

## IP #1: BUILD A STATE AGENCY COLLABORATION NETWORK (SACNetwork)

**PROBLEM STATEMENT:** The silo mentality within State government contributes to a culture of resource hoarding and non-cohesive environments that prohibits growth and fosters duplication of work. COVID-19 created a binary choice, transitioning from yesterday's silos to integrated systems as a necessity for governance of our global society where cause and effect are immediate.

**BACKGROUND:** Cohort 2019's collective Moonshot project recommended that the Cal-IPGCA Association lead a Cohort 2021 Innovation Priority team to work on building a State Agency Collaboration Network (SACNetwork). The purpose of SACNetwork is to connect people, processes, tools, and training to (a) empower and enable employees to rapidly assess and share knowledge, skills, abilities, best practices, and resource capabilities relational to need and to (b) foster the agile inter-agency collaboration essential for developing and testing innovation prototypes to deliver a "California for All."

The creation of a shared body of language, expertise, and tools will enable State agencies and their public and private partners to tackle some of the toughest challenges facing the State of California, i.e., to learn about innovative efforts currently underway to rebuild the state's economy post-COVID, and to co-create workable solutions at the pace of change.

**INNOVATION PRIORITY GOAL:** Through the guidance and support of the Cal-IPGCA Association and with SACNetwork as the nucleus, transform silo mentality in State government to become (1) unified in achieving a common-ground of sustainable collaboration capable of addressing real problems in real time, (2) inherently responsive to the people we serve, (3) intrinsic stewards of public resources, (4) the employer of choice at the forefront of government innovation, and (5) storytellers of ROI that quantify return on investment through data analytics that demonstrate our people, our processes and our individual and collective capabilities through the Cal-IPGCA's TRAX Solutions "Cal-IMPACT" data system.

*Combining two members from each innovation team, SACNetwork is an overarching network designed to integrate the approach, goals, objectives and outcomes of all IPs as*  
**One System, One State, One World.**

## IP #2: SACNetwork MEMORANDUM OF UNDERSTANDING (MOU)

**PROBLEM STATEMENT:** Despite California being the home of some of the most progressive technological capabilities in the world, California's state government organizations demonstrate an outdated siloed culture of resource hoarding that prohibits growth and fosters duplication of work. We need to better align people, processes, technology and tools to work across (not destroy) our institutional, professional, political, technical, geographical, business, economic, and spiritual silos.

**BACKGROUND:** The State of California comprises a widely diverse group of over 230 agencies, departments, boards and commissions. At this scale, a Memorandum of Understanding (MOU) needs to be established to create a common language for collaboration across organizations. This MOU seeks to unlock and engage our government's most valuable resource—its people. The MOU shall define guiding principles to foster agile inter-agency collaboration including but not limited to:

1. Inclusive, transparent, and collaborative processes to develop trust and improve relationships.
2. Respect and value the roles and responsibilities of all parties involved.
3. Shared ownership of policies and practices aligned with common goals and services.
4. Involvement of each other early and often during project planning and implementation.
5. Empowerment of agile inter-agency teams to define problems, find solutions, and/or resolve common challenges.
6. Use of science and technology to plan policy and new approaches to resolve long-standing issues.
7. Develop and share best practices in the interest of mutual learning and improvement.
8. An overarching outcome-based approach for setting State of California policies, programs, regulations, and investments.
9. Demonstrated bias toward action through small scale, early successes that can build to broader solutions.

**INNOVATION PRIORITY GOAL:** Through the guidance and support of the Cal-IPGCA Association and with SACNetwork as the nucleus, create and execute a Memorandum of Understanding (MOU) as a non-binding agreement for organizations to work together to promote and support innovation and change leadership in the State of California.

*"Our futures are inside of us; it is the decisions we make."—Governor Newsom, June 15, 2020*

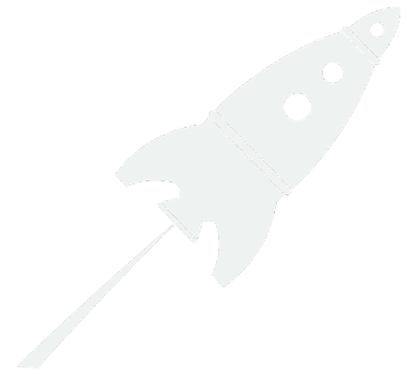


## IP #3: SACNetwork (GOVERNMENT) AND KOLLABORNATION (PRIVATE SECTOR) SKILLS BANK

**PROBLEM STATEMENT:** State government needs a simple way to fortify employee engagement, identify, compile, access, and match employee skills to mission critical real-time projects and tasks, and cross-connect and integrate private sector skills and insights to innovate change. With the increasingly complexity of the COVID-19 pandemic and its long term impacts, the State of California will need to quickly adapt to changing societal needs and to collaboratively lead pioneering efforts that restore a strong California economy.

**BACKGROUND:** Jobs in California State Civil Service are grouped into Class Specifications—documents which describe essentially similar jobs and include the qualifications (skills) for the job. There are currently about 4,500 different job classifications in the State Civil Service grouped into about 2500 Class Specifications. Alongside this complexity, the State is endeavoring to keep up with existing mission-critical program priorities while responding and supporting communities that are dealing with complex response and recovery needs related to natural disasters or California’s response to the COVID-19 pandemic. This has placed unfathomable pressure on departments, agencies, businesses and all strata of our state’s economy. Departments and agencies face significant challenges in determining their mission-critical priorities and staff, especially under the strain and immediacy assessing response and recovery needs post COVID-19 and the State’s natural disasters that repetitively occur with alarming frequency.

**INNOVATION PRIORITY GOAL:** Through the guidance and support of the Cal-IPGCA Association and with SACNetwork as the nucleus, establish a “whole economy” skills bank that can triage skills matching for critical projects and tasks. Predicated on specified needs, this skills bank will not only identify the skills that drive educational pursuits, careers, projects, programs and tasks, but then go beyond to capture the passions of one’s heart where a “mission to serve” is the hybrid fuel in volunteering and committing effort to the real time needs of government and society.



## IP #4: SACNetwork INNOVATION CORPS PLATFORM: ALPHA-BETA TESTING OF BEST AVAILABLE TECHNOLOGY (PUBLIC AND PRIVATE)

**PROBLEM STATEMENT:** State government must foster a culture conducive to innovation by communicating and collaborating with the private sector as an institutional norm. Instead of contracting for a particular technology, the government must use needs to drive solutions. Through stronger partnership, we can claim the outer limits of possibility in rebuilding a sustainable state economy post COVID-19.

**BACKGROUND:** California is the 5th largest economy in the world and home to some of the most innovative, progressive, and productive companies, academic institutions, nonprofit organizations, and engaged citizens anywhere in the world. We are facing unprecedented challenges to the way we protect the health, welfare, safety and sensitive information of our residents; hence, we must respond to these new challenges with a commensurate level of innovation and intentionality.

In 2019, Governor Newsom established Executive Order N-04-19 allowing departments the opportunity for sustainable whole system innovation sprints. We must activate our mutuality and give recognition of our interdependence as one system, one state, one economy, and one world by procurement that capitalizes our state's innovation economy.

**INNOVATION PRIORITY GOAL:** Through the guidance and support of the Cal-IPGCA Association and with SACNetwork as the nucleus, establish an Innovation Corps of global collaborative partnerships that create a real time test-bed and platform for testing the best available technology to meet specific needs identified by government and society. Convene state experts, vendors, entrepreneurs and scientists to accomplish this task. Create a holistic model of service delivery that is sustainable for future generations.

