AB 1111

Breaking Barriers to Employment Initiative

Peer Learning Community

June 30, 1:00pm to 2:15pm

Welcome! Please sign in beginning on Slide #3.

Please have this shared slideshow open during our PLC meeting.

To access the PLC, use this Zoom link:

https://us02web.zoom.us/j/87836007001?pwd=T3ITMUhtelQ2L3FVamNPRm84WiNvQT09
Meeting ID: 878 3600 7001
Password: 305035
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Two Portable Devices
Log into Zoom on one device and Google on another device.

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Smartphone Only
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<tbody>
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# Group Introductions - Page B

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<tbody>
<tr>
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### Group Introductions - Page C

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<tr>
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# Group Introductions - Page D

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## Group Introductions - Page E

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</table>
Aims for Today

- Establish goals for this Peer Learning Community
- Create opportunities to meet and learn from each other
- Establish an equity lens for this work
- Explore the topic of change and discuss how the PLC can help us to navigate it

What We’ll Do

- Warm up discussion
- Explore purpose, structure and goals of PLC
- Video on change management and group reflection
- Next steps

Thank You

Our Team
Virtual Mingle Warm Up

Introduce yourself to your partner, and take turns answering the question.

Round 1

Describe your AB1111 project and how things have changed since you originally applied for the funding.
Virtual Mingle Warm Up

Introduce yourself to your partner, and take turns answering the question.

Round 2
Describe the population you serve and how your project supports them in ways that traditional education/workforce development programs may not.
Take turns speaking.
Please use the “hand raise” feature in Zoom. If you can’t, you can’t raise your hand on screen. If you’re not on screen, you can just unmute, but please wait until we call your name so we don’t speak over each other.

Reduce distractions... for yourself and others.
Put your other devices out of reach. Stay on mute when you are not speaking to reduce background noise. We might mute you or turn off your video if needed.

Be mindful of your “airtime.”
We will give wait-time, and will occasionally call on people we don’t hear from. ELMO might appear if we need to make space for others or move on in the session.

Avoid the urge to always be clicking.
This is a shared document and your changes will affect everyone. Grab a squeeze ball or fidget toy to keep your hands occupied!
Our Underlying Assumptions

Many/all of you are grappling with change and uncertainty.

There’s a mix of organizations participating, both small and large.

Some of you are new to workforce development.

You are all busy right now and participating in a lot of virtual meetings. Zoomed Out is a thing.

What did we get right about these assumptions? What are we missing? Enter your response in the chat.

You can all access Zoom and can work on a shared Google document concurrently.
Highlights from “Cultivating Communities of Practice”

1. Design for evolution
Because communities of practice are organic, designing them is more a matter of shepherding their evolution than creating them from scratch. Design elements should be catalysts for a community’s natural evolution.

2. Open a dialogue between inside & outside perspectives
Effective community design is built on the collective experience of community members. Only an insider can appreciate the issues at the heart of the domain, the knowledge that is important to share, the challenges their field faces, and the latent potential in emerging ideas and techniques.

3. Invite different levels of participation
Good community architecture invites many different levels of participation. People participate in communities for different reasons—some because the community directly provides value, some for the personal connection, and others for the opportunity to improve their skills.

4. Focus on value
Communities thrive because they deliver value to the organization, to the teams on which community members serve, and to the community members themselves. Value is key to community life, because participation in most communities is voluntary. Moreover, the source of value often changes over the life of the community. Frequently, early value mostly comes from focusing on the current problems and needs of community members. As the community grows, developing a systematic body of knowledge that can be easily accessed becomes more important.

Click on article to open
Discussion Instructions

Introduce yourself to your partners, and then take turns answering the question:

What would make this PLC a valuable use of your time?
What would make this PLC a valuable use of your time?

