September 28, 2017
Onondaga Pathways to Careers Community of Practice - In-Person Meeting

NOTE: this is a rough unedited transcript

Meera:
And so as part of the Roll Call definitely want the new folks to speak up if folks can let me know that they're there for your name and where you are calling from I also know that there are folks who got our recent invitations and are interested in joining our group but were unable to join us today specifically. So if you have members of your team that fit that bill you have our presentation materials certainly but we also have our Web site where you can go in and view and listen to archive versions of our past presentations and this one will also be posted for your colleagues.

So we'd like to do our welcome and introductions this month as I mentioned in the email we don't have a specific substantive topic you know about an element of the career pathway programs we really wanted to welcome our new members let you know a little bit about us because you are coming into this for the first time but then really get to hear from some of you as well and then talk a little bit about an opportunity for and in person meeting that we have because we virtually like this in the past it's been every two months now we will go every month but it really helps us to meet in person and have a much deeper dynamic conversation around some of these things that we wanted to plan for that as well. This is near as you know from the Burton.

And Michael Morris will also be facilitating and.
I will move ahead to the next slide. Slide three. Now in terms of advance notice I did try to note as many of the folks that I could hear that I would like to go through the roll call and get everybody to make sure we're not missing anyone so I did hear that we had folks from palace to be joining us but I'm I'm guessing we have a whole raft of folks from Dallas to be joining us that the case we have five people from palace to be joining. Great well welcome we're so glad to have you joining us and I believe we have someone from Gateway Technical College with us as well.

not yet OK We had an R.S.V.P.. So I do hope that they'll be able to join us shortly.

But about Richmond college.

Maybe this is to Hello welcome to our group

someone just joined I neer and this is no and sorry I was ending up another call you know where you say Miranda Miranda is from.

D.E.I. T A team. And and joining us as well and it sounds like Rachel in college may not have joined yet as well do we have any other community colleges on the line today.

And near your volume of really low tech just enough so I feel that up.

Yeah I think assumptions like so nice outside that continue to try and stop that are

all right well I heard Helga is joining us from Kentucky V R.

And I know that Janet couldn't join us from Nebraska but I think that might be with us.
this is Amy not in the back of the.

Kind of train either but I am a new career path.

Thank you.

And as I mentioned we have our D.E.I. T. a representative I heard Miranda and I heard Dave are you when tak or D.E.I.. I want to pursue.

That are great.

And I think sometimes we have Doug joining us from the wind but I know that they are having all day meeting this week so I think Doug might be unavailable and not with our group as well.

To clarify that yes.

And I know we have Sheldon from Moda and Sheldon do you have Janet and Terry as well. Here this is Janet on the line. Here this is paranormal on a. Take care and great OK And did I miss anybody is there anyone else with us.

From the way Center I was.

Really my girl there doesn't seem.

High near other people are thinking you hear me.
OK pretty OK I wasn't sure if I can remember the computer so maybe Larson from I guess the national collaborative on workforce and ability for you

I mean Stephanie sample from.

A staff of

OK last call to see if anyone else has joined us

All right well hopefully we will have a couple of our other new members joining us as I mentioned I did get the Mars B.P.'s So I was I was hoping to hear from them and if they come through then we will definitely introduce them as well

looking ahead to slide forward

we can review our agenda you know as I mentioned we wanted to. Just review a little bit about our group for those that were new.

And Amy I know you're new to our call so hopefully this will be useful for you.

And. You know if any of our new community colleges join as well but perhaps Michel we can zip through that a little bit we don't have new folks right now and. We might just go ahead and move into our proposed new format for the community of practice some of the details I mentioned and then we can skip ahead if needed to go and talk about the meeting
so that we can move to slide by turn it over to Michael.

Thank you.

I.

Appreciate that people joining.

You know from.

The several states we are are as I say funded projects. Are collaborative.

Training.

And of course.

The Rebecca joining from the lead center.

And I think that.

Really probably known to all of us who have been on these calls before is that.

Expanded and emphasis on Career Pathways.

Particularly bringing into focus.

Where the demand is for highly skilled.
Workers in high demand industries and that.

This project and the project intended to be funded by that is all about is can we further build.

Identify the key strategies that bring students with disabilities into what would be considered inclusive career ways and that requires diverse multiple levels of partnerships that involves not only the workforce development.

But also. The community college working with local high schools and working with employers. To not only to get. Students through their different skills training actually the bottom line is to increase employment.

In high growth high demand industries. That.

Are just going to spend with new certifications with new skills.

Becoming a part of inclusive workforce.

P.C. project brings together Onondaga Community College Syracuse University. The school district the public workforce system multiple employers.

And regional effort to.

Further exams economic development and a variety of disabilities service. Agencies so.
That the purpose of the community or practice if we can keep moving to go to sites six.

And then go to so.

That. Really what we're trying to do is modeling in Syracuse that can be involved sustainable and scalable that aligns I.M.P. transition planning programs and services that support access completion and subsequent employment in multiple education and employment pathways.

That requires as I mentioned various partnerships.

Coming into the schools supporting the transition planning process and helping students not only get into the community college programs but participate in.

Adult. Non-credit courses as well as.

The courses that can lead to certification in multiple key skills areas that have been identified by.

