

Desert Regional Consortium Retreat

Moving Toward Acting as a Region

February 2 – 3, 2011

*Facilitated by John D. Baker
Strategies for the Future*

**California Community Colleges
Desert Regional Consortium Retreat**

February 2 - 3, 2011
Humphrey's Half Moon Inn, San Diego

Purpose: Broaden and strengthen our relationships with our local Workforce Investment Boards. To explore regional approaches/ regional roles for the Consortium that would serve our mutual interests. To determine how the Consortium can continue to add value to our colleges and our region.

Wednesday, February 2, 2011

10:00 WELCOME & GREETING
OVERVIEW OF RETREAT

11:00 PRESENTATION
What Works and What Doesn't: A Perspective from Another Region
Reg Javier, Director, Workforce Advancement Division
San Diego Workforce Partnership

Noon LUNCH

12:45 OUTCOMES FROM PREVIOUS RETREAT/ LAKE ARROWHEAD
CHARTING OUR PROGRESS
ENHANCING OUR MUTUAL UNDERSTANDING
PROMOTING CONTINUED CHANGE

2:45 REFLECTIVE WALK

CHANGES IN OUR OPERATING ENVIRONMENT
REGIONAL VISION & NEEDS

5:00 ADJOURN

Thursday, February 3, 2011

8:30 WORKING TOGETHER BETTER

OPEN SPACE/ Self Organized Small Group Discussions
REPORTS FROM OPEN SPACE DISCUSSIONS

12:00 LUNCH

DEVELOPMENT OF CONSORTIUM WORK PLAN

2:30 ADJOURN

LIST PARTICIPANTS IN THE RETREAT

Baker	John	corefactors@gmail.com	Strategies for the Future
Burks	Sid	Sidney.burks@chaffey.edu	Chaffey College
Camak	Shelagh	Shelagh.Camak@rcc.edu	Riverside City College
Cano-Campos	Veronica	vcanocampos@wdd.sbcounty.gov	San Bernardino County WIB
Casillas	Laura	lcasilla@cccco.edu	Chancellor's Office
Christiansen	Mark	mchristiansen@rivcoeda.org	Riverside County WIB
Connor	Michael	mconner@msjc.edu	Mt. San Jacinto College
Dunsmore	Maggi	dunsmorem@vvc.edu	Victor Valley College
Dutton	Kathy	Kathy.dutton@chaffey.edu	Chaffey College
Eaves	Ken	keaves@barstow.edu	Barstow College
Fleming	Kevin	Kevin.fleming@norcocollege.edu	Norco College
Fredrick	Wendy	wfredrick@rivcoeda.org	Riverside County WIB
Gartenlaub	Marshall	mgartenlaub@verizon.net	SMI
Isaac	Wolde-Ab	Wolde-ab.isaac@mvc.edu	Moreno Valley College
Jaramillo	John	jjaramillo@collegeofthedesert.edu	College of the Desert
Johnson	Joyce	jaohnso@msjc.edu	Mt. San Jacinto College
Levesque	Robert	rlevesqu@sbccd.cc.ca.us	San Bernardino CCD
Hill	Jeanette	jhill@wdd.sbcounty.gov	San Bernardino County WIB/WDD
Lindstrom	Eveniya	elindstr@sbccd.edu	San Bernardino CCD
Morales	James	jmorales@wdd.sbcounty.gov	San Bernardino County WIB/WDD
O'Connor	Mary	moconnor@gwc.cccd.edu	Health Workforce Initiative
Oles	Kathleen	koles@wdd.sbcounty.gov	San Bernardino County WDD
Pehkonen	Julie	Julie.pehkonen@rcc.edu	Riverside CCD
Smith	Debbie	Deborah.smith@chaffey.edu	Chaffey College
Swier	Ryan	ryanswier@yahoo.com	ETP
Trussell	Deanna	dtrussel@sbccd.edu	San Bernardino CCD
Valcarcel	Kathy	kvalcar@msjc.edu	Mt. San Jacinto College
Vito	Ron	Ron.Vito@rcc.edu	Riverside City College
Walters	George	George.walters@paloverde.edu	Palo Verde College
Yamamoto	June	jyamamoto@craftonhills.edu	Crafton Hills College
Javier	Reg	reg@workforce.org	San Diego Workforce Partnership

ANTICIPATIONS/ EXPECTATIONS FOR OUR TIME TOGETHER

- * Identify regional projects we can work on together
 - Do much more with much less
 - Enhance and expand working relationships
 - Determine how we can better meet needs as a region
 - Innovate – out of the box planning
 - Build stronger partnerships

