

San Diego Workforce Partnership & The San Diego Community College District Joint Partnership Committee

Building Meaningful Partnerships – Model Sharing
Orange County Cross Training



**SAN DIEGO
COMMUNITY COLLEGE
DISTRICT**

City College • Mesa College • Miramar College
College of Continuing Education

Context Setting

- The San Diego Workforce Partnership
 - Workforce board for city & county of San Diego, 3.3M people
 - 9 community colleges in region, 1 UC, 1 CSU, and multiple private institutions
- The San Diego Community College District
 - Four separately accredited institutions (three credit colleges and one noncredit institution)
 - 100,000 students served annually
 - Over 300 Career Education degrees and certificates

The Why Behind the Effort / How and Why We Got Together

- Observations & Opportunities
 - Responding to need
 - Understanding and acknowledging history (the good and the bad)
- Framing the rationale
 - Better together
 - Support structure and systems approach
 - How can we help? / What can we do for you?

Structure

- Co-Facilitators
- Formality – senior leadership buy-in and practitioner buy-in
- Routine - Once per month (September – November and February – May)
- Representation - all four institutions and multiple departments – wide variety of roles
- Flexibility – engagement, input, and adaptation

Focus:

1. Referrals and Recruitment
2. Program and Process Awareness
3. Job Placement and Employability

Spring 2021 - [Jointly Approved Activities for Exploration \(Spring 2021\)](#)

Three meetings held - focused on program awareness

2021-22 program year – [2021-22 Priority Activities:](#)

1. Lead with Equity
2. Lead with Data
3. Increase Shared Awareness of Existing Programs and Services
4. Collaborate on Events and Community Outreach
5. Explore Co-Location of Services
6. Strengthen Recruitment and Referrals

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2022-23 program year – [2022-23 Priority Projects](#)

1. Sector Connections – *instructional / training focused*
2. Networking – *in-person opportunities*
3. Data Engagement
 - a. Support Data Informed Decision-Making
 - b. Increase Understanding and Insight into Shared Customers/Students
 - c. Share Existing Reports and Research
4. Career Services and Job Placement
 - a. Exploration of Co-located Services
 - b. Joint Career Fairs and Job Fairs
 - c. Business Services / Employer Engagement
5. Outreach and Community Engagement
 - a. Tabling
 - b. Community Relationship Building
 - c. K12 Engagement

Successes

- [Resource Website](#)
- Data Sharing MOU
- [Shared Customer/Student Insight Dashboard](#)
- Connections, Trust, and Expectations
 - Sector Partnerships – *sector grants*
 - Employer Engagement – *Spring 2023 Focus*
 - Community Relationship Building – *Indigenous community groups*
 - Tabling in the community – *multiple events*

Challenges

Changes in Leadership | Rotating Participants | Unique Contexts at Colleges | Swimming Upstream

Recommendations

1. Focus on Relationship Building and Partnership
2. Recognize work is never done - Forming, Storming, and Norming may always be an ongoing process
3. Understand Incentives and Disincentives – Reality Checks
4. Maintain a sense of urgency
5. Focus on them not you

What does it mean to be in a Partnership?

A partnership is a collaborative relationship between two or more parties based on trust, equality, and mutual understanding for the achievement of a specified goal. Partnerships involve risks as well as benefits, making shared accountability critical.

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