Employers working with O.C.C. working with the workforce development assistance.

Maybe let me turn it back to you

thanks Michael.

So.
Are we on Slide nine is that sure I’m sorry I’m still not in the webinars Yeah we should yeah Scholars Program brain so Slide nine ten show you the two sides of.

Pathways to careers Scholars Program brochure this is an element of their career pathways program that we have discussed on previous calls. But is one that appears to be you know when we look at it in terms of recruitment and students. Maturation through their pathway at O.C.C. a successful program that is being expanded and it has been useful to engage in conversations around it previously so as part of the recap that we did today I wanted to make sure that we put that up there so that you had renewed access to see what some of the aspects are.

Of morphing into other elements of the program as well so that students are gaining leadership. Experience they are engaging in activities like peer mentoring that are giving them other skill sets and these are hopefully the kinds of things that we would love to hear about from some of our other projects as well what are the elements of your projects that are leading to student successes and particularly giving them the kinds of skills that are going to facilitate their. Deployment outcomes that are going to lead to successful work based learning opportunities and internships and then ultimately careers.

Moving ahead to slide a lesson and then twelve we wanted to move into just a quick discussion of our focus and our. As we move forward.

As I mentioned you know turning over a little bit of a new leaf this year with how we approach this rather than meeting every two months we now hope to meet every month.
And we would like to lengthen our discussions from one hour to one and a half hours as many of our past meetings when we have gotten into great discussions around meeting topics related to an element of a career passed away a particular focus we tend to have to end abruptly on the hour and so we thought we would at least the if we could book on every one schedule for an hour and a half that we could continue and wrap up our discussion.

Of our focus and our goals. How did someone just join us.

This is a family story.

In the Southeast center. Thanks for joining us we're just introducing everybody so we just wanted to mention who you are and who you are with.

In terms of our focus on our goals we believe that this can be a great opportunity for participants at different levels of implementation of career pathway programs. Who could all offer something to each other because we're all going to approach implementation and implementation challenges differently. And we're going to benefit from hearing how we are doing that because there may be strategies that some of us haven't thought about but can either adopt wholesale or with some tweaks we can adapt them and they can work for our colleges in our programs as well.

So for those of you who would be joining us and our new you know completely understand that a lot of this may at first the foreign but. There are things that you are doing to include students with disabilities in your programs in your colleges in your pathways and we will benefit from learning more about those and we hope that we can share some of our practices and and see them benefit your students as well so we want
to bring people together a whole host of different perspectives but the common focus really for all of us is we want to develop program out of strategies that are going to increase employment outcomes for youth with disabilities particularly in the high growth career pathways that exist in our area. So what what I’m finding as I look across to many of these programs is the same career pathways tend to be high growth. Really across a lot of different jurisdictions and workforce area. Such as informational technology advanced manufacturing health care these these are coming up in different ways the across a lot of different.

Areas. We would like to share the elements of our program our retraining. How we implement those you know and learn from these other programs to them but I want to mention adapt and adopt these strategies and then we don’t want to be afraid to be able.

This is not meant to be a venue where you bring only your best and your most successful data gee if we we would like to discuss the challenges that we're all going to face from time and see if we can troubleshoot. This is meant to be very practical hands.

To hold. The lever back from you when you're not speaking.

OK.

OK thank you OK.

OK So I think where we're through sort of what our new focus was and I wanted to. Ask if there are any questions especially because I know we have some of our core members
here so you may have some thoughts about this so I’d love to hear back from anybody if there’s any concerns or thoughts or further ideas.

aren’t silence being acquiescence we can move ahead.

Well I’m going to stop.

Before we move to the next slide meeting. New friends go back go back one slide.

I you know I I think.

I think it’s important to maybe if we can get a little bit of discussion.

I know there are other. Efforts out there in terms of. Trying to define include your career pathway models as we as we have on this call funded by different.

Federal agencies or.

Even some of the same agencies and I guess the question is. You know how can we.

Add another level of knowledge translation and sort of Excel or it's a learning curve.

I guess the way we're looking at the where people not only share really strong elements of the program models that's their ability but that's a Also discuss where are they getting stuck and.
I just wonder if. You know there are other areas Miranda and A in the D.D.I. career kind of projects are.

Some of the others that are on the call.

Is there a way to differentiate what.

Can we try to do here that as the body of knowledge that translates the people. In and the broader work that's going on and with workforce.

Development systems all across the country that's a good question.

And I don't know Miranda whether you can talk about.

In the projects.

You're working with.

As well and uses. More or replicate processing.

Right and I don't know is is they they will to join us today is he on.

Great I'm so glad because I know he'll be able to seek to this quite well as well and I think this is also so much Well we're hoping to be able to address as well when we all come together when we kind of finalize our planning around the meeting to be able to bring in says hoax and some examples.
And I and we had talked about bringing New York in potentially next month to present as well from what they're doing but they won't all go ahead and hand this over to you I know they have been working quite a bit lately on clear pathways strategies and I and how to continue to move forward with that and learn from what's happening on the ground as well as continue to to move forward and channel challenge ourselves to go to higher levels so Dave if you want to take the first crack at this and I'll always and if I have anything else to add he is our subject matter expert on the D.E.I. related to career path is and had served for those of you who don't know as the project leader for the round California project and he's also going to be presenting in supporting our Wintec partners around career pathways as well and has been doing that so he's been very engaged with all of this I just want to give you a little a little silly there say if I.

