

AB1111

Breaking Barriers to Employment Initiative

Peer Learning Community

July 28, 10:00am to 11:00am

Please have this shared slideshow open during our PLC meeting. It will be refreshed just before the event (you may have to reload the page to see the changes). **Please begin filling in the sign in sheet starting on slide 4.**

To access the PLC, use this Zoom link:

<https://us02web.zoom.us/j/87836007001?pwd=T3ITMUhtelQ2L3FVamNPRm84WjNvQT09>

Meeting ID: 878 3600 7001

Passcode: 305035

We look forward to seeing you!



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

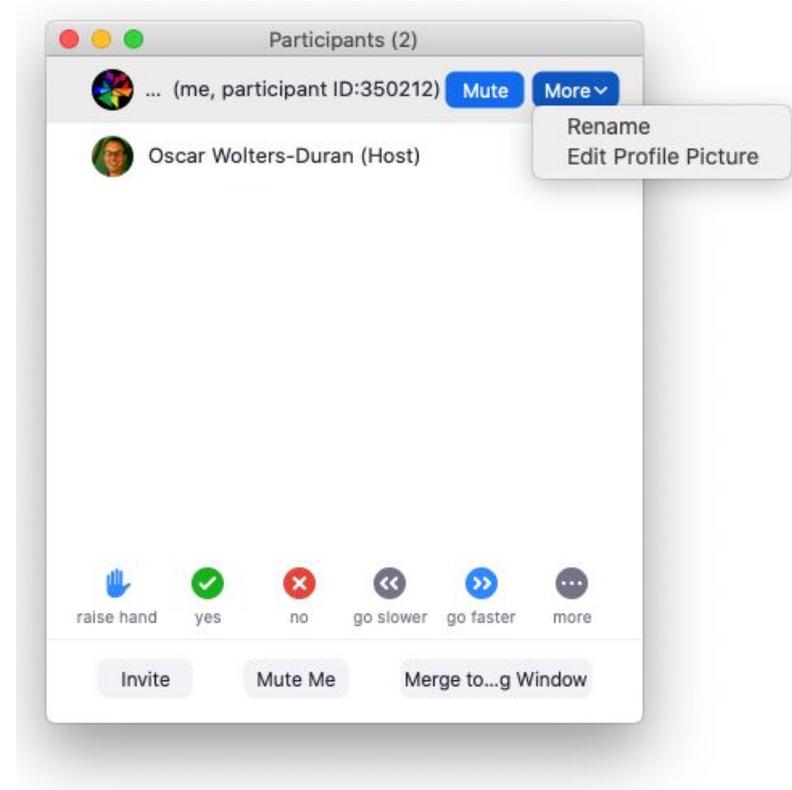
Log into Zoom on the phone. Keep it in the background and follow along with Google.





How to Rename

- Open the participant panel by clicking “Participants”
- Hover your cursor over your name in the participant panel.
- Choose “More” and then “Rename”
- Add the name of your organization after your name (e.g. Oscar - Pathways Consultants)



Group Introductions - Page A

Please complete a line on the grid below.

Name	Pronouns	Organization	Email Address	What populations do you primarily serve through your AB1111 work?
Oscar Wolters-Duran	he/his	Pathways Consulting	oscarwd@gmail.com	
Valente Huitron		Worknet Merced County	vhuitron@countyofmerced.com	
Rick Millhollin	He/Mr.	Hands of Hope	rickm@ychandsofhope.com	Homeless clients and individuals recently released from jail/prison
Gaby Goetz	she/her/hers	Goodwill So Cal	ggoetz@goodwillsocal.org	Homeless and Re-entry
Elizaeth Galvez	she/her/hers	Goodwill Socal	egalvez@goodwillsocal.org	Homeless and Re entry
Joshua Prudhomme	he/him	Brotherhood Crusade	jprudhomme@brotherhoodcrusade.org	Disconnected Youth (18-24) in South LA
Matthew Robin	He	Mission Hiring Hall	mrobin@missionhiringhall.org	Disconnected youth, Women Seeking Nontraditional Training/Employment , Displaced Worker/Long-term Unemployed,

Group Introductions - Page B

Please complete a line on the grid below.

