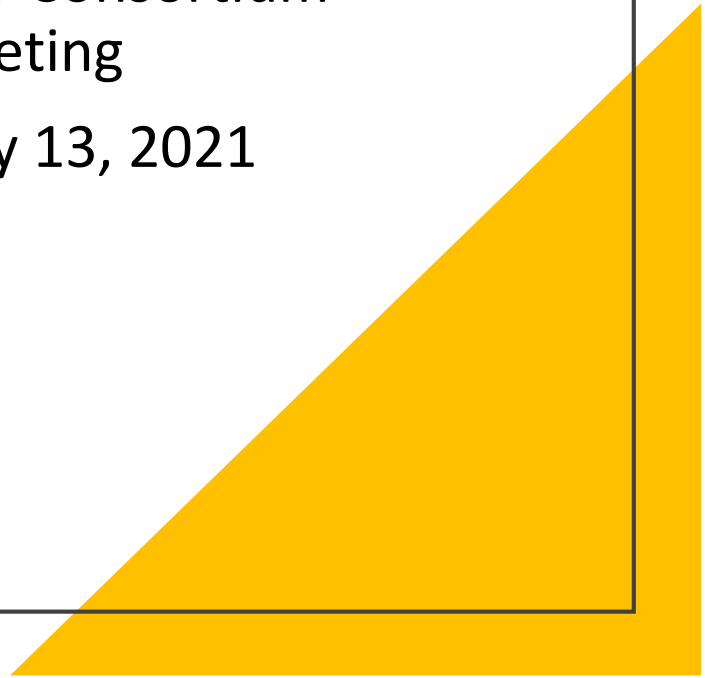


OVERVIEW OF PROPOSED CHANGES TO THE SVWDB ORGANIZATION STRUCTURE

Board of Directors and
CEO Consortium
Meeting

May 13, 2021



WORKFORCE SYSTEM STRATEGIC PLANNING RECAP

Workforce System Strategic Planning Committee

- **Strategic Goal 1:**

Build awareness and identity of the SVWDB and the workforce system's opportunities and supports.

- **Strategic Goal 2:**

Create, support, and sustain a talent pipeline for SVWDB's targeted industries.

- **Strategic Goal 3:**

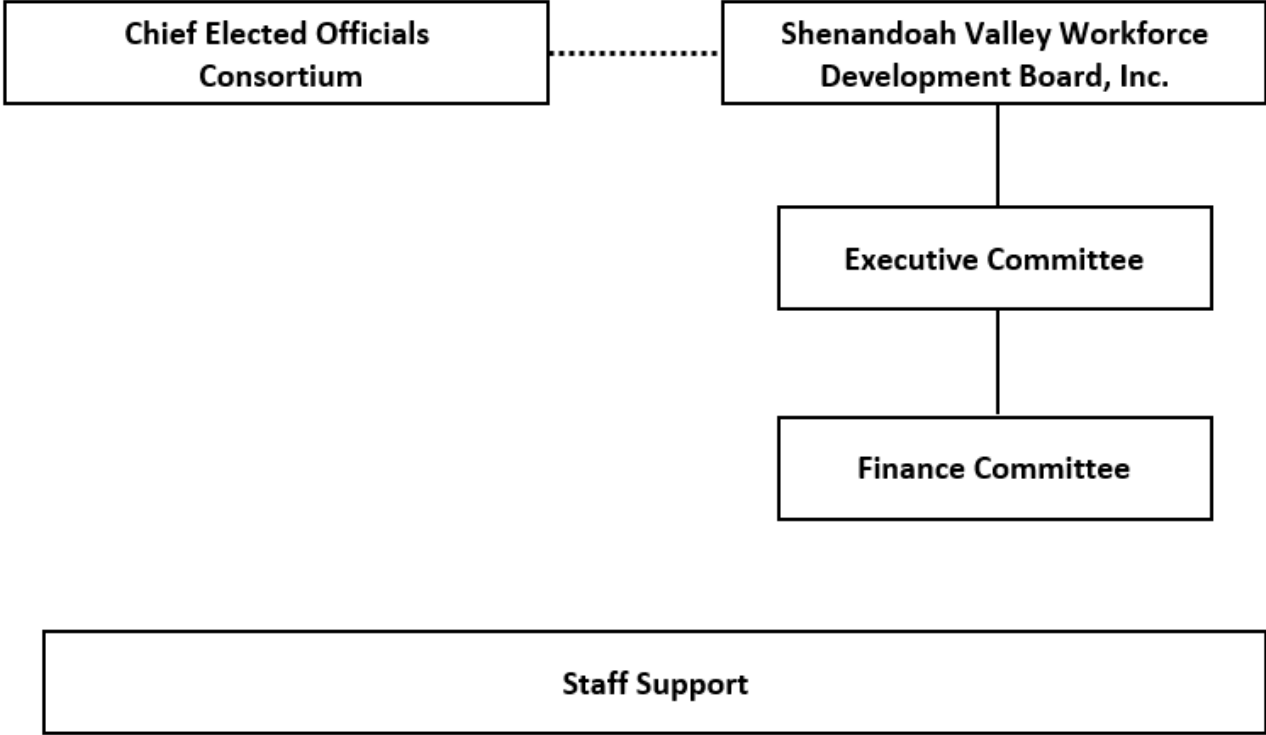
Implement a system-wide approach to developing the essential work ready skills and executive functioning skills employers require for the current and future workplace.