Could be all right.

I think that's just a bit of telling all that let me try to change.

What I'm speaking.

We created Thanks Is that better.

Is that much better yes OK great thanks thank you thank you Miranda I truly appreciate it yes and we have been working diligently to come up with some strategies on how to bridge exactly what Michael was talking about the fact that there are so many communities of practice and commissions and consortiums and and committees and you know teams that are trying to get together and tackle the same the same.
Challenge of how to really create a symbiotic relationship between the different systems throughout we all and you know ironically we are living o'clock today or two o'clock Eastern time in California so I'll speak in eastern terms.

We're going to be presenting on career pathways and bringing in a model from South Carolina which is a connection between the R. and the local technical.

Technical institution. And love for everybody on the phone to dial and if you need the information make sure that you give us your information beforehand so we can send that if you don't have it already but. We have so we have we're involved in a number of different different models and it seems like each each group is seeking the the answers and trying to figure out what's in their best interests and I know that it's important because each system does have a few different questions to answer on how to how do affect and really create the partnerships that are going to help. Pathways become much more effective.

But I think that one of the things that we hear all the time is that issue of support from the state.

From the state workforce development board who is supposed to be that they have every system representative on it and making sure that they're including inclusive clear pathways as being a true strategy to help move forward so I think that that's one of the things that we've been doing recently is really just trying to take each one of these each one of these communities and practices and find out who the members of the you know what the members of that specific community practice are interested in looking at and definitely the idea of finding out where the gaps are where the challenges are. Is the most important piece of moving forward because we can share a lot of successes and
that's important but definitely if we have similar challenges there are things that we can concentrate on going forward and trying to get some solutions to.

I don't know if that helped at all but it's.

It's definitely on everybody's radar right now is that you know where do we go forward with community practices and how do we bridge that gap between the systems.

And we see more and more of the D.E.I. projects making connections with community colleges with technical career and technical education.

Colleges and with Kate the twelve.

Systems that are showing that really when they start making that connection when the work force and the art makes a connection with those educational institutions who have the lead on most of the Career Pathways models and programs that that's really where people start talking and that's where most of the positive outcomes come from.

Miranda.

I think you did a very nice job there doing.

Nothing that wouldn't just be reinforcing things you've already said. You know I just wonder and as for anyone on the call it's my call this is apparently speak up a little do you think.

You're right or.
That is better and nearly two you know I think there are a lot of.

Places that are a little hard to hear on the com.

I guess I was looking to dive deeper in terms of.

What I'm seeing in interactions with community colleges.

Their schools of education they're better and getting better and some of the grants funded projects.

The supports than are being provided false in the classroom and outside the classroom to keep the students enrolled in.

The place it seems for so much improvement and I know a major topic for the purpose of meeting is employer engagement and.

Fighting through some of the traditional.

Stereotypical thinking about concerns from employers about bringing on.

You know candidates with disabilities in terms of their two years of.

Their concerns about.

Continued concerns about insurance.
Companies. And others and.

So I I know that will be one of the areas that would be a focus of the person meeting but I wonder if that those projects that are on.

That.

Challenge when.

Particularly the.

Students do everything from internships job shadowing.

Michael to special but I want to add a little bit to that one of the statements you made.

Was really deficit based. Prospective employers our employer technical assistance.

To employers seems to indicate that they are looking for quality candidates and they can't seem to find quote unquote the pipeline and this I think where we need to get community colleges into that pipeline with qualified students and put them in front of employers. I'm not sure it's always deficit based I'm reluctant to hire.

Maybe How do I find and make the kind of. Funds I kind of admire that.

You know you know I would like to add children I think and Michael to these points something that we can contribute from the day and I know that when TAC are going to
be moving forward with business and Ajman to discussions moving forward but. We are in the work force really together but we had a business in gaijin community a practice with the D.N.I. where we were able to capture a number of best practices that address exactly this so I'll tell you I just thought here includes knowledge is our project lead for our D.N.I. project in Connecticut they had they had an adult that's just now wrapping up around four projects in a huge project that's just that's starting that's around seven and this month well this next month in October they're going to be doing style as diverse ability career fairs and it's very targeted to employers and it's a practice that is the after the sale has conducted nine of the is and it's considered the best practice in the D.N.I. and we have presented on it in for. Bided guidance on how to do these diverse ability career fairs how to execute them we've had others look to this across the country in the D.I.Y. projects around looking at this Similarly we have. First job fair strategy out of IO off that we've presented on and and also business tours and business interview is along with the toolkit on how to do those and execute those out of our shop the code of projects and those are all in tandem of course and working with a collaboration with the community college system at the front levels could be increased I think there could be an increase in that you know that community colleges are playing there is serving is that.

Funnel getting those folks there and including them in this and of the kind of halfway focus of that and we're talking about that just on Friday Karen and myself how to increase that and potentially having her column and joining us in December at this meeting we want to have.

