

Unite and Ignite

SACNet Pilots

Innovation Presentation

June 10, 2021



Our Moonshot:

*Unite & Ignite California's
human capital as an agile
workforce to meet the needs
of government and society in
real time.*



Background

4 Innovation Priorities



IP #1 Build SACNet



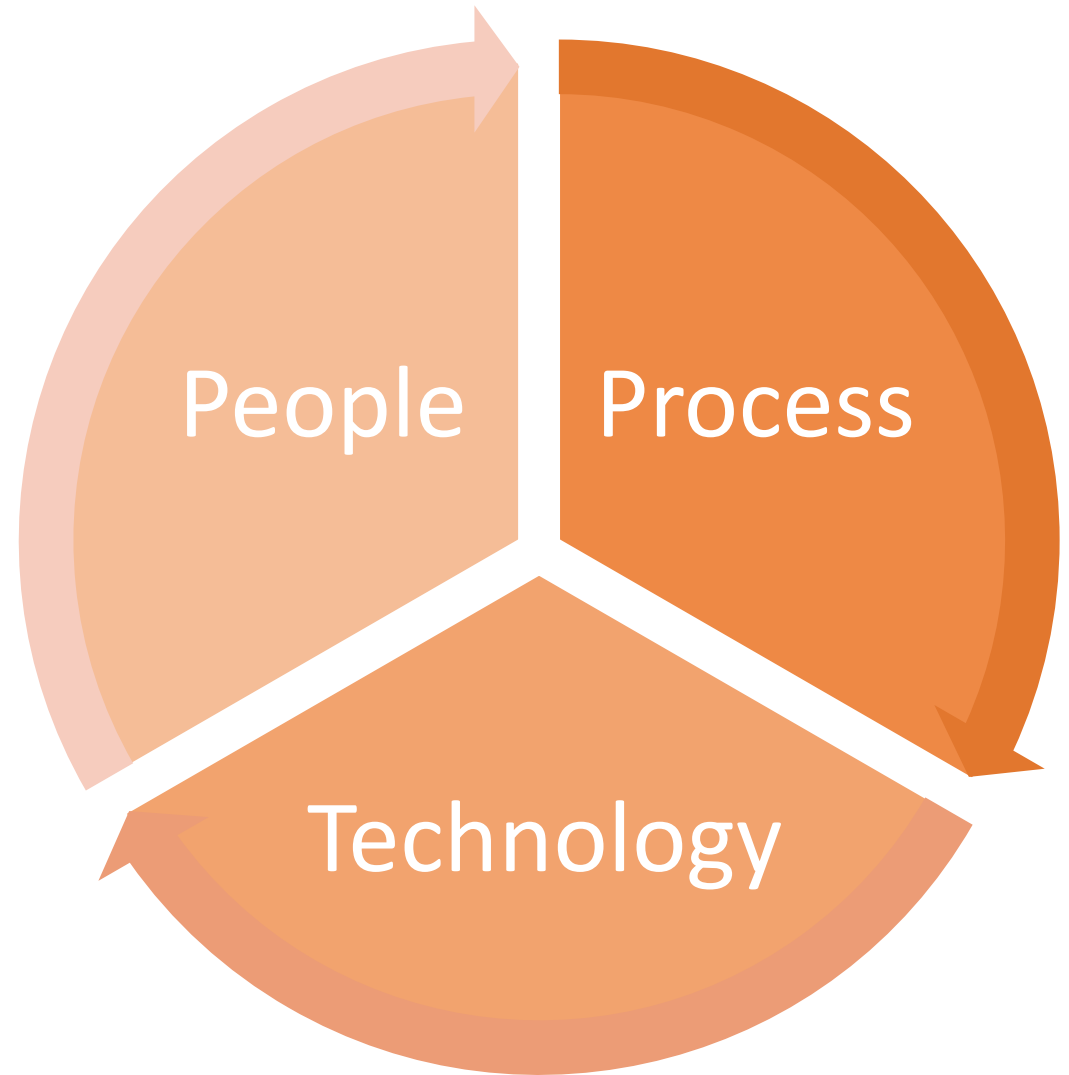
IP #2 Develop MOU



IP # 3 Promote SkillsBank



IP #4 Seek innovative partnerships



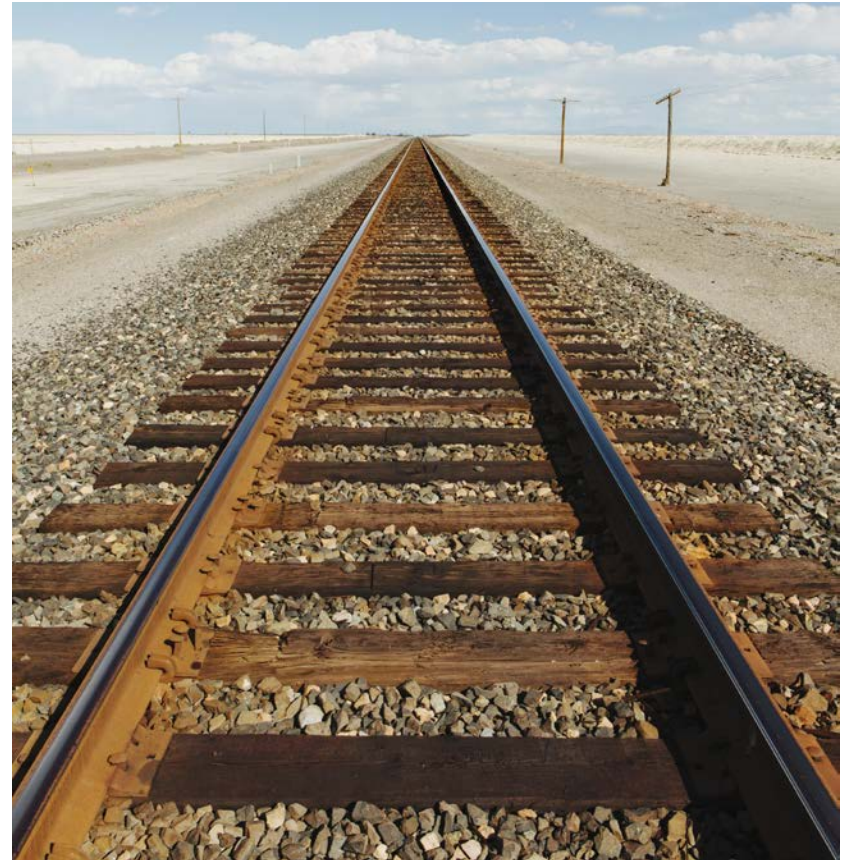
Urgency

“I believe in my heart there is a will, now it’s more about finding a way.”

Kathleen Webb, May 11, 2021

“It’s always great to see all of you trying to create a better California. And it only happens in this particular way. There's not very many, if any platforms like this that collaborate to the degree that the state really needs. There's communities of practice, but there's nobody who's actually doing it.”

John Sanborn, CalHR, May 11, 2021



The Problems



The state as one employer is not effectively utilizing its human and technological resources to address rapidly changing environmental and societal needs.



A silo mentality contributes to duplicate work, prohibits growth, and prevents the state from quickly responding to crises and providing critical real-time services.



Results in slow response times to ramp critical projects (e.g. pandemic critical projects) and an under-engaged workforce.

The opportunity

“A pillar in our strategic plan is around ‘employer of choice,’ not just hiring the best and the brightest, but retaining them. When we look at collaborating with other departments we look at those with similar values.” **Kathie Kishaba – May 11, 2021**

“I would love to see a system that follows an employee around throughout their career.” **Kathleen Webb – May 11, 2021**

The alternatives....



DO NOTHING (STATUS
QUO)