Name	Pronouns	Organization	Email Address	What populations do you primarily serve through your AB1111 work?
Robin Garnham	He	SF Goodwill	rgarnham@sfgoodwill.org	ESL Learners
Ren Floyd-Rodriguez	he/his	SF OEWD	ren.floyd-rodriguez@sfgov.org	TAY and disconnected youth
Liz Bosley	he/him/hisshe/her	NCCC	ebosley@ncen.org	Homeless, justice involved
Yessenia Partida	she/her	Imperial Valley ROP	ypartida@ivrop.org	Homeless, juvenile, foster, migrant
Brynn Hernandez	she/her	Orange County Development Board	brynn.hernandez@occr.ocgov.com	Individuals with disabilities
Lady Freire	she/her	Vision y Compromiso	lady@visionycompromiso.org	Latino, women.
"DC" Carole Dorham-Kelly	she/her	Rubicon Programs	carolek@rubiconprograms.org	Adults living in poverty, justice involved
Franz Lao	he/his	SF OEWD	franz.lao@sfgov.org	Adult, dislocated worker
Maria L Roman	She/Hers	The TransLatin@ Coalition	mariar@traslatinacoalition.org	Transgender, Gender Non-Conforming Intersex, migrant, homeless, monolingual spanish

Group Introductions - Page C

Please complete a line on the grid below.

Name	Pronouns	Organization	Email Address	What populations do you primarily serve through your AB1111 work?
Brandon Anderson Kelcie Wong	He/Him/ His/She/h er	CWAJVS	banderson@calworkforce.or gkwong@jvs.org	AB1111 Grantees TAY/LI Adult
Chris Brunmson	Him/His	The Translatin@ Coalition	chrisb@translatinacoalition. org	LI/ADULTY/OVER 55
Corina Coronel	She/her	SELACO WDB	corinac@selaco.com	Disconnected Youth, homeless , justice involved, re-entry
Aaron Walling	He/his	CEO	awalling@ceoworks.org	Justice involved, re-entry
Terrell Baker	he/him/h is	Center for Employment Opportunities	tbaker@ceoworks.org	Reentry
Adriana Quintana	she/her	County of Orange - Workforce Deb	adriana.quintana@occr.ocgo v.com	disabled
Araceli Gonzalez	she/her	Sutter Co. One stop/NCCC	agonzalez@sutter.k12.ca.us	homeless/reentry

Group Introductions - Page D

Please complete a line on the grid below.

Name	Pronouns	Organization	Email Address	What populations do you primarily serve through your AB1111 work?
Rebecca Paida		Nile Sisters Development Initiative	rpaida@nilesisters.org	Disconnected youth, Women Seeking Nontraditional Training/Employment, Displaced Worker/Long-term Unemployed, Unskilled or Underskilled, Low-Wage Workers, English Language Learners, Economically Disadvantaged Individuals, CalWORKs Participants
Darrius Harper	He/him/his	Brotherhood Crusade	dharper@brotherhoodcrusade.org	TAY youth
Michael Welch	He/him	Brotherhood Crusade	mwelch@brotherhoodcrusade.org	TAY youth
Misha Strong	She/her	Brotherhood Crusade	mstrong@brotherhoodcrusade.org	TAY youth / Disconnected Youth South LA

Group Introductions - Page E

Please complete a line on the grid below.

Name	Pronouns	Organization	Email Address	What populations do you primarily serve through your AB1111 work?
Michael Tovar	He/Him	Foothill House of Hospitality	mtovar@hhshelter.org	Individuals experiencing homelessness
Tyson Powers	He/Him	Foothill House of Hospitality	tpowers@hhshelter.org	Individuals experiencing homelessness
Mark Allen	He/him	JVS	mallen@jvs.org	Job training
Latoya Williams	Her/she	Brotherhood Crusade	lwilliams@brotherhoodcrusade.org	Disconnected Youth in South LA
Enrique Villagrana		CEO	envillagrana@ceoworks.org	Justice Involved

Your Input from 6/30 PLC



Aims for Today



- Share best practices to reduce “Learning Anxiety” for our staff and clients
- Create opportunities to meet, learn from, and support each other
- Establish an equity lens for this work



What We'll Do

- Warm up discussion
- Share strategies to reduce learning anxiety for our agency, team, and clients
- Ask/offer support and resources
- Next steps

Our Team:



Virtual Meeting Etiquette



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!

Let's Share the Expertise in the Room!

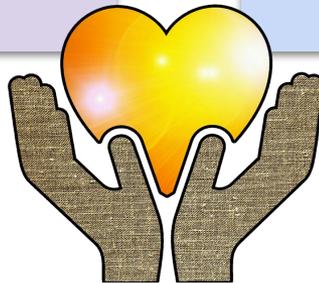
At the end of today's PLC we'll have some time to request and offer assistance from each other...