But I we have these listed out on our workforce G.P.S. It's available these types of strategies we could send that out Mira to this group who would be interested in checking out the strategies it's typically a twenty minute presentation on how twenty
twenty five presentations from the state on the practice and then the discussion that came out of that we're currently working to pull these into kind of want to have page or just practice write ups that give additional resources related to these types of strategies and that's part of our D.E.I. best practice series so I think those are some concrete examples and I know there are many others but those are some things that come out of the D.E.I. that could be looked to and that the purpose of that in our community a practice of business and gauge meant has really been to share these ideas and the beautiful piece about it is that we're hearing often from. Others across the workforce around the country who are rusticating those strategies and it's provided a guide for them on how to engage business and with career path places and community colleges included in that mix.

And I think that's very helpful and Sheldon and. I would concur that the pipeline issue is just very significant an issue.

That the deficit issues I think also depends on this Mississippi occasion of the employer.

Lot of the water.

Well I won't speak for I don't know.

Related to the entire team but if the work was larger employers that they're there beyond the old myths about hiring people with disabilities I think perhaps if you get in central New York or you know some areas in a country where you're not dealing with these giant national or even global companies. That some of those issues.
Still prevalent but I would agree with you completely is is the community colleges are poised to to meet that new entrance opportunity into the pipeline Absolutely.

One of the other things that we really need to look at and concentrate on is making sure that all of the systems business.

Their business entities representatives are speaking with one another so we're not inundating businesses and organizations corporations business associations with requests to speak about working with people with disabilities to their needs to be coordination between the systems to ensure that it doesn't become another nightmare of just you know who's going to be calling which system's going to be called today and asking the same question we need to get on the same page in that capacity and I think that's a session that we can really have within the different systems on these communities.

You know and. To kind of draw that back because I know you all learn on this presentation maybe not privy to this practice but the size that most of the any career fairs that are going to be taking place in Connecticut in October are you know there's a demand for these and there are multiple different systems that are coming together are the project lead is in a fairly rare position among our leads they're not always at the table the way she is she is helping to oversee implement first SHE'S A The She's part of that discussion in her state she's also been at the table with W I I am something Taishan which you know being able to connect all of these pieces is an important she's got a lot of the different players and gauged and they're providing a lot of support cohesively very collaboratively together to business to help these repaired and excited to bring in folks and hire them and retain So if they already have disabilities have the supports to do so deal to accommodate those folks so it is. You know I'm in the right.
He’s on being able to coordinate to address kind of the nightmare that it can occur or the Dave was just talking about.

And that takes time you know the you know Kiran around one she was around for the trap thing right now she's got around seven. Projects because these things take longer than three plus years so. Having that kind of longevity is help to establish so she's continuing to move those things forward.

And they’re growing.

OK Well I.

Before moving to.

I think that discussion is helpful and will play into. Something.

That.

Can take place.

Back to my home.

Some of the things that were just mentioned are really what we need to sell to these new community colleges in some form of communication if they haven’t made it to this meeting this is the benefit to them what we just heard from two individuals is how much information there is there to share and successive and best practices that they can use
so I'm thinking if we do any more outreach and on a personal level maybe even one on one call that is the messaging that may bring them to this meeting. OK great

Sorry Michael go ahead. I was just going I know the next. Number fourteen.

I don't know. Anyone joining from Technical College originally college.

Or Emily do we have you with us.

Well they were tentative in their ability to make it based on their schedules they wanted to be joining to our group.

But they weren't sure they would be able to make today they were hoping to.

Hopefully next time.

And

talk about the in person meeting.

And goals

sure thing

so we move ahead to the next slide Slide sixteen.
You know for those who joined us previously is a little bit of a review but again it really is to continue to deepen our connection among started just in the group but we also really look forward to being able to meet these new colleagues and as I mentioned there's some folks who weren't able to join us on today's call but did receive the materials about the in person meeting and were interested in it so they will be getting back to me to let me know if they can make it to that meeting and I hope they can because it will be that opportunity for us to meet some new colleagues and then move our work forward together by sharing some of these strategies Sheldon as you said there's there's clearly so much good information there are things happening that we can all hear more about. And learn how to do in our area so that's going to be fantastic and as I mentioned previously you know as with this community of practice meeting in general at this meeting we want to both highlight our good work cross-pollinate strategies that we know are are proving effective and promising but we also want to be able to help with the challenges that we all may be facing in implementation and those challenges will shift over time depending on the level of implementation so the nice thing about having folks from different levels of implementation is some of us may have crossed a bridge and be able to share while others are still in the process of figuring out how to cross that bridge.

And we may find that there are folks who are particularly suited to sharing strategies with there may be a program that's designed to be very similar to ours and so we hope to develop these kinds of relationships that will fulfill a tape some more cross-pollination easier so it may be that you go on to have offline meetings with one or. Two parties and we hope something like that can come out of this and you know really specifically we don’t want this to be and general learning session like many conferences can be where folks go and you know you listen and you learn.
But then you have to take it home and absorb and think about it further what we would like if you go home and you absolutely have something in hand a strategy one or two that you know you're going to implement and you have some ideas about how you're going to begin to implement it we really want this to be meaningful for your program.

Constructively.

And your I want to.

Wrap around kind of the idea of funding again funding for the trip.

The individuals which are mentioned who could participate who have a wealth of knowledge to share may not be the recipients of funding true travel through the meeting.

