

Regional Training Coordinator Summary
Regional Planning Unit (RPU): Middle Sierra
LWDBs within RPU: Mother Lode

Regional Training Plan approach (why and how trainings were selected).

The RPU's innovative training plan approach was a "bottom-up and top-down" strategy.

- **Bottom-up:** RTC conducted quarterly meetings with staff and leadership where they were provided a survey to complete. The surveys were then compiled and discussed with leadership and staff to assist with prioritizing training based on survey results. Senior management identified staff skill gaps and selected trainings based on those observations.
- **Top-down:** RTC then aligned results with the State's areas of emphasis, Industry sector/demand-driven mandate, corrections (focus on reentry, reduce recidivism), child support services (increase job opportunities for paying parents), and disability – accessibility for all (competitive integrated employment). The region took the steps to change the culture from being a reactive region to a more proactive region, strategically creating solutions instead of just tactically dispensing services.

Innovative trainings provided and successes as a result of capacity building effort.

The region provided executive leadership, board staff, and partner staff trainings:

- "Accessibility for All", by Instructor: Lisa Jordan
- "Next-Gen Sector Partnerships", by Instructor: Lindsey Woolsey
- "Employment Retention Principles and Evidence-based Practices", by Instructor: Scott McClure, PhD (at Folsom Prison)
- "Building/Implementing WIOA Partnerships and Serving Customers", by Instructor: Gregg Newton
- "Re-Entry workshop for partners and appropriate agencies", conducted by: CWA
- "Staff empowerment training", by Instructor: Greg Newton
- "Serving Target Populations", by Instructor: Lisa Jordan
- "Time and Project Management Skills", by Instructor: Lisa Jordan
- "Sector Strategy Development", by Instructor: David Shinder
- "CWA Youth @ Work 2019 Conference", hosted by: CWA
- "Fiscal Training/Compliance", conducted by: Thompson Grants
- "AMA Management Crash Course", conducted by: American Management Association
- "Job Development Training", conducted by: Job Development Training Today
- "Business Engagement", conducted by: Job Development Training Today

What has happened as a result of these trainings? ie. Collaboration, stronger partnerships, staff has greater mastery of a subject, career pathways for workforce staff have been developed, etc.

- Region learned how to better **serve people with disabilities** and as a result the region has:
 - Updated their forms to meet accessibility requirements.
 - Learned online tools for customers and who to contact.
- Region gained capacity to **be business driven** and
 - Learned how to develop Sector Partnerships.
 - How to regionally convene priority sectors.
 - How to adopt a career pathway framework.
- Region is better equipped to **serve reentry population** that assisted the region with:
 - Understanding specific barriers for this population.
 - Motivational interviewing techniques.
 - Strategy for reducing recidivism.
- **Integrated Hallmarks of Excellence** framework that helped the region with:
 - Building and implementing excellent WIOA partnerships.
 - Adopting a mindset to achieve HOA.
 - Implementing the customer centered design.

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Regional Training Plan approach (why and how trainings were selected).
<ul style="list-style-type: none">• Middle Sierra RPU to capitalize on the training opportunities and provide these trainings to staff that would not have been available through other funding sources.• The Regional Training Coordinator provided guidance and a methodology to a well-thought out training plan.• Staff morale and awareness to the importance of the work that we do in our community has increased.• Some of the regional trainings brought together our Workforce Development Board and Board of Directors in a joint convening to work together in identifying sector strategies for the Middle Sierra.• Trainings were instrumental in providing guidance and a framework to achieve the overall sector strategies in the region, and in aligning the goals and objectives of the Board of Directors, Workforce Development Board and Middle Sierra Staff.• 229 staff, partners, WDB members and leadership were trained during the grant period. 17 trainings were provided to the RPU.
Lessons Learned regarding coordinating regional training in coordinator (RTC) role
<ul style="list-style-type: none">• Think strategically instead of reactively.• Create solutions instead of just dispensing services.• Become a hub of partnering activities and resources.• Invest in staff development to accomplish our goal of being workforce development thought leaders.• Expand focus to regional considerations that better include partners.• Engage outside experts to bring in a new perspective.• Be flexible when developing regional service strategies, to effectively work across the four counties.• With the help and support of the State, overcome the geographic challenge of facilitating trainings for staff and partners by incorporating a Business Class Video Conferencing System to virtually shrink the region, minimizing travel time, office closures and inefficiencies.
Request Received from Staff and Partners
<ul style="list-style-type: none">• Overall improvement to the CTI Training site, which includes detailed information and costs of training. An example would be to include hyperlinks to types of trainings listed that take the user to in-depth information regarding the training.