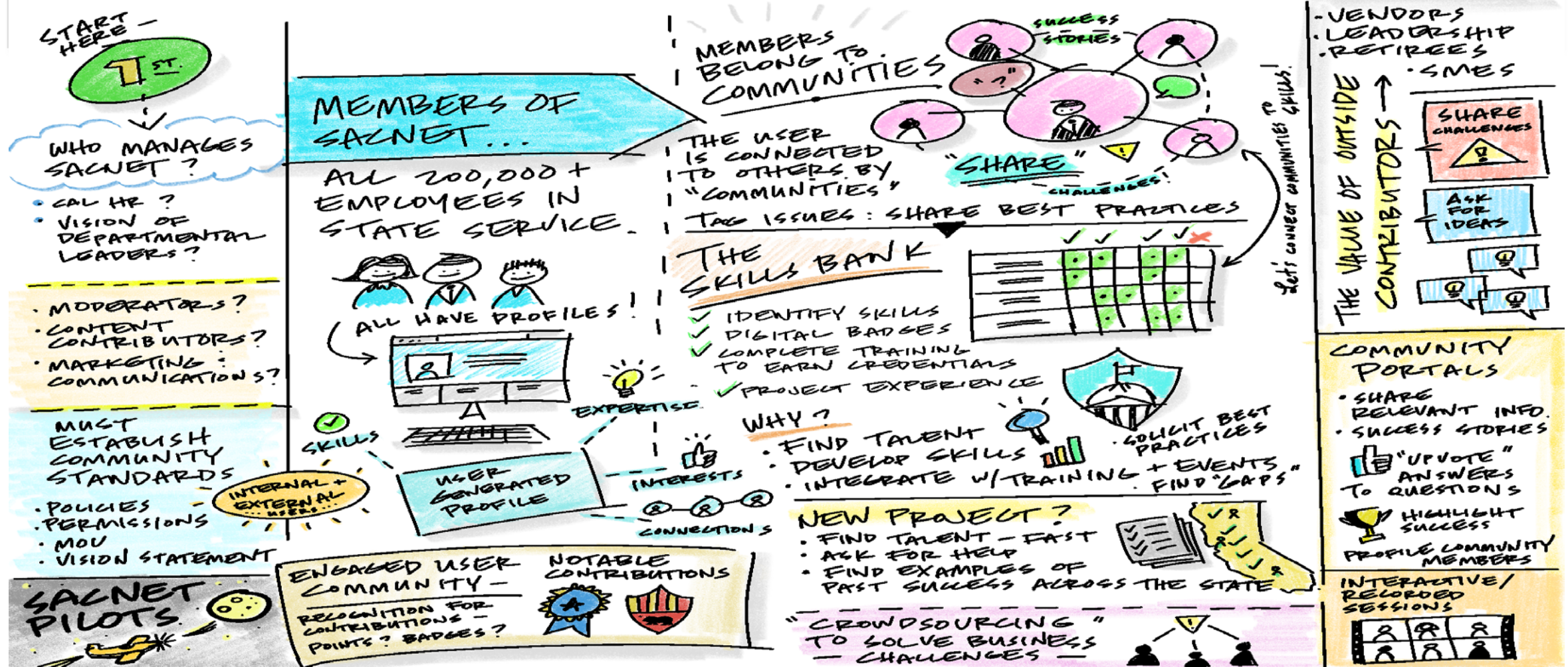


AGENCY-SPECIFIC
SOLUTIONS



STATEWIDE, HOLISTIC
SOLUTION

Connecting & Collaborating



Moonshot to moon landing





Incentives

"Imagine if you had this much more employee-centric system that follows the employee around on their state journey. Basically, we're all one big team and it shouldn't be so siloed by departments."

