



## **FOCUS ON THE VISION: What Every Member Should Consider During Their Workforce Board Meetings**

It's easy to lose sight of the big picture when everyone is busy translating policy into practice. Listed below are guidelines for Board members to consider during the decision-making processes that occur in their meetings.

<b>Performance Versus Compliance</b>	It is more critical in the long term to focus on performance outcomes rather than compliance issues. This requires a strategic approach to designing and managing your employment and training service delivery. At every juncture, you should ask yourself, "How does this fit in with our Board's vision for the development of our workforce and community?"
<b><i>Real Numbers Versus Percentages</i></b>	As you review the statistics on the various performance measures attached to the employment and training programs you oversee, it's important to look beyond percentages and make note of the actual number of customers being served in your Board area, as well as the service outcomes. Who's expanding their business? Are salaries rising? Is the community thriving?
<b><i>Expenditures</i></b>	Work with your Board staff to establish appropriate checks and balances to ensure good fiscal management. Keep an eye on your program expenditures. This will ensure timely funds utilization and prevent deobligation of funds. Don't make decisions about spending money without all the facts.
<b><i>Your Role in the Community</i></b>	Every Board member should be an articulate voice and advocate for the businesses and job seekers in their area. You have the opportunity to make a difference in people's lives. By maintaining a strategic focus and moving away from operational details, Boards can concentrate on workforce issues that will have long-term impact on the economic development and well-being of their communities. Board members are visionaries, catalysts for change, and guardians of the workforce development system.