
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How to amend bylaws

“These Bylaws may be amended at any regular meeting of the Board by a two-thirds affirmative vote of all eligible voters; provided that oral or written notice of an intention to amend was introduced at the preceding regular meeting, together with at least a definitive outline of the amendment(s) being proposed.”



Option: Bylaw Amendments

- ▶ Nonvoting Board seats for core programs
 - Consider balancing with business/labor nonvoting members
 - Consider how appointed
- ▶ Advisory Votes
 - Allow any members to move for nonbinding advisory vote
- ▶ Interagency Committee Section
 - Define role and participation*, include core programs
- ▶ Public Comment Section
 - Guaranteed under WA administrative law, but would be an express commitment to stakeholders
- ▶ Stakeholder section
 - Define stakeholders, commit to notice and meaningful opportunity to participate

Option: Principles / Guidelines for Stakeholder Engagement

- ▶ Aspirational in nature
- ▶ Memorialize commitments to (one or more):
 - Stakeholder engagement
 - Discuss how this fits strategic priorities
 - Commit to hearing the voices of stakeholders
 - Recognize core programs
 - Commit to open/public decision-making
 - Advanced notice for agenda/supporting materials, possibly set aspirational goal (2 weeks)

Additional Options

- ▶ Establish method for submitting feedback and questions regarding Board Agenda/Meetings via website/e-mail.
 - ▶ Refresh the stakeholder list
 - ▶ Have robust board discussion to eliminate perceptions of collusion
 - ▶ Outcomes: get the dashboard up!
 - ▶ Establish a stakeholder advisory committee under existing bylaws (requires board action)
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Next Steps

- ▶ Direct WTB staff to prepare text for bylaw amendments, guidelines in consultation with Attorney General's Office
- ▶ Weigh in on additional options if you like

Questions?