You had expressed concern that there might be for others have expressed concern that the maybe not be sufficient funding where they may not be allowed to travel under their funding sources so I want to come a check with this individual home phone today would you be able to participate if we got did not find your travel because that's going to be critical to the go nogo sharing information part of the solution.

I know that again we don't have Janet from Nebraska. But she was. Reaching out.

To.

Us to determine whether or not they can you know. I don't know if you would have a similar.
Post I know how you are connected to the program and the press has a connection.

To the community college and we're going to do our thanks in test.

Mira can you hear me.

OK. I'm using a patch at.

I believe we did get approval from R.S.A. to travel to Europe and and we have we have identified with our own group we haven't reached out but we've identified who we would ask from a community college.

To you I can.

So I can find Yeah so good move is I think you know I think that all for grants if they can identify where their budget. They have permission to for the the grant staff person to travel and then I guess we were looking at perhaps something that community college individual to you know all

basically to be able to attend a brick matter experts.

I think I'm actually having a haircut sorry.

Seeing spawning we've both been orange.

Is Miranda day from the D.S. I.
Will offer to provide haircuts on site. Meaning. No Sheldon because I was about to schedule one I'll hold off.

On the size of the three on the top.

Given our expertise in hair cutting at least I can speak for myself I think you'd best get your hair cut before the conference shows and I'm going to hold you to that.

Clippers I have almost a shaved head I'm really good at that.

Bear that in mind.

If you can attend that.

Knowledge efforts that's really critical for us to have there in addition to the community colleges I wanted to make sure that you know what you're sharing today would be something you'd be able to attend and sure and remember it's tricky it's the fact that it's just a different a different plans it's a different angle and a different view and that's what's the most important because I'm as much of a knowledge expert is the information that I've been. Gleaning for the last two years but I'm really excited about the opportunity getting in the room with education that's always been my goal is to really have that robust conversation with education folks and really make my connection so I'm going to go ahead and call Dave on being humble here which That's because he's actually learned a great deal I hope we all have as we're living in dollar this so.
He has a great deal to offer and I'm glad that he's able to join it in myself as well one other thing we had talked about in the past was our capacity to bring in other D.E.I. folks invite others and their community college partners the. They're working with and they're V.R. system so workforce be our community colleges and bring in some of these other examples that you know we can certainly help to convey bad but it's always powerful to have been actually in the room right instead of there to providers. Are only there to providers so when we looked into that it did look like the feedback we got was that our the projects don't have funding in their budgets for travel outside their state so I'm not sure if that might be something if there were any additional funds and we wanted to highlight a couple of folks who were really leading the charge and being quite innovative you know some of these practices that Dave and I just referenced. If we can bring any of those folks and I'm just throwing it out there no one has heard about any of this so they won't be disappointed if they don't come. But it may be something to think about if there was additional funds from to to support bringing in some of those other folks just a thought in addition our workforce recruitment program sponsored by. Up.

Has provided with a list of community colleges are currently part of the process for their students some of you may be in states where you will have a representation from your you might be able to share those with the states if they can identify which schools and they may be able to make a link that they have been able to make sure.

Do you.
Read it do you think is it the case that the New York. Would be able to come because they're local or close.

Right i will they have been attending a number of conferences lately. So I haven't been able to follow up with them since we realize we might be limited to just a New York project attending.

That I could definitely We'll explore that with them and see what the timing is do we have a confirmed date for this now it's the six of the seven six in the seventh OK. That's helpful to know and it's kind of my sincerity in December.

Yeah Meir this is Janet I'm wondering because it seems like it's taking even those colleges that we're reaching out to like to Richling and Gateway taking them a while to get on board with the C.L.P. whether or not December feels.

For people. I hear all these great connections and network people are building and it feels like it's going to take more time to build.

Wanted to get a sense of timing from people.

I was wondering if since I believe the focus of the meeting that we were talking about with partnerships.

It might be a great you know depending on what it is we're trying to do with this meeting time.
I know we've gotten feedback from the lead center and when second is well if we are going to include a couple of other folks if those partnerships if that is the focus that that's not the focus that changes things but my way to do that early.

And there I don't know if you want to elaborate on that or if you have pursued then I'm not sure if that was followed up on.

I'm sorry Meredith could you repeat that.

Kind of our initial agenda we talked about covering all six key elements and having people present and then we had talked about maybe we need to bring in partners from workforce V.R. and community college systems together. Maybe we focus on those key elements that would you know where the combined. Career Pathways where the where the collaboration really makes sense to share where they can learn from each other instead of all the key elements. Right if we can move ahead to Slide eighteen just so others have that in front of them and can see what we're talking about. Yes In our last call we had noted there are six elements that are key to the Department of Labor's career pathways toolkit and you'll see them listed there at the top of the slide I have highlighted the first two because we thought it may make more sense to focus on just a couple and a really deep and so to your point Brenda that's built across agency partnerships and identify industry sector and engage employers which I think we also. Talked about. Today and important things these these elements felt relevant and timely and important especially given all of our deployment goals.

But I left the remaining there because I wanted to bring it up for discussion with this group and see if this made sense to others as well.
In response to that earlier person he was speaking about the timing for that was if we focused on those key elements would that make more sense in terms of having it in the summer to be able to you know build off of that energy and connect with other folks and.

