Workforce Development Board & Community Colleges:
Structuring a Meaningful Partnership

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SAN DIEGO COMMUNITY COLLEGE DISTRICT
City College • Mesa College • Miramar College
College of Continuing Education

San Diego **Workforce** Partnership

Overview

Overview

1. **Context Setting -** Checking-in and making connections
2. **Our Joint Partnership -** Focus, Structure, & Strategy
    - **The why that keeps us going -** Where we began
    - **Current state of affairs -** What's happening now
3. **Our lessons learned -** key components to building a meaningful partnership and truth telling
4. **Reflections and takeaways**

Goals

1. Create space for sharing local experiences with partnering
2. Share a partnership model
3. Share challenges and lessons we are learning

Context Setting

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Checking-in & Making Connections

1. **Poll questions!**
2. **In chat: Why did you choose to attend this session today?**

Context Setting

Checking-in & Making Connections

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.

The Joint Partnership
Focus, Structure, Strategy

The Why Behind the Effort

Who We Are & Where We Are

The San Diego Workforce Partnership

- Workforce board for city & county of San Diego, 3.3M people
- 9 community colleges in our region

The San Diego Community College District

- Four separately accredited institutions
- 100,000 students served annually
- Over 300 Career Education degrees and certificates

The Why Behind the Effort

How & 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?

Our Focus

Joint Commitment to Student Success

Three Primary Focus Areas:

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

2021-2022 Priority Activities

1. **Lead with equity –** Ensure equity is a focus of joint partnership processes and projects
2. **Lead with data –** Explore data sharing opportunities and increase collaborative engagement with data
3. **Increase shared awareness of existing programs and services -** strengthen cross-promotion
4. **Collaborate on events and community outreach**
5. **Explore co-location of services**
6. **Strengthen recruitment & referrals**

Our Structure

1. **Co-facilitators**

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2. **Formality**
   - Senior Leadership Buy-in
   - Practitioner Buy-in
   - Regular Occurring Meetings

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3. **Representation**
    - **Roles & Project Leads**

Roles & Representation

Workforce Partnership

- Internal staff
  - Sector Initiatives
  - Client Services
  - Customer Experience
- Funded partners
  - KRA
  - Access, Inc.
  - San Diego College of Continuing Education
  - YMCA of San Diego County
  - South Bay Community Services
  - San Diego Youth Services

San Diego Community College District

- City College, Mesa College, Miramar College, and College of Continuing Education
  - VPs of Student Services
  - VPs of Instructional Services
  - Career Education Deans
  - Career Center Leadership
  - Work-Based Learning Coordinators
  - Job Placement Coordinators
- District Office
  - Vice Chancellor of Educational Service
  - Career Education and Workforce Dev.
  - Outreach

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    - Planning meetings
    - Facilitation & Engagement - practitioner centered

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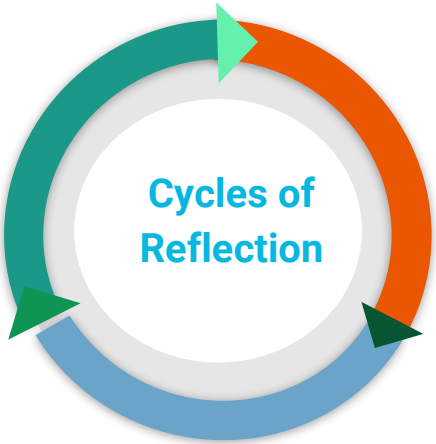

Commitment to Learning & Listening

Current State of Affairs

What's happening now?

Forming, Storming, & Norming

- **We are new!**
  - Nine Meetings so far
- **Leadership Changes**
- **Refinements to structure** - development of small groups and project leads
- **Navigating Challenges**
- **Understanding Incentives and Disincentives - Reality Checks**
  - Institutional barriers
  - Funding barriers
  - Cultural differences - from language to behavior and everything in between

Measuring Progress
What We are Learning

1:1 Meetings
Districtwide to Institution Specific

- **Workforce Partnership and Career Center Leads/ District Outreach**
    - Explore key considerations (needs and unique context of each college's career center)
    - Identify the similarities and differences between Community College Career Centers and Workforce Partnership Career Centers
    - Historical Context
    - Learning who the key players are and the best points of contact
    - Identifying what's working well at each of our career centers and identifying gaps in service.
    - Explore opportunities for local and community-wide events

1:1 Meetings
Districtwide to Institution Specific

- **What we have learned:**
  - Sharing your intentions and why you're invested builds co-ownership
  - Building trust and rapport through vulnerability is key
  - Be of service
  - Expectations must be clear
  - Take risks
  - Support each other

Small Group Meetings: Exploring Colocation

Institutional and Workforce Partnership Leads

- **Institutional and Workforce Partnership leads convened in a small group,** with the intention of exploring colocation models and developing a framework for colocation to propose to the joint committee.
- **Areas of focus for exploring colocation:**
  - EDD designation
  - Physical/ training/ virtual colocation models
  - Enhancing Services
  - Framework

Small Group Meetings: Exploring Colocation

Institutional and Workforce Partnership Leads

- **Equity focus**
  - DEI Priority Populations
  - Customizing colocation
  - Aligning with the committee's broader commitment to equity

Small Group Meetings: Exploring Colocation

Institutional and Workforce Partnership Leads

- **What we have learned:**
  - Flexibility in approach to each institution's goals/needs is key
  - Colocation does not have to be physical
  - Messaging matters
  - Equity Approach

Joint Committee: Leading with Data

- **Exploration of data**
  - How can we demonstrate our shared commitment to student success?
  - How can we leverage shared data to help make improvements to student outcomes, enrollment and recruitment?
  - What do we need to know (see and share) in order to make informed decisions for improved practice?
  - What questions are we trying to answer with data?

Joint Committee: Leading with Data

- **What we have learned:**
  - **We have a public responsibility to report out / to provide transparency on the outcomes of our work**
  - **Data sharing can start simple**
  - **Importance of data collection and reporting systems**
  - **Importance of understanding student goals and how these goals change over time**
  - **We are at different stages with data**
  - **Data helps us measure our work and tell our story**

Happening at All Levels: Shared Awareness, Strengthening Recruitment and Referrals, and Collaboration

- MOUs
- Local Events
- Funding Opportunities
- Virtual Workshops and Presentations
- Adopt-A-School Model
- Additional outreach opportunities
- Data sharing agreement
- Committee resource page

Next Steps:

- Continued institution-focused meetings
- Small group meetings on colocation framework
- Joint Committee Meetings
- Community-wide event for Summer 2022
- Fall 2022 Planning
- External landing page hosted on workforce.org
- In-house AJC services

The Partnership: Real Talk

- Relationships can be challenging!
- This isn't anybody's full-time job
- Sometimes achievements aren't tangible
- This work takes time. A lot of time.

Lessons Learned (Learning)

Building a meaningful partnership
Key Components & Lessons Learned

- Know your why
- Build formal and informal structures
- Dedicate co-leadership - focused on facilitation
- Be flexible - listen and learn publicly
- Focus on trust and long-term relationship wins
- Be patient and persistent

Reflections & Takeaways

Takeaways

What are some new strategies you learned today?

What is one takeaway you chose to remember from this session?

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Partnership Resource Page

Thank You

workforce.org
sdccd.edu