



Washington's Consolidated Technology Services Agency

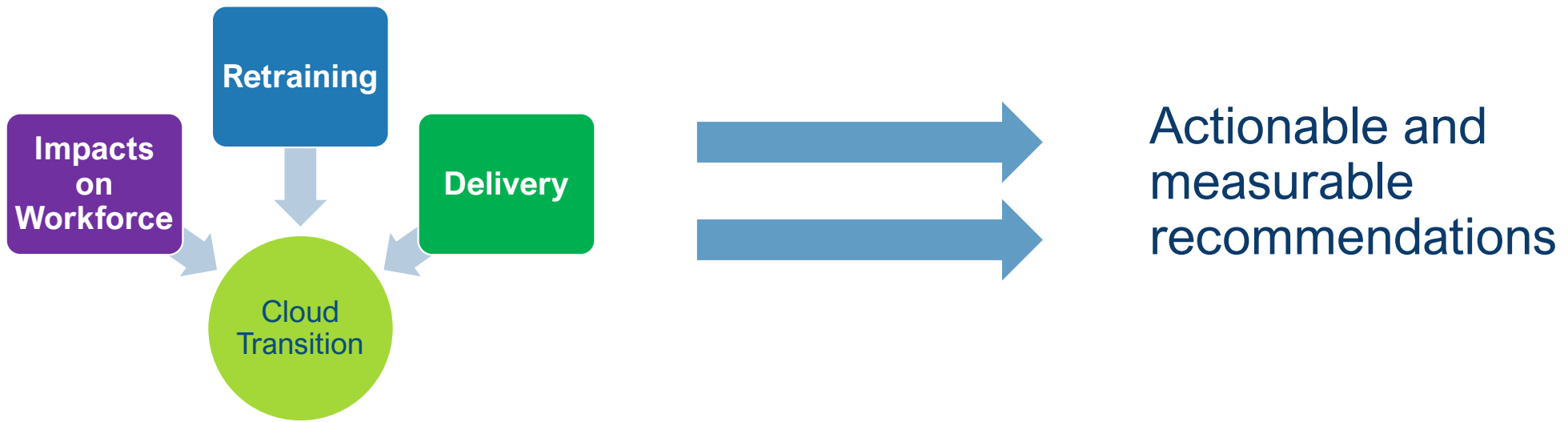
Cloud Transition Task Force

Tuesday, September 28, 2021
10:00 AM – 12:00 Noon

AGENDA

START	FINISH	ITEM	ACTION REQUIRED	PRESENTER
10:00	10:05	Welcome, approve minutes	Approval	Bill Kehoe
10:05	10:20	Guiding principles	Information	Jill Satran
10:20	10:30	Methods of delivery	Information	
10:30	11:35	Recommendation 1: Establish an organizational readiness center of excellence within WaTech to assist agencies plan and prepare for further transitioning to cloud computing.	Discussion, Guidance	Full Task Force
		Recommendation 2: Establish the Cloud Transition Retraining Program to provide a coordinated approach to skills development and retraining.	Discussion, Guidance	
		Recommendation 3: Define career pathways and core competencies that will support opportunities for state's IT workforce for advancement and transferability across agencies.	Discussion, Guidance	
		Recommendation 4: Establish mechanisms to provide staff with work / training balance.	Discussion, Guidance	
		Recommendation 5: Develop public / private partnerships with industry partners to ensure effective planning for staff reskilling.	Discussion, Guidance	
11:35	11:45	Next Steps, Wrap Up	Information	Jill Satran Bill Kehoe
11:45	12:00	Public Comment		





GUIDING PRINCIPLES

What are guiding principles?

- A set of values that provide a framework for decision-making.

Guiding principles versus Strategies?

- Guiding principles focus on “how” to accomplish strategies or reach a target.
- Strategies are pathways to the target. There may be multiple strategies, guiding principles can help decide which is the best course of action.

