Benchmarks of Success for Maryland's Workforce System

Session Presenter

Presenter
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Session Objectives

- Explain the vision, goals, and structure of the Benchmarks initiative.

- Describe how the Benchmarks will be used to enhance Maryland's workforce system.

- Explain the committee structure established to support the Benchmarks implementation.

- Outline the established deliverables and timeline associated with the Benchmarks initiative.

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Benchmarks – Initial Champions
(DWDAL)

Program	State Oversight Agency
WIOA Title I – Adult and Dislocated Workers and Youth	Department of Labor, Licensing and Regulation (DLLR) *and* Governor's Workforce Development Board
WIOA Title II – Adult and Family Literacy	DLLR
WIOA Title III – Wagner-Peyser Employment Services	DLLR
WIOA Title IV – Vocational Rehabilitation Services	Maryland State Department of Education - Division of Rehabilitation Services (DORS)
Temporary Assistance to Needy Families program (TANF)	Maryland Department of Human Services

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Benchmarks of Success - Signatories

Kelly Schulz
Secretary
DLLR

Lourdes Padilla
Secretary
DHS

Karen Salmon
Superintendent
MSDE

Louis Dubin
Chair
GWDB

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Benchmarks of Success

- Maryland's workforce system will use the *Benchmarks of Success* as a framework for guiding the partners in working towards the shared goals and activities of the WIOA system.

- The *Benchmarks* will allow partners to think systematically about:

    - How workforce services are delivered;

    - Whether services are reaching priority populations;

    - Where to eliminate gaps to create a more efficient, effective system; and,

    - How to build a more prepared, responsive workforce for Maryland businesses.

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The Benchmarks: Five Strategic Goals

(DWDAL)

Maryland's workforce system helps customers increase their earning capacity by maximizing their access to...

1. Employment

2. Skills and Credentialing

3. Life Management Skills

4. Strategies and resources that will help them eliminate barriers to employment

Strengthen and enhance the effectiveness and efficiency of Maryland's workforce system.

Benchmarks of Success

STRATEGIC GOALS	BENCHMARK
Strategic Goal 1: Increase earning capacity of Maryland's workforce system customers by maximizing access to employment	1. Increase the annual % of Maryland's workforce system customers who obtain employment and earn at least 200% of the federal poverty level from X% to Y% by date
	2. Increase the median wage of Maryland's workforce system customers by X%
	3. Increase the annual % of Maryland's workforce system customers who earn at least 200% of the federal poverty level for 4 consecutive quarters from X% to Y% by date
	4. Increase the number of businesses that are formally engaged in the workforce system
Strategic Goal 2: Increase earning capacity of Maryland's workforce system customers by maximizing access to and use of skills and credentialing	1. Increase the annual % of Maryland's workforce system customers who obtain an industry recognized credential from X% to Y% by date
	2. Increase the annual % of Maryland's workforce system customers who increase in their Educational Functioning Level
	3. Increase the annual % of Maryland's workforce system customers who earn a High School Diploma
	4. Increase the annual % of Maryland's workforce system customers who obtain an occupational skills training completion from X% to Y% by date

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Benchmarks of Success

The Benchmarks are…	The Benchmarks are NOT…
✓ A leadership tool. ✓ A clear vision, and five strategic goals that will help Maryland's workforce system meet its commitment to place "people before performance." ✓ A new way to measure how well our system operates, as a whole. ✓ A new way to measure how our work is really impacting our customers. ✓ **The strategic foundation on which we will build the future system we want to become.**	

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Benchmarks of Success

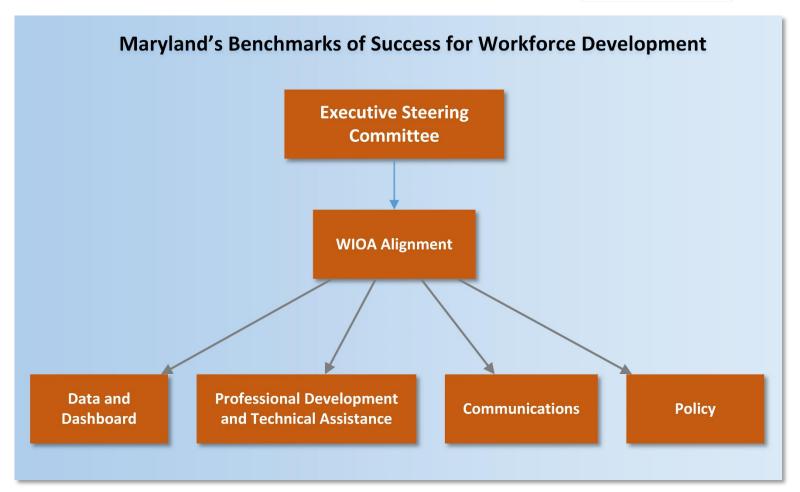| The Benchmarks are…	The Benchmarks are NOT…
✓ A leadership tool.	X About what our system is *right now*. ~~They are about what we want our system to become~~.
✓ A clear vision, and five strategic goals that will help Maryland's workforce system meet its commitment to place "people before performance."	X Tied to funding, monitoring or competition.
✓ A new way to measure how well our system operates, as a whole.	X Associated with any punitive measures.
✓ A new way to measure how our work is really impacting our customers.	
✓ **The strategic foundation on which we will build the future system we want to become.**	

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Important Things to Remember

No system is perfect!

Benchmarks of Success

Important Things to Remember

What's Next?

- ✓ **The Global Work Plan –** Approved!

- ✓ **Benchmarks Web Page** – Up! (Visit www.dllr.state.md.us/employment/wioasuccess.shtml)

- ✓ **Communications Committee** –Communications Plan

- ✓ **Data and Dashboard Committee -** Glossary of Terms; Data Asset Map

- ✓ **Policy Committee** – Policy Report

- ✓ **Professional Development and Technical Assistance Committee** – Comprehensive Professional Development Plan

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Questions?

Presenter Contact Information

Rev 4/26/2018