Objectives

- WIOA Overview
- Roles & Responsibilities
- Leadership Strategies
- Wrap Up

Your First and Worst!

- Find 3 people you do not know in the room
- Introduce Yourself
- Tell them your First and Worst Job
- Write down their answers... you might need it later!
What's WIOA?

- WIOA - Workforce Innovation and Opportunity Act
- Established 2014
- Designed to:
  - Provide job seekers with access to employment, training, education, support services
  - Connect employers with skilled workers needed to be globally competitive

WIOA Includes Five Titles:

<table>
<thead>
<tr>
<th>Title</th>
<th>Description</th>
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<tbody>
<tr>
<td>Title I</td>
<td>Workforce Development Act which authorizes job training and services to unemployed or underemployed individuals and establishes the WIOA program for workforce development</td>
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<td>Title II</td>
<td>Adult Education and Literacy Act which authorizes education services to improve literacy, increase secondary education, and transition to postsecondary education</td>
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<td>Title III</td>
<td>Amendments to the Wagner-Peyser Act which permits the WIOA system to integrate the One-Stop system</td>
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<tr>
<td>Title IV</td>
<td>Amendments to the Rehabilitation Act of 1973 which authorizes the WIOA system to provide vocational rehabilitation services to individuals with disabilities, to integrate rehabilitation services into the One-Stop system</td>
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Workforce Board Roles & Responsibilities:

- Develop a local plan for workforce investment activities
- Identify and promote proven and promising workforce development strategies
- Select One-Stop centers and eligible providers of training
- Engage employers to promote business participation in the WIOA system
- Develop strategies to increase accessibility and effectiveness of the local workforce system
- Oversee all programs for youth, adult, and displaced workers
- Integrate WIOA workforce development activities with local education providers
- Develop a budget and administer funding to service providers
- Assess accessibility for disabled individuals at all local One-Stop Centers
- Negotiate local performance measures with the governor
- Develop and implement career pathways
- Oversee all programs for youth, adult, and displaced workers
- Integrate WIOA workforce development activities with local education providers
- Develop a budget and administer funding to service providers
- Assess accessibility for disabled individuals at all local One-Stop Centers
Example Of Goals

1. Meet the current and future workforce needs of targeted and key industry sectors.
2. Engage industry partners in robust ways to inform training needs, curriculum, and skills gap issues.
3. Significantly reduce the number of long term unemployed and disconnected young adults and other groups that lack access to the workforce.
4. Expand the use of apprenticeships as a work-based learning strategy.
5. Continue to establish and bring recognition to the WDB as the focal point between employers, employers, education, economic and community development.

Transaction Vs. Transformation

- Transactional leadership is focused on performance, status quo and day to day progress toward goals.
- Transformational leadership focuses on innovation and change to improve both the result and the greater good.

What is CULTURE?

Culture is the set of practices, qualities, artifacts, reward frameworks, and customs, which defines an organization. Employees can “shape” culture when they or any one joins an organization, since it is often evident in employees’ attitudes.

Characteristics

- Empowerment & Freedom
- Meaningful core values
- Performance driven culture
- Transparency, openness & trust
- Shared identity and Adaptive Culture
Key Elements
- Customers
- Culture
- Collaboration
- Communication
- Leadership

Common Traits
- Effective Communication
- Goal Setting and Planning
- Efficiency
- Customer Service
- Accountability

Exercise
At your seat, please answer the following:
Define Leadership
1. List some skills and personal characteristics you feel make up a good leader
2. The debate regarding whether leaders are born or made has been around for a long time—what are your thoughts on the debate?
Leadership

- Provides a platform for staff inclusion on policy discussions
- Facilitates the collaboration of key stakeholders
- Conducts regular evaluations of policies
- Provide opportunity for career growth
- Develops and maintains infrastructure

Strategies for Fostering Leadership

- Analyze your strengths and challenges
- Encourage enthusiasm and a sense of belonging
- Everyone working toward agreed upon goals
- Get to know the people around you
- Treat others as individuals
- Accept responsibility for getting things done
- Problem Solve in a step-by-step way

Attributes of a Transformational Leader

Follow me!
Guiding Vision

Leaders are decisive, know what they want to do, and have the strength of character to pursue their objectives in the face of opposition and in spite of failures. The effective leader establishes achievable goals.

"Take your passion and make it happen."

Passion

Effective leaders believe passionately in their goals. They have a positive outlook on who they are, and they love what they do. Their passion for life/work is a guiding star for others to follow, because they radiate promise.

"Integrity is telling myself the truth. And honesty is telling the truth to other people."

Integrity & Honesty

- Because they know who they are, effective leaders are also aware of their weaknesses. They only make promises they can follow through on.
- Leaders convey an aura of honesty in both their professional and their personal lives.
Trust

Leaders earn the trust of their followers and effectively put trust in their followers.

Approachable

Leaders are approachable to others and have taken the time to learn, care, and know about those they lead.

Dedication & Accountability

The effective leader is dedicated and accountable to his or her charge and will work assiduously on behalf of those following. The leader gives himself or herself entirely to the task when it is necessary.
Charisma

While difficult to cultivate, it conveys maturity, respect for your followers, compassion, a fine sense of humor, and a love of humanity. The result is that leaders have the capability to motivate people to excel.

Leading vs Managing

Leaders
- Innovate
- Eye the horizons
- Originate
- Do the right thing
- Focus on being effective

Managers
- Administer
- Eye the bottom line
- Imitate
- Do things right
- Focus on being efficient

Personal Inventory
Five Steps to Becoming a Transformational Leader

Kouzes and Posner

- Model: the Way
- Inspire: a Shared Vision
- Challenge: the Process
- Enable: Others to Act
- Encourage: the Heart

1. Set Leadership Goals

SMART

- Specific
- Measurable
- Attainable
- Relevant
- Time-Bound
2. Seek Inspiration & Strive to Inspire Others

3. Challenge the Process

4. Enable Others to Act

I HAVE YEARS OF EXPERIENCE