- The opportunity to share and network with others
- Learn from other organizations and other implementation strategies
- Different organizations with different perspectives, important to hear the different perspectives. Great learning process.
- Sharing and listening to what we are all doing. Seeing a different perspective with working the various populations to gain ideas.
- Take a look at other programs to see what we can use at our different locations.
-
What would make this PLC a valuable use of your time?

- 1 talk about best practices, 2 challenges, celebrates success
- Share Marketing strategies. Due to our current situation marketing is more challenging.
- See faces from other organizations, connect with peers. It’s nice to speak with others from throughout California.
- Share what each organization is doing, their model, and where the organization is at.
What would make this PLC a valuable use of your time?

- Access to resources for programs and facilities
- Best practice sharing
- Being able to share what’s helpful and successful in serving clients
- Sharing challenges, and then getting help to overcome those challenges and provide solutions
- Resources and training around engaging particular populations
Breakout Room #4 Notes

What would make this PLC a valuable use of your time?

- Access to resources for programs and facilities
- Best practice sharing
- Being able to share what’s helpful and successful in serving clients
- Sharing challenges, and then have the consultants do work to help overcome those challenges and provide solutions
- Resources and training around engaging particular populations
- Interactivity to some extent, but with resources and expertise provided on top of the interactivity
- Feedback loop to those who are responsible for the system and for funding
- Networking opportunities

Find your right page number! Then choose someone to take notes and someone to keep the conversation flowing.
Breakout Room #5 Notes

What would make this PLC a valuable use of your time?

- Having everyone participate and do it honestly. Nothing is perfect. Be realistic about what everyone else is going through. Being honest with your experience.
- The variety of the programs are so wide. We are all so different. With COVID alot of the challenges are the same. Opportunity now to share some of the common things. High unemployment/low hiring.
- Navigating moving your curriculum online.
- Providing virtual services.
- CWA- where our projects have some alignment. Medical assistants--state licensing--how are other people tackling that across the state.
- We work alot within our case load with homeless poulation. I’m looking forward to learning from others who have expertise inthis area. There’s a ton of expertise in the area. Looking for some successes.
- I’m enjoying being able to connect with great people doiong great work. Adjusting to the new normal. Lots of limitation serving youth. Serving youth in
- Unique time in the regional differences with COVID.
- Rural and urban--sharing differences.
- Sharing COVID-are people in the office and how the agencies. Housing instability it’s vital that you have in-person
Breakout Room #6 Notes

What would make this PLC a valuable use of your time?

- Regionally assigned to make interagency referrals more effective
- Breakdown groups by target population
- Share experiences and get support with troubleshooting (Operating in COVID-19)
- Resource sharing (technical assistance)
- Fun icebreakers
- Visual learning aids
- Tangibles (takeaways)
- Referral/research resources
- Contact info for people in the breakout sessions so we can follow-up outside of our short conversations
What would make this PLC a valuable use of your time?

- Sharing best practices - organizations learning from each other
- Learning about different strategies in working with individuals who go MIA and may not be as willing
- Get real time data about how to actualize - see data about how the program is impacting the population
- Learn about what we can really do in a high quality way remotely and what really needs to be done in person to be effective
- Sharing what is working, learning from each other about serving new populations
- Learn about young people - letting them know we’re being intential. Being thorough about services
- Letting people know what you’re trying to do to help them.

Elizabeth Toups, JVS
What would make this PLC a valuable use of your time?

- Sharing Best practices
- Sharing challenges
- Sharing Partners and resources
Breakout Room #9 Notes

What would make this PLC a valuable use of your time?

- Impact of COVID-19 on services provided and impact on AB1111
- Vulnerability, safe space if folx are having challenges... can this be a space to receive help overcoming or suggestion
  
- Find your right page number! Then choose someone to take notes and someone to keep the conversation flowing.
What would make this PLC a valuable use of your time?

