Structuring Meaningful Workforce Development & Community College **Partnerships**

Presentation Overview

- Model Sharing
    - San Diego CCD & San Diego Workforce Partnership
    - Orange County Workforce Partnership
- Q&A
- Resources

Takeaways:
1) Insights into two models
2) Promising Practices
3) Resources

San Diego Community College District/ San Diego Workforce Partnership Joint Committee

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 region, 1 UC, 1 CSU, and multiple private institutions

- **The San Diego Community College District**

  - Four separately accredited institutions

  - 100,000 students served annually

  - Over 300 Career Education degrees and certificates

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DISTRICT
City College • Mesa College • Miramar College
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San Diego
Workforce
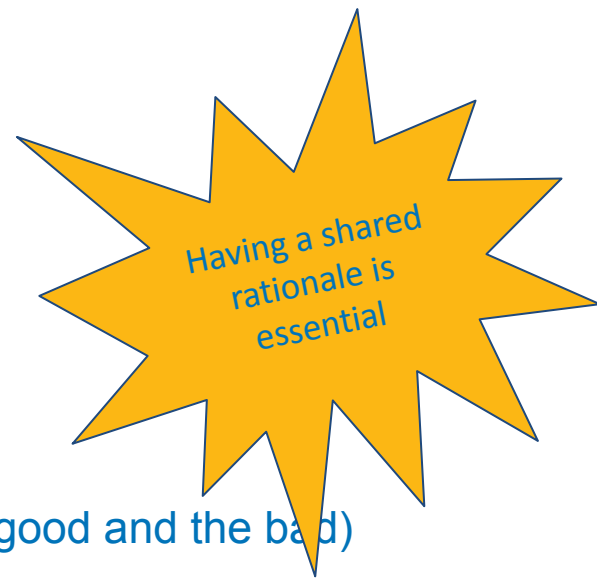Partnership

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?

Having a shared rationale is essential

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Support Structure

Meetings, Meetings, Meetings, and Reports

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

Leveraging formal structure can support accountability efforts

Make sure the people doing the work are present and engaged

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Priority Projects

Three Overarching Priorities - Endorsed by Senior Leadership

1. Referrals and Recruitment

2. Program and Process Awareness

3. Job Placement and Employability

2021-22 - Lead with Equity, Lead with Data, Increase understanding of programs and services, Explore co-location

2022-23 - Sector Connections, Networking, Joint Outreach, Data; Employer Engagement Processes and Resources

Priority: Relationship Building / Re-building

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Challenges & Success

Challenges

Changes in Leadership **|** Rotating Committee Participants **|** Unique Contexts at Colleges

Successes

Resource Website & Data Sharing MOU **|** Shared Customer/Student Insight Dashboard **|** Connections, Trust, and Re-setting Expectations: Sector Partnerships Grant Collaborations, Employer Engagement, and Community Relationship Building - showing up together

Observations

College-Specific engagement needed **|** different roles need different things
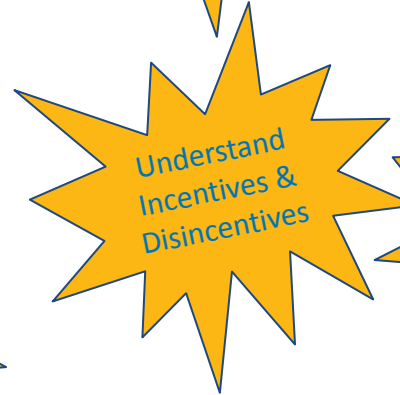
Next Steps & Recommendations

2023-24 Priority Projects

- Cross Training & Program Awareness Session(s)

- Job Placement & Employer Engagement

- Outreach & Community Engagement

- Shared learning opportunities and relationship building

- Data Engagement

Focus on Relationship Building

Maintain Sense of Urgency

Understand Incentives & Disincentives

Norming, Forming, & Storming - again and again

Focus on Them & Not You

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Orange County Workforce Partnership

