

*What's
it like*

TO BE A STATE OF CALIFORNIA "INTRA"-PRENEUR and BETA TESTER?

Dare to be **this** person.



Over that last few weeks literally hundreds of your fellow innovators have participated in the weekly Leadership Forums, listening to various Agency and Department Directors, SMEs and Authors speak to accelerating innovation within our State Government.

WHAT TO EXPECT?

- As a beta-tester, you are joining a seasoned team of risk-takers that are on the frontier of this paradigm shift that is now underway!
- We're looking for radical new perspectives and new ways to look at our innovation priorities and moonshot projects.

NEVER INNOVATED BEFORE?

Don't let that stop you! It's often new thinking and mindsets that usher innovation through the door.

- Let your inner rebel join other like-minded individuals—individuals who think outside the box! This is a rich environment where ideas bump into other ideas such that innovation takes place for all of us!
- Are you ready to contribute your unique mindset, defy the status quo, and let your voice be heard? *If so, then the SACNet Beta-Test 2021 is just the environment for you!*
- This beta-test environment will explore fantastic working solutions that innovate to shift trajectories of how we think, collaborate and deliver great results to the constituents of our state!

WHO ARE THE SACNet SKILLS BANK PROOF OF CONCEPT (PoC) 2021 BETA-TESTERS?

- Cal-IPGCA Cohort 2021 Trainees
- Cal-IPGCA Association - **Note:** Association Members must "volunteer" as Beta-Testers.
- California Department of Motor Vehicles
- California Department of Water Resources

WANT MORE INFORMATION?

On Tuesday, March 2nd, from 12:00–12:45 PM, you are invited to participate in a most informative, informal Zoom luncheon meeting. This will present to you an overview of SACNET, which is now ready for employees across all State Agencies to voluntarily participate in this unprecedented skills data base. Here's what you need to prepare and register:

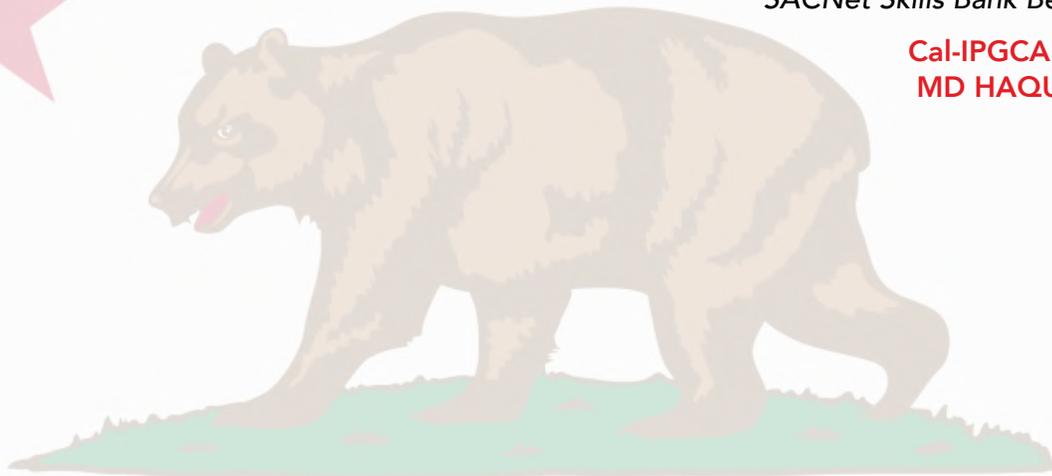
1. Click on this link to view the short [Skills Bank Video](#) (1.5 Min.). Additionally, here is a PDF link for the [Skills Bank Overview](#).
2. For some deeper background, check this link which answers [Why?](#) Listen to our Beta-Tester PoC Sponsors: DWR and DMV (4.5 Minute Video)
3. Then click here to [Register Now](#). A Zoom Link will then be sent to you once we receive your registration.

Sign-up...Prep-up! We look forward to seeing you at 12 noon on March 2nd at the SACNet!



Be safe, be creative, and DARE to find the inner-innovator in you as a SACNet Skills Bank Beta-Tester 2021!

**Cal-IPGCA ASSOCIATION
MD HAQUE, PRESIDENT**



CALIFORNIA REPUBLIC

ZOOM TRAINING FOR SKILLS BANK PoC BETA-TESTERS WILL BE PROVIDED TO ACHIEVE THE FOLLOWING:

- Beta-Testers will be encouraged to explore and document as many use cases (e.g., building a project team) as possible during the testing phase. The success of the Skills Bank relies on the number and quality of user profiles and relevant use cases derived from the ingenuity of the development team to bring that creativity to life in the form of features and functionality..

