

Greetings Cohort 2021 Beta Testers:

First, welcome to our SACNet Skills Bank Proof of Concept (PoC) Beta Testers 2021 Executive Sponsors – The Department of Water Resources and the Department of Motor Vehicles. Both DWR and DMV have identified department beta-test teams that are participating.

Why Beta Test?

To understand your role as a Beta Tester, you must first understand the role of SACNet.

- **What is SACNet:** SACNet is a human-centered innovation testbed that can enable the State of California to develop and test processes and tools consistent with Governor Newsom’s Innovation Procurement Sprint for California (EO [N-04-19](#)). This Executive Order (EO) directs agencies and departments to transparently share their business needs in partnership with private industry to offer solutions. SACNet was first developed by Cal-IPGCA Cohort 2019. Cal-IPGCA Cohort 2021 is continuing the development of SACNet as an integral component of this Beta Test. SACNet’s aim is to reduce redundancy of effort and thereby enhance cross-departmental collaboration and the efficiency and performance outcome for all. The interactions among the SACNet and the Moonshot project teams as well as State of California leadership creates a continuous flow from independent activities towards collective goals, objectives, and outcomes.
- **Skills Bank 2021:** As part of this goal, SACNet is building a technological infrastructure (platform) that promotes continuous collaboration between employees, departments, and agencies. We see the Skills Bank as providing the “hybrid fuel” connecting the people and processes that get work done. It is designed to encourage state employees to take ownership of their professional growth and manifest inter-agency collaboration to respond to real needs in real time.
- **Beta Test:** A beta test is a validation methodology used to evaluate understanding and use. End users validate the application by using it in the real-world for a period of time sufficient to provide feedback on the Skills Bank design, functionality, and usability. The design, use and functionality are “tested” by applying the Skills Bank features to the Innovation Priorities and Moonshot Projects of Cohort 2021, as described below. In this manner, Beta Testers become integral Subject Matter Experts (SMEs) supporting Cohort 2021, demonstrating to the State of California the collaborative development of statewide innovation projects, assigned by state leaders, to solve enterprise-wide challenges!
- **Beta Testers:** SACNet Skills Bank Proof of Concept (PoC) Beta Testers are enrolled as part-time trainees of the Cal-IPGCA program. Professional development hours and certificates of completion are commensurate with the allocation of time spent, as documented in the training records of ORA Systems, Inc. *Meets the State of California biennial leadership training requirements. (GC 19995.4).*
- **Beta Test Goal:** Because this is a Proof of Concept (PoC), the goal is to spark ideas, collaboratively innovate, and identify and develop use cases for the next phases of development. The close of the beta-test on June 10, 2021, is not an end result, but the beginning of an open-ended opportunity to collaboratively engage, share and access our accelerating skills and

capabilities statewide. Collectively we are innovating a future to exponentially expand creativity and capacity to serve the citizens of California!

How do I become a Beta Tester?

- DWR and DMV have different processes for identifying their Beta Test Teams. There are different program structures associated with DWR and DMV Beta Testers that govern the involvement of their employees.
- If you are a member of the Cal-IPGCA Association, as a member benefit, you receive an invite to become a Beta Tester. As a Beta Tester through the association, 100% of your time is volunteered.
- All Beta Testers are “invited” through an email sent by **admin@thesacnetwork.net**.
- Cal-IPGCA Association members can “opt-out” simply by not responding to the invitation received.
- To participate in any of the Beta Test Activities identified below, you **MUST** be enrolled as a Beta Tester.

What is my investment of time?

- ***Minimum: 2-3 Hours: (1)** Set up User Profile **(2)** Take CalHR Core and Leadership Skills Assessment **(3)** Implement your Leadership Energizes 360
- **Maximum:** As a volunteer, the choice is yours...read-on!

Beta Test Tasks:

1. ***Completion of your user profile.** Your user profile is a direct link from the emailed invitation sent.
2. ***Complete a CalHR self-assessment of Core and Leadership Skills and Competencies.** 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

Implement your **CalHR Core and Leadership Skills Assessment: 2 Professional Development Hours (PDH)** This is an essential requirement for all beta-testers.

- After all of the beta testers from DWR, DMV, the Cal-IPGCA Association, and Cohort 2021 trainees enter their user profiles and self-assessments, then **the fun begins!** The trainees will search the Skills Bank for subject matter experts who can help advance their Moonshot Projects.
 - They will contact SMEs and invite them to participate in a Champion Summit, Hackathon, and/or one-on-one interviews.
 - Imagine collaboratively developed Innovation Plans statewide that are meeting the needs of enterprise-wide challenges the State of California is facing. This is the elite team you are joining!
 - All Beta testers will also be able to test out the Team Building (skills finding) function of the Skills Bank to provide feedback on improvements for the next phase of developing a fully functional Skills Bank across State agencies.
3. Implement your **Leadership Energizes 360 Professional Assessment: 1 Professional Development Hour (PDH)**: We’ve noticed that some of you have not initiated your USC

360 Professional Assessment. **Want to begin...**[Here is your link](#). As an integral component of the Cohort 2021, the “USC Leadership Energizes 360!” is designed for current and emerging leaders serious about professional development and growth. This web-based assessment is designed to address your goals and ensure a positive experience for users. The 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 assessment collects observations from you, your superiors, your peers, and direct reports. Inclusion in the Beta Test represents the first of many third-party certification tools that validate competency and proficiency. Evaluation is confidential and not shared with anyone, but you will receive a completion badge on your Skills Bank profile! **If you have not started – “now” is always a great time!**

4. **Volunteer Innovation Activities and Application!** **Requirements:** You must be a Cohort 2021 Beta Tester having completed your user profile and CalHR Core and Leadership Skills and Competency Assessments.
 - a. [Champion Summit](#) and Cal-IPGCA Hackathon 2021: Cal-IPGCA Association Beta Testers are encouraged to go beyond the Beta Test checkpoints described above to volunteer your expertise as a SME Champion or Hacker. The Cal-IPGCA Champion Summit on Zoom is from 8-11 AM on April 15, 2021. (3 Professional Development Hours and Certificate Awarded)
 - b. [Hackathon](#) on Zoom is on April 22, 2021, from 8 AM-5 PM. Each brings a unique experience that will ignite your “intrapreneurial skills” as we’re skilled in serving as guides for you to do just that! As we said, this is where the fun begins! (8 Professional Development Hours and Certificate Awarded)
 - c. Enroll as a Champion and Subject Matter Expert: We suggest you [review our application](#) and hopefully sign-up and jump on board!
 - d. **Bonus Professional Development Hours:** Your enrollment in the Cal-IPGCA Cohort 2021 Day of Innovation provides additional PDHs. (8 Professional Development Hours and Certificate Awarded)
 - e. **Award of PDH Certificates:** Professional Development Hours and Certificates are awarded 1 month following the Cal-IPGCA Day of Innovation on June 10, 2021; thus certificates will be delivered by COB, Monday, July 12, 2021.

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