Deal with the so that networking in problem solving process.

Or would it still feel too early.

It was Janet that was suggesting we could maybe adjust Janet from OTA.

I think I think.

My comment was.

More that. Those partnerships coming in. Would need to be readied to participate in the conversation and we are now into October just about to have another call and it is this meeting and my my feeling being that we want to provide time for the preparation for this meeting as well as to have the structure for the meeting itself.

I think that one of the challenges.

Is that. You know we have we have this process called community of practice where things are being shared and we want to meet so we are still sort of settling on the meeting about what and how and I think it's important to answer that what and how and then practice out of that what and how a little bit. In terms of what we want the practices to emerge to be that makes any sense.
In order to have the most productive meeting face to face I think I don't know if you know I get time to want to hear from the community colleges who are on here both from Onondaga Filippi who are grantees about. What would benefit them from their perspective of this meeting and how this meeting can best meet their needs as they're expanding pending Hansing their program goals so William in and there if you have any comments as well I love to hear your perspective.

Well this is Tell us if the I mean for us we weren't sure what this meeting was actually going to be about for us our problems all extend with working with the students we been pretty successful with the businesses and engaging them. We have traveled with partnerships with some state agencies here. But that's because they're in chaos right now but you know our our problems what we're working on is motivating the students to see the need to work to see the need for internships to see the need for going out and getting a job and leaving their parents home they don't want to do that so that is our biggest struggle on this is really.

That if anybody has strategies on the.

Air It's not going to be a thing employers they're willing to take the things that the students don't want to go and the parents and the parents don't want to make them go out and when they're involved the parents things perfectly happy to say. I can.

Remember by.
So I mean it’s hard the meeting itself I mean that that’s not a great time for us it’s the last two weeks of school and we have that’s when all the students basically flood in because they always selectman to do stuff. So you know we might be able to send one or two people up but that would be the max of the staff because we go out on break on the fifteenth of December I mean just sort of just simply so.

But you know that’s the kind of stuff we we’d be interested in hearing about strategies for motivating students.

And people I think that there is this this is this is Dave and I think that we were I’ve heard it mentioned a number of times I know that here was talking about it with the on a dog or a.

Program or Gramps.

It's definitely the peer mentoring piece getting that rolling and I know that what’s happened in South Dakota I know that. Miranda had mentioned it earlier as they are working with one of their local community technical education schools a similar process of putting together career success coaches and having people who are introduced to the students as they come into the school and what may be difficult in a community college where there are three thousand four thousand students but definitely when you’re working in a disabled student services general population program it might be more doable to make that connection and have.

Some student success coaches who really are connected with both the student and the instructors and can become a part of of their of their support system Well our program we have academic coaches and career coaches and career specialists and they’ve got
three people that help them as part of our program so it's not that they don't have people that follow them through from the two weeks before school starts and we do an academy for until the day they leave they've got people there giving them support doing what we call guided nagging.

You know and so they have a lot of point services it's getting them to realize that the ultimate goal of them going to school for a two year college is a job. We have a lot of credence to graduate and then decide it would come back get another degree Could they don't want to go get a job do you do all three of those coaches work in the same department.

Or the test program or find where one where that we work through and so yes they're all part of the universal pathway to Employment Project they all talk to each other they all work together it's an integrated. Where they come the end and we are with. The. The career specialist is kind of oversee that everything and then they have.

Academic cultures and they work a little bit in the funny and with career coaches in terms of determining which degree I want to get and then academic because just getting through that first year and then that I have intense workshop experiences and all kinds of other experiences that I can type Karta in it all to lead them to how to act appropriately at work how to do a read them I have to go through and do an interview how to do still to just cause your die are they have to follow like through the process but unfortunately you know they seem to be I mean to me it seems to be the biggest issue is that come from our system or like never had homework or nobody's ever expected anything out of the home at all and I come to college and all the same someone expects something out of them and I don't like it and so we question through and get it get everything go on and and help them but then they're like you know I
don't want to do get the R. pay because I might have to go to an internship in the summer and this is the last summer to have all or you know how I don't want I think now I want to get a different degree or I want to for your degree or you know and so it's what how do you have a common does add to that it's quite frustrating to say when I've got all these wonderful interventions and you know they come up at the end and I have little or no interest to getting a job at all or that I have a job. It is you know kind of tender and a patent point that they're working Hansie you know the way they were any you know drinks on the big contract that are there working at the local pizza area and I've got a degree that's going to pay them more and they're talented and they're marketable but they just only Bollywood the job search and they're comfortable where they are so they don't I don't look for and so I really like to find out what people's ideas are funny how do you change your influences.

To want more from themselves and particularly James will appear to think that there's actually more.

And that may that may never happen that that maybe.

That may be a futile attempt but I you know and that but that's OK Obviously the ultimate.

Outcome would be that the that we could bring the family and have them participate and then see that they can also have a life beyond their wildest dreams too but.

Definitely speaking of the of the student I mean the possibility and some of the practices are you know working with with around discovery and one of the things that's happened in Idaho recently is they've been using something called the core gift
assessment which is really going to the root of somebody finding out what their one true gift is and trying to not concentrate on the whole entire population being a problem but looking at each individual student and slowing down and really spending time with that student to show them that they really have something to offer the world because that's something that they've never heard before so I mean you know it's and it's a matter of just going through and trying to find something that your team believes in.