ASK:

Do you have a question or a resource **need**?

OFFER:

Do you have a resource or expertise **you can offer**?



Lewin's Framework for Supporting Change



Unfreeze

1. Recognize the need for change
2. Determine what needs to change
3. Encourage the replacement of old behaviors and attitudes
4. Ensure there is strong support from management
5. Manage and understand the doubts and concerns



Change

1. Plan the changes
2. Implement the changes
3. Help employees to learn new concept or points of view



Refreeze

1. Changes are reinforced and stabilized
2. Integrate changes into the normal way of doing things
3. Develop ways to sustain the change
4. Celebrate success

Lewin's Framework for Supporting Change



Survival Anxiety

In order **to want to change** we need to experience

Survival Anxiety.

We're all feeling some level of this anxiety amidst the swirl of rapid changes and uncertainty occurring now!

Learning Anxiety

In order to **learn new practices** and to **take risks**, our team and our clients need to overcome

Learning Anxiety.

Until we do this, we will resist making necessary changes.

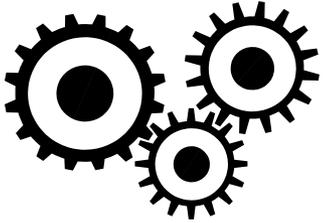
Warm Up Discussion

Introduce yourself to your partners, and take turns answering the discussion prompt.



**How does learning anxiety manifest for you, your staff, or your clients?
What do you do, see, or feel that lets you know learning anxiety is present?**

An “Idea Factory” to Overcome Learning Anxiety



How can we create an environment that eases learning anxiety during this extended period of social distancing?

Add a “**T**” before your name if you want to explore ideas to reduce learning anxiety in your **organization** or for your **team**.
(e.g. T-Amanda)

Add a “**C**” before your name if you want to explore ideas to reduce learning anxiety for **clients**.
(e.g. C-Oscar)

Room #1

How can we create an environment that eases learning anxiety?



Brainstorm ideas here first

Name and acknowledge it as a thing
Create a comfortable learning environment (physical space)
Taking time to walk folks through the process of joining zoom
Talk about learning and the process of learning
Individual phone calls to all participants, clarify goals for both
Taking an individualized approach for client needs, and intentional strategic planning

Then each person pick a favorite & add it here

Individualized Approach (holistic, intentional, client -centered)
Talk about the process of learning
Name and acknowledge it as a thing
Taking an individualized approach for client needs, and intentional strategic planning

Identify a scribe to write down the group's ideas and a timekeeper who will help the group focus on the task.

Room #2

How can we create an environment that eases learning anxiety?



Brainstorm ideas here first

1. Burn incense, play music, creating a calm environment
2. Asking how people are feeling
3. Sharing what your experience is with a situation to help know you can make it through a situation.
4. Help set goals
5. Give a tour of an unknown environment to ease fear
6. Staff to help learn how to use technology

Then each person pick a favorite & add it here

Creating a calm environment
Give a tour of the unknown area
Help set goals

Identify a **scribe** to write down the group's ideas and a **timekeeper** who will help the group focus on the task.

Room #3

How can we create an environment that eases learning anxiety?



Brainstorm ideas here first

Smaller groups
Make tech more friendly so they aren't so scared of it
Online webinar training
New computers with Zoom capabilities

Then each person pick a favorite & add it here

One-on-one training for new technology

Identify a **scribe** to write down the group's ideas and a **timekeeper** who will help the group focus on the task.

Room #4

How can we create an environment that eases learning anxiety?



Brainstorm ideas here first

Staff take ownership of the learning process - buy in
It is ok to make mistakes
Manager make themselves available for staff
Create safe safe for people to express anxiety about technology
Tailored technical training models based on technical expertise
Call out frequent feedback
Instructional videos - visual and auditory learners
Training workbooks - experiential learners

Then each person pick a favorite & add it here

Identify a **scribe** to write down the group's ideas and a **timekeeper** who will help the group focus on the task.

Room #5

How can we create an environment that eases learning anxiety?



Brainstorm ideas here first

Teamwork and working together.
Individualized training
It is ok to make mistakes
Creating a game plan

Then each person pick a favorite & add it here

Offer opportunities for team engagement for support
Individualized training

Identify a **scribe** to write down the group's ideas and a **timekeeper** who will help the group focus on the task.

