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Colorado WIOA Implementation Principles November 2014

The Workforce Innovation and Opportunity Act (WIOA) calls for strong alignment between the partners and operators of programs throughout the workforce system. As called for in the legislation, the Colorado Workforce Development Council has primary responsibility for ensuring that alignment takes place through the coordination of the state plan and the development of strategies and guidance that promote the continuous improvement of the workforce system.

Therefore, in order to most effectively promote and implement an aligned system throughout the state, the CWDC will at all times endeavor to demonstrate the following practices:

- 1) Transparency in the council's planning processes, goals, and objectives as WIOA is implemented
- 2) Confidentiality between the council and individual partners when requested by partners
- 3) Proactively seeking input from partners on the issues and decisions that affect them
- 4) Developing data-driven recommendations that will create the maximum benefit possible to the state of Colorado as a whole
- 5) Encouraging agencies and partners who have a potential conflict to connect directly and attempt resolution rather than relying on the CWDC to initially resolve issues

Implementing WIOA will require changes in how the workforce system operates across the state of Colorado. A change management plan will be developed that employs the elements of the ADKAR model. Specific activities will be aligned by the phases of Awareness, Desire, Knowledge, Ability, and Reinforcement.

The CWDC will work to generate among all partners:

- **Awareness** of the changes that are necessary due to WIOA
- The **Desire** to seize the opportunities presented by WIOA to make Colorado the best workforce system in the country
- The **Knowledge** of how to make specific changes
- The **Ability** to implement new partnerships, structures, and processes necessary to achieve the required changes
- A cycle of **Reinforcement** to ensure that changes are incorporated into all practices

The CWDC operates as a neutral collaborator and convener with state and local agencies involved in the workforce system. It is our hope that the practices outlined above will help establish and maintain trusting relationships with all partners as we implement WIOA and continue to make Colorado a model for the nation.