- Meeting face to face people we have only known through emails
- Make new contacts especially ETP (employment training panel)
- Love what we do and enjoy being together
- Needed to be here
- Collaborate even better
- Identify overlaps in our work
- Time to read and reflect which we don't get in our day to day work

PROGRESS

What we have accomplished since Lake Arrowhead Retreat

Better relationships

Talking and communicating, OFTEN

Sharing info/don't have to be in all places

Pushed down cooperation at operational level

WIB and Colleges more cohesive

More projects together

Regional Team/Grant Response

Working on grants EARLIER

Processes in place (e.g. can get turnaround on support letters in 1 day)

Guest Speakers Region IX

Addressed sustainability issue

FUZZINESS

What is still not clear or that warrants further discussion

How we can organize ourselves as a region... what that looks like and how it would work.

e.g. Rotation of grant responsibilities} whose the lead and what process can be used to reach consensus.

When it's appropriate to move beyond operational work-arounds as middle managers and actually address policy issues and policy fixes. When to elevate discussion to the next level?

Differences between WIBs, One Stops, Career Centers (used interchangeably at times... what are the distinctions?)

Rapid Response Grants

CONTINUING CHANGE

Actions and behaviors that would keep us moving in the right direction

Expanded our models and share statewide

Behaviors - Maintain high trust level.

Win/Win

Honesty.

Target/focus on solutions.

Making regular reports to the Presidents.

Formalize interchange and communication between WIBs and community colleges i.e. who will attend what meetings?

Exploring a model to develop an endowment to support CTE and Workforce Training Projects (Kevin)

*** Move from work-arounds to fixes.

CURRENT AND PENDING GRANTS

CEWTP (Clean Energy Workforce Training Projects)

Health – TAA/DOL (Health)

Mary's Grant (Preceptorship)

Entrepreneurship – TAA (Trade Adjustment Assistance)

H(1)B – US Department of Labor

James Irvine Study of CTE Policies and Education Code

What are 1-2 opportunities that we see that would allow us to “practice” working together and respond to some immediate needs in the region?

OPPORTUNITIES

Having similar goals, outcomes... sharing resources.
“It is always better if we communicate.” (early and often)



Have a more formal discussion for grants.
Creating a structure and template around grants
Getting commitments
<Grants Clearinghouse>
List Serve for specific grants

Convening various types of summits, Green Summit, Health Summit etc.
Department Meetings with Department Heads (All Partners)

Better coordinated Advisory Councils

“New Grads” training to keep skills fresh and competitive
Health Information Technology for incumbent workers

Providing training in workforce skills related to renewable energy
Utilities Scale (Big Plants)

Trade Adjustment Assistance (TAA) 
Defining win/win
Moving from vision to a more operational level
3 meetings to date 

Connecting my resources and network to your network and resources.
Getting the word out
Facebook – Social Networking

OPEN SPACE SESSIONS THAT DEFINED ONGOING WORK GROUPS

Creating a Formal Structure for Convening/ Organizing Regional Grant Applications (Julie)

Formal:

- Determine what are all the roles (fiscal lead, etc.)
- Develop check list to determine if this is an appropriate regional grant
- Develop a protocol
- Come up with a concrete process that we can all agree to
- Set of by laws
- Work off template/develop template
- When we have outside counties that there needs to be an agreement that they won't also go after it separately.
- If you're doing collaborative grant you can submit your own grant
- Some conditions are met before the regional consortium puts resources toward regional grant

Before it starts:

- Share info about grant
- Find out who wants to apply for grant.
 - Too late once someone has already made the decision
- Make a list of this is what WIBs provide and can always provide.
- This is what the colleges provide and can always provide
- Develop position papers around regional focus
 - Based on labor market information
 - Include WIBS and COE for data

Who?

- Who moderates the meeting?
- Who needs to be involved?
- Send out announcements about new grants through grants list-serve.
 - Who can access list-serve?
 - How can we link list-serves?
 - When is it appropriate to share between agencies?
- Problem: Every college wants to be the lead
- All things being equal we will have a rotation of leads, not an arbitrary rotation

Convening:

- Before the meeting begins:
 - Neutral party to convene first meeting
 - Determine how broad should the first meeting be?
- At first meeting determine: Who is the lead, who are the partners, who needs to be there, set time for next meeting (within one or two weeks)
- Determine what would happen at the first meeting?
- We hold meeting.
 - Identify industry sector.
 - Where does it belong within each college
 - What role does each agency want to play
 - Start with an initial vision
- Who is going to moderate the first meeting (has to be effective and neutral)
- If it has to do with health, Mary O'Connor can convene
- Agreed upon % for operation of grant (up front)
- By second meeting, some skeletal outline is provide includes timeline and admin %

Success:

- Have to have an open attitude
- Leave egos at the door
- Granting agencies need to see collaboration

What are the very next steps after today?