Kathleen Webb, May 11, 2021

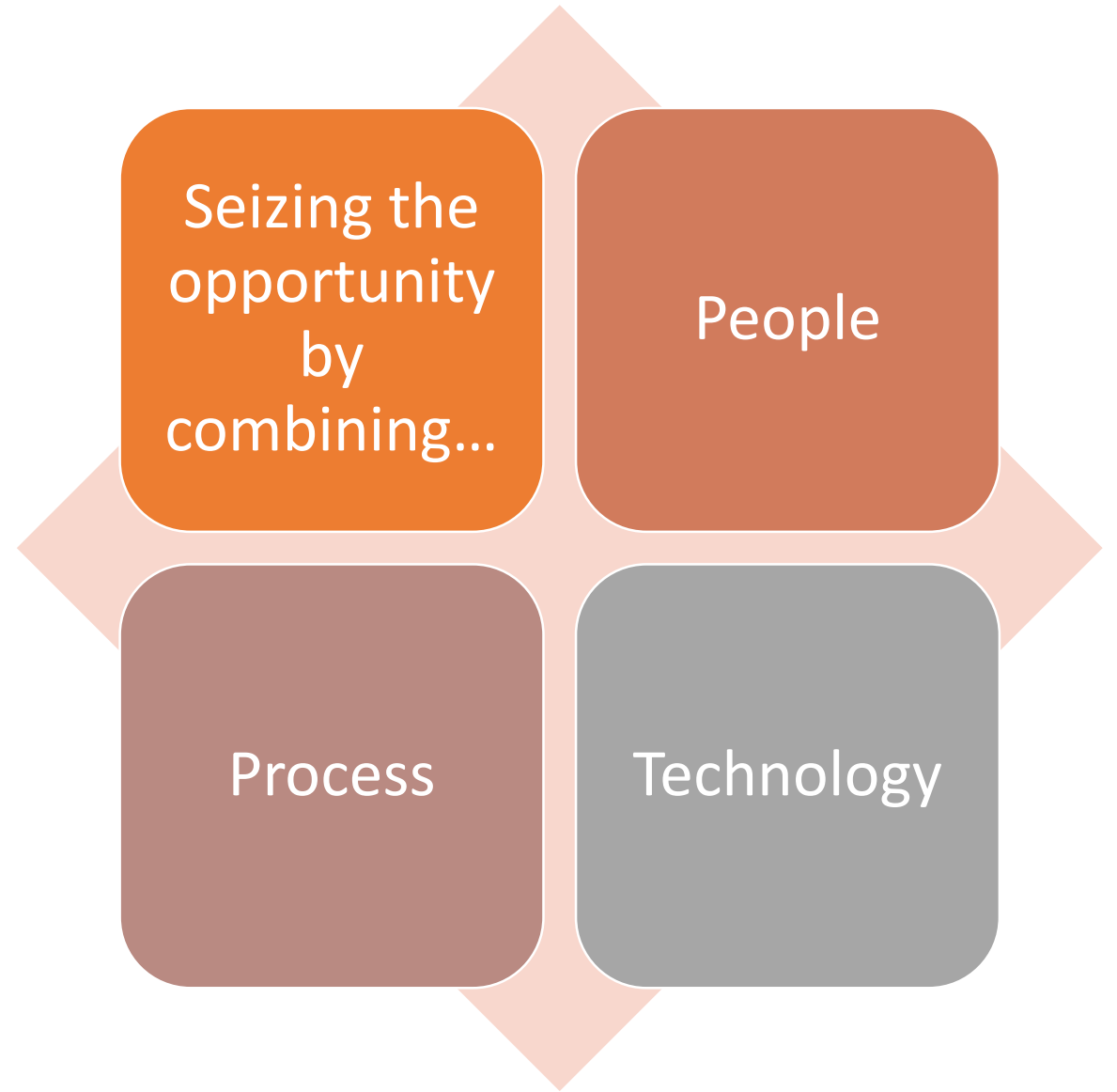


