Reinventing Our Communities (ROC) Cohort Program

2022 PROGRAM: Equitable Workforce Recovery

Program Description
The ROC Cohort Program is a year-long capacity-building program focused on expanding economic opportunities through the application of strategies to achieve racial equity and more inclusive regional economies. Cross-sector community cohorts engage in racial equity training, economic development webinars, technical assistance, and peer learning, leading to the development of an equity plan to strengthen their regional workforce system through local solutions.

Guiding Principle
The ROC Cohort Program is built on the principle that real, structural change requires community capacity and commitment to center racial equity and develop local solutions.

Program Pillars

1. **Capacity Building**
   - Cohorts build community capacity to address key workforce challenges through racial equity-centered collaboration.

2. **Community-Led**
   - Program trainings are developed and designed in response to the community needs of participating cohorts.

3. **Sustainable Systems Change**
   - Each cohort develops a multiyear racial equity plan for addressing workforce challenges through local solutions.

4. **Peer Learning**
   - Cohorts learn from and alongside other communities through structured and unstructured collaborations.

Program Components

- **Racial Equity Training**
  - Sessions facilitated by leading racial equity trainers
  - Focus of Trainings: General & Theoretical

- **Economic Development Training**
  - Small group trainings with with leading research and practitioner workforce experts
  - Focus of Trainings: General & Theoretical

- **Technical Assistance**
  - Individualized technical assistance from workforce and racial equity trainers
  - Community Specific & Applied

- **Equity Plan**
  - A multiyear racial equity plan for small business recovery and growth developed by each cohort

Program Timeline

- **Stakeholder Perspectives**
  - Workforce Development Organization
  - Nonprofit
  - Public Sector
  - Community College or Local University
  - Private Sector
  - Worker Voice

   “We recognized that none of us had worked on something in such detail before [as our Equity Plan]. The technical assistance helped us make sure that our work is comprehensive and impactful.”

   “In my role, I interact with a lot of different service agencies and government stakeholders. I’ve [now] been able to engage directly in [racial equity] conversations, and able to be a leader in those conversations.”

For more information on the ROC Cohort Program, please contact Jesen Welt and Sloane Kaiser at FRBP.ROC.Local@phil.frb.org