

10 Takeaways from 7 Innovation Projects in 7 States



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September 8, 2019

Background

- Workforce Innovation Fund
 - Funded by the U.S. Department of Labor, 2012-2019
 - Three tiers of evidence for the projects
 - Rigorous evaluations



The Projects

Rhode Island: On-Ramps to Career Pathways



Ohio: Business Resource Networks



Oregon/Washington: HousingWorks



Oregon: Rethinking Job Search



Kansas: Workforce Innovation Project



Virginia: Virginia Financial Success Network



Connecticut: Manufacturing Pipeline Initiative



1 Leverage Existing Partnerships

- Characteristics of successful partnerships:

- Open
- Active
- Responsive
- Shared vision
- Mutual benefits
- Shared risks



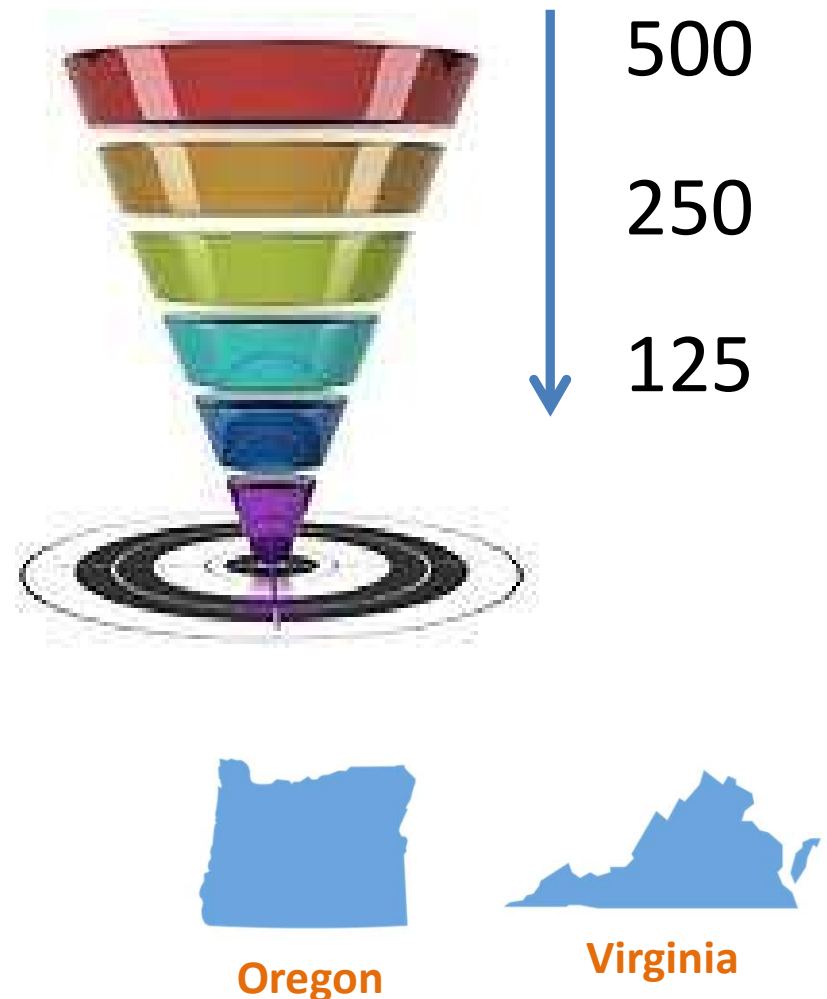
Ohio



Connecticut

2 Accurately Estimate Demand

- Under promise and over deliver
- Plan for uptake and attrition
- Consider the implications for your resources
- Use your existing data
- Pilot test

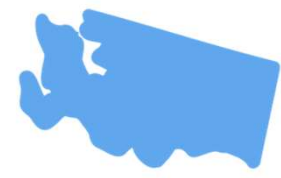


3 Obtain Buy-In from Staff

- Gather staff input in program design
- Seek feedback on service delivery
- Review policies
- Keep staff informed of progress toward goals
- Celebrate successes (no matter how small)