ORGANIZATION STRATEGIC PLAN - EXAMINATION OF CURRENT STRUCTURE

Organization Strategic Planning Committee has been examining the current structure and functions of the organization to

- Ensure alignment with the new strategic plan,
- Expand its reach with both jobseekers and businesses,
- Explore how to diversify resources to expand capacity,
- Become the 'go to' resource for workforce development issues and workforce advocacy in the region and the state.

CURRENT STRUCTURE



COMMITTEE DUE DILIGENCE

- Numerous half-day working sessions.
- Facilitator led discussions.
- Reviewed documentation between sessions and provided input.
- Researched various models.
- Interviewed other local workforce board executives.
- Developed pros and cons and discussed.
- Presented for attorney review. Current documents reviewed.
- Separate meetings with key partners.
- Did not

ATTORNEY'S CONCLUSION

There is **no impediment to changing** the BOD structure for the SVWDB if that is the **wish of the LWDB and LEOs**. All the changes outlined above are procedural and have been **performed by other highly effective local workforce development areas**. It is very important to be clear going in which decisions rest with the SVWDB/Executive Committee (primarily operational) and which ones go to the full LWDB (primarily strategic). **The partnership agreement is the place to clarify respective roles and responsibilities.**

PROPOSED RESTRUCTURE

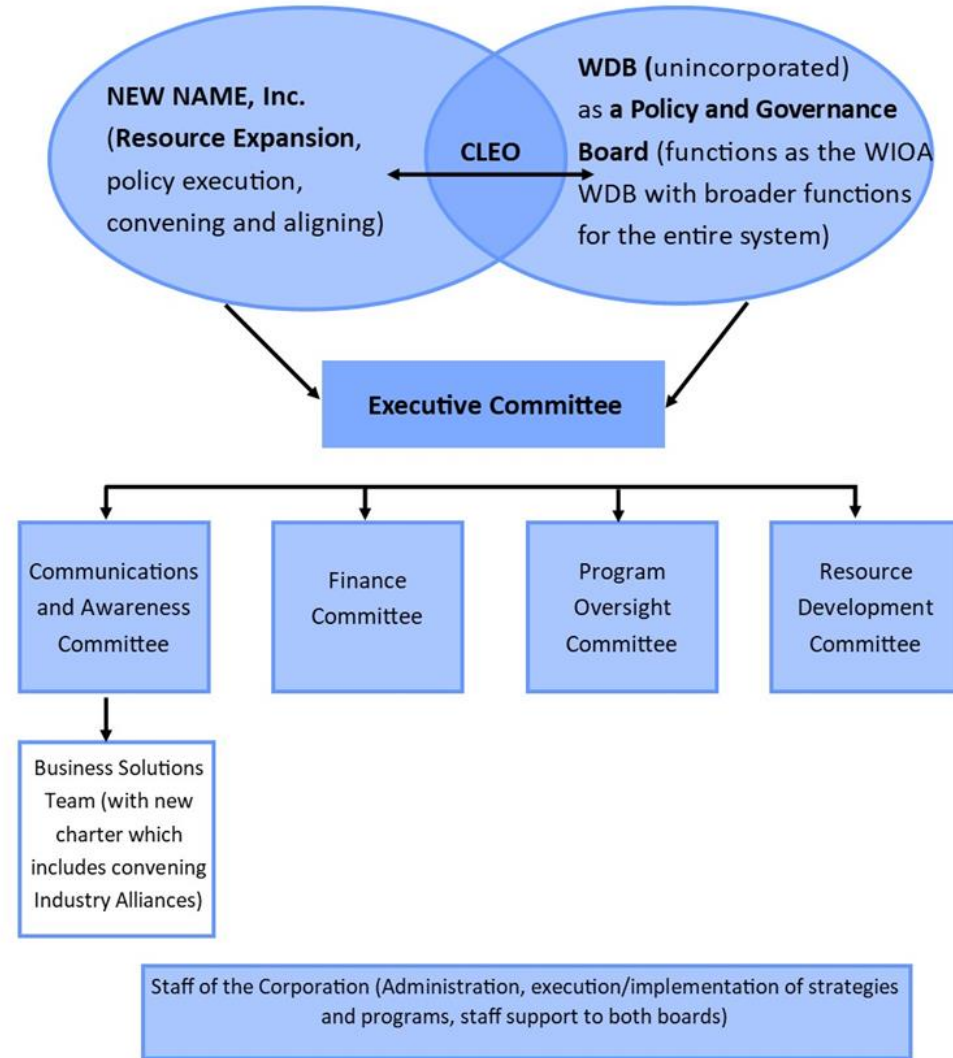
PRIMARY REASON FOR THE PROPOSED RESTRUCURE:

