

Regional Training Coordinator Summary
Regional Planning Unit (RPU): North Coast
LWDBs within RPU: Humboldt

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

Initially the RPU met with local America’s Job Center of California (AJCC) partners to develop a training needs assessment. The Regional Training Coordinator submitted the assessment to the California Workforce Association and determined the best method to acquire the trainings. A two-year training Regional Training Plan was developed using the California Training Initiative (CTI) list to match demand with supply of available trainings. Meetings were held with supervisors to obtain buy in, and then a survey was sent to Workforce Development Board and America’s Job Center of California partners and staff. Most trainings took place at the Sequoia Conference Center for a fee. The Region developed a training budget, divided the budget by the number of months and stuck to the plan. The RTC researched trainers, negotiated fees, and reserved the locations.

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

Conferences attended and meetings hosted with the Regional Training Coordinator funds included:

- California Workforce Association (CWA): Meeting of the Minds, Youth@Work, WorkCon and CWA Bootcamp
- California Labor Federation: Building Workforce Partnerships
- National Association of Workforce Boards (NAWB): Annual Conference
- Humboldt Area Foundation: Cascadia Leadership Program
- Eric Fan and Squarage: Modern Interviewing & Job Retention Soft Skills – Pushing the Boundaries of Social Science
- Employment Development Department: Disability Training Modules 1 to 4
- Larry Robbin: From Jails to Jobs! Employment Success with Adults and Youth in Reentry
- Larry Robbin: Don’t Think My Program –Think Our System! Don’t Think Me –Think We! What You and Your Organization Can Do to be a Better Partner!
- Vinz Koller, Bob Lanter and Jennifer Ong: Rethink Education, Apprenticeship and Work-based Learning
- Dr. Richard Pimental and Milt Wright: One Day Windmills – Changing the Perception of Ability
- National Institute of Corrections: Employment Retention – Principles and Practices at Folsom State Prison
- Social Policy Research Associates: Performance Measures
- Vinz Koller and Bob Lanter: Round 2- Rethink Education, Apprenticeship and Work-based Learning
- Lee Mun Wah: The Practice of Honoring Diversity
- Alisa Oyler: Prison to Employment Stakeholder Action Clinics 1, 2 and 3
- Employment Development Department: CalJOBS Case Management
- Human Solutions: Customer Service and Emotional Intelligence
- Accord: Career and Job Development
- Accord: Effective Communication
- Department of Rehabilitation: Americans with Disabilities Act Basics for Managers
- Department of Rehabilitation: Americans with Disabilities Act Basics for Direct Service Providers
- Zero Waste USA: Zero Waste Path for Humboldt Businesses
- Scott McClure, PhD: A Motivational Interviewing Approach
- Eric Fan and Squarage: Don’t Get Romantic – Job Search Prep – Professional Development
- Employment Development Department: WIOA Process Flow

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.

The Regional Training Coordinator (RTC) funds allowed the Regional Planning Unit to provide quality trainings for Humboldt County Workforce Development Board (HC-WDB) staff and members, workforce management and workforce staff. Many also attended quality conferences and trainings outside of the area, which provided the opportunity for knowledge, skill and social capital building. Additionally, this funding:

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<ul style="list-style-type: none"> • Strengthened collaboration and communication between the HC-WDB, Community Based Organizations, Community Colleges, Law Enforcement and Probation. • Participated in successful training information sharing sessions with others, which led to greater capacity building in the North Coast • Allowed for growth of social capital, a critical aspect of capacity building, which the Humboldt workforce partners are grateful for. <p>The CTI list provided by the California Workforce Association and found it to be a valuable tool. In all, there were 496 staff and partners trained at 28 individual trainings. Of these, there were 221 unduplicated individuals who received training. There were 24 staff, partners and youth who were able to attend conferences. The training evaluations have been remarkably positive. Humboldt is far away and remote and the ability to bring reputable trainers here is invaluable. Staff sincerely reported appreciating being surveyed on the trainings they needed, working with and learning from the trainers, and being able to network with other colleagues. Regional trainings brought partners together to meet and gain knowledge from each other. These experiences allowed for program participant warm handoffs to occur seamlessly.</p>
Lessons Learned regarding coordinating regional training in coordinator (RTC) role; Significant challenges encountered.
<ul style="list-style-type: none"> • Region found that it was hard to accommodate everyone due to wanting to provide staff with services. In the future, may need to provide two trainings within the region to allow staff to rotate amongst each other so they all have an opportunity to attend training. • Managers desire more case management training for staff, while staff preferred more professional development and emotional intelligence training. • Region identified that more managers attended trainings than staff. • Attendees appeared to be more engaged when prizes were offered as an incentive. • It is important to identify training objectives to avoid unreasonable expectations that are not always fulfilled. • Union and industry partnerships minimally exist and may require a facilitator to improve engagement. • Hosting trainings that are accessible to WIOA Youth Program counselors due to long travel times to town and ever-shrinking budgets for staff is a huge challenge. • It is extremely costly in terms of time and money to send staff away for trainings that are identified as being for northern California. • The Employment Development Department denied in-person training requests if there are fewer than 20- 25 participants. • Perhaps the biggest challenge was identifying a local MC3 trainer. One was secured and scheduled for Train the Trainer, but then he had a medical issue and was unable to attend. Another has not yet been identified.
Request Received from Staff and Partners
<ul style="list-style-type: none"> • Trainings have strengthened the America's Job Center of California partnerships and aligned the systems. • Larry Robbin's training breakout sessions were like a party. Staff always want more Larry! • AARP Representative attended training and was rejuvenated by Eric Fan and Squarage's Modern Interviewing & Job Retention Soft Skills – Pushing the Boundaries of Social Science, and reported "Millennial Training is for Everyone!" • Additional leadership and professional development opportunities for WIOA staff who are interested in upward mobility would also be appreciated. • Continuously hoping for non-webinar and in-person CalJOBS training. • Provide more opportunities to talk about, share and learn about the really incredible trainings others have received with the RTCs.

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- Focus each RTC call on a specific training topic, for example, Performance Measures could be a topic and we could share which trainers have been used and how effective they were.
- It would be great if trainers could participate on some of the calls based on the feedback received in evaluations. For example, a trainer with high marks on the evaluations could participate on a call and share what they have to offer.
- Hope the RTC funding will remain in place with more training options available.