# **WIOA Opportunities**

## Rewarding Performance – Colorado Workforce Development Council

The [Colorado Workforce Development Council (CWDC)](https://cwdc.colorado.gov/), the state workforce development board, helps their local Workforce Development Boards succeed by providing incentives to be high performing and to share best practices.

### High-Performing Local Boards

Colorado [surveyed local board members](https://docs.google.com/document/d/1NhPt7O8APdhb5kU_09FPPBrsiQ7jMO8nbRaDix4kMlE/edit) to formulate a definition of “high-performing” to inform the standards that the CWDC has for recognizing excellence in Boards. They asked Board members to define what a high performing Board looks like (or would look like) to them. This process established the definition in Colorado that states that a high performing Board:

* Is made up of diverse and knowledgeable community members,
* Who actively participate in board meetings supporting the local workforce system,
* Serve as liaisons between the community and the local workforce center, and
* Accomplish goals and strategic priorities through data driven, business-led meetings.

This definition was adopted by the full Governor-appointed Board at an open meeting.

Local workforce boards are recognized as “high-performing” when they achieve a minimum score (9 out of 10) on a number of [performance indicators](https://docs.google.com/document/d/1OE9GLIAj2biog30gqGa3wuQbDsgxYCvarVMGCi2FiGs/edit) based on the definition above.

The boards who are recognized as high performing will receive points in a [Performance Incentive Fund (PIF)](https://docs.google.com/document/d/11DPV1th-WFMr3rJYunkX3Op9X6Lia7qhmZa4AEyKo4E/edit) that the state supports for the locals, utilizing the Governor’s set aside.

The state also [collects best practices](https://docs.google.com/document/d/1enr9jYAnsXU2sf4PRNiXNpWsRnTPMaItvZjJ7teZJJI/edit) that locals believe will be replicable in other geographic areas. These best practices are also factored into the PIF awards.

### Key Considerations for Replication

Colorado’s experience with rewarding local performance is a practice that other states can replicate. Key takeaways include:

* Communication is key.
* CWDC gathered information from the locals to help define what success would look like, allowing two-way communication and ensuring that local Boards were being measured fairly and in ways that made sense to them. Rather than issuing top-down policy from the state, they consulted with locals, which helps establish buy-in in additional to ensuring that expectations meet the locals’ realities.
* Maximize transparency.
* The CWDC posts all of their policy guidance and grant information publicly on their website. Locals can easily find scoring rubrics and other pertinent information.
* Incentivize what you want to see more of.
* While performance incentive funds are not required under WIOA, Colorado has enjoyed success with these funds in the past and continues to use performance funding to incentivize active, strategic boards, who share their best practices.

#### Contact for Further Information

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