

# SUPPORT & FUND

## CHIEF WORKFORCE OFFICER

The Governor's Commission on Workforce Equity and Access Report (2023) outlined recommendations for an accessible, inclusive & responsive workforce system. One of the primary recommendations was to establish a Chief Workforce Officer (CWO) who would lead, oversee, and set strategic goals for all state and federal workforce programs administered by state agencies while driving and monitoring toward those outcomes. The Skills for Good Jobs Agenda Coalition has assembled a list of key priorities for the CWO.



### LEGISLATIVELY ESTABLISHED POSITION

The CWO should be established in legislation to avoid changing executive branch priorities.



### FUNDING

Workforce funding is complex and nuanced. The CWO must be able to identify and advocate for additional funding and revenue streams that reduce barriers, increase flexibility, and are more sustainable.



### ABILITY TO NAVIGATE COMPLEX SYSTEMS

The CWO should be skilled in navigating the complex workforce structure, including education and workforce training, to create a more coordinated and streamlined system.



### SUCCESSFUL WORKFORCE EXPERIENCE

The CWO must have demonstrated success in workforce program design and implementation across a diverse array of workforce development settings.



### DATA DRIVEN OUTCOMES

Data collection and mapping will be critical to addressing disparities revealed by the data. Monitoring progress toward equity goals is as important as the data collection.



### CLIENT AND USER CENTERED

Our current workforce system is not centered on people. The CWO should focus on user and client experiences at every stage in the process to ensure a more equitable, accessible, and effective workforce development system.



### COMMITMENT TO COMMUNITY AND DIVERSIFYING WORKFORCE

The CWO must be a systems change leader. This will be most successful if the CWO is connected to the entire workforce community including users, providers, employers, and returning residents and communities of reentry.



### AUTHORITATIVE OVERSIGHT AND ACCOUNTABILITY

The work of the CWO should align and support cross-agency efforts. Unless this role has oversight and authority over all state agencies that touch workforce development, the work will remain in silos. Clear lines of authority and reporting hierarchy are needed along with collaboration with a revitalized and reconstituted Illinois Workforce Innovation Board (IWIB).