



Steps to Workforce Development

Rural Health Workforce Training Network

HRSA/Georgia Health Policy Center

April 30, 2025

Mala B. Thakur, Senior Director, Programs

NAWB

Serves, supports and represents ~580 State and Local Workforce Development Boards (WDBs) and their 12,000+ business members

NAWB's Vision is accelerating the impact of workforce boards to **advance prosperity** for individuals, businesses, and communities.

NAWB's Mission is to effectively advocate and continuously **advance America's workforce system** by ensuring workforce boards have the expertise and capacity to meet the needs of business, job seekers, and communities.

Strategy in Action

Work-Based Learning

Economic Mobility

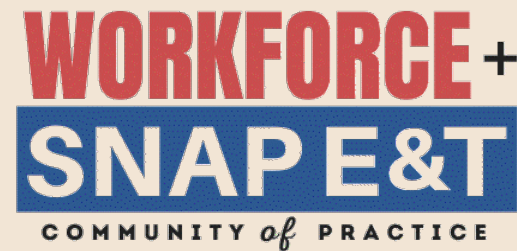
System Building

Skills First Hiring



Skills-first Hiring
Innovations for Future
Transformation (SHIFT)

Funded by



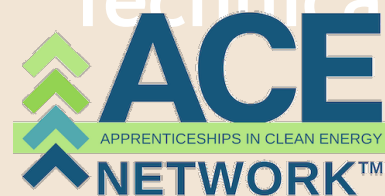
AN H-1B GRANT FROM THE DEPARTMENT OF LABOR



