



# 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

<h3>1 Capacity Building</h3>	<h3>2 Community-Led</h3>	<h3>3 Sustainable Systems Change</h3>	<h3>4 Peer Learning</h3>
<p>Cohorts build community capacity to address key workforce challenges through racial equity-centered collaboration.</p>	<p>Program trainings are developed and designed in response to the community needs of participating cohorts.</p>	<p>Each cohort develops a multiyear racial equity plan for addressing workforce challenges through local solutions.</p>	<p>Cohorts learn from and alongside other communities through structured and unstructured collaborations.</p>



### Program Components

General & Theoretical	Focus of Trainings		Community-Specific & Applied
 <b>Racial Equity Training</b>	 <b>Economic Development Training</b>	 <b>Technical Assistance</b>	 <b>Equity Plan</b>
<p>Sessions facilitated by leading racial equity trainers</p>	<p>Small group trainings with leading research and practitioner workforce experts</p>	<p>Individualized technical assistance from workforce and racial equity trainers</p>	<p>A multiyear racial equity plan for small business recovery and growth developed by each cohort</p>

### Stakeholder Perspectives

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

*“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.”*



*“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.”*