

## **Professional Development Taskforce**

*As the state moves forward with WIOA implementation, the need for a professional development plan has become apparent. The Steering Committee's Professional Development Task Force recommends that:*

- *WIOA partner agencies be allotted a budget for the implementation and support of Professional Development (PD) training;*
- *A cross-agency Professional Development Team with representation from all core programs and partners within the One Stop System be established;*
- *A cross-agency team establish a Professional Development plan that meets criteria as outlined below;*
- *Professional Development includes cross-training opportunities for both management level staff and front-line staff.*

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### **Professional Development Criteria:**

#### **Key Elements for ALL Professional Development**

- Training is sustainable within and throughout programs
- Training is accessible and flexible
- Training is face-to-face and on-line/web-based
- Training may be a replication of local successes and promising practices
- Training is designed to help more people find and keep jobs that lead to economic self-sufficiency, with a focus on disadvantaged populations.
- Training is designed to close skill gaps for employers, with a focus on in-demand industry sectors

#### **Outcomes for Professional Development Designed for Management-Level Staff:**

- Clear understanding of the WIOA requirements and the impact on the core programs;
- Understanding of how to build effective partnerships between and among all core programs;
- Clear understanding of outcomes and accountability for all core programs.

#### **Outcomes for Professional Development Designed for Front-line, One Stops and Partnering agency staff:**

- Training increases the system's ability to help people get training, find jobs and move up.
- PD Training leads to specific skill sets or credentials

#### **Recommendations on how**

- Fund a statewide conference with presenters from the Federal Department of Labor (DOL) and Department of Education (DOE)
- Provide regional town hall meetings with a panel from the four core program areas (and include regional WIOA implementers)
- Provide cross program presentations at the various leadership boards or councils, i.e. SBCTC, WWA, Workforce Board
- Conduct a gap analysis to determine training needs, using a survey or assessment Contract for online training development
- Include Professional Development as part of One Stop Certification
- Research from Academy of Workforce Excellence
- Conduct annual conferences