To sustain expansion and growth of the regional workforce system. The evolution to a more strategic thinking and highly effective organization.

Functions envisioned for the regional workforce system and to be supported by the proposed organization structure.

- Workforce system strategic policy setting.
- Resource development for capacity building.
- Positioning workforce development for awareness, relevancy, and sustainability.

PROPOSED RESTRUCTURE DIAGRAM (Page 2)



PROPOSED CHANGES

To accomplish this requires a restructuring of the board of the current 501c3.

- The current 38+ member board of the 501c3 becomes the unincorporated board that meets the WIOA regulations.
- The 501c3 board becomes a smaller board, no more than 13, focused on resource expansion and development and execution of the policies and strategies set by the SVWDB.

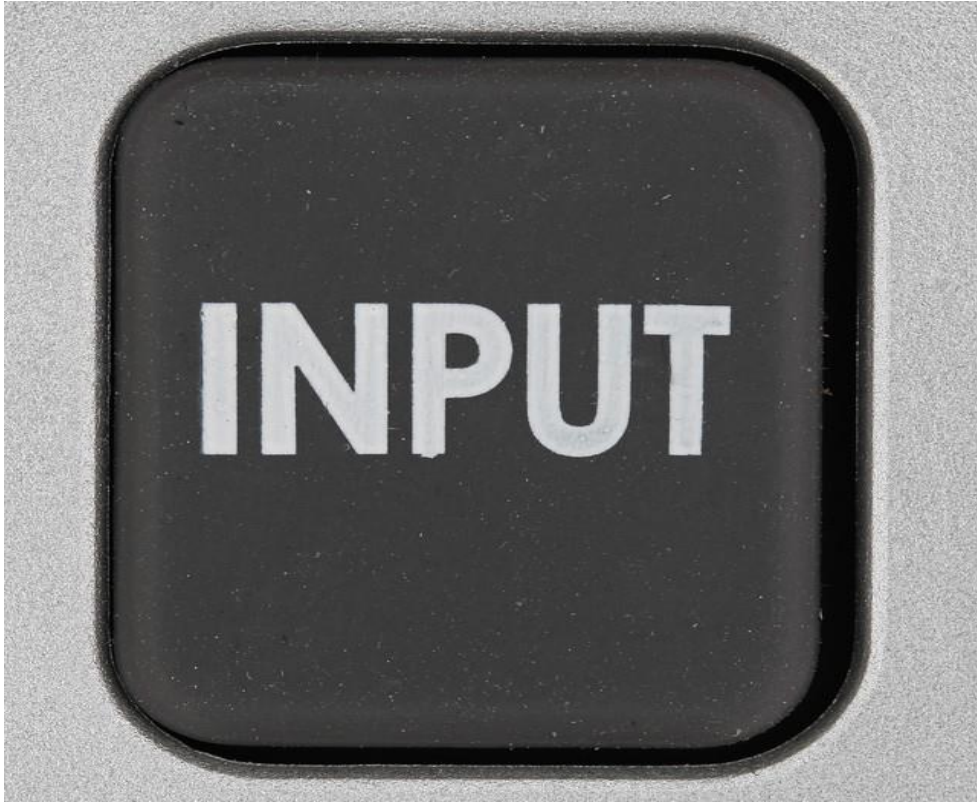
Proposed Organization Structure

- The smaller incorporated board (New Name, Inc.) will be primarily focused on resource development.
- The incorporated board (New Name, Inc.) serves as the operating entity;
- The other, an unincorporated board (SVWDB) serves as the policy-setting entity that directs such policy that the operating entity executes.

PROPOSED STRUCTURE

- The new approach separates **policy setting** from the Corporation **as a function of the unincorporated SVWDB.**
- The **Corporation focuses on resource expansion and development.**
- Both contribute to building awareness, relevancy, and sustainability.
- **The committees are joint**, with representation from both boards as required.
- The Chief Local Elected Official sits on both boards and the New Name, Inc continues as the fiscal agent for WIOA funds.

(See graphic handout)



Strumpf
Associates and
Committee
Members



Questions and Discussion