



CREATING PARTNERSHIPS FOR WORKFORCE EXCELLENCE

Workforce development is crucial to Missouri's ability to compete in a global market place and to ensure the economic security of families and local communities. Workforce development legislation and policy can be a confusing maze for job-seekers, employers, and even for professionals who work within the system in programs authorized by a variety of federal legislation such as:

- *Workforce Investment Act (WIA)*
- *Temporary Assistance for Needy Families (TANF)*
- *Higher Education Act*
- *The Second Chance Act*

The Missouri Association of Workforce Development believes in the following principles:

**1. Workforce Development Services should serve all job seekers and employers by:**

- Ensuring a continued commitment to provide services to all youth, dislocated workers, former offenders, and all under- and unemployed individuals, regardless of race, disability, gender or economic barriers.
- Supporting mechanisms to increase job retention and enable families to earn a sustaining wage without government assistance.

**2. Every worker should have access to high quality training that is necessary to improve their ability to obtain and maintain meaningful employment in the 21st Century by:**

- Removing limitations to training options for individuals.
- Enhancing the collaboration between adult education and training and workforce development programs.

**3. National and state funding for workforce development programs should be strengthened and stabilized to ensure all customers receive the optimal benefits by:**

- Ensuring there is adequate federal support for workforce development that keeps pace with inflation, takes into account unemployment rates, and avoids duplication of services.
- Providing specific funding for professional development for those who are employed within the workforce development system.

**4. Collaboration should be encouraged across all workforce development programs by:**

- Streamlining eligibility requirements and performance measures across workforce development programs.
- Funding efforts to identify and disseminate best practices across the workforce development system.

**5. Innovation should be encouraged within the workforce development system by:**

- Appropriating funds to implement strategies that address the unique life circumstances of people experiencing multiple barriers to employment, such as, homelessness, low literacy, and disability.
- Supporting activities that provide the workforce development system greater flexibility in order to better serve job-seekers and business across the State of Missouri.