

## **Kentucky High Impact WIBs Initiative**

### **Overview**

The Kentucky Workforce Investment Board (KWIB), in an effort to assist local Workforce Investment Boards (WIBs) achieve their full potential, launched the High Performing WIBs (HPW) initiative in 2010. The KWIB's intent was to emphasize the importance of innovation, not compliance and administrative detail. This initiative is focused on board efficiency, effectiveness, and continuous improvement across the Commonwealth's ten local WIBs, with the purpose of encouraging local WIBs to act strategically, think beyond the scope of the Workforce Investment Act (WIA), and actively engage private sector board members. As part of the process and in order to reflect this focus, the name of the initiative has since been changed to High *Impact* WIBs (HIW).

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### **Benefits to the Communities**

The one-stop delivery system operates on a "retail" basis. Success comes in small quantities, one job order, one trainee, one placement, one employer at a time. Impact at the community or "wholesale" level is not likely to come about from one-stops that come into contact with only a small percentage of workers and employers. Wholesale impact must come from **strong local vision and leadership**. WIBs can, should, and do play leadership roles such as community convener, information broker of value-added workforce intelligence, connector to strategic relationships and alliances, and workforce intermediary. The best boards are creative, entrepreneurial, and risk takers on behalf of their communities. High-performing boards have significant positive impact on workforce issues. They have a value that extends beyond their authorization under WIA that justifies their existence over and above a single funding stream.

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### **The Process**

Workforce Investment Boards are eligible to apply for funding to support continuous improvement activities and technical assistance during the **learning year (July 1, 2011- June 30, 2012)**. The Commonwealth is setting aside a total of \$200,000, \$150,000 of which will be available for local boards to fund technical assistance activities and support learning and \$50,000 will be reserved for statewide technical assistance needs. Each local board will be eligible to receive up to \$15,000 in state provided funds, and the local boards are required to match at least 25% of the total cost of technical assistance, or \$5,000, for a maximum of \$20,000 (the local WIB may, of course match at a higher rate). Workforce areas may apply for technical assistance individually, or combine resources as consortia to address common needs. Boards will have to submit a Local Technical Assistance Funds Application and attach an Executive Committee or full LWIB resolution signed by the executive committee approving this request submission. Boards who participate in the **2012 standards year (July 1, 2012-June 30, 2013)** and achieve High-Impact status will receive preferred status for state discretionary fund allocations during the life of the certification (2 years). Also under consideration pending legal review is automatic state re-certification of the WIB if designated High-Impact. The High-Impact criteria will include 8 criteria in the same 3 major categories (strategic planning and implementation; developing and managing resources; managing the work of the board). Each indicator is worth one point. There are 30 indicators. Boards must meet 85% (or 25) of the criteria to be High-Impact certified; and High-Impact certification will last 2 years.