Match with people from similar types of organizations

That anyone can step into the meeting

People that are
Intake process and all the paperwork - anything that will save us time and make the meeting valuable
Having information that is relevant to anyone attending regardless of whether they attended or not
Agendas that fit the need of the participants/attendees

Using a shared Google Doc with 50 people accessing it at the same time is not an effective way to collaborate
What would make this PLC a valuable use of your time?

- Potentially discussing barriers providers are facing and how we are addressing them during this time of COVID19.
- Looking at best practices across the landscape of Workforce Development.
- Identifying the group focus and what we are not focusing on.
- Identifying group structure and purpose.
- Provide group with additional resources, tools, articles (info) that would be pertinent and helpful.

Find your right page number! Then choose someone to take notes and someone to keep the conversation flowing.
Breakout Room #12 Notes

What would make this PLC a valuable use of your time?

- That the time is useful, subject matter presented and peer to peer opportunities provide insights and ideas that can be implemented in other projects
- Strategies from other providers
- Informative, engaging
What would make this PLC a valuable use of your time?

- Best Practices (+1). What is working for people.
- Problem-solving
- Hoping to have facilitators (manage the workshops) attend in the future (so that they know who to share with and learn from).
- **Thinking about varying needs for folks who are on this community of practice by their role in the program - direct service versus coordinators/managers/leadership**
- Learning about (and sharing) how to do virtual programs/how they work/operate.
  - Learning about how to find out about and share employment opportunities in this new market.
  - Virtual classes.
- **Support for CalJOBS** (codes, timing of data entry) - and maybe translating across multiple system (organization-specific systems to CalJOBS). Salesforce was mentioned.
A Framework for Responding to Change
What from this framework resonates with you?

- Having a role model helps to support the fear factor of change
- Change creates an unknown--there’s an emotional component of that.
- Learning new technology is a big change..
- Learning to be adaptable and being able to provide support along the way
- In order to change you need to have the resources to make the change happen
- Change must be done with intention
- Need disruption to create need to change
- Participants have to want to change
- AB1111 is opportunity to seek broader change, leverage cultural competency
- Have to address the basic needs before any change can happen for programs and clients
- Clients struggle daily to survive, need to meet basic needs before moving higher up Maslow’s hierarchy of needs.
- AB1111 can help provide incentives
- Stages of change with a client-based approach. Find out if they are still contemplating or ready for action.
What Next?

We’ll meet on the last Tuesday of the month, from 10am to 11:15am.

Next PLC: Tuesday, July 28th, 10am to 11:15

This document is yours to keep.

Since it is a shared document, please make a copy before you make any changes.

Please help us improve this Peer Learning Community!

Take a few minutes to complete this survey that will be sent out shortly.
What do you appreciate from today’s PLP?

- The chance to meet and talk to a few of y'all!
- Meeting like-minded people to meet new people and collaborate.
- Collaborating with people in break out groups.
- The wonderful to talk to meet AB 1111.
- The chance to connect other agencies to do what we are doing.
- Respect of pur time.
- Thank you everyone for sharing and all your hard work!
- Great experience.
- Super interactive!
- I loved the breakout groups.
- The engaging use of tech.
- Learning from the collective wisdom of partners across the state.
- Learning from the collective wisdom of partners across the state.
- Learning about other organizations.
- Great network opportunity.
- Hearing about all the great work going on.
- Double click on a note and start typing.
Options for Setting Up Your Virtual Space

**Desktop or Laptop**
Log into Zoom and then open Google slides on a desktop or laptop and arrange the windows so you can see both.

**Two Portable Devices**
Log into Zoom on one device and Google on another device.

**Tablet Only**
Log into Zoom on a tablet but keep it in the background. Then open Google and keep it visible.

**Smartphone Only**
Log into Zoom on the phone. Keep it in the background and follow along with Google.
What do you appreciate from today’s PLC?

Opportunity to hear and learn from one another

Meeting others working on similar projects

Connecting with other organizations

Nice to meet people and learn about their programs.

Getting to see new faces and

Double click on a note and start typing