And going to that direction of trying to to change that frustration into something that really can be become a real positive and it's not going to work for everybody we know that we're not trying to help the world we're trying to help as many people live as are willing to do the work because we can't do it for them.

So what is this core of us to say and then I will I will send it to Mira some information and she will you be able to send it out Mira.

You know when I get back and look at it because I did my. You know I think that there's only so many interventions you can do and we do all.

That you got to change a person's perspective of what they expect and SALES And what they're what they're capable of.

A lot of times what it is.

About

entendre.
We meditating.

So I've lost track of the question and we appreciate her pressure that.

Surely And this is John and I think the question with a two car let's go on to the community college career path please what would you like to get out of it demeaning and also to touch on the timing and the veiled realty.

Looking on the last issue first O.C.C. has gotten on to a lot of trouble to find space and make space available and put arrangements in place for the currents but he plans. A meeting.

No small feat.

I think when it comes to the content of this I see this in the couple different ways.

There is this a go the broader sense of how different minds with different experiences with some real concentrated time can generate some new ideas and new new things to to work on and I and I will go back to our example here in our very first summer transition planning meetings where we did trainings for our local city school district on transition planning and that directly came from that was articulated that strong you need for a bridge program for students with disabilities into college which songs what has become the Scholars Program which is now a rapidly growing and very successful program for preparing young people who not only have disabilities but who come from pretty marginalized backgrounds in other respects for the college experience to bring in.

I'm into.
The program so I think with things like that tremendous benefit from having this kind of concentrated time that we don’t get to have on one hour call every month or every couple months.

We are not without challenges and struggles on this project year we probably have had in the past greater challenges we have had. It may be that they are eighteen and again and really are still struggling with where they want to go with things but. Just getting them times engaged in many good services we have to offer them the correct Gratian where they can really explore further those types of opportunities and then actually keeping appointments with our staff who are developing action plans and developing individualized plans and setting up various opportunities for students.

I think goes or challenges for us and I’m sure we’re not the only ones to have them but I suspect that out among the people who can get together on these calls with all of our common concerns for trying to raise the opportunities for his calculation that there are on the right that with some concentrated Oh yes you could come up with some new try which is to doing things or.
OK.

And I think coming up with the new approaches is an important part and an important issue.

I know you know here and we're really trying to figure out.

You know the the critical mass issue around this meeting because it's unclear what her who's coming How how's and how it's coming together. So. That the feedback that everyone is offering is very helpful to that to that process.

And.

It is really useful to hear the range of.

Topics and issues that are.

Salient for the program some special interest community college programs because up through the grant funding.

That the grant can fund so and that's why you hear Sheldon crashing in with those questions as well as myself pushing him for more clarification around the issue.

OK So that and I know that was an aside here agenda mirror that I had about it is important to hear from but in any college you think you.
Don't know common thinking.

Do that was right on point with where we were actually. You know take Here's our list of. Topics that are possibilities and sundry which worked for the Groups like you. Calling for that.

Thank you to the B. You know Dr sharing their thoughts.

How do I don't know if you have thought about which of those elements to be important for the work. That you're doing as well.

And your partners.

You might be amused if you're talking.

We may have lost here.

She says Pay em how the hell got had to wait for an appointment she put a comment in the chat area Oh thank you thank you on the web the tiniest that OK well I'll solicitor feedback separately and also. I can certainly circle back around with Nebraska because I don't want to put we have a spot too much I know you're new to our group but you know from your perspective it needs to you have any thought.

Given what you feel.

Like you said I'm pretty new I'm sorry I don't have much control.
No problem.

Circle back to you and. Then does that who have joined us several times before and I know Janet had some ideas she was reaching out to her community college partner.

That seem to have a very interesting approach to brassica as we’ve discussed before they are actually going back to their school closed cases successfully close cases to individuals who are already employed but could maybe move up with some further retraining and then they could back fill in that way they are actually pushing people along the career pathway.

And they are working with a community college pacifically where they find out how to pay for what other retraining needs at the employer’s or articulating and that their clients are articulating would be useful for that.

So it is. Targeting those high growth career pathways but in a much more individualized way which I think is an interesting strategy. That would be good to burst here about.

I think I heard. A little ping on our line and I just wanted to touch base with more time and see if the ping I heard was anybody usually are.

OK it could have been. Dropping on a truck because.

I also wanted to turn to Pam who has joined us from the southeast center.
Has been working with the Georgia career pathways program and they have to take in a couple different in the different approaches but touching a little bit around palace at the was saying.

One of the things that has been developing are a set of modules learning modules to teach students.

From skills that may be supportive again thinking about where they are calling it what they can do and how they can advocate for themselves to carpool to help the panel or two you would maybe share a little bit more to feel that with something like that to reach.

Hey everyone this is Pam Williamson with the Southeast center and as near a mention we've been working collaboratively with the Georgia vocational rehabilitation.

And our part of their career pathways.

Was to develop a module module curriculum focused on youth and students with young people and young adults with disabilities and the target audience would be the H. fourteen to twenty four and there are.