How can we create an environment that eases learning anxiety?



Brainstorm ideas here first

Start by explaining what is needed- training
Provide online resources- YouTube
Open communication
Being transparent
Have proper support groups
Flexible with expectations

Then each person pick a favorite & add it here

Identify a **scribe** to write down the group's ideas and a **timekeeper** who will help the group focus on the task.

Room #7

How can we create an environment that eases learning anxiety?



Brainstorm ideas here first

Hold space for conversation about help or assistance.
Peer support
Loving and understanding
Provide additional support
Embracing mistakes and using it as teaching moments
Use training to make learning fun
Pre-planning and giving time for training
Accepting that everyone cannot produce information as quickly as needed.
Understanding that things evolve and progress and time is needed for that to happen
Understanding learning styles.

Then each person pick a favorite & add it here

Support
Pre-planning
Embrace Learning Styles
Provide additional support
Understanding that things evolve and progress and time is needed for that to happen

Identify a scribe to write down the group's ideas and a timekeeper who will help the group focus on the task.

Room #8

How can we create an environment that eases learning anxiety?



Brainstorm ideas here first

Too much trainings-Pay more attention to training schedules and time behind the screen
Limit time-no zoom meeting days (Fridays)

Then each person pick a favorite & add it here

Identify a **scribe** to write down the group's ideas and a **timekeeper** who will help the group focus on the task.

Room #9

How can we create an environment that eases learning anxiety?



Brainstorm ideas here first

Hands on with technology
Pay attn to learning styles

Then each person pick a favorite & add it here

Identify a **scribe** to write down the group's ideas and a **timekeeper** who will help the group focus on the task.

Room 10

How can we create an environment that eases learning anxiety?

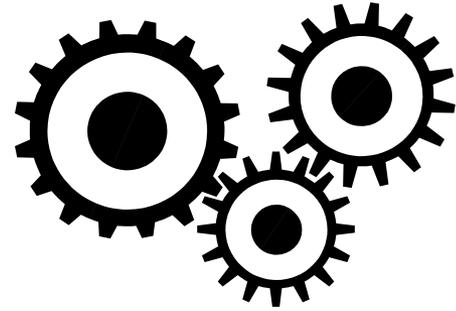


Brainstorm ideas here first

Then each person pick a favorite & add it here

Identify a **scribe** to write down the group's ideas and a **timekeeper** who will help the group focus on the task.

How can we reduce learning anxiety for the specific populations we are serving?



Which population do you want to focus on during this round of “Idea Factory?”

Any missing that you want to discuss?

Rename yourself with the corresponding number (e.g. 7-Oscar)

1. **Youth: Disconnected, Gang Affiliated or Foster**
2. **Displaced Worker/Long-Term Unemployed including Older Workers**
3. **System Involved & Ex-Offenders**
4. **Homeless**
5. **English Language Learners & Immigrants**
6. **Women & Single Parents**
7. **LGBTQ**
8. **Individuals With Disabilities**
9. **Other?**

Room #2

How can we reduce learning anxiety for our specific population?

The population this group is discussing is: DW

 **Brainstorm ideas here first**

Connecting learning to the world of work and what things look like there so that there's practical application
Helping folks understand that its a journey and slowly build their confidence

Then each person pick a favorite & add it here

Identify a **scribe** to write down the group's ideas and a **timekeeper** who will help the group focus on the task.

Room #3

How can we reduce learning anxiety for our specific population?

The population this group is discussing is: Jus

 **Brainstorm ideas here first**

Depends how long they have been incarcerated
Tech Knowledge and proper equipment
Dealing with assumptions with justice involved participants
Start with a baseline to determine needs

Then each person pick a favorite & add it here

Identify a **scribe** to write down the group's ideas and a **timekeeper** who will help the group focus on the task.

Room #4

How can we reduce learning anxiety for our specific population?

The population this group is discussing is: Homeless

 **Brainstorm ideas here first**

1. Creating a calm environment
2. Help to work through the fear of failure
3. Meeting the basic needs and that staff is there to assist
4. To help connect to services to help
5. Helping to learn new technology
6. To help them work through the fear of returning to homelessness
7. Helping to break old habits
-
-
-
-

Then each person pick a favorite & add it here

Identify a **scribe** to write down the group's ideas and a **timekeeper** who will help the group focus on the task.

Room #5

How can we reduce learning anxiety for our specific population?

