Tailoring your Success Program to your Focus Population - Coaching Session

Economic Mobility Growth – Optimizing Program Design

CA RISE Program Model Overview

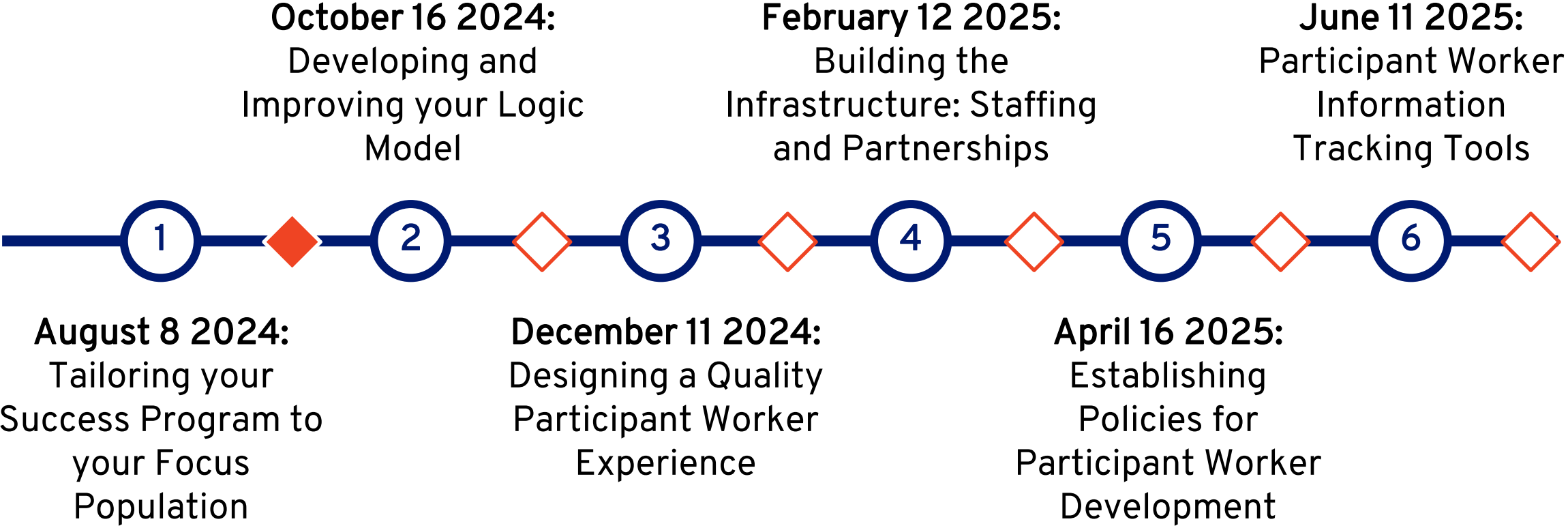| Capital	Grant	• 50% of grant disbursed in late June / early July 2024 • Remaining 50% of grant disbursed in November 2024
Community	In Person Capacity & Network Building	• Aug 7th & 8th, 2024 in person kickoff in Sacramento (details coming) • Optional Regional Meetings In February (details coming)
	Relationship Manager Advisory Meetings	• 1:1 Meetings to help you navigate program opportunities • Offers continued support and connection to resources
Capacity	Cohort Track Sessions	• Sessions every other month with 10-20 ESEs focused on Sustainable Growth of ESE businesses or Economic Mobility of ESE participants
	Responsive TA	• Optional in-depth support from external consultants or ESE leaders focused on a specific topic or challenge
	Workshops	• Optional working sessions focused on ESE specific challenges and opportunities with talent, operations, and government opportunities
	Self-Service Tools	• Access to resources (e.g., tools and templates) on specific topics through REDFWorkshop and monthly newsletters

Economic Mobility Optimizing Program Design

October 16 2024:
Developing and Improving your Logic Model

February 12 2025:
Building the Infrastructure: Staffing and Partnerships

June 11 2025:
Participant Worker Information Tracking Tools

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August 8 2024:
Tailoring your Success Program to your Focus Population

December 11 2024:
Designing a Quality Participant Worker Experience

April 16 2025:
Establishing Policies for Participant Worker Development

◆ **Today's Optional Coaching Sessions**

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Community Standards

- **Stay engaged:** We'll be spending an intensive, albeit brief period of time together. It's important that folks take care of their individual needs so that they can stay actively engaged in the entirety of the discussion. Please refrain from being on your phone or computer, unless using to take notes. When virtual, please try to limit other activities.

- **Listen to understand:** As opposed to listening to respond, where we wait for someone to stop speaking so that we might speak, listening to understand invites us to actively take in what our peers are saying and ask follow-up questions to ensure we understand not just what a person says, but what they mean.

- **Take space, make space:** If you're someone who is typically comfortable speaking in group settings, consider paying attention to when and how frequently you share, giving space to those voices the group might hear from less frequently. If you're someone who is typically quieter in group settings, consider taking a chance and sharing your questions, thoughts, concerns, and opinions.

- **Nobody knows everything, but together we know a lot:** Everyone has expertise to contribute whether it be skills, resources, stories or insights. Our collective knowledge far exceeds our individual contributions.

- **Challenge assumptions:** We're here to learn from one another and that means asking difficult questions and challenging what we may assume to be best practice. Many of our assumptions are invisible in our culture and ways of working. How might we get curious about the things we assume to be true to explore if there are ways to innovate and evolve our practices?

- **Expect and accept non-closure:** During our limited time together we will not be able to address and solve all open question. That's ok! Prepare yourself in advance that decisions may remain under discussion, questions may remain open and we simply may not have time to address some topics. This is part of an ongoing conversation and there's more to follow.

- **Center Participant Workers:** Participant Workers are the heart of our work. Keep the resident experiences, perspectives, needs and desires front and center in all things

- **Embrace Diversity in All of its Forms:** Acknowledge and value the diversity of perspectives and opinions within the group, specifically how they may be informed by folks lived vs. learned experiences.

- **Create a Safer Space for Sharing / Refrain from Attribution:** We want people to feel comfortable sharing experiences, observations, and ideas - even if those are ideas aren't yet fully baked. Let's help people be vulnerable and feel comfortable sharing by not attributing specifics.

In the chat please write:

Your name, role, organization, and who your organization serves (your ESE's focus population)

In the chat please fill out the rest of this sentence:

Zooming into todays session, I am feeling...

In the chat please fill out the rest of this sentence:

One thing I hope to get out of today's session is...

Session Recap:

- Focus Population Definition
- Employee Success Program Definition
    1) Program Structure
    2) Wraparound Services
    3) Job Skills
- Considerations for your Employee Success Program
- Tailoring your Employee Success Program
    1) Define Goals
    2) Define Strategies
    3) Tailor your Model

In the chat please fill respond with 1-5:

How do you feel about your progress on your reflection template thus far?
1 – not great
5 – feeling really good about it

In the chat please fill respond with 1-5:

How do you feel about your progress in speaking and listening to employees about their long-term goals?
1 – not great
5 – feeling really good about it

Independent Reflection:

- What is the Focus Population your ESE serves?

- What supports do you offer that helps your focus population overcome barriers?

- Fill out and share this sentence: Sometimes I wonder if we could better support participant workers achieve _____ by doing _____.