

Regional Collaboration

AEBG Field Team Workgroup Notes

June 8, 2018

California Community Colleges Chancellor's Office, Sacramento

How can we measure successful regional collaboration?

- Money continues to flow
- Students easily access services
 - Workforce boards
 - Community colleges
 - Child care
- Students know career pathways
 - Navigators work
- Partners know and talk to each other
- Partners have shared understanding of students' needs and their own unique role
- Working in re-entry space (justice-involved individuals are being served)
- Incarcerated students released from prison know where to go
- Adults with disabilities achieve competitive integrated employment
- Smooth system with "warm handoffs" every step
- Employers come to us for a pipeline for talent
- Students are returning for additional advanced training and education
- Partners share employer and internship information for students
- Career services and career centers are bigger and better
- Instructors and program staff can align and contextualize curriculum within the broader category of workforce training
 - Meaningful roles in career pathways
- All personnel are committed in these changes
- Workforce system is not fragmented across all partners

What defines regional collaboration for the Adult Education Block Grant?

- Group 1
 - Trust
 - Time Commitment
 - Sharing Risk
 - Sharing Turf/Resources
 - Seamless for External Audience
 - Enhance Capabilities

- Group 2
 - “Collaboration is a process in which entities share information, resources, and responsibilities to jointly plan, implement, and evaluate a program or activity to achieve a common goal and jointly generate value for the region.”
- Group 3
 - Collaboration is...
 - Building Capacity
 - Achieve a Common Goal for the benefit of our communities
 - Together we must share risks, responsibilities, and rewards
 - Building relationships with high level of trust, that requires commitment and effective communication
 - Willing to learn with each other but knowing that you have to give up a part of yourself
 - Sharing space, clients, and of yourself will give the observer (staff & participants) a joint identity

Principles of Regional Collaboration

- Trust
 - Distribution of risk
 - Shared commitment
 - Transparency
 - Trust
 - Sharing of resources
 - Culture of collaboration
- Client/Student Centered
 - Partnerships across systems with seamless transitions
 - Client centered
 - Seamless services to students
 - Increased capacity
 - Equity and inclusiveness
- Communication
 - Raise the level of communication within the system
 - More meetings over pizza and beer (casual settings)
 - Accept differences and build common goals
 - Joint planning
 - Build real relationships (human centered design)
- Professional Development
 - Cross train to ensure there is “no wrong door”
 - Access and commitment to professional development
 - Find champions at each site

- Performance and Accountability
 - Measurement of successful collaboration
 - Informed by data
 - Share and use data
 - Results oriented
 - Shared accountability

Topic: Defining Regional Collaboration

- Discussion Points: **Draft Working Definition for Regional Collaboration:**

“Regional Collaboration is a process in which partnering entities share information, resources and responsibility to jointly plan, implement and evaluate a program of action to achieve common goals and generate value for the region. (*Question: do we want to insert specific AEBG master plan goals?*)

Collaboration requires trust, time commitment, sharing risk, sharing turf and resources, and must enhance capabilities and be seamless for the external audience.

Collaboration builds capacity and achieves common goals for the benefit of adults and communities.

Collaborating partners must:

- share risks and rewards
- build relationships with a high degree of trust, commitment and effective communication
- be willing to learn from each other and agree to negotiate outcomes to meet the needs of all partners
- share space, clients and resources to ensure a joint identity”
- Action Items:
 - Weave definitions into one draft (see attachment 1)
 - Schedule conference call to come to final draft
 - Submit to leadership

Topic: Principles of Regional Collaboration

- Discussion Points: **Principles of regional collaboration should include:**
 - Performance and Accountability: Measurement of successful collaboration, Shared Accountability, Results Oriented, share and use data
 - Trust: Culture of Collaboration, Sharing of Resources, Distribute risk, shared commitment, transparency and trust
 - Communication: Accept differences and build common goals, joint planning, build real relationships (through Human Centered design), raise the communication among systems; more meetings over pizza and beer.

- Professional Development: Cross training so there is “no wrong door”, find champions at each site, access to and commitment for professional development.
- Innovation in Workforce Development and Education: Future oriented and business/industry involvement
- Students/Clients at the Center of services: Increased capacity, seamless services to students and seamless transitions between partners, partnerships across systems with seamless transitions, equity and inclusiveness, client centered services.
- Action Items:
 - Word smith on conference call – see attachment 2

Topic: What Does Success Look Like?

- Action Items:
 - Employer engagement (regional and unified)
 - Engaging regional partners
 - Reentry Programs
 - America’s Job Centers of California
 - Department of Social Services
 - Department of Corrections and Rehabilitation
 - Professional development of staff and partners

Closing Questions

- What is to be done?
 - Do we need a step-by-step for the field?
 - We should avoid being excessively prescriptive
- How do we measure successful collaboration?
 - Set goals?
 - How do we account for differing regional needs?
 - Should it be measured by WIOA deliverables?

Attachment 1

Proposed Working Definition of Regional Collaboration

Regional Collaboration is a process in which partnering entities share information, resources and responsibility to jointly plan, implement and evaluate a program of action to achieve common goals and generate value for the region. (*Question: do we want to insert specific AEBG master plan goals?*)

Collaboration requires trust, time commitment, sharing risk, sharing turf and resources, and must enhance capabilities and be seamless for the external audience.

Collaboration builds capacity and achieves common goals for the benefit of adults and communities.

Collaborating partners must:

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- share space, clients and resources to ensure a joint identity

Attachment 2

Principles of regional collaboration

- Performance and Accountability:
 - Measurement of successful collaboration,
 - Shared Accountability
 - Results Oriented
 - Share and use data
- Trust:
 - Culture of Collaboration
 - Sharing of Resources
 - Distribute risk
 - Shared commitment
 - Transparency
 - Trust
- Communication:
 - Accept differences and build common goals
 - Joint planning
 - Build real relationships (through Human Centered design)
 - Raise the communication among systems
 - More meetings over pizza and beer
- Professional Development:
 - Cross training so there is “no wrong door”
 - Champions at each site,
 - Access to and commitment for professional development.
- Innovation in Workforce Development and Education:
 - Future oriented and business/industry involvement
- Students/Clients at the Center of services:
 - Increased capacity
 - Seamless services to students and seamless transitions between partners
 - Partnerships across systems with seamless transitions
 - Equity and inclusiveness
 - Client centered services.