- Julie to send organized notes
- Discussion item at next regional meeting
- Discuss informally at breakouts

Discussion members:

- Mary O, Robert, Kathy D, Shelagh, Michael, Veronica, James

Driving Employment through Energy Efficiency (EE) & Renewable Energy (RE) Opportunities (Debbie)
Post ARRA/CEWTP

Bonding for Employers

We have funding. The issue – increasing demand through awareness of incentives and rebates by contractors, homeowners and real estate agents
Need to get beyond contractor issue.

¼ construction contractors are unemployed.

Need follow up meeting

- Decide who we need and want there

GO GREEN EXPO (sometime in April) - oriented toward consumers

Contract Training and Contracts (Ken)

We have very different ways of doing business

Need list (regional) of contract trainers

HR issues and possible Davis/Bacon issues around contract trainers

Need to agree on rates and other issues that would allow us to better use limited resources in our region

Contract training is revenue generating... discuss ways to protect resources that we bring to the college, i.e. how to hold on to resources that we generate

Some college staff don't understand contract training. How to address this?

We need to share and discuss common issues around contract training

Social Networking (Marshall)

Facebook vs. Linked In

We need to address learning curve among ourselves. Have a one hour training session on using facebook for business, and/ or a webinar.

Could have new facebook page for each project. Include WIBs and other partners as "friends".

Issues: who is "in charge"? How do we deal with people we don't want on it?

What do we really want out of this social network? Clearly define our aims. What are other ways we can accomplish what we are trying to get out of a social network.

Collaborating on Radiological Techs (Mary)

Expand the availability of Rad Tech training in the region by sharing resources among colleges including using distance learning for lectures

ETP Contract Opportunities (Ryan)

Especially interested in green and health related projects. Includes both incumbent workers and new employees.

INTEGRATION INTO CURRENT WORK PLAN

See Consortium Work Plan from February 2010 and Open Space Discussions above for more detail.

Team	Launch Activity	Consortium Mtg 1	Mtg 2	Mtg 3	Mtg 4	Mtg 5	Victory
<i>The Outland Empire Sid</i>	Gap Analysis & Resource Inventory						Completion of Gap Analysis & Inventories
<i>Git 'er Done! Ken</i>	Contract Training						Alignment of policies & resources re: contract training
<i>Who's who in the zoo Marshall</i>	Social Networking						Enhanced means of communicating about grants, etc.
<i>Grants R Us Julie</i>	Grant Template						More competitive as a region in securing grants
<i>High Energy Debbie</i>	Driving Employment in EE & ER						Increased Employment in EE and ER

EVENT CALENDAR

Create a manual event calendar at each meeting using flip charts. Transpose to electronic version on the website. List event, date and contact person.

Desert Regional Consortium Calendar of Events

(Retreat Notes)

February

- ❖ 8th or 9th - One-stop Partner Meeting
- ❖ 24th Tri-Regional Co-op Ed. Practitioner's meeting -Chaffey College – Chino Campers

March

- ❖ 2nd – 4th California Placement Associate Conference – San Diego
- ❖ 11th Arts, Media & Entertainment CCC Pathways event for faculty
8:00am – 3:30pm, San Bernardino Hilton.
- ❖ 14th & 15th Calworks Training Institute – San Diego
- ❖ 16th HealthCare Workforce CWIB/OSHPD convening – Doubletree – Ontario
8:30am – 3:00pm
- ❖ 23rd – 25th CCCAOE – Oakland

April

- ❖ **Date TBD:** Riverside Convention Center – Go Green Employers Expo.
- ❖ 13th – 15th CCC/EWD Workforce Leadership Institute
- ❖ 18th – 20th (15th) Annual Health Occupation Educator Institute, Faculty Development Workshop, Ontario.

May

- ❖ **Date TBD:** Green CTE/ROP Employer Summit/Panel.
Lead: Victor Valley College & S.B. K-12 system
- ❖ 5th Arts, Media Entertainment Labor Market & Employer Panel.
Lead: College of Desert TechPrep.
- ❖ 6th Norco/Corona Industry Summit
- ❖ 6th Statewide Pathways event for Allied Health.
Lead: Academic Senate. (Time/Location TBD)
- ❖ 24th Health Workforce Advisor (formerly RHORC) 11:00am – 3:00pm Loma Linda Staff Development.

June

- ❖ 16th ECOS/ Energy Conservation Opportunity Summit