

Transition & Future Planning Overview

Updated September 30, 2025

Background

Since June 2023, the Sierra Jobs First Collaborative, with funding from California Jobs First and administrative support from Sierra Business Council, has brought diverse leaders together to discuss, plan, and fund community-led, climate-forward, and economically resilient initiatives. With state funding for the Sierra Jobs First Collaborative scheduled to sunset in September 2026, now is the time to work on what comes next. In service of this, Sierra Business Council, with support from Agnew::Beck Consulting, is facilitating a planning process to define the Collaborative's future. The 10-month process centers on you, our partners and leaders across the seven-county region. Through interviews, conversations, and shared discussions, we will gather your input on how the Sierra Jobs First Collaborative should continue: whether in its current form, an evolved structure, or something entirely new.

Planning Process Elements

We will blend listening and research into a structured, transparent 10-month process that includes the following elements:

- Formation of a Transition Advisory Committee comprised of Industry Sector Leads, Regional Convenor Partners, and the Sierra Jobs First Tribal Coordinator (see details on page 4)
- Research other Jobs First collaboratives and national models
- Conduct interviews with dozens of Sierra leaders
- Host focus groups
- Distribute a survey
- Gather input from the Sierra Jobs First Governing Council
- Development of future models for consideration
- Development of a Transition Plan and an Implementation Plan based on preferred model

Planning Process Outcomes

The planning process will deliver three key products:

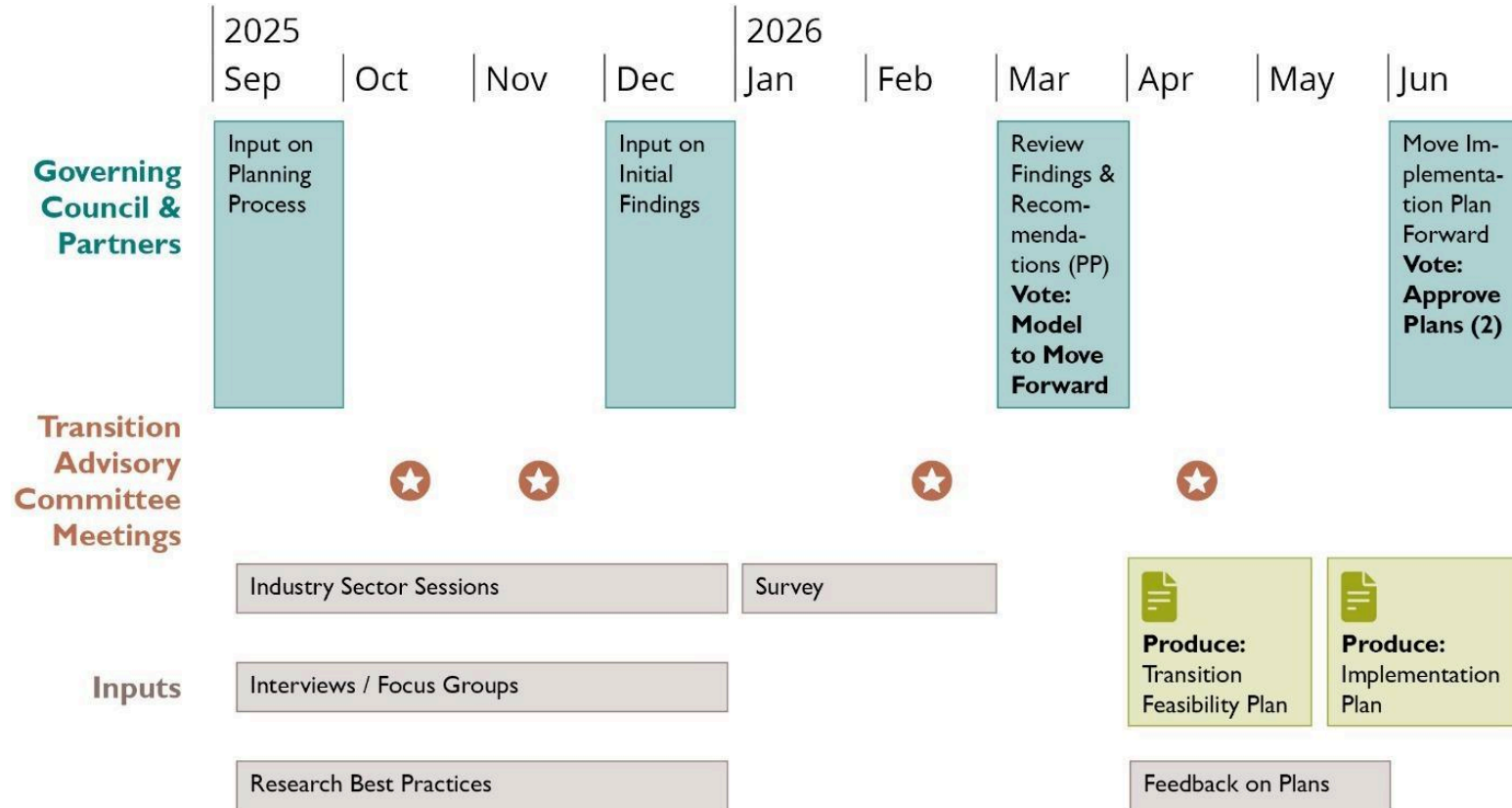
- 1) **Transition & Future Scenario Plan–Models for Consideration:** This presentation deck will include a summary of feedback, research and models for consideration.
- 2) **Proposed Model for Moving Forward:** This presentation deck will expand upon the preferred model decided on by the Governing Council.
- 3) **Strategic Plan + Transition Implementation Plan:** Based on the preferred model moving forward, we will develop a short strategic plan and a detailed implementation plan to support next steps. Depending on the model, this could include such things as development of a strategic and business plan for the new effort and include components such as budget, staffing plan, program and core activities, governance, etc.