And what we have done to this point is that we have a module focusing in anything from anything from a just a rope back up on pathways to careers disclosure eighty in the workplace eighty eighty and higher in a warning to self I have the K eight with the N.B.A. the salt skills for successful women talking about eighty a race will come a day chanson they're looking at eighty in the community. What we've done is developed a facilitator manuals for each module along with a student handbook I Powerpoint many
Powerpoint handouts there are also anywhere from three to eight interactive exercises in these modules that are designed to reinforce all the points that are in the in the various modules that modules can be used either in one one time setting or the module can be broken up over multiple sessions it is truly a way to help it's another tool to help those of you that are working with young people to be able to get that top line get that by hand and I've noticed that Matthew Ramsey is with us and he is a young person working with us and a fellowship at B.V.I. and he prior to that he was an intern in our office here in Atlanta and he is rebuked this curriculum with us because we really truly wanted to get a young person's perspective and we also did this with.

As a part of we had five Focus groups that led up to the development of this and we had input from students parents teachers and other education personnel as well as the our staff it is and right now it's in a place where it could continue to grow to meet the needs that you may have and one of the things that. In our vision would be to add some of those parent modules like balls as we all know if you don't get parents by and you may not yet student. And so it's really hard to do it just like you said another tool something would be more than happy to share with you if that would be of interest to you and you know something that we can.

You know how to weigh how do we expand this to make your name.

Turn it back do you.

Think Pam.

OK.
Well moving forward to that slide.

Beyond just the topic of what we were thinking about again we're short presentations to the group again this isn't meant to be like a conference where. You develop a super long presentation. But rather a short one because of that majority the time what we would like to do is really engage in a discussion and this is the case where you had to struggle through trying to identify how best to put it together. You know to be useful for this meeting this is something that certainly you know those of us who are interested in bringing you to the table will be helping you myself another student is thinking you know just talk to us about what it is that you're doing and what you're really proud of where you're having difficulties and we work with you to craft that into something that brings to the table a discussion of strategies and practices to how they have impacts of how they can be adapted.

I guess it would be nice to see that those are you know some challenges as well as some promising practices and then what we hope is that we would engage with the group in conversations around that.

Challenge is the crucial further when you're bringing up promising practices. How do they fit into the rest of our programs because it's great to share that practice but your stretch at a certain way that's helping to work so when we think about our other programs at the table how might it need to be restructured how would it work in their local area that's something that we can all talk and think through. And then ultimately this is something that we'll all be facing we are all funded projects that will be coming to the table and we need to think about sustainability beyond initial funding periods How do we continue to sustain not just the larger programs but the individual strategies that
we've been developing so that we continue to forge through the individual level and systems level outcomes that we want to see happen.

So given that given that that is something we want to do we want to have time to work through this with you I think that circles back around to Janet your point about whether this might feel a little bit early.

And I think we can see that in the fact that we had several of the folks that we did outreach to come forward and say Yes I'd like to learn more and like to try to join this group but this call wasn't it was coming out to soon.

To get on their calendar and that will really only leave us one month to be able to connect with them.

So maybe offline what I can do is you know send around a message in here for the everyone if it doesn't make sense to consider pushing the data around it sounded like that may be useful for Pelosi I know for O.C.C. they're going to have a similar semester based issue facing them.

Hell go with that present difficulty for you if we were to shift the dates.

I'm sorry I'll have to circle back around with Helga after this meeting.

So how about that I will take this offline and I will discuss it was owed up and I will discuss it with all of you and we will see if that might be something that we want to consider pursuing.
And Sheldon our next lives really are about the opportunity for funding. You know as we’ve mentioned previously and so I think you and Janet have already covered this we do have some limited travel funding that’s available for community colleges so we're just looking to hear back from you and your partners and programs you might know of if they have a community college partner they can bring to the table certainly that partner could express an interest in the meeting and. We would solicit an application for them for funding and then work with don't have to see just how many folks we can bring.

If you don't have any materials related to this and you need them let me know and I will definitely get them to you right away.

Or one of the nice things is coming out of this discussion are ways to make even the monthly call more meaningful to more people so the points that we're talking about.

Although we're eager to discuss them in December for those who are still on that moving so that we have some concrete things to make this an even more robust community a practice

that's right and that was part of our goal was regenerating our membership so that correct.

I hate to. Leave on such an awesome note but I need to get ready for our community practice on the other end where we are.

For joining us this wonderful day everybody.
I do see is approaching the end of our hour and a half I think our next set of slides are really just to generate some ideas from other folks and we certainly talked around those so what I will do is rather just open it up to any further discussion any other thoughts that anyone wanted to reflect.

Now go ahead please.

If we could some slides around for those of us from having problems.

Are not authorized to use Blackboard. And so there's been taken off theputer so if you could walk through on that we're going to be helpful before the sure will push the slides out on the list or Celestion center reminder email this morning and there is a link to this slides as handouts not as a Powerpoint deck but as a handout.

To that that can be immediately available to you but I will also ask for Leicester and tell who are on our line if they would send out the actual Power Point deck for folks to say well then I'd like to thank everyone for joining us today please do stay in touch with me about any additional ideas you might have any questions that I can answer in the tween. And tell all your friends about it we look forward to having even more folks join us.

To get anywhere.

Thank you thank you.
we always do a roll call the beginning.