

Interim Study on Workforce Consolidation

Eddie Foreman, CEO

Central Oklahoma Workforce Innovation Board



Workforce System Redesign



Consolidation

- ✎ Existing workforce system is fragmented
- ✎ Each funding stream is different
- ✎ Each source has different eligibility requirements, funding cycles and purpose
- ✎ Various federal and state agencies overseeing the funds at the local level
- ✎ Confusion delivery of service
- ✎ Inefficiencies
- ✎ More responsive to funders than needs of community

Concept — More Effective Method

- ∞ Consolidation of all employment related programs
- ∞ All workforce development funds are consolidated through a single state agency
- ∞ Funds passed to a regional oversight body, a local business led workforce development board to administer the funds
- ∞ Services delivered through private contractors as part of a consolidated one-stop concept, i.e. the “shopping mall approach”

Decentralization

- ✎ Current system has system centralized in a variety of state agencies
- ✎ Bureaucratic
- ✎ Distant from the actual workforce consumers: workers and employers
- ✎ One-size fits all mentality
- ✎ Slow, inefficient

Concept-More Efficient

- ∞ Local business led regional workforce boards to move away from state agency control
- ∞ Regional group of stakeholders understands the specific workforce needs of their area
- ∞ Will allow regional stakeholders gathered at the same table to dictate policy and investment of workforce resources

Privatization

- ☞ Will move workforce solutions away from “government think”
- ☞ Mandatory that workforce boards be “Employer Driven” meaning boards have a majority of business sector decision makers who understand and will serve the needs of business
- ☞ Mandatory that private businesses or independent nonprofits are competitively procured to deliver workforce services to the system’s customers

WORKFORCE SYSTEM REDESIGN

- ∞ Consolidation + Decentralization = Local Control
- ∞ Privatization = Innovation and Accountability
- ∞ Local Control + Innovation + Accountability =

Better Workforce System