Proposed Guiding Principles

1. **Inclusion** – All business and IT staff that are impacted in the movement to the cloud will have an opportunity for re-training.
2. **Equity** – Large, medium, and small agencies will be treated equally as will staff, independent of their position in the organization in the re-training plan.
3. **Public/Private Partnership** – Maintaining a highly skilled workforce is a value shared by the state and its private sector partners and solutions will be a shared responsibility.
4. **Others?**

IT Workforce Training – Sources



TRAINING TYPE	STYLE	PROVIDERS	BENEFITS	COST	TIME COMMITMENT
Snackables	Videos, audio, courses	LinkedIn Learning YouTube	Easy to get quick tutorials Self-paced and "just in time" Convenient and quick	Free/low cost	3 mins to 3 hours
Classroom	On-line or in-person	SPSCC Dept of Enterprise Services	Broad skills development Well-recognized degree or certification	Moderate to high cost	2-year Associates Degree
	On-line or in-person	System/tool-specific vendor led training	Specific to new system, tool being implemented. Just in time	Typically included in contract	Varies by role
Certifications	Web-based courses	AWS, Microsoft Azure, Google certifications	Foundational, well-recognized industry certifications	Free to high cost	Self-paced (weeks to months)
On-the-job training / Mentoring	Knowledge transfer	Pairing with vendor team during system implementation	Hands-on	Typically included in contract	Varies

PRELIMINARY RECOMMENDATIONS

The following recommendations provide language so the task force has material to react to and to prompt discussion.

- ▶ Recommendations as written are PRELIMINARY.
- ▶ Budget and staffing estimates are “back of the envelope.” They will need to be refined as we proceed.
- ▶ Some recommendations are less defined than others and will need more substantive input.

RECOMMENDATION #1: Establish an Organizational Readiness Center of Excellence within WaTech to assist agencies plan and prepare for further transitioning to cloud computing.



Staffing: Up to three staff to develop tools and to provide technical assistance to agencies.

Budget: Approx. \$365,000 per staff person. *(back-of-envelope estimate)*

RECOMMENDATION #2: Establish the Cloud Transition Retraining Program to provide a coordinated approach to skills development and retraining.

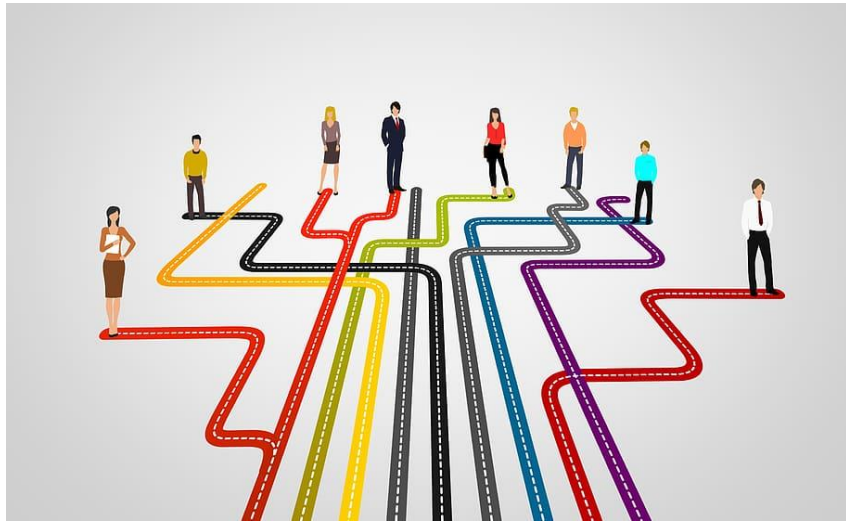
The Cloud Retraining Workgroup, facilitated by the coordinating organization, is responsible for:

- Defining core competencies for IT cloud-related disciplines.
- Creating an inventory and clearinghouse of training opportunities.
- Curating training opportunities.
- Administering a cloud retraining fund.
- Define goals, measures of success.
- Recommend improvements to tracking tools.

Budget: *(back-of-envelope estimate)*

- \$1,500,000 per year – Retraining fund (~ \$1,200/employee, 20% of agency employees)
- \$600,000 – Administration

Recommendation #3: Define career pathways and core competencies that will support opportunities for state's IT workforce for advancement and transferability across agencies.



- Defining core competencies, and tracking those competencies to training opportunities can help provide career stability and portability.
- Core competencies also inform updates to the state's IT workforce compensation and classification system.

Recommendation #4: Establish mechanisms to provide staff with work / training balance. [Placeholder language]

- Time and funding for staff training must be included throughout the staff development and management process.
- Annual professional development plans should include specific training goals and supervisors and staff should be held accountable for meeting those goals.



Recommendation #5: Develop public / private partnerships with industry partners to ensure effective planning for staff reskilling.

- ▶ Actively engage private sector partners in forecasting future skills needs.
- ▶ Partners provide critical training opportunities.



Outstanding issues and questions?

Next Meeting: October 14 (may be modified)

Planned Focus: Defining and refining recommendations

- What additional information is needed to refine recommendations?

PUBLIC COMMENT

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