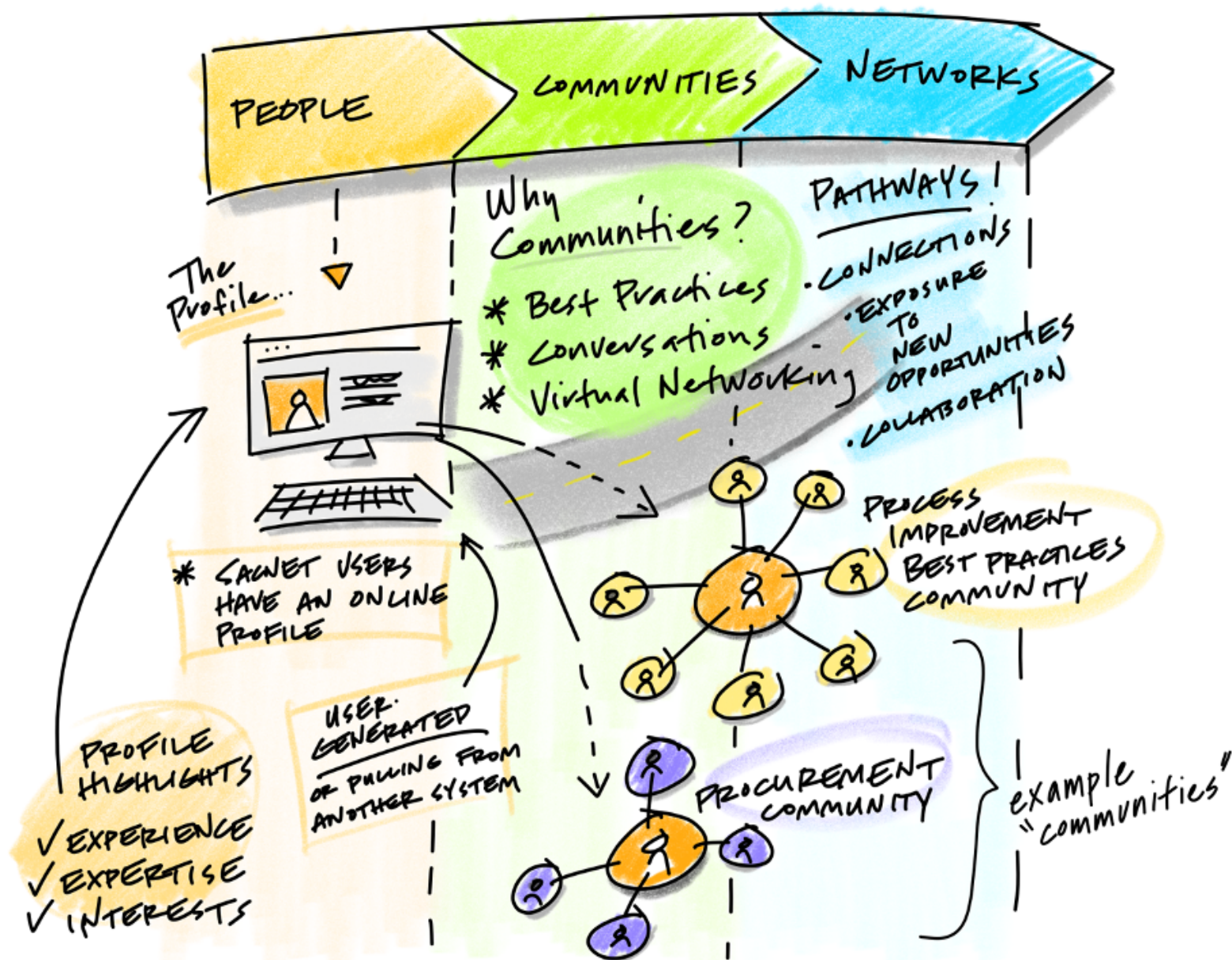
Incentives
What's In It For Me?