The population this group is discussing is:

English Learners



Brainstorm ideas here first

Help the clients to learn and not do it for them.

Using role models or sharing personal stories

Then each person pick a favorite & add it here

Sharing personal stories to teach others

v

Identify a **scribe** to write down the group's ideas and a **timekeeper** who will help the group focus on the task.

Room #6

How can we reduce learning anxiety for our specific population?

The population this group is discussing is: Justice Involved - Adults

 **Brainstorm ideas here first**

Tech track- assume everyone starts at 0

Then each person pick a favorite & add it here

Identify a **scribe** to write down the group's ideas and a **timekeeper** who will help the group focus on the task.

Room #7

How can we reduce learning anxiety for our specific population?

The population this group is discussing is:



Brainstorm ideas here first

Having someone that I can relate to.

Build trust--there has to be trust established. A lot of the community is hesitant because they feel like they might be judged. Steps have to be taken so that people can show up and live their truth.

Case manager who are trans. Going to college brings a lot of anxiety.

We have to be able to relate and build trust.

Be honest and admit we don't know and ask. Don't pretend we know something and ask respectfully.

People want to be part of something that's fun and engaging.

Then each person pick a favorite & add it here

Build trust-There has to be trust established

Be Honest and admit we don't know and ask.

Identify a **scribe** to write down the group's ideas and a **timekeeper** who will help the group focus on the task.

Room #8

How can we reduce learning anxiety for our specific population?

The population this group is discussing is:

Individuals with disabilities



Brainstorm ideas here first

Having a consistent schedule

Focus on training and other benefits

Communicating expectations and transparency

Meeting individually and listen to concerns

Then each person pick a favorite & add it here

Having a consistent schedule

Meeting individually, listen to concerns, and being transparent

Identify a scribe to write down the group's ideas and a timekeeper who will help the group focus on the task.

Room #9

How can we reduce learning anxiety for our specific population?

The population this group is discussing is: ex offenders/youth

 **Brainstorm ideas here first**

Be transparent with the process

Then each person pick a favorite & add it here

Be transparent with the process

Identify a **scribe** to write down the group's ideas and a **timekeeper** who will help the group focus on the task.

Room #10

How can we reduce learning anxiety for our specific population?

The population this group is discussing is:

 **Brainstorm ideas here first**

Then each person pick a favorite & add it here

Identify a **scribe** to write down the group's ideas and a **timekeeper** who will help the group focus on the task.

Ask - What kind of support do you need?

Do you have a question or resource need? (include your name and email)	Do you have a solution? Add your contact information here.
What comes after an IEP?	
For those projects with a work experience component what strategies are you using amid Covid-19	
Help with CalJOBS intake process	No
Do you have a way to send text messages to multiple clients on a non-personal phone number?	www.CareerHubUS.com email me: amanda@pathwaysconsultants.com
Review on how to properly track MSGs	If what is needed is a pathway to run a CalJOBS report on how many MSGs have been entered/process, email me for that pathway. vhuitron@countyofmerced.com

Offer - What can you give?

Do you have a resource, an area of expertise, or other assistance you can offer? Describe it here.	Add your contact info in this column.
User of Computers for Classrooms they have great deals on computers with cameras, speakers, and microsoft apps for less than \$200 a computer. This helps greatly with zoom meetings and resume building and training.	rickm@ychandsofhope.com
Making use of old computers collecting dust, maybe to help clients.	mrobin@missionhiringhall.org

What do you appreciate from today's PLC?

Double click on a note and start typing

Seeing that we are not alone in the issues we face today:-)

Smaller groups for learning to help clients feel less alone!

Participating as a group

Meeting Everyone

Break out sessNice communi

Thank you Michael Reyes for the conversation!

The different ideas

participation can be an expression of learning anxiety

Sharing ideas

Learning about learning anxiety

Breakout groups and tips

I would like more time one-on-one

Break out groups offer better opportunity to go in more depth

Thank you for the time and appreciate the breakout opportunitie s.

Reminder to use 'fun & games'

The community of colleagues and learning together

Connecting with other folks and sharing ideas

Great outside of the box ideas

Connecting with individuals in similar situations.

Interactive, fun and informative

I a

Seeing that others are experiencing the same issues

I appreciate meeting new folks and there ideas

What do you appreciate from today's PLC?

Double click on a note and start typing

Being recognized by fellow community member from previous sessions

Open dialogue

