

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

Presented

By

Larry Robbin

Executive Director of Robbin and Associates

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 a wide variety of 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 over time and they eventually asked Larry to do 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. He 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.

Every type of workforce development organization regardless of funding, structure or population has a great deal to learn from this information. While the model 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:

- * 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.

- * Developing a culture of high-level employee, job seeker, business and partner engagement to achieve the best outcomes for everyone.
- * 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 professionals 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 current program participants and program alumni to improve the work.
- * 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. Larry is now presenting this information in management consultation and training sessions. 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 starting the process of redefining our long term 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 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 larry@larryrobbin.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.