Oregon



Washington

4

Build On What You Have

- Innovation is not always something totally new
- Successful innovations build on existing services/approaches



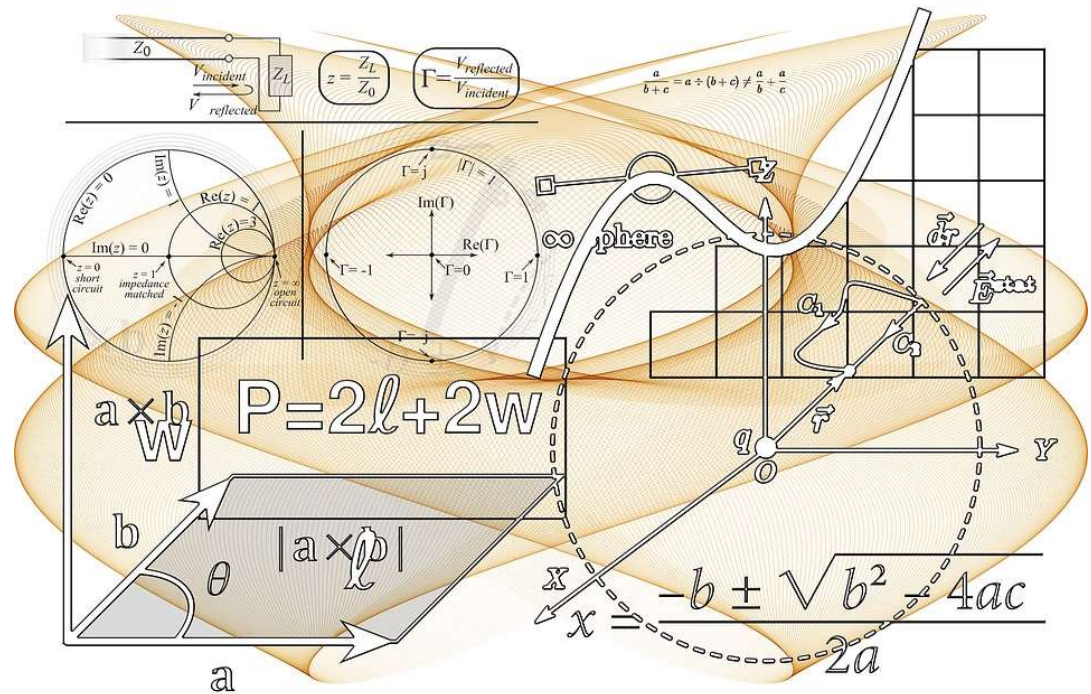
Connecticut

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Anticipate Complexity

Multiple levels of:

- Policies
- Procedures
- Authority
- Organizational cultures
- Regulations
- Budgetary requirements
- Technology and data systems