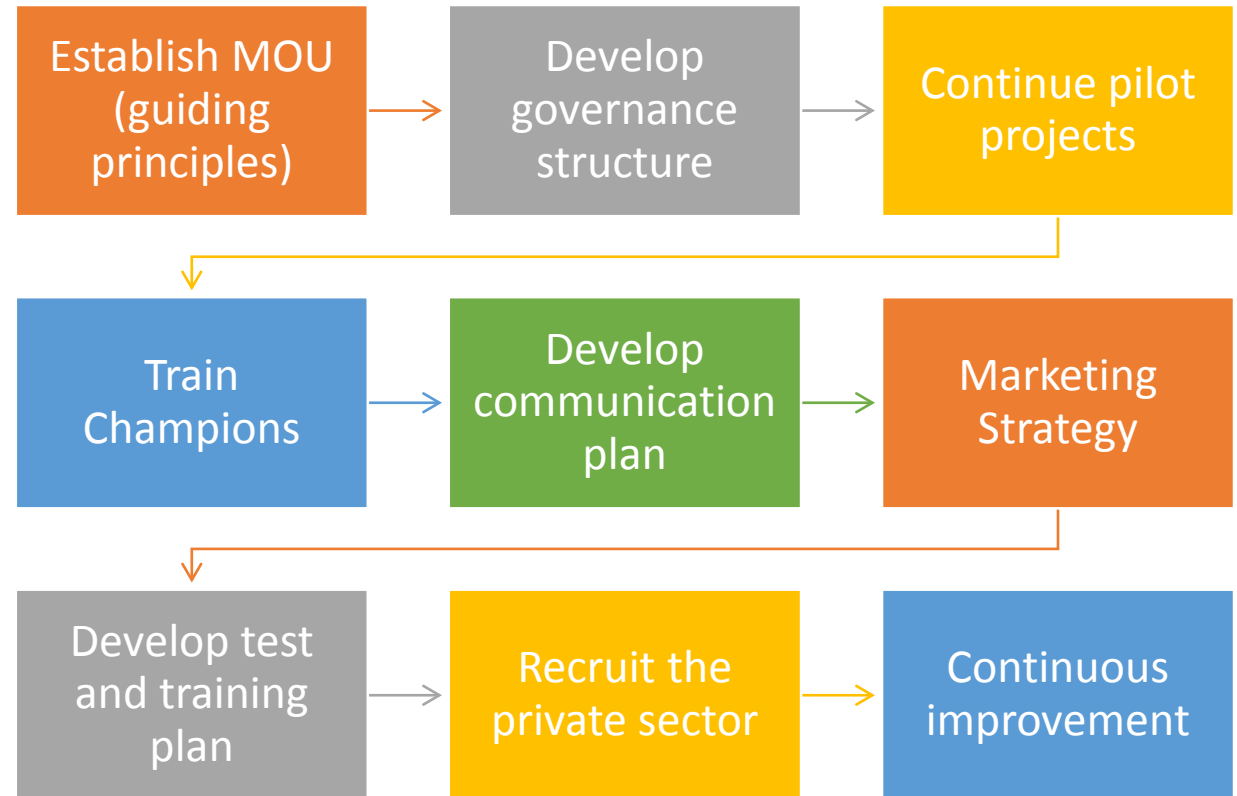
Resources





Creating new
pathways
and
connections

Planning





*Accountability is the glue that
ties commitment to results
– Bob Proctor*

Metrics

*“It is important to think about your quantitative and qualitative measures and benchmarking to see what has been the experience of other talent management systems—**how has it improved employee performance and employee engagement?**”*

Kathleen Webb – May 11, 2021



Metrics



Metrics



WHY?



WHO?



WHERE?



HOW?



WHAT?

Trending Teams Near Eureka, CA

[See more](#)

Storm Water Advisory Task Force

Sheldon Lamb

Rachel Weaver

Garry Boone

Trevor Scott

Chris Herrera

[Learn more](#)

Urban Search and Rescue Task Force

Darren Figueroa

Adam Munoz

Diana Bradley

Juanita Pittman

Harriet May

[Learn more](#)

Shasta Interagency Narcotics Task Force

Stanley Mccoy

Anita Berry

Clifford Richardson

Christian Nunez

Sean Powell

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Top In Demand Skills

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Engineering

[Learn more](#)

Software Development

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Public Speaking

[Learn more](#)

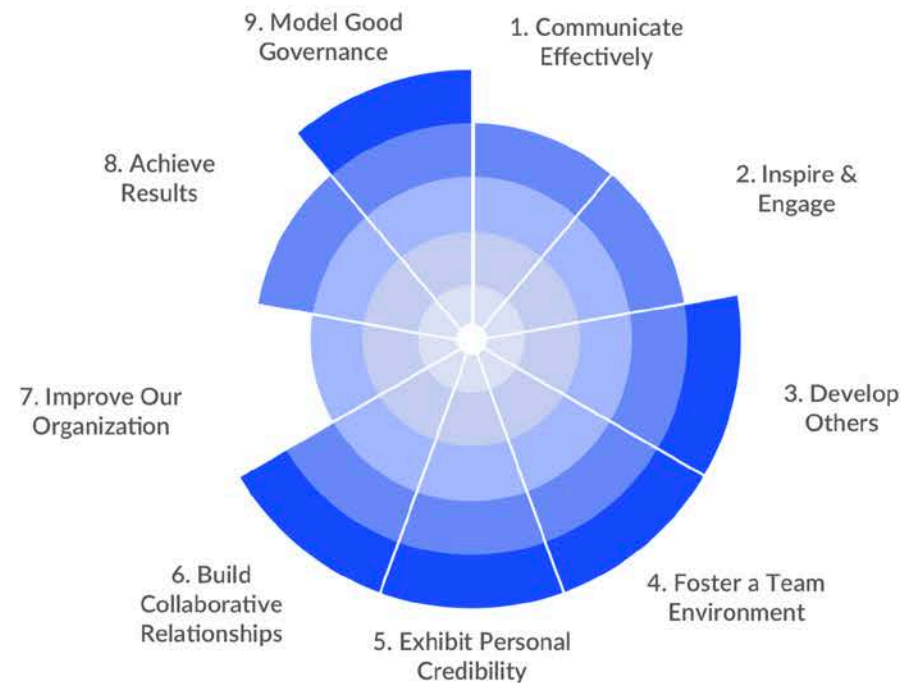
Leadership Values Assessment Results

Test Category	Self Score	Recommended Resources
1. Communicate Effectively	4	Communication Certification >
2. Inspire & Engage	4 *	
3. Develop Others	5	
4. Foster a Team Environment	5	
5. Exhibit Personal Credibility	5	
6. Build Collaborative Relationships	5	
7. Improve Our Organization	3 *	Organization Training >
8. Achieve Results	4 *	
9. Model Good Governance	5	

* Interested in improving skill

See how your Leadership Values self-assessment compares to what your peer think.

