



Memorandum of Understanding (MOU) Cover Page

Agreement Number: M0155

Brief Description of MOU: This partnership will include a variety of strategies to expand talent pipelines from community college programs to state government careers and accomplish five shared goals.

PROJECT MONITOR INFORMATION

Project Monitor Name	Project Monitor Email	Project Monitor Phone
Anthony Cordova	acordova@cccoco.edu	(916) 327-5492

MOU PARTY

California Government Operations Agency (GovOps)
1304 O St suite 300, Sacramento, CA 95814, USA

MOU Signatory Name: Amy Tong	Secretary	amy.tong@govops.ca.gov	(916) 651-9011
Project Director Full Name: James Regan	Deputy Secretary	james.regan@govops.ca.gov	(916) 651-9011

MOU INFORMATION

Program Name: Talent Pipeline from CCC to CA Government Careers		
Term of MOU:	Estimate Term of Agreement From Date: 12/31/2024	Estimate Term of Agreement Through Date: 12/31/2027

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Memorandum of Understanding
by and between
the California Community Colleges Chancellor's Office
and
the California Government Operations Agency

This memorandum of understanding (MOU) between the California Community Colleges Chancellor's Office (Chancellor's Office) located at 1102 Q Street, 6th Floor, Sacramento, CA 95811 and the California Government Operations Agency (GovOps) located at 1304 O Street, Suite 300, Sacramento, CA 95814, (collectively, the Participants) establishes a partnership to build the state government workforce of the future. This partnership will include a variety of strategies to expand talent pipelines from community college programs to state government careers and accomplish five shared goals.

Whereas, the Chancellor's Office, a state government agency, has developed Vision 2030, a collaborative action plan that provides focus, equity, and direction to California's community colleges in the specific areas of access, support, and success, and relating to this MOU acknowledges California's community colleges as an economic engine in workforce development.

Whereas, GovOps, a state government agency, has developed a framework with key strategies to meet the state's workforce needs in order to provide more efficient, effective, and equitable services to Californians, and relating to this MOU acknowledges the state's ability as an employer to support statewide workforce development activities across hundreds of departments and thousands of job types.

The Chancellor's Office and GovOps agree as follows:

Term of MOU – This MOU will be effective as of the date it is fully executed by the signatories and will expire three years after execution.

Goals

Cooperation between the parties under this MOU shall be focused primarily on achieving the following goals:

- Support positive career outcomes for community college students and alumni;
- Meet state government workforce needs in job types supported by community college programs;
- Build clear connections between skills learned through community college programs and the skills in demand by state government employers;
- Promote state careers as a mechanism to achieve financial independence and economic mobility for community college students; and

- Provide better, more efficient, and more equitable services to the people of California.

Activities

The following is a summary of the potential partnership activities that are intended to meet the above goals:

- 1) **Train the Trainer for Career Center Personnel.** GovOps will host informational sessions for community college career center personnel to ensure career centers are comfortable with the common career pathways and the holistic application process in state government.
- 2) **Career and Recruitment Events.** GovOps will make experts available to participate in career fairs or recruitment fairs that are hosted by community college campuses, whenever possible, and will provide campuses with marketing collateral and how-to guides for community college students and alumni seeking state careers.
- 3) **Apprenticeships.** Chancellor's Office and GovOps will partner to expand apprenticeship opportunities for community college students, wherever possible, and develop creative solutions to support skills-based learning and job placements in state service.
- 4) **Internships.** Chancellor's Office and GovOps will partner to expand internship opportunities in state service for community college students wherever possible, including the potential to provide course credit for internship hours served in state government organizations.
- 5) **Career Pathways Alignment.** Chancellor's Office and GovOps will partner to assess opportunities to align current programs offered by community college campuses with the job types in high demand by state government and propose ongoing activities to improve the job-seeking process for community college students and alumni.
- 6) **Reskilling and Upskilling.** Chancellor's Office and GovOps will partner to align community college programs for individuals going through a career change or seeking career advancement through adult learning with career opportunities and skills in-demand by state government.
- 7) **User Experience Participation.** Chancellor's Office and GovOps will partner to identify and facilitate opportunities for user experience or user research activities where community college students can provide real-world feedback on the state's career opportunities, application process, and overall customer experience.

General Terms

No Legal Obligations, Rights, or Remedies



This MOU is a voluntary initiative. It does not create any legally binding rights or obligations and creates no legally cognizable or enforceable rights or remedies, legal or equitable, in any forum whatsoever. In addition, the commitments in this MOU are not conditioned upon reciprocal actions by other Participants; each Participant retains full discretion over implementation of its commitments in light of the Participant's individual circumstances, laws, and policies; and each Participant is free to terminate the MOU.

Availability of Personnel and Resources

This MOU does not involve the exchange of funds, nor does it represent any obligation of funds by either Participant. All costs that may arise from activities covered by, mentioned in, or pursuant to this MOU will be assumed by the Participant that incurs them, unless otherwise expressly stated in a future written arrangement in accordance with applicable laws. All activities undertaken pursuant to this MOU are subject to the availability of funds, personnel, and other resources of each Participant.

The personnel designated by a Participant for the execution of this MOU will work under the orders and responsibility of that Participant and any other organization or institution to which the personnel already belongs, at all times maintaining any preexisting employment relationship only with that Participant and organization or institution, and not with any other Participant.

Compliance with Applicable Laws

This MOU will be construed consistent with all applicable laws, and activities undertaken in connection with this MOU will be subject to, and will be undertaken in a manner consistent with, all otherwise-applicable laws.

Interpretation and Application

Any difference that may arise in relation to the interpretation or application of this MOU will be resolved through consultations between the Participants, which will endeavor in good faith to resolve such differences.

Final Provisions



This MOU may be modified at any time by mutual consent of the Participants. Any modification will be made in writing and specify the date on which such modification is to become effective.

Either Participant may, at any time, terminate this MOU by providing written notice to the other Participant. A Participant that intends to terminate this MOU will endeavor to provide notice of such termination to other Participants 30 days in advance.

The termination of this MOU will not affect when activities initiated while this MOU is in effect will conclude, unless a Participant expressly states otherwise. A Participant that intends to terminate a previously initiated activity will endeavor to reach an understanding with the other Participant concerning such termination.

On Behalf of the
California Government Operations
Agency

A handwritten signature in black ink, appearing to read 'Amy Tong'.

Amy Tong
Secretary

A handwritten signature in black ink, appearing to read 'James Regan'.

James Regan
Deputy Secretary,
Workforce Development

On Behalf of the
California Community Colleges
Chancellor's Office

A handwritten signature in black ink, appearing to read 'Chris Ferguson'.

Chris Ferguson
Executive Vice Chancellor,
Finance and Strategic Initiatives











A handwritten signature in black ink, appearing to read 'Anthony Cordova'.

Anthony Cordova
Vice Chancellor,
Workforce Development

MOU 155 GovOps Agreement

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Anthony Cordova signed the document.

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