Virginia



Kansas

Data Quality

- Good data are essential for managing innovation



Oregon



Connecticut



Rhode Island



Virginia



Ohio



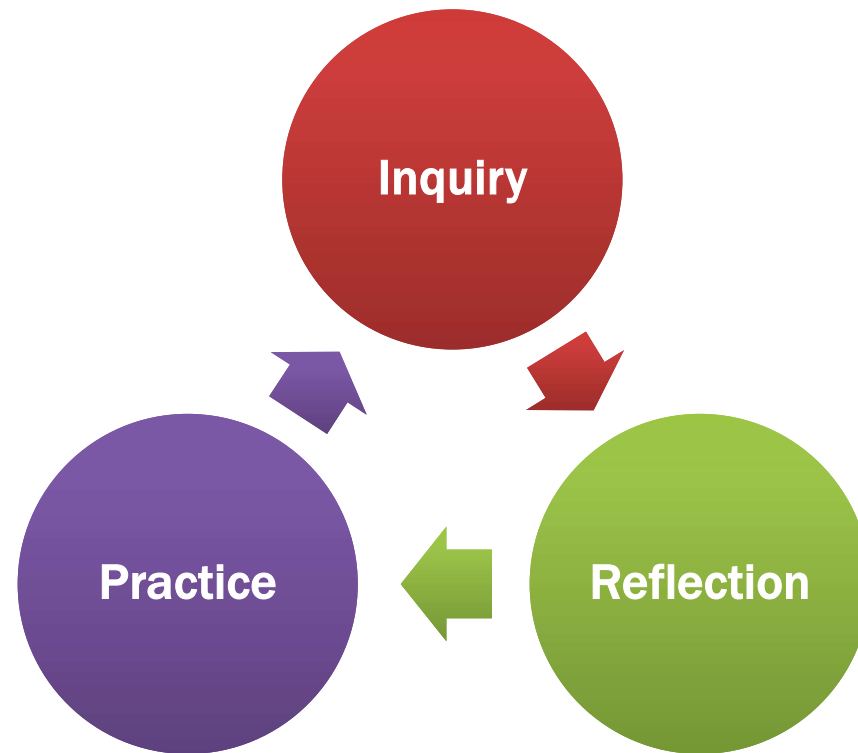
Washington



Kansas



Practice Evaluative Thinking



Virginia

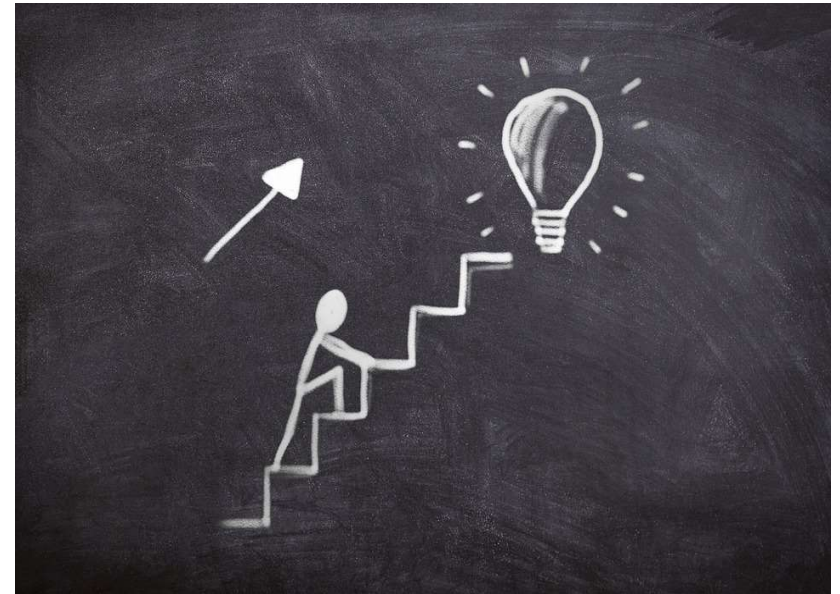


Kansas

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Incremental Change

- Transformative change is the sum of many steps
- Success
 - Goal setting
 - Targeting achievable gains
 - Focus



Rhode Island

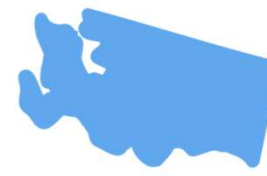
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Communication!

- Consistency
- Vertical and horizontal
- Multiple modes
- In-person



Oregon



Washington



Connecticut

10

Collaboration Not Competition

- Attend to the mutual interest
- Recognize limitations
- Identify common challenges
- Communicate



Ohio



Oregon

Additional Resources

MWA Presentation, 2019: 7 Innovations in 7 States

www.publicpolicy.com

www.SkillsCommons.org

<https://clear.dol.gov>

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