New England Workforce Network

Balancing the Missions for Workforce Development Departments

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Which Way Do We Go?

Mission of the College/University

Mission of the Department

Workforce Placement

Non-Credit

For-Credit

Laddering

Grants

(If you can read this you are not listening)

Balancing the Missions for Workforce Development Departments
THE BIG QUESTION!

DOES THE COLLEGE/UNIVERSITY EVEN UNDERSTAND WHAT WORKFORCE DEVELOPMENT EVEN IS?
Manifest excellence beyond a paradigm of betterment with magnitude for implementation of probity and cohesion with coalescence and diversity of purpose steadfast, bounded only by our prescience and predestination as we gloriously emanate eminence for the divine unified triumph toward quintessential destiny!

“I’m not satisfied with the new mission statement. I can still understand parts of it.”
Mission of the Department

Workforce Programs today are working where money is tight and earning a surplus may be part of the department’s goals.

Managing a department in a community setting also means providing/managing grants, partnering with IDA’s, Chambers of Commerce, WIBs, community and trade groups.

Is it possible to do it all?

Balancing the Missions for Workforce Development Departments
Mission of the College/University

• Are there realistic expectations being asked of Workforce Development Programs within the Mission of the College?

• Does the Mission matter?

• What is more important, financial gain or service to the community?
Workforce Placement

• In your area are you responsible for job placement?
• Job readiness
• Skill enhancement
• Out of school youth
• Unemployed
• Soft skills and/or hard skills
Non-Credit/For Credit

- **Is Workforce Development only Non-Credit?**
  - Should it be?

- **Is Workforce Development only For-Credit?**
  - Should it be?

- **Is Workforce Development Both?**
  - Should it be?
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Laddering

"It seems a lot bigger than I remember the first time"
Grants

• How many grants if any are you managing at once?

• Do they benefit your department financially?
  • If no, then why do them?
    • Mission?
    • Because you are being told to?

• If yes, how? Fringe charge back? Links to other trainings?

• Is it worth it after all the work is done and what criteria are you using to make that decision?
Internal and External Partnerships

- Chambers of Commerce
- Workforce Investment Bureaus
- Workforce Investment Act
- Department of Labor
- Local Government
- State Government
- Federal Government
- Private grant/funding organizations
- Small Business Development Center
- Internal College Departments
- Other....
What is the Solution

• What is the balance?

• How do you find out what the balance should be?

• Who are the stakeholders?

• Next steps.....
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