While the outcome is still to be shaped by your input, four starting points for discussion are beginning to emerge:

1. **Continuation** – Keep Sierra Jobs First going as a formal, regional collaborative.
2. **Integration** – Fold specific projects or functions into existing regional entities.
3. **Sunset** – Wind down Sierra Jobs First as a collaborative, while preserving its most valuable work and relationships.
4. **Hybrid or New Options** – Explore new structures or models based on stakeholder ideas and best practices.

Transition & Future Planning Process (September 2025 – June 2026)

Draft as of September 30, 2025, subject to change based on input.



Transition Advisory Committee Overview (TAC)

The Transition Advisory Committee (TAC) is vital to helping us shape the future of Sierra Jobs First Collaborative as we move through this 10-month planning process. The TAC will provide guidance and feedback to the Core Team, comprised of Sierra Business Council staff and the consulting team at Agnew::Beck Consulting. TAC will be comprised of Industry Sector Leads, Regional Convenor Partners, and the Sierra Jobs First Tribal Coordinator.

- Dr. Jen Burrows, Ed.D, MSN, PHN, RN, Burrows Consulting
Community Healthcare
- Alex Bloom, Mother Lode Job Training
Sustainable Agriculture, Natural & Working Lands, Community
Healthcare, Regional Convenor Partner
- Elaine Kabala, Eastern Sierra Council of Governments
Regional Convenor Partner
- John Wentworth, MLTPA Foundation
Recreation & Tourism
- Matthew Galvan, Sierra Focus Media
Recreation & Tourism
- Travis Nabahe, Nabahe Global Group
Tribal Coordinator

Below is a role description outlining TAC's responsibilities, expected time commitment, and the types of materials they will be asked to review.

Transition Advisory Committee Role

Serve as a sounding board for the Core Team

- Provide feedback on:
 - Input process (interview guide, roster, engagement approach)
 - Survey and key findings
 - Research on collaborative governance models and structures
 - Final deliverables, including governance model options and the transition & implementation plans

Time Commitment

- Approximately 4-6 meetings (on Zoom, estimated at 1 hour each)
- Monthly review of materials via email (estimate 1–2 hours per month)
- **Overall commitment:** approximately 20–25 hours across the 10-month.