

IS YOUR ORGANIZATION THE STATE-OF-THE-ART IN WORKFORCE DEVELOPMENT?

Presented

By

Larry Robbin

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Over Forty-five Years of National Experience in Workforce Development

More Than 1000 Organizations Served

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A private sector business client of Larry Robbin, Executive Director of Robbin and Associates, runs a foundation that funds workforce programs and initiatives. They initially used his consulting services to develop an evaluation process to improve their decision making about which organizations to fund. This project evolved into an analysis of the various program elements required to create a state-of-the-art workforce development organization. Larry looked at innovative practices not only in the workforce field, but also in a wide variety of other sectors to develop this model. Larry also drew on his forty-five years of national experience in workforce development to design this new way of working at the cutting edge of the field.

Workforce development organizations have a great deal to learn from this project. While it sets the bar very high, Larry's presentation includes practical ways for organizations to move closer to being at the state-of-the-art. Workforce organizations can use this information to improve literally every aspect of their work. The state-of-the-art model represents a new way of thinking that is challenging, but provides much better outcomes for job seekers and businesses as well as moving the workforce system forward. The model has implications for improvements at every level and in every component of workforce development organizations. Some of the topics covered in the session include:

- * Creating a board that is the most effective for workforce development.
- * Critical elements for the best strategic plans, mission and value statements.
- * How to go beyond funding source goals to create new measures that reflect the state of organization performance in multiple dimensions including business customer satisfaction.

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Improving the Outcomes of
Workforce Development Organizations
For Over Forty-five Years!

- * Developing a culture of high-level employee, job seeker, business and partner engagement to achieve the best outcomes outcomes.
- * Improving program pathways, barrier removal and employment and retention results using the best practices in the field.
- * Designing state-of-the-art hiring, onboarding and perpetual professional development plans to make sure the organization is staffed and led by the workforce development professional of the future.
- * Creating plans that take relationships with businesses from placement to in-depth long term mutually beneficial partnerships.
- * New ways to think about organizational sustainability.
- * Using private sector lean practices to reduce cost and increase efficiency.
- * Appropriate ways to engage program participants to improve the program.
- * How to assess the organization's effectiveness as a collaborative partner.

These are just some of the topics covered in this eye opening idea packed session. While some of the information gathered in the course of this project is proprietary to the business client and is not included in the presentation, the company has given Larry permission to share most of the important aspects of his findings. Larry is now presenting this information in management training sessions. He has recently done this presentation for the Nevada Partners and the grantees of the Haas Foundation and Bay Area Funders Collaborative as well as other organizations. Here are some of the comments from the evaluations of the session.

“ As someone that has been in management in the workforce development field for over thirty-five years, I thought I had a pretty good idea about what it meant to be the best in the field. But this presentation totally reinvented my thinking about the next generation of the work. I will be making significant changes to take our organization in this direction. ”

“ I was impressed by the way Larry combined long term strategic ideas with very practical tactics that we can implement immediately. It gave me food for thought for both redefining my vision and creating a to do list that I can work on tomorrow. ”

“ Our organization is doing very good work, but it is being done within the confines of meeting our funding source goals as the only objective. I now understand the importance of creating our own goals and objectives that will take us far beyond where we are today. For example, I never thought of having our

collaborative partners evaluate us so we could learn how to be a better partner. I also discovered the importance of employee job satisfaction surveys and the need to implement new measures for business and job seeker satisfaction. Thanks for the very eye opening workshop! “

If you are interested in moving your organization closer to the state-of-the-art in the workforce development field, contact larryrobbin@aol.com to schedule The State-of-the-Art session. To learn more about the services and clients of Robbin and Associates go to www.LarryRobbin.com.