An aligned system within a state charged with developing and administering workforce development activities.

1 Encompasses, but is not limited to, governing bodies, funding entities/mechanisms and interagency coordination.

**Alignment**

**Who are the key actors?**
- Governor's Office
- Department of Labor
- Postsecondary Education
- Secondary Education
- Employers
- Chambers of Commerce
- Workforce Boards and Councils

**Which entities fund and govern systems?**
- Federal Government
- State Government
- Workforce Investment Boards
- General Appropriations
- Private Grants
- Postsecondary Institutions
- State Departments of Education

**What motivates states to act?**
- Perkins Act/WIOA
- Training and Skills Alignment
- State Workforce Needs
- Economic Development
- Governor Initiatives
- Talent Retention
- Legislative Priority

**State examples**

- **Oregon**
  - Clear definition of its workforce development system.
  - Board convenes private and public stakeholders.
  - Administers several federally funded workforce programs.

- **Texas**
  - Commission oversees workforce development services.
  - Governor's initiative links education and industry, and produced a report.
  - Four-component educational attainment goal, including increasing marketable skills.

**Policy action**

- In 2019, Arkansas enacted S.B. 522, requiring the Office of Skills Development, in conjunction with the workforce board and education departments and boards, to bring together key stakeholders to develop a strategic plan and road map for meeting workforce demands.

- In 2018, Vermont enacted H. 919, directing the Workforce Development Board to collaborate with state agencies to align, coordinate and engage workforce stakeholders. The board since released an implementation plan.

**Resources**

- Approaches to State Workforce Development Systems
- Leveraging Community Colleges in the Workforce Innovation and Opportunity Act: A Blueprint for State Policymakers
- Career and Technical Education
- Work-Based Learning Blog Series
- Perkins V Blog Series
- Work-Based Learning: Model Policy Components
- Priority Areas in 2018 Workforce Development Legislation