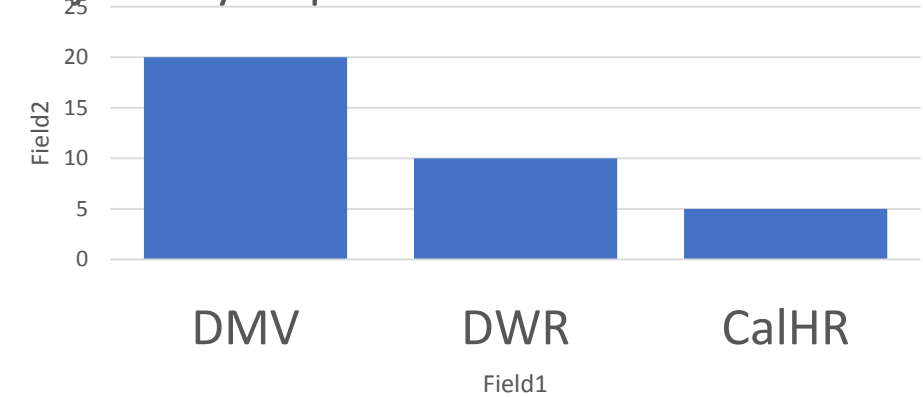
[Request Peer Review](#)



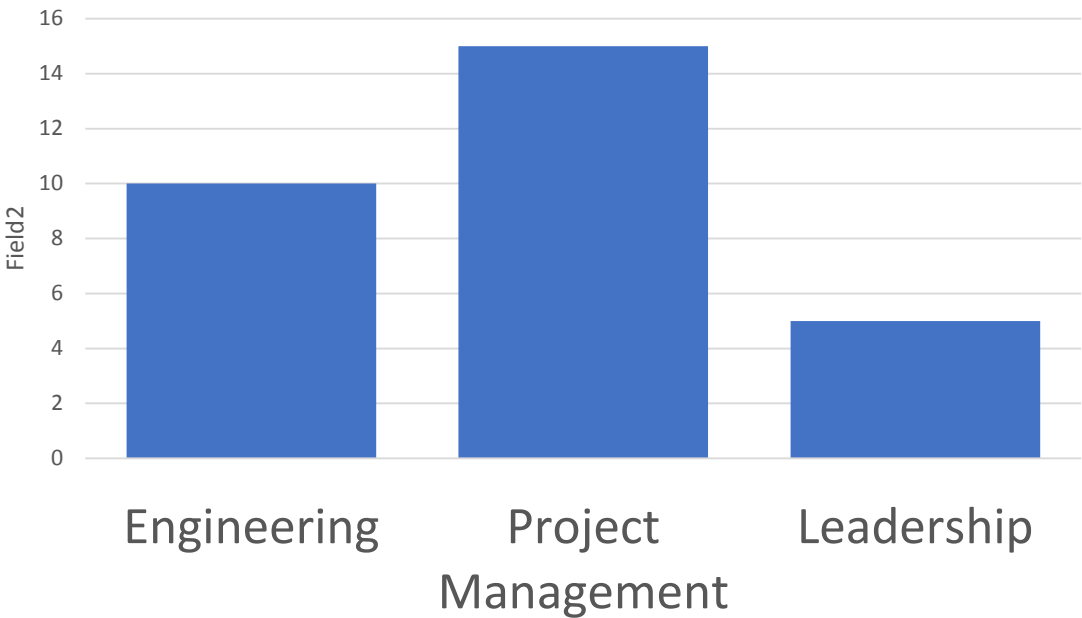
Login Dashboard

Number of users	Number of Open Opportunities	Number of Opportunities Filled
5025	35	15

