

SECTION XVIII. BOARD MEMBERSHIP

Recruitment

The Union County Workforce Development Board follows SETC Policy #2015-01 and WIOA when addressing membership needs. While the UCWDB does not need to address any current membership deficiencies, the UCWDB complies with the SETC Process for WDB nominations, appointments, as well as the process for filling vacancies.

The Board is compliant regarding SETC Policy. Currently, there are 31 Board members (**Attachment Q**).

Business	Organized Labor	CBOs	Education	Government Partners	Other	Total
20	3	3	3	6	0	31
65%	10%	10%	10%	6%	0%	100%

Development and Training

All WDB members are provided the SETC WDB Handbook for guidance and procedures. The Union County Workforce Development Board would welcome Regional Workforce Development Board training via workshop, conference, or round table discussion for its board members. Providing broader SETC policy training and discussion on the regional level to board members would help provide greater insight and knowledge as it relates to local board action items. Providing Regional or State Board member conferences would also aid in the development of additional regional partnerships by providing an opportunity for increased networking amongst Board members.

High-Performing Workforce Development Board

The Union County WDB will remain a high-performing workforce development board by implementing and maintaining High-Quality Partnerships as stressed in WIOA and in SETC Policy #2016-10.

Employer-Driven Partnerships

Union County WDB will continuously partner with private sector employers, educational institutions, non-profit organizations, industry associates and local and state government agencies to better serve and provide opportunities for the residents of Union County.

□ **Clear Roles and Responsibilities**

Union County WDB provides open communication and transparency with all projects and partners. Lead agencies are always identified when working with consortium programs to establish a clear point of contact and seamless program coordination. Establishment of a clear contract and/or strategic plan is necessary for delineating roles and responsibilities for all partner participants.

□ **Employer-Valued Degree or Credential**

Union County Workforce Development Board requires the use of relevant employer/industry-recognized degrees or credentials in all grant-funded training programs. Providing the opportunity for an industry-recognized credential is essential in providing successful and complete career pathways. High-quality relationships with employers and educational providers ensure the most up to date training and credentials are being offered to Union County residents to ensure the utmost customer success.

□ **Data-Informed Strategies**

Union County WDB utilizes labor market data in addressing local workforce needs to develop education, training, and credential programs identified as per industry demand. Due to the fluid nature of the labor market data is constantly being monitored for any changes that could affect the Union County workforce. Data is also utilized by program participants for the development of individual career pathways.

□ **Collaborative Curriculum**

Union County Workforce Development Board recognizes the need for a current and effective curriculum. By addressing the needs of local businesses, the Union County Workforce Development Board with Union County College developed a 40-hour Soft Skills program to address current workforce problems. Tackling the immediate needs voiced by local employers which included employability skills training, increased success for both employer and employee. To address the needs of Union County residents, the Soft Skill Curriculum is in transition to be available in Spanish.

□ **Program Effectiveness**

Continuously monitoring and reviewing program success via program measures is essential in maintaining a high-performing workforce development board. Union County WDB ensures all programs lead to an industry-recognized credential or employment to ensure student success.

□ **Sustainable Plans**

The Union County WDB utilizes Consortium and partner-based programs which naturally include a variety of funding streams braided within these programs (ex. Workforce Innovation Business Center, Out-of-School Youth Consortium). Partners and sub-recipients bring alternative funding streams to the table which facilitate additional opportunities to program participants.

□ **Regional Coordination**

As over 60% of Union County residents commute out of county for employment it is imperative the Union County WDB coordinates services and partnerships regionally to effectively promote and improve the economic development of Union County residents.