

# Regional Organizing: Implementing the Regional Plans

## Why:

Assist in building momentum and strengthening regional leadership by identifying and enhancing partnerships with leaders in the system who value regional collaboration, strategically maintaining ongoing collaborations to accomplish regional plans goals, and enhance communication between regions and the state.

What does the regional work look like in a year?

- Local Workforce Development Boards (LWDB)'s and workforce partners establish and work strategically from the same playbook to implement and accomplish their Workforce Regional Plan
- A structured/strategic approach and agenda is developed to engage industry – each region is implementing one-two sectors initiatives. Business/Industry are champions of the region's targeted sector(s).
- Regional program design and defined funding strategies have been identified to support regional work and sustainability – (Local Board investments are matched by state investments)
- Identification of effective regional best practices in productivity, efficiencies of scale, and leadership
- Alignment of regional efforts including Regional Organizing, Regional Training Coordinators, SlingShot, WAF, High Road Training Partnerships, High Road Construction Careers (MC3), Forward Focus, Career Pathways Trust, and Strong Workforce.

## Who:

- State Board Executive Leadership: Tim Rainey and Stewart Knox, supported by Deputy Directors (Deputies will provide leadership advice and guidance for compacts focusing on their area of expertise—policy, equity, innovation, operations) and Regional Organizing Coordinator
- The Region's selected Regional Training Coordinator
- The Region's selected Regional Organizer(s) that is connected to each of the 14 regions and 45 LWDB
- Local Workforce Board Directors – 45 LWDB Directors
- Technical Assistance Provider: California Workforce Association (CWA) and Foundation for California Community Colleges (FCCC)

## What & How:

Regional Organizing supports ongoing efforts to enhance regional workforce leadership collaboration and implement the Regional Plans by building on the efforts of the SlingShot Coalitions that are operational in California. The LWDB's in each Regional Planning Unit (RPU) will:

- Select a Local Board to act as designated regional fiscal agent.
- Provide oversight and guidance to the regions selected Regional Organizer.
- Work collaboratively with the regions LWDBs to strengthen the regional coalition(s) and include workforce, education, economic development, and employer and industry engagement partnerships.
- Be fully vested partners in the workforce system.

- Support the implementation of the regional and State plan.

The Regional Organizers are accountable to the LWDB Directors, who are ultimately accountable for the implementation of their Regional Plan. Specifically, regional organizing may include:

1. Acting as the liaison between the State Board and regional leaders and the communication pipeline between the State Board and LWDB Directors.
2. Encouraging alignment of workforce development, education and economic development in efforts to engage employer/industry champions and promote services to individuals with barriers to employment by supporting ongoing dialogue between labor, business, education, community, and the public workforce system
3. Supporting LWDB Directors in connecting State Board members and Technical Assistance (TA) providers with regional partners to assist in implementation opportunities, barriers and challenges, including identifying and overcoming policy obstacles.
4. Supporting implementation of their region's Regional Plan
5. Identifying promising practices and successful convening efforts that link policy and practice.
6. Identifying related and relevant state and federal grant projects that should be aligned/coordinated with the regional effort.
7. Attending meetings with the State Board and TA staff, participating in regional/statewide convening(s), and conference calls with other Regional Organizers.
8. Working with regional coalitions, CWA, and State Board to build capacity of local board staff and partners.

Roles and Responsibilities of Local Board Fiscal Agent:

1. Act as fiscal agent for funds, accepting funds, ensuring fiscal accountability, and completing fiscal reporting.
2. Procurement and contracting funds as agreed to by local Workforce Boards in the RPU.
3. Quarterly Reporting and Reporting Outcomes (to state and other Local Board Directors)
4. Schedule and coordinate meetings between the local Workforce Boards in the region
5. Working with the Regional Organizer to coordinate the local Board effort to align regional investments (Regional Organizer, Regional Training Coordinator, SlingShot, Strong Workforce, Adult Education Block Grant and Career Pathways Trust)

## Outcomes:

1. Development and delivery of a unified regional business outreach/engagement approach to boost the regions employers/industry as leaders and champions and develop demand driven sector strategies
2. Increased capacity to incorporate strategies for system alignment, better jobs and better wages for all Californians, and demand driven skill attainment.
3. Increased capacity building of local board and partnering staff.
4. Increase efficiencies, identify and reduce duplication through regional cooperation.