

Regional Plan Implementation Summary
Regional Planning Unit (RPU): Inland Empire
LWDBs within RPU: Riverside and San Bernardino

Regional Plan Goals

The Inland Empire Regional Planning Unit (IERPU) is comprised of Riverside and San Bernardino Counties. The workforce development system within the IERPU is led by the Riverside County Workforce Development Board (RCWDB) and the San Bernardino County Workforce Development Board (SBCWDB). The two WDBs of the IERPU regional plan vision statement:

The workforce development vision for the Inland Empire is a reinvented regional system that engages business and industry in identifying high quality jobs and designing training programs to prepare a competitive workforce. The IERPU partners will prepare the workforce by ensuring that services address barriers to employment and promote educational attainment to create pathways from dependency to prosperity.

Both WDBs have identified Health Care, Manufacturing, and Transportation and Logistics as priority regional industry sectors based on a number of recent reports which indicate robust job growth and opportunities for high quality employment. Their regional plan focuses on:

- Career Pathways and Industry-Valued Credentials
- Plan Implementation
- Expand successful sector strategies to each of the regional growth industries.
- Develop regional decision making strategies.
- Regional Partner Alignment
- Building the capacity of workforce programs across the region and developing initiatives to transform the region towards improved job placement and economic security.

Regional Plan Implementation Project Focus

RPI 1.0 Project Focus:

- Expanding regional partnerships with Strong Workforce and AEBG systems to better serve special populations
- Transition the area economy to jobs that are middle-to-high skilled by focusing on specific industry sectors.
- Continue regional structure through an MOU.
- Accessibility & Inclusion: Expand access points as well as services for special populations using career pathways as an effective strategy for developing the skills of customers with multiple barriers.
- Business Services & Job Quality: Create a regional branding strategy with a single voice to outreach to business and continue to increasing engagement. Continue to strengthen healthcare and advanced manufacturing sector strategies that began with SlingShot. Add a transportation/logistics/trade sector initiative
- Career Pathways: Cross-train regional partners on available career pathways and establish a system for co-enrollment.

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- Co-Enrolling Special Populations: Increase co-enrollments to benefit all customers, in particular IWD, OSY, ex-offender, low income and ELL.
- Education, Upskilling, Industry-Valued Credentials and Apprenticeships: Ensure the participation of industry in designing the curriculum and overall training programs to ensure credential earned is valued by hiring employers.

RPI 2.0 Project Focus

- Building Sector Committees and/or Councils in logistics and transportation to allow for the continuation of work done with DMA and the industry consultant.
- Developing regional partnership councils that act as the ‘supply side’ to develop strategies and align efforts to advance apprenticeship and other work-based learning.
- Continue Regional Governance Structures through MOU. Expand regional MOU to facilitate a regional process for shared monitoring of ETPL providers and Equal Opportunity.
- Explore opportunities in youth career pathway efforts to offer work experience to in-school youth in manufacturing, healthcare, or logistics across the region
- Hold workforce summits or business forums to educate business and workers and to expand partnerships for apprenticeships
- Expand piloted efforts in Incumbent Worker Training, scaling response to business to upskill workers and bring in new talent, creating pipelines and pathways.
- Develop and implement strategies to remove barriers to employment for under-served populations, including ensuring career pathways are developed with strategies that respond appropriately to job seeker barriers
- Align and coordinate administrative systems and facilitate a regional process for shared or common monitoring processes for Eligible Training Providers, Equal Opportunity, and Individual Training Account.

RPI Project Demand and Supply Side Outcomes

Demand Side Outcomes:

RPI 1.0

- Regional partners from across various public entities have come together to form a small working group that will work with industry to develop and define career pathways in the Inland Empire. The members have agreed to a definition and list of elements of a career pathway that can be adhered to across all partners.
- The IERPU Steering Committee was formed and has met quarterly. The Committee consists of members of both county WDB’s Executive Committees; agendas consist of regional strategizing around industry engagement, work based learning strategies, and partnerships.
- The IERPU has created a process and procedure for Incumbent Worker training mirrored in both counties; current pilots are underway in healthcare.
- Partnership expansion and Asset Map of current education and training programs, career pathways and services/partners across the region

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- Industry Champions, regional sector strategies, and specialty curriculum in Healthcare, Advanced Manufacturing and Logistics/Trade/Transportation Industry Recognized Credentials and career pathway maps developed for targeted sectors.
- Piloting Employer Performance Measures

RPI 2.0

In progress

Supply Side Outcomes:

RPI 1.0

- Address programmatic inefficiencies that result in internal and cross-county operational cost-savings, efficient processes with reasonable checks and balances. Business Services alignment and common policies for training, OJT, customized training, incumbent worker training and apprenticeship
- Formed a partnership with the Distribution Management Association to assist in increasing business engagement, developing strategies around the logistics/transportation sector and defining current/future skills gaps and training needs.
- Industry Sector Consultants in healthcare and manufacturing continue to lead the region in business engagement, assisting in the development of training cohorts designed by employers and reaching businesses to gather enhanced feedback.
- Host a two-day workshop with national trainer, John Baker: Skills in Becoming Better Partners and Collaborators with community colleges, EDD, three Deputy Sector Navigators, and key staff members from both WDBs.
- Develop a service agreement template to use for each regional CWDB grant tied to a WIOA sub-grant agreement during the term of the Regional Plan
- Partnership and Asset Map expansion of current education and training programs, career pathways and services/partners across the region
- Regional Governance: MOU Regional umbrella agreement

RPI 2.0

In progress