The Why Behind The Effort

Who We Are & Where We Are

- **The Orange Workforce Alliance**

    - The Regional Planning Unit of three Workforce Boards - Anaheim, Orange County, and Santa Ana

    - Serving the regional economy & businesses that employ over 1.5 million workers

- **The Orange County Regional Consortium**

    - Comprised of 10 institutions across 4 community college districts

    - Served 13% (235,180) of students attending CA Community Colleges

Creating a vision for collaboration

01 Beginnings

- Connecting a talent pipeline
- Sector strategies & employer outreach
- Flexible learning aligned to industry standards

02 What's in Workforce Plan?

- Integrated service delivery
- Partners cross-trained
- Make appropriate referrals

03 Acknowledgement

We have all struggled with building workforce connections.

04 College Priorities

- What are immediate concerns for employers?
- How do programs reflect needed hiring skills?
- Sometimes you need to think small to think big

05 Possibilities

We appreciate your enthusiasm!

06 Models

- Structuring a meaningful partnership

07 Workforce Ecosystem

- Coordinated services & referrals
- Sector & employer strategies
- Human-centered approach

Overview of OC 3-day Cross Training

Day 1 - Introductions

Day 2 - Models

Day 3 - Planning

Mapping the client journey - Human Centered Design.

Building integrated delivery systems - warm handoffs, CPL.

WIOA programs & services. Opportunities, pain points, e.g., ETPL

Action planning case mgmt training scenario

Employability skills & microcredentials

The San Diego WDB/ CC model - a deeper dive

Systems Building
Referrals CPL, case mgmt, microcredentials pilot

Business, Client Services
Joint employer outreach

Resources & Training
Hub platform, WIOA benefits & ETPL process regional guide

Orange County Workforce Partnership Cross Training

OC Workforce Partnership Model & Priorities

1. **System-building**
2. **Business & client services**
3. **Resources & cross-training**

Strategic planning & partnerships
- **Executives, VPs, Chambers, Government**
- **Twice yearly**

Funding forecasts
Labor market data needs
Employer partnership agreements
Clients financial package

Regional initiatives
- **Deans & Workforce Directors**
- **Quarterly**

Collaborative grants
Sector strategies
Regional consortium
Presentations to committees

Shared foundation
- **Practitioners**
- **Monthly**
- **Hub**

Referrals, tracking data, communication, case management & career services

3

2

1

Orange County Workforce Partnership Cross Training

Next Steps & Planning

Convening

Work groups to map out goals and activities for priority areas, align with Employer

Engagement efforts

Present at regional meeting scheduled for January 2024

Shared Initiatives

Resources, e.g., Hub and Job Seeker Data Explorer tool

Collaborate on proposals, e.g., SWP regional

Combine meeting spaces and agendas, joint communications

Schedule campus visits with executive leadership

Two Models and oh so many opportunities…

Open Discussion / Q&A

Questions?
Observations?

Resources

San Diego Workforce Partnership / San Diego Community College District

- Joint Partnership Committee Page
- Workforce Partnership Community College Page
- Sample priority projects: 2022-23, 2021-22, Spring 2021
    - Draft 2023-24 priority projects - meeting activity doc
- Concurrent Enrollment Dashboard

Orange County Workforce Partnership

- OC Cross Training Slide Decks - Day 1, 2, 3.

Contact Information - San Diego County

Amertah Perman
Dean, Career Education and
Workforce Development
San Diego Community
College District
aperman@sddcd.edu

Frank Pancucci
Director of Workforce Development
San Diego Workforce Partnership
frankpancucci@workforce.org

Contact Information - Orange County

Stephanie Feger
Program Director
Coast CC District
sfeger@cccd.edu

Annette Kelly-Whittle
Regional Organizer
Orange Workforce Alliance
Annette.Whittle@occr.ocgov.com

Thank you!