

Regional Training Coordinator Summary Regional Planning Unit (RPU): North Bay

LWDBs within RPU: Workforce Alliance of the North Bay (WANB), Sonoma, and Solano

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

The North Bay Regional Planning Unit (RPU) leadership and Regional Training Coordinator (RTC) role transitioned during the initial stages of the regional training initiatives. There was some confusion around the RTCs roles and responsibilities and the multiple training funding streams. Technical Assistance from the California Workforce Development Board and the California Workforce Association assisted the RPU with getting back on track with their Regional Training Plan. The region intended to facilitate trainings that would be region-wide. Due to the geographic scope of the region and the diversity of local practices and approaches, the RPU found its best success in local areas determining individual training needs within regionally-defined categories and opening up the training to other boards and EDD staff across the region. This process allowed the region to be able to thread together priorities and learn promising practices together without negatively impacting each other's goals and training needs.

- The region re-evaluated their Regional Training Plan after the wildfires exposed training needs for leaders and staff.
- Training was selected based on the needs of the local areas. Needs were identified as:
 - Upskilling case managers
 - Building business services capabilities
 - Better serving targeted populations
- Focal points of training was to provide regional staff with:
 - Case management
 - Sector strategies
 - Serving population with disabilities (Targeted populations)
 - Business engagement, and;
 - Human-centered design

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

- National Association of Workforce Professionals Conference
- California Workforce Association (WorkCon) conferences
- Econovue
- Business Services certification
- Career Case Management
- Sector Strategy on the Front Line
- Human Center Design
- ADA Accessibility Compliance
- Labor Market Information.
- Webinar Series – collaboration, customer service, diversity, career development, business intelligence
- Career Development Training
- Is Your Organization State of the Art?
- Business Engagement Case Manager Training
- Business Engagement
- Specialty Areas for Career Advisors
- Working with Labor

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.

- One best practice identified is to have the fiscal lead fund trainings for other local boards, rather than reimburse other local boards for trainings delivered in order to best meet the state's expectations for contracted work.
- New trainings identified quarterly that were not originally a part of Regional Training Plan.
- Each local area has conducted and/or scheduled their own area trainings.

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- The benefit was having someone focused on training for the region and organizing the effort and the state requirements for the boards.

The region had to focus on rebuilding in Sonoma due to the fires, and added construction to its list of targeted sectors.

- Business services staff has a greater mastery of working with businesses.
- Both Workforce Alliance of North Bay (WANB) and Solano staff have become certified in providing successful business service delivery.
- Improvement on sector strategies was also attained. Both WANB and Sonoma staff were provided sector strategy training to their areas.
- As a result of these trainings, staff from across the region collaborate and engage in peer learning, which has strengthened the comradery among the region's front line staff.
- Best success:
 - Local areas identified training needs within specific categories and training was open to other boards and EDD staff across the region.
 - Region threaded together priorities and learn promising practices together without impacting each other's budgets.
- Utilized training funds to send staff from across the region to conferences to learn:
 - New ideas for service delivery
 - Administration
 - Systems-level work

318 attendees were trained at 29 trainings during the grant period.

Lessons Learned regarding coordinating regional training in coordinator (RTC) role; Significant challenges encountered.

- Geographical challenges, therefore divided funds amongst each local workforce board was the best approach.
- The region is geographically large. One designated training site was difficult for staff from across the region to access.
- Diverse training needs throughout our region, which does not align with have one training for the entire region as anticipated by the state.
- Solano worked with the NBEC partners to ensure training invoices accurately portrayed for each reporting period.
- Compiled the training evaluations across the region was difficult.
- Coordinating regional training that all areas of the region could access was difficult. RPU modified the sub-regional trainings so that all were invited to if they were able to attend.

Request Received from Staff and Partners

- Attendance at state and national conferences provides an excellent opportunity for staff across the region to learn new strategies and best practices.
- Business certifications were identified throughout the grant period that were not available through EDD, DOR, or CWA. The RPU took action to fulfill these training gaps locally.