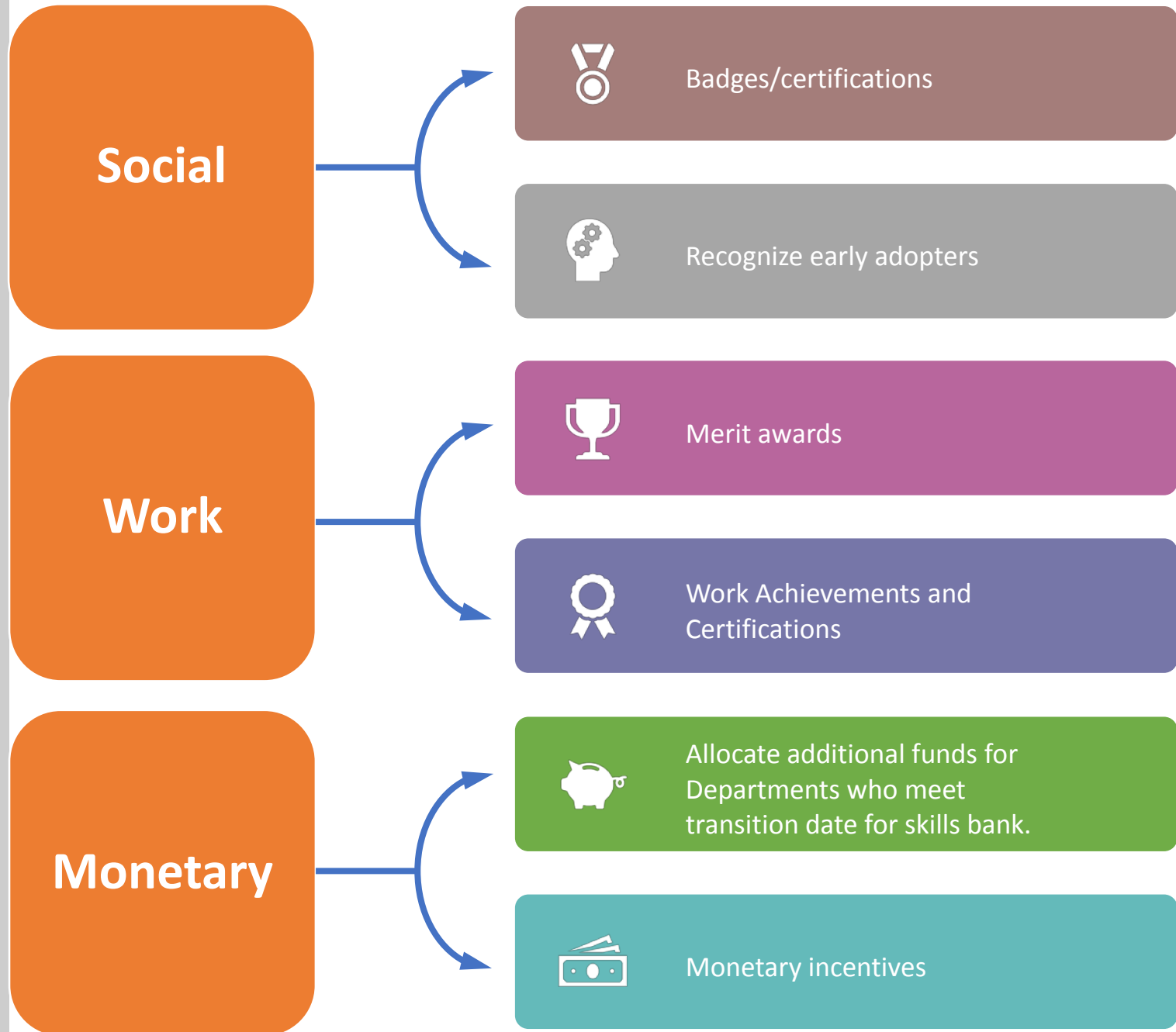
Projects by Department



Projects by Key Skill



Recognition





Unite & Ignite California's human capital

Energize

✓ Highly engaged and efficiently allocated workforce

Deliver Critical Services


Leverage technology
Optimally utilize the greatest asset - human capital

Connect People, Process, Technology

- SACNetwork.
- MOU
- Skills Bank

Leverage

Private sector skills and insights to meet specific needs

A high-contrast, black and white photograph of an astronaut's boot on the lunar surface. The boot is in the lower right foreground, showing its treaded sole and the texture of the lunar module's interior. The ground is covered in fine, dark lunar soil and small rocks. In the upper center, a small, rounded rock sits on the surface, casting a sharp shadow. The background is a bright, overexposed area of the lunar surface.

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California's human
capital as an agile
workforce to meet
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Survey Questions

Questions?

