

Regional Organizer Exchange

Summary of Meeting

April 20, 2018

Capital Event Center, 1020 11th Street, Sacramento, CA 95814

Welcome and Introductions –

Tim Rainey, Executive Director of the California Workforce Development Board welcomed Regional Organizers, Regional Advisors, Regional Training Coordinators and Sling Shot leads to the meeting. Tim talked about the goal of the State Board to support regionally organized local boards in partnering with supply and demand side partners to build off the efforts of SlingShot and create a flexible regional, industry-led partnerships designed to move workforce forward. Tim announced that the LWDA and CWDB are planning further investments in the regional work, including

- a partnership with CDCR \$37 million in new general fund money to serve individuals who were formerly incarcerated and move them into the workforce and
- SB1, a historic investment in infrastructure for the state that includes \$5 million per year, for five years to invest in pre-apprenticeship training across the state resulting in high road construction jobs.

Tim introduced key staff from the State Board and the new Interim Director of the Division of Apprenticeship Standards. Names and contact information are below:

Rafael Aguilera – Field Specialist Corrections Workforce Partnership
(Rafael.Aguilera@CWDB.CA.GOV)

Shrayas Jatkar – Senior Policy and Program Analyst Equity, Climate and Jobs Team (Shrayas.Jatkar@CWDB.CA.GOV)

Eric Rood, Interim Chief, Division of Apprenticeship Standards
(ERood@dir.ca.gov)

A Focused Conversation Highlighting Key Regional Initiatives

Racy Ming, Racy Ming & Associates and Regional Organizer for North Bay RPU and Bay-Peninsula RPU presented a draft white paper on the types of regional work in the California Workforce System. Because regionalism in California takes on many shapes and sizes, Racy is working on a paper that describes the different ways that California regions are describing their regional work. This paper is not

presented as a judgement about the types of regional coordination, nor is it intended to describe a continuum; it is meant to give regions insight into how other regions are communicating and organizing their regional work. Each region will be different, regional coordination and decision making will depends on the political environment, funding, leadership. Racy reviewed five types of regional collaboration (informal, networking; coordinated; sustained collaboration, and formal) and led a discussion of pros and cons of each and asked for workforce examples that could be added.

1. **Informal**: No formal collaboration or structure is in place, but partners may come together around common projects and to share information. Examples may be collaborating on a rapid response action for a regional employer.
2. **Networking**: Regional players meet on a regular basis to primarily share information, network, and share best practices to develop common voice. Motherlode Economic Development Network is an example and East Bay Education Consortium may also be an example of networking
3. **Coordinated**: Meeting on a regular basis and collaborating on goals and progress. Might be project based or one-time. Results in tangible impactful results in work product and services, cements relationships, actionable ideas, shared experiences, takes group to the next level. Breaks down silos and leverages strengths to create something better—emergent collaboration. Examples: Inland Empire collaboration with Strong Workforce, Central California Workforce Collaborative; Ventura’s work with LA Basin
4. **Sustained Collaboration**: Collaboration sustained over time, values on-going collaboration, raises and resolves resource and structural questions and solutions. Example: Inland Empire MOU; Capital area Training Team; NBEC; East Bay Works
5. **Formal**: Has a formal structure around collaboration – MOU, separate non-profit, JTA. The challenge is that the autonomy of partners may be threatened. Need to answer the question, “Is the payoff great enough for us to give something up?” Must build trust and relationships so that organizations don’t have to give up their identity as an organization, but negotiate terms of service delivery to the benefit of all partners. Challenge is differing political jurisdictions, distance. Examples: NORTEC; LA Basin/P3 (disconnected youth is moving toward this)

Bob Lanter, Executive Director and John Baker, Chief Consultant of CWA facilitated a focused conversation on key regional initiatives. Small group discussion centered around successes (milestones), challenges, resources leveraged, values clarified, key actors engaged, principles taking shape around doing regional work, and next steps. Report out is attached.

Critical Concepts of SlingShot Research as Relates to Regional Implementation

Ken Barnes, Senior Policy Associate, Corporation for a Skilled Workforce

Corporation for a Skilled Workforce and BW Research is conducting an evaluation of the statewide SlingShot Initiatives, designed to help the State Board assess the results of the investment in regional engagement. The results of the evaluations will be available mid-summer. BW Research has developed one page regional profiles of SS regional efforts, interviewed leadership teams, conducted facilitated discussions with partnerships, developed case studies, highlighted successes, and drafted recommendations for continued regional work. BW Research will be conducting a workshop at WorkCon presenting preliminary findings of the evaluation.

Successes of the SlingShot Initiative:

1. Builds upon a strong foundation of existing regional partnerships
2. Introduced “catalysts” into the system that created new career pathways from industry led sector strategies;
3. Puts California ahead of the curve in terms of implementing regionalism and is focusing on lasting system change
4. SlingShot Initiatives were a vehicle to build successful and flexible regional partnerships that value experimentation and risk-taking.

Challenges:

1. Keeping employers engaged over the long haul
2. Sustainability — funding scale and expand successful ventures
3. Geography – large size and distributed footprints

Questions Moving Forward:

1. How to sustain the work moving forward
2. How do we measure success/metrics
3. How do we build upon and sustain the success and momentum of SlingShot?

Indices of Regional Collaboration and timeline for Regional and Local Plan Modification

Robin Purdy, Statewide Regional Coordinator, reviewed the Indices of Regional Coordination and Alignment which will be included in the Regional and Local Plan Modification Guidance that will be published in draft in early May, 2018. The Final Regional and Local Plan Modification Guidance should be published in June, 2018 and the local Boards and RPU's will have until March 2019 to complete and submit their response to the State Board. The Indices will be a self-assessment completed by each RPU and will be used as a baseline for subsequent assessment of regional coordination and alignment. (Attached)

Regional Subgrants and Quarterly Reports

Gloria Earl, California Workforce Development Board, thanked all the regions for submitting contract documents in a timely manner and thanked the Regional Advisors for working closely with the regions and the State Board to submit the paperwork to get the Subgrants approved and the money flowing. Gloria reminded regions that contract documents and expenditures plans can be modified on an on-going basis. If things change, don't be afraid to contact your Regional Advisors and Gloria and let them know you need to modify.

1. Regional Quarterly Reports are combined into one report form and are due May 30, 2018. (Reminder that CalJOBS has the Regional Plan Implementation grants (RPI) under the name SlingShot-Regional Plan Implementation — check grant codes)
2. SlingShot Quarterly Reports are also due on May 30, 2018

Training on the Action Planning Process

John D. Baker, Chief Consultant, CWA, conducted a Training on the ToP Action Planning for regional plan modification and/or grant applications. John facilitated a practice session of the group using the four steps of getting core agreement and the four steps to develop a detailed plan. (Handout attached).