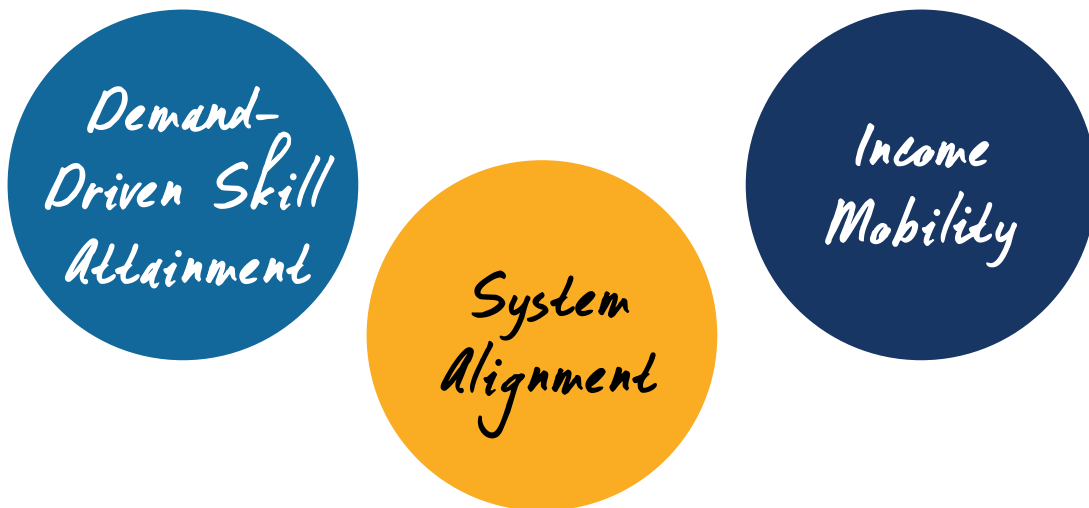


WHAT DO YOU KNOW ABOUT REGIONAL ORGANIZING?

Have you heard about regional organizing?

It is based on the idea that organizing regional workforce partners to work together to meet the skill demands of industry sectors that are driving regional employment. This will create opportunities to move workers into career pathways and positively impact income mobility, communities of high poverty and the regional economy. To accomplish this, the Governor and State Board, as part of the California Strategic Workforce Plan, designated fourteen regional planning units (RPUs) to organize regionally and develop regional plans that address the objectives of the State Plan: demand-driven skill attainment, achieving income mobility for individuals with barriers to employment, and system alignment among regionally organized Local Boards and their partners.

Regional Organizing Supports:

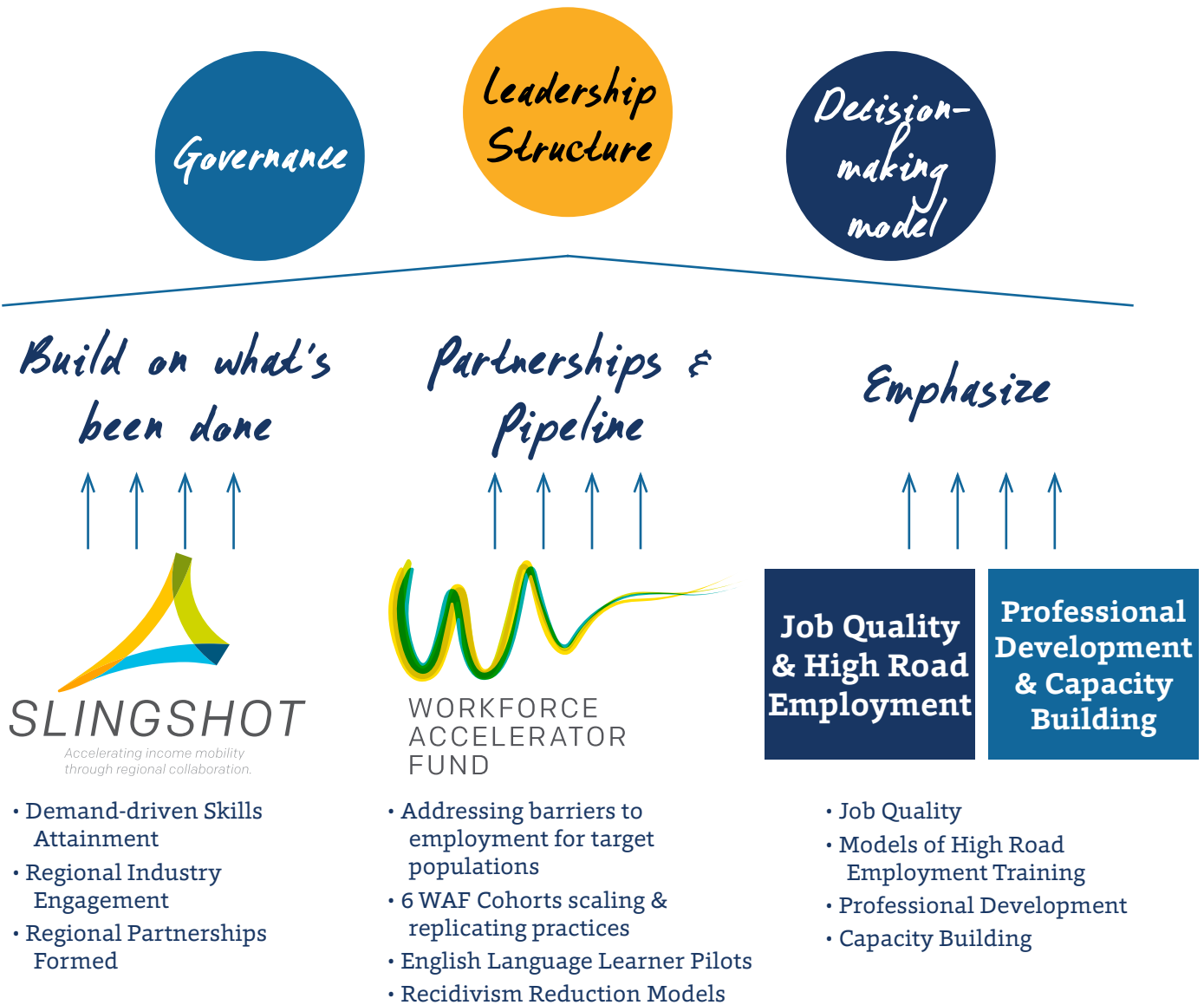


The objective of regional organizing is to organize partners, systems, resources, effective approaches, and leadership to achieve scale and impact. The exact manner in which these partnerships come together varies from region to region based on the unique set of circumstances that shape each region's workforce needs. In order to support local Workforce Board's efforts to organize the regions, the State is investing in professional development/training of the workforce system staff and partners and regional advocacy and Regional Organizers tasked with focusing on implementation of the goals and objectives contained in the regional plans.

Those are big goals....how do you get there?

It started with California Workforce Development Board’s investments in SlingShot, Workforce Accelerator, High Road Training Partnerships, and development of the State’s Strategic Workforce Plan and Regional Workforce Plans. SlingShot brought regional workforce leaders together to identify and solve employment challenges that slow California’s economic engine. Workforce Accelerators create and prototype innovative strategies to address barriers to employment for targeted populations. High Road Training Partnerships support skill-focused, industry-based projects that explore challenges of job quality, economic opportunity and environmental sustainability. These initiatives, combined with investments which enabled regionally organized local boards to develop regional plans, regional

SYSTEM ALIGNMENT & LOCAL BOARD COORDINATION



training coordinators to develop professional development opportunities for workforce staff and partners, and regional organizers to add capacity necessary to implement the goals and objectives contained in the regional plans, create the infrastructure to implement the State's Workforce Plan.

Who is doing this work?

The short answer is everyone. The Governor and the Labor and Workforce Agency Secretary support the regional work by allocating WIOA Discretionary funding to regions for the purpose of underwriting the development and implementation of the regional plans and adding capacity in the form of Regional Organizers and Regional Training Coordinators. EDD and the State Board have also added capacity by designating Regional Advisors and State Board staff to support and champion innovative strategies.

The State Board and its Executive Leadership, the Employment Development Department, the State Agencies and Departments that have committed to be planning partners, the 45 local Workforce Board Directors that are working collaboratively with their regional partners to align and implement regional plans, and the California Workforce Association, acting as the technical assistance provider for this effort, are all important to the success of regional organizing.

Regional Organizers are charged with maintaining momentum towards accomplishing the regional plan goals. Regional Organizers are hired by the local Workforce Development Boards in each region and support ongoing efforts to enhance collaboration of regional workforce leaders and implement the Regional Plans. They are responsible for assisting the local Workforce Board Directors to develop regional communication and governance structures, support industry sector partnerships and coordinate with other initiatives to assist with accomplishing regional goals.

Regional Training Coordinators are charged with ensuring that the staff and partners involved in the region receive the training and professional development opportunities to ensure that the goals in the regional plans can be accomplished. Regional Training Coordinators are hired by local workforce boards in each region to work with the California Workforce Association to develop regional training plans and provide professional development opportunities for staff and partners in the regional workforce system.

State Board staff and EDD Regional Advisors are charged with providing technical assistance to local workforce boards, executing contracts and acting as project managers for regional subgrants, and developing and coordinating Communities of Practice, Regional Organizer exchanges, and streamlining communication between the State Workforce Board, State level partners, regional planning units and local workforce boards.

What does success look like?

The California State Workforce Plan encourages collaboration between industry, labor, workforce and education programs at the regional level in order to align programs with each other and regional labor market dynamics. If we're successful,

- Local Workforce Development Boards (LWDB)'s and workforce partners will work strategically from the same playbook to implement and accomplish their Workforce Regional Plan.
- A structured/strategic approach and agenda will be developed to engage industry and support job quality and high road employment practices.
- Business/industry will be champions of the region's targeted sector(s) and each region will have implemented successful sector initiatives.
- Regional program will be developed to address income mobility and support individuals with barriers to employment, and defined funding strategies will be identified to sustain them.
- Effective regional best practices in productivity, efficiencies of scale, and leadership are identified, expanded and taken to scale.
- 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 will be aligned.