Participating departments are strongly encouraged to test the above features in relation to emergency response activations, backfilling of mission critical positions and needs, agency and state level initiatives and other situational needs (e.g., identifying COVID contact tracers).

PROOF OF CONCEPT (PoC)

Departmental Leads will provide input into the early development of the PoC. This will consist primarily of reviewing SACNet Skills Bank Survey results, the output of the software development team, providing timely feedback, gathering information as needed, sitting for interviews, and responding to surveys.

SACNet SKILLS BANK BETA TESTING CATEGORIES & DELIVERABLE OUTCOMES

Participating departments shall identify one or two Executive Leads, as well as a group of Departmental Leads, responsible for selecting the employees participating in the SACNet Skills Bank Beta Test 2021. Participating agencies and departments are strongly encouraged to invite as many employees as possible to participate in the beta testing phase.

- The deliverable for the SACNet Beta-Testers will be a collectively developed statewide Cal-IPGCA Cohort 2021 Innovation Plan that demonstrates cross-pollinated participation from multiple departments featuring tiers of government.
- Relational to a Beta-Tester's level of participation, certificates of completion will be provided. Levels of participation include, but are not limited to:
 - ◆ **CalHR Skills and Competencies Assessments:** The SACNet Skills Bank is deploying CalHR Core and Leadership Competencies for the purpose of:
 - **Standardization:** Standardizing Core and Leadership Competencies statewide while allowing for departments to identify department-specific skills and competencies, creating a common language between all state departments. This in-turn creates portability and agility for both state operations and the employee.
 - **Innovation:** Provides a mechanism for matching the needs of Cohort 2021's Enterprise Moonshot Projects by matching the skills and capabilities of the state's employees choosing to "volunteer" as subject matter experts (SMEs).

- ◆ **Background:** CalHR has developed statewide competencies for employees in an effort to align all human resources operations by articulating the necessary capabilities required to optimize individual and organizational performance. Competencies are the knowledge, skills, and behaviors needed for individuals to succeed on the job. Competencies support the state’s efforts to attract, develop, and retain a highly talented workforce.
 - **Core Competency Assessments include:**
Collaboration, Communication, Customer Engagement, Digital Fluency, Diversity and Inclusion and Innovative Mindset.
 - **Leadership Competency Assessments include:**
Business Acumen, Inspirational Leadership, Results Driven, Stewardship, Talent Management, Vision and Strategic Thinking.

Competencies help employees to:

 - understand what is expected in their job.
 - know what key behaviors to demonstrate.
 - discuss strengths and development areas with their supervisor/manager.
 - align training and development opportunities for current and future growth.
- ◆ **Project Champions:** A Cal-IPGCA Champion is an individual or organizational entity that is invested in achieving a return on investment (ROI) from an enterprise-wide Innovation Priority (IP) that is under development by the Cal-IPGCA innovation teams. As leaders and subject matter experts, these Champions provide strategic direction to the Cal- IPGCA teams regarding their perspectives on the existing and desired future state of the IP, including the desired data analytics
- ◆ **Hackers in Cal-IPGCA Hackathon 2021:** Hackers are creative problem solvers. It’s not only a technology-related activity—we’re seeking “hackers” for all kinds of opportunities to enhance outcomes for Cohort 2021.
- ◆ **Subject Matter Experts (SMEs):** The subject matter expert (SME) provides the knowledge and expertise in a specific subject, business area, or technical area for Cohort 2021’s Moonshot Projects. It is foreseen that SMEs will both verbally guide and/or provide written input into specific Innovation Plans.
- ◆ **USC Leadership Energizes 360:** As an integral component of the Cohort 2021 SACNet Skills Bank PoC Beta Test, the [“USC Leadership Energizes 360!”](#) is specifically designed for current and emerging leaders who are serious about their professional development and growth. This web-based assessment has been designed to address your goals and ensure a positive experience for users. This tool measures your leadership impacts as a snapshot in time across three broad areas: Individual Behavior and Characteristics, Group and Team Processes, and Organizational Context. The 360-degree assessment collects observations from you as well as from those to whom you report, your peers, and those who report to you. Its inclusion in the Beta Test represents the first of many third-party certification tools that validate competency and proficiency.

Using the Cohort 2021 Innovation Priorities and Moonshot Projects, deliverable outcomes are designed to demonstrate use by meeting the “intent of the requirements” under Phase II of [N-04-19](#):

- Partnering with the State of California to further understand and define the State’s requirements and business needs.
- Solution provider(s) will build working-solutions prototypes, conduct demonstrations, and provide other necessary responses to the State.
- The State will observe and evaluate the working solutions, and assess replication value based on the working solutions provided.