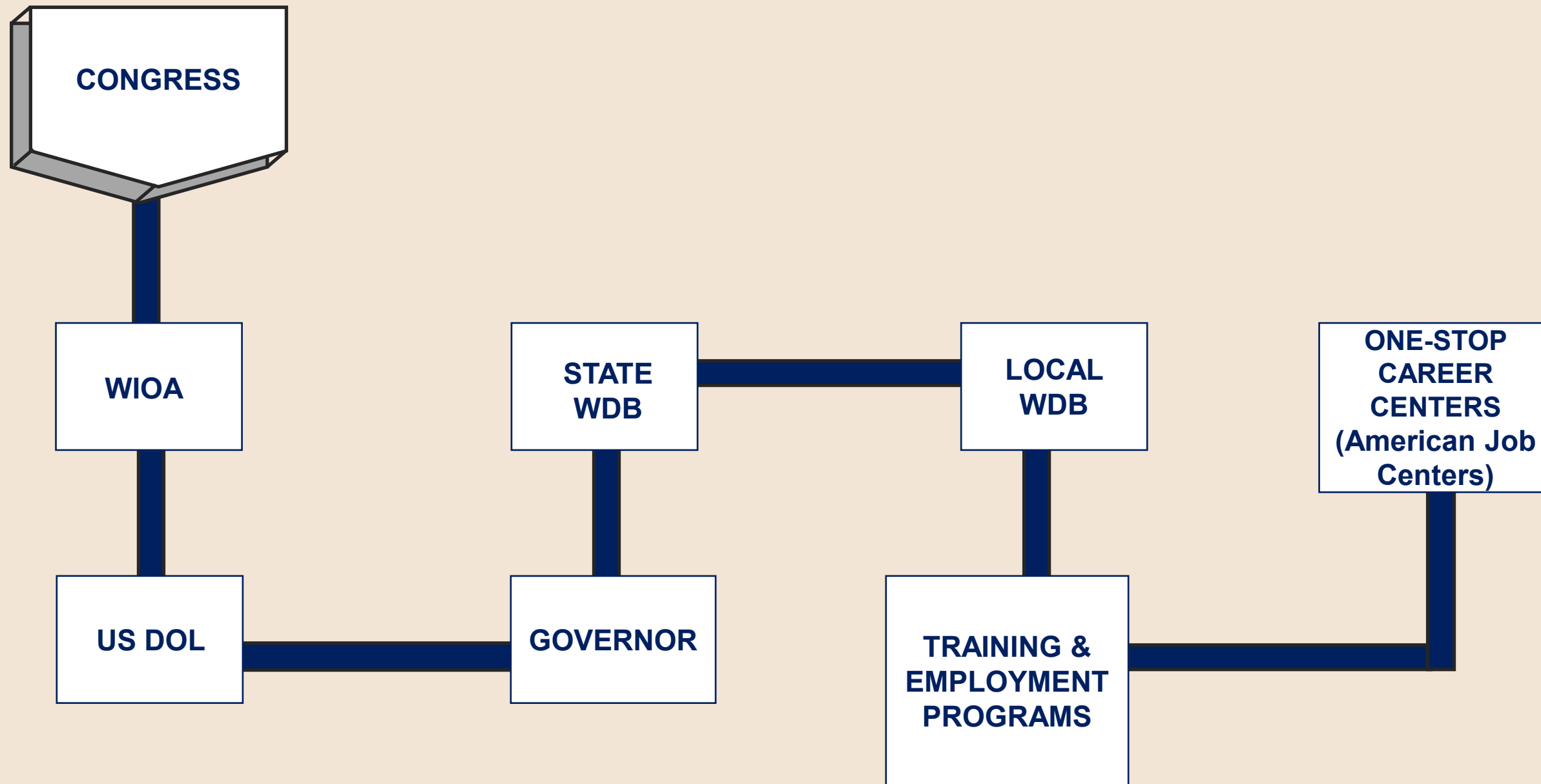
THE ANNIE E. CASEY
FOUNDATION



Technical Assistance



The Public Workforce System



Workforce Innovation & Opportunity Act (WIOA)

- The purpose of WIOA is to better align the workforce system with education and economic development to create a collective response to economic and labor market challenges on the national, state, and local levels.
- Current law is H.R. 803 Workforce Innovation and Opportunity Act.
<https://www.congress.gov/113/bills/hr803/BILLS-113hr803enr.pdf>
 - Prosperity of U.S. Economy
 - Improve ROI on Workforce Investment
 - Access and Opportunity
 - Support Alignment of Workforce System
 - Promote Improved Service Delivery
- Boards run the local “One Stop” or American Job Center

What is a Workforce Development Board

- There are two types of workforce development boards, or WDBs: state and local boards
- The state WDB, appointed by the governor, makes state workforce policy and ensures local compliance with federal mandates
- A local WDB makes workforce policy for its region and oversees local one-stop centers that provide training and employment services
- Board members represent employers, unions, community-based service providers, educational institutions and government economic development agencies
- Local WDB decisions include who should get priority for service, amount of money available for training and what schools or other entities are qualified to receive funds for training
- Chairman and 51% of members must come from the private sector
- Local boards streamlined by WIOA from WIA – from 51 members to 19 members



Local Workforce Development Boards

- Assess workforce needs: Identify skills gaps and labor market trends
- Develop strategic plans: Set goals and priorities for workforce development
- Allocate funding: Distribute federal and state funding to workforce development programs
- Oversee programs: Monitor the effectiveness of programs like job training and apprenticeships
- Connect businesses: Help businesses find qualified workers and connect businesses with similar training needs
- Provide services: Administer programs like job training, career counseling, and job placement services



Benefits of Partnership

- Connections to employers
- Access to training programs and potential funding opportunities
- Address the specific workforce needs of the local community and its employers
- Increase employment opportunities for underrepresented populations
- Promote economic growth



Resources

National Association of Workforce Boards

www.nawb.org

Career One Stop – Find your Local WDB

<https://www.careeronestop.org/LocalHelp/WorkforceDevelopment/find-workforce-development-boards.aspx>

Workforce GPS

Workforce GPS has multiple communities and resources to support the advancement of the workforce development ecosystem with resources specific to expanding apprenticeship.

<https://www.workforcegps.org/>

Apprenticeship.gov

Apprenticeship.gov is the one-stop source to connect career seekers, employers, and education partners with apprenticeship resources.

<https://www.apprenticeship.gov/>



Contact Information

Mala B. Thakur, Senior Director, Programs

thakurm@nawb.org

nawb@nawb.org