Please stand by for realtime captions.

 Hello everyone and welcome to the webinar, sector strategies. What are they and how can they help agencies? My name is Katie Allen and I'm a translation associate at the Institute for community inclusion. Before we begin today's webinar I will mention a few logistical points and talk about the job-driven technical assistance Center. First is with all webinars we as that participants listen to today's presentation through computer speakers or headphones. If you must: To the webinar today please mute your phones. This is to avoid broadcasting and webinar that Congress in your environment through the webinar. If you cannot find your phones mute button please press star six which will mute most phones. Second if you experience any tech -- connection issues dreams webinar, first try closing all other Internet applications and log out and log back into the webinar. If you continue to experience technical difficulties during the webinar, please e-mail the ICI instructional technology specialist . The e-mail address will remain on the screen throughout the duration of presentation . Third we have reserved time at the end of today's presentation to answer and address your questions and comments. At the end of the presentation today questioning, box will appear in the upper right corner of your screen . We encourage you to type all questions and comments in this box once it appears. You can also find the PowerPoint slides for today's presentation on www. Explorer VR .org. Wheels have it box titled links at the bottom of your screen. There will be a link to an evaluation it that will appear on your screen after the question and answer period. Please follow this link to complete the webinar evaluation. If you're a certified rehabilitation Counselor requesting CRC credit for this lament you must complete the evaluation to Steve -- receive credit . This is worth one CRC credit finally the webinar

Courted and well be archived on Explorer VR .org. After the live webcast. When you visit Explorer VR .org you can find all archived webinars and archived webinars as well. Patricia Maguire from the jobs for the future and Lindy Foley from Nebraska VR will present today and sector strategies and how they can assist be our webinars for a demand driven employment opportunities for job seekers. Going to explain a little bit about the job-driven technical assistance on which is hosting this webinar today before returned over it to our presenters. Job-driven technical assistance Center is to improve the state VR staff of the rehab professionals and providers of VR services were trying to provide job-driven VR services and support to people at disabilities employers and customize training providers. The job-driven technical assistance Center provides technical assistance on four main topic areas including business engagement,

 employer sports, labor market information and customize training. You can find more about these four topic areas in our toolkits Onyx on www.explorervr.com. The job-driven technical assistance Center is funded by the rehabilitation services administration. And the partners on this project include the Institute for community inclusion at the University of Massachusetts , jobs for the future who is presenting today's webinar, University of Arkansas, the University of Washington, the council estate administrators of vocational rehabilitation, the United States business leadership network, the Association of University centers on disabilities, the national Council state agencies for the blind, and the technical assistance Center collaborative. And I will turn it over to Alisha Roth from jobs for the future to introduce today's presenters and the agenda for the webinar today . Alisha?

Hello everybody. I'm Alisha Roth I'm a program manager with jobs for the future unfortunately Lois Joy was not able to moderate today's webinar because she lost her voice so I will be stepping in. I'm going to introduce you to Patricia Maguire and Lindy Foley and cover today's objectives briefly before handing it over to Patricia. So our first presenter today is Patricia Maguire. She has over 10 years of experience and workforce development in various roles including a funder, trainer, employer, and capacity builder. Currently Patricia is a senior project manager for JFF building economic opportunity group. Focusing on sector related workforce and education initiatives. Prior to JFF, she manage the Commonwealth workforce coalition a statewide capacity building program providing training professional development and peer learning opportunities for work horse staff . Patricia has also worked three years with skill works at the Boston foundation. A workforce funding collaborative and national fund for workforce solution site. She received her bachelor of arts in English and sociology from the College of the Holy Cross and Master of social work with a macro concentration and policy planning administration from Boston College . Had JFF, she works in the New Hampshire sector partnerships initiative, the US DOL employment and training administration supporting sector strategies technical assistance initiative and New Jersey health initiatives for new pass professional nursing. Our second presenter is going to be Lindy Foley, she has over 10 years of experience working in policy development for the Nebraska Department of EducationEducation. Lindy is currently a program director for employment services for Nebraska VR. Day today, Lindy has the opportunity to work with more than 30 VR placement staff and business account managers helping to prepare clients for employment while building and maintaining partnerships

 with businesses.She received her bachelors in science from Chadron State College in Nebraska and her master's administration from the University of Nebraska Lincoln. And our objectives for today our first going to be to define sector strategies and provide an overview of what they can look like and how to approach them. Which Patricia will cover. And then Lindy will present the Nebraska VR model . By looking at how Nebraska VR develops certificate training programs . And now I'm going to pass it over to Patricia.

Takes Alisha and thanks for asking me to present on today's webinar . Good morning or good afternoon everyone. Based on what time zone you are in. Before I get into that when a sector strategies, I wanted to put JFF and a little bit of context of I will go over just very briefly a few slides talking about the work that we do. And while I do that, I am hopeful that we can get up the chat box here because I would love to hear your initial thoughts when you hear sector strategy. It's definitely not a new term. People have been doing sector work, sector partnerships, sector strategies but I I'm curious just even a word or phrases. Feel free to type in. We've got -- we've got the chat box up so feel free to chat in your own definition or the criteria or characteristic that you associate with sector strategy. At jobs for the future, we work nationally to design and scale creative education and workforce strategies for both youth and adults that respond to labor market demand. Overall vision is to really promote economic mobility for everyone. As well is to ensure that businesses have the skilled workforce they need to be successful and expand. That's easy. We should've had this accomplished by now. No small mission there. And the many ways that we go about trying to reach our goal is through looking at a few different lenses. Looking at it from time for college and career. Looking at young people who graduate high school and making sure they are on a clear path to college completion and career success . As well as looking at earning post secondary credentials. So that encompasses a lot of different pathways, four-year, to your certificate program, the main thing in this is that we are trying to align with what the economy needs and making sure folks are receiving the credentials they need but really make them valuable in today's marketplace. And that's also for you as well as adults in this piece. And then we also do specifically the existing workers, the incumbent workforce as well as adults, looking to enter an advance in a new career pathway for them . So we really want to make sure that these are good pathways, we need family sustaining careers and jobs. And plenty of opportunity for advancement. So we use pathway a lot as we all do not just a job, it is a career any pathway. So good I see some folks chatting in. We will see if we have some others and one more slide here. So still have time to chat in your definition. And the way JFF works is to combine a few different approaches, not just at the macro level but on the ground and so we really want to design different strategies, we want to evaluate them, we want to document what works will so that we can then disseminate those best practices and also create tools and resources that are action oriented that come from experiences in the field and then transport others in the field to either build or expand and scale these best practices. And also, at all moves into our policy work as well so that we are trying to inform federal policy that advocates for the solutions that we find are really useful. So trying to connect in that research, the policy implementation, so one is informing the other . And they are not existing within silos which for me that seems really exciting so that we are informed and we are informing other efforts . And all of our work is trying to do a lot of this alignment piece. So alignment across secondary education and post secondary and workforce and a big overall of all of those three is aligning with industry. And regional labor markets. In the area of the program are developed . So that is overall but JFF and as [ Indiscernible ] mentioned I do work on a team that focuses more specifically on regional and sector strategy project and a few of them are listed . And so I am curious year so we have some answers to some question of what is a sector strategy between employers, developing communications channel between educators lawmakers, businesses and others with all the workforce challenge, love the language, regional partnership, yes, employees into certain industries, great things and thank you for being willing to jump in and shout out some answers. Because there is lots of definitions out there and hear from the Colorado regional sector partnership, training workbook, are some definitions and just as a side note to -- I know you can download the slides but in my last slide's, all those resources that are mentioned, I have hyperlinks to in case you want to look for more info and this is a really great one. The Colorado one is also very practical and hands-onhands-on. You will see here there is a lot of those characteristics, the ones that folks hit on. Clusters of companies, it is really being demand driven. I like some of these, coalitions of the willing, you need active partners that are willing to dig in and believe in and investing in the workforce whether it is your current or future and you will get a big return on investment . Also people that are willing to work across silos. A lot of it is as someone mentioned in the chat, coordinating a lot of different types of stakeholders. Even if you're just looking at government agencies, you have labor, add, Health and Human Services, vocational rehab, and even within all of those there are different silos that are all working on with their clients or participants or students, for similar goals. To get them the skills and training they need to be successful in the labor market . All of these are out there and all our sector strategies or sector partnerships. One thing that is starting to really document what we mean by sector strategies is the new workforce legislation WIOA . Workforce investment opportunity act and within the act there is a lot of requirements around using our sector planning. And a mention this because it really requiring local and state workforce to play a role in doing this regional planning. And you can see here there are lots of required partners. I abbreviated some of them. More just to give you a sense of -- how I really just two of the big definer's for me of sector strategies is that it is a coordinating mechanism or a coordinating vehicle. A link to approach the work. And number two, it is can meaning employers within a sector around the same table. So as you can see here there are lots of required partners in WIOA. Also not listed here, if I put more in human see any of these . But there other agency partners that are recommended within the legislation to coordinate with such as to get to work, self-sufficiency program, the small business administration, employment and training programs, assistance, basically it's a most like a call to coordinate across all our silos . And this being said, it is not done everywhere right now. I think a lot of folks are realizing that we need to start working together and this is one way to try to attempt that. And so I do encourage you, I would be remiss if I hadn't put this plug-in there is to wherever you are to make sure you are checking in with your local and state boards to see where things are in your region in the process of planning and some cases, the workforce Board may be leading this can meaning rural and another places it may be different agencies or community organizations were community colleges but what is definitely happening is these efforts are there. So I would encourage you to reach out and check in to see what is going on and usually by now, I think you could see your state plan online at least a draft version of the state plan under WIOA. I think nice bedtime reading of 500 pages and some are a thousand. But we will look for -- at least they have a table of contents, you can search for the more particular on the planning in the industry engagement piece.

 And so that being said, underneath WIOA and the initiatives we're working on is the