

### **Guiding Principles for Alaska’s Vocational and Technical Education & Training System**

**Needs Driven.** System is labor market driven, and responsive to interrelated workforce, community and regional economic development needs.

**Accessible.** System is expanded to provide greater access and opportunity in both rural and urban Alaska.

**Interconnected.** System uses coordinated programs and service delivery to promote progressive, lifelong occupational learning, skill transferability, credential portability, and worker mobility.

**Accountable.** System delivers quality services that are aligned with and responsive to current and emerging needs of core constituents—students, job seekers, employers, families and communities.

**Collaborative Governance.** System promotes collaborative state and local policies and partnerships to ensure a close fit between education and training, labor market demands, and the needs of constituents regionally and statewide.

**Sustainable.** System is “built to last” and supported by increased funding and sustainable investment policies.

### **Strategic Policies and Investments to Achieve Overall Goals**

The *Blueprint* outlines proposed strategic policies and investments related to each of the six primary system components and guiding principles for vocational and technical education and training in Alaska. These are directed to advance Alaska’s two primary goals for publicly supported vocational and technical education and training:

- development of a coherent, well-coordinated system to promote and sustain lifelong occupational learning for all Alaskans
- sustained development of qualified workers in sufficient numbers to meet employers’ needs, regionally and statewide.

*Alaska’s Future Workforce Strategic Policies and Investment Blueprint* will serve as the comprehensive guide for alignment of public policies and resource investments in Early Childhood Education—12 and postsecondary vocational and technical education and training programs statewide. As the state’s primary planning and coordinating entity for vocational and technical education, AWIB will be responsible to monitor performance and accountability. Monitoring efforts will be guided by core indicators and reporting requirements identified in the five-year *State Unified Plan* for workforce development, and by the six guiding principles addressed in this *Blueprint*.

**Colorado Department of Public Health and Environment**

**Interagency Prevention Systems Project: Workforce Development**

**Vision:** A diverse work force equipped to carry out effective prevention/intervention\* efforts that improve the health and well being of individuals and communities throughout Colorado.

**Mission:** To build a cross-agency prevention work force development system, based on research, that will promote continuous quality improvement for all Colorado prevention/intervention policies, planning, programs, and practices.

**Key Result Areas**

**A. Identify the Workforce and their Learning Needs**

1. Define, identify and track the prevention/intervention workforce at the state, regional and local levels.
2. Foster the development of a Colorado prevention network.
3. Determine both core and expanded work force competencies.
4. Link competencies to minimum standards and program performance.
5. Assess capacity of individuals, programs and communities to carry out effective practices.

**B. Identify and Generate Resources to Develop Workforce Capacity**

1. Identify existing resources (courses, workshops, TA, site visits, mentors, academic partners, research organizations, experts) offered across agencies/programs and that meet established quality standards.
2. Establish and strengthen use of intra and interagency resources.
3. Develop essential resources in areas where no quality resources exist (e.g., geographic or content areas).
4. Assure and advocate for sufficient resources to develop workforce capacity.

**C. Provide Learning Opportunities to Increase State, Regional and Local Capacity**

1. Create a sustainable system to link resources and learning opportunities with needs.
2. Promote and/or provide high-quality learning opportunities in accessible settings and formats, reinforced through follow-up support and assistance in the application of research to practice.
3. Promote and support ongoing cross-program natural learning networks in regions/communities.

**D. Practice Continuous Quality Improvement**

1. Establish intermediate and long-term outcomes and assess progress periodically.
2. Conduct periodic environmental scans to ensure workforce responsiveness to future needs.

**Guiding Principles:**

1. Commitment to practical, sustainable applications: real-time solutions for real time issues.
2. Promotion of planning, policies, programs, and practices that are evidence-based and outcome-oriented.
3. Partnership among state agencies, regions, local communities, higher education and program providers.
4. Resource sharing based on the understanding that all efforts are interrelated and share common goals.
5. Empowerment of regions and local communities: receptivity to new ideas and local initiatives.
6. Respect for cultural differences and appropriate tailoring of work force development strategies.
7. Recognition and appreciation for the valuable contribution made by a diverse work force.
8. Learning that is easy to access, diverse, self-directed, shared and reinforced over time.

**Iowa Workforce Development  
Iowa's Employment Security Agency**

**About Iowa Workforce Development**

Iowa Workforce Development links job placement and skill development into a system of lifelong learning and opportunity. Through resources and services created for employers, employees, and the unemployed, Iowans can take control of their economic future and the security of their families.

- Administrative Rules
- Agency Organizational Chart
- Iowa Workforce Development Board
- Regional Workforce Investment Boards
- News Releases
- Agency Calendar
- Annual Report
- Agency History

**Agency Mission Statement:**

*IWD will contribute to Iowa's economic growth by providing quality customer-driven services that support prosperity, productivity, health and safety for Iowans.*

**Vision:**

IWD's vision statement primarily gives more emphasis to our role in ensuring Iowa will prosper by virtue of workforce and workplaces that are prepared for continued change: *Iowa Workforce Development envisions a future where Iowa has safe workplaces, a productive and economically secure workforce, and where Iowans are prepared for an ever-changing future.*

**Guiding Principles:**

IWD's fundamental principles remain largely unchanged, but they have been restated to clarify what it means to be a model workplace. We intend to practice what we preach to other employers by striving to be a high performance workplace, and have attempted to convey the characteristics by which we'll judge our success in this endeavor:

- Integrity
- Results/outcome orientation
- Collaboration and partnership
- Data-based decisions
- Long-term thinking
- Manage diverse resources
- Honor and respect diversity
- Leadership in the New Economy

- Customer focus
- Model the characteristics of a high performance workplace

These characteristics include investing in the knowledge and skills of the workers and paying them accordingly, striving to continually improve processes, building flexibility, responsiveness and innovation into the workplace, empowering all staff (as well as customers and stakeholders), fostering teamwork, deploying technology effectively, tracking rapidly changing conditions and responding quickly to changing customer needs and wants.