

Framework for PA 2.0

Mission:

To regularly convene a workgroup of local workforce practitioners in order to educate and improve practices, policies and the collective approach to scaling workforce outcomes at the population level

Governance

PA will be governed by a new PA Governance Committee made up of 11-13 practitioners elected bi-annually (at the annual meeting) by PA membership. PA members interested in joining the committee will submit a brief interest form that shares why they want to be a part of the committee. MOED will be responsible for organizing, managing and supporting the work of the PA.

Strategies

- Build new system functions/features and integrate them into the way we practice
- Align the existing functions/features of the system
- Track the system's progress in achieving population-level outcomes

Tactics

- Develop a list of workforce functions that need to shift in order to achieve our mission; tackle each function one-by-one until we have established a workforce system
- Identify existing efforts led by workforce practitioners/partners and collaborate with them to align the efforts with the broader workforce system-building effort
- Determine the data and tools needed to track progress; acquire and implement those tools and report progress to PA members at regular meetings

Meeting Structure

- Bi-monthly meetings – “Committees” or subgroups meet to build system functions/features
- Bi-monthly or quarterly partner convenings – PA meets as a whole to review progress of the system and to receive updates on the activities/progress of “committees” or subgroups
- Annual meetings – PA meets with the Baltimore Workforce Development Board to review and discuss the progress of the workforce system and acknowledge the work of individual partners and establish priorities for the next year

Professional Development

MOED organizes 1-2 (depending on resources) professional development sessions per year for practitioners. Topics could include: program design, case management strategies, using standardized tools, data analytics, etc. Topics will be determined at annual meetings.

Participation

PA will be open to any workforce practitioner and support service provider that is willing to commit to and abide by principles and values established by the PA 2.0 redesign workgroup. Principles/values will be posted on the backs of all meeting agendas and members will be reminded of their commitments if they engage in behaviors not in line with those principles/values. Principles/values include (but are not limited to):

The Why:

- Everyone deserves the opportunity for meaningful work and a hopeful future

Values

- People over performance
- We each hold part of the solution
- We are stronger in partnership
- The PA needs the voices and perspectives of all partners to create a shared understanding of success we can all get behind – and work to achieve

Principles

- Every PA member is a co-owner of the vision for a coordinated workforce system and the workforce system should work for every member
- The PA applies a race, equity and inclusion (REI) lens to every strategy
- The PA is action-oriented
- The PA is focused on raising the quality of services amongst partner members
- PA members are willing to challenge and be challenged to resist the status quo
- PA members are willing to make changes to the way they work based on data
- The PA utilizes a strengths-based approach to workforce development
- In order to work together effectively, PA members are trustworthy and demonstrate trust in each other