

Local Criteria
for Selection of
Greenville Area Workforce Investment Board Members

1. Senior Management in their respective organization.
2. Skills and experience in such areas as: long-range planning, group problem-solving, capital investment strategies, organization/business development, business networking, marketing, training and development, human resource development, etc.
3. Specific knowledge and insight in some or all of the following areas:
 - a. Barriers faced by workers and job seekers in obtaining & maintaining employment that provides an adequate income.
 - b. Hiring requirements of employers who have employment opportunities, and challenges being faced by employers in finding and retaining a sufficient number of skilled workers to sustain and grow their businesses.
 - c. Excellent understanding of the future needs of the community in regards to worker skill and knowledge levels.
 - d. Effective strategies for bridging the skills, knowledge and traits gaps that exist between available workers and employers.
 - e. Understanding of available resources to help bridge existing skill, knowledge and trait gaps.
 - f. Ability to evaluate effectiveness of training and/or other development criteria as it relates to human performance improvement and application on the job.
4. Individuals who are in a position to influence actions and decision-making in the community around the above workforce issues.
5. Individuals who are willing to accept explicit stewardship over setting policy and overseeing policy and decision-making for the community related to the above workforce issues. The Board also holds stewardship over annual funding as well as influencing authority over public and other funding.
6. Individuals who are willing to adhere to the criteria for active participation of Board Members. (See criteria for active participation of Board Members).

Criteria for *Active* Participation of Board Members

Desirability

- Willingness to keep up-to-date of all WIB activities in order to vote with confidence on specifics of local plans, goals, bylaws and recommendations.
- Willingness to learn the specifics of the WIA of 1998, as well as its implications for Greenville County. Willingness to understand state criteria as it applies differently than WIA.
- Willingness to evaluate state criteria for its effectiveness in local area and make recommendations for changes as needed to support local vision and goals.
- Willingness to be an agent of change within your own organization as well as the community at large in helping to achieve the goals of the local Workforce Investment Board and its proposed work.

Availability

- Consistent participation at regular and any call board meetings. (i.e. Members are expected to attend *all* meetings). A member with any three absences of regular Board meetings in a calendar year shall be considered to have resigned from the WIB and shall be notified accordingly by the Chairperson; the resulting vacancy shall be filled pursuant to the Bylaws.
- Active member of at least one standing committee or sub-committee. Each committee will determine and document what active membership is needed for that committee.
- Attendance at ongoing educational events, and/or Board Retreats, as required, in order to be effective at decision and policy-making.

Capability

- Personal and professional leadership capability to participate in open, honest, respectful and non-self-serving manner in all deliberations of the Board and its committees.
- Specific knowledge and insight in some or all of the following areas:
 - a. Barriers faced by workers and job seekers in obtaining & maintaining employment that provides an adequate income.
 - b. Hiring requirements of employers who have employment opportunities, and challenges being faced by employers in finding and retaining a sufficient number of skilled workers to sustain and grow their businesses.
 - c. Excellent understanding of the future needs of the community in regards to worker skill and knowledge levels.
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