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**Cal-IPGCA Cohort 2021:** Initiating its 9th year of effective and dynamic innovation, California Innovation Playbook for Government Change Agents, (Cal-IPGCA) - Cohort 2021, is an immersive experiential learning environment where trainees re-imagine enterprise-wide challenges from a whole-systems perspective to unlock innovative solutions for the State of California. Agency Secretaries, Directors and state leadership provide critical strategic advisory and training during the six month program.

As members of the Cal-IPGCA virtual community, trainees (innovationists) receive intensive training they can immediately use in their Moonshot project teams, workplaces, and even their daily lives. All strategic advisory and innovation priorities capture today's issues such as the COVID-19 pandemic, wildfires, and racial injustice.

A tandem **"Engage"** experiential learning curriculum applies the strategic advisory of our state's leaders to operationalize CalHR Values, Skills and Competencies in their personal and professional/organization lives and within their Moonshot projects.

# SACNet

One System. One State. One World.

**SACNetwork (SACNet):** Created by Cohort 2019 and continuing for Cohort 2021, The State Agency Collaboration Network (SACNet) is the overarching **innovation priority** (IP) for the remaining seven priorities being implemented. One key focus of SACNet is to deactivate the inclination to compete. By emphasizing cross-collaboration, interdependency between all Moonshot project teams and reliance on each other will become the status quo.

**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. As these conjoin, they will holistically impact and support our state government and our state's economy.



**SACNet Skills Bank:** As part of this goal, SACNet is building a technological infrastructure (platform) that promotes continuous collaboration between employees, departments and agencies. 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.

The Skills Bank design team evaluated Cohort 2019's recommendations of four independent outcomes reports created by 42 state "innovationists" from 12 state departments, along with the advisory of more than 30 state leaders. A statewide survey will further integrate input from agencies and departments across state government. On a cycle of monthly innovation sprints, a 6-month Skills Bank Beta Test is planned under Cal-IPGCA Cohort 2021 to occur January – June 2021 for up to 7,500 beta testers statewide.

An important Skills Bank feature is the creation of user profiles. The Skills Bank platform uses as its baseline CalHR's **"Core and Leadership Skills and Competencies,"** thus enabling self-assessment and peer reviews for each knowledge area. These profiles contain individuals' certifications, knowledge areas, skills and capabilities from which effective teams can be assembled.

This approach also allows its users to identify unique skills and passions outside their job classifications and access resources to modify or develop their abilities. For state employees, this raises your visibility in the workforce with a capacity to match your unique abilities as opportunities arise. As project managers or team builders, you will be able to search for otherwise overlooked state employees that meet the criteria of their projects, programs and emergency response activities or back-fill vacancies to meet mission-critical needs.

*From a premise of People, Process and Technology, we are collectively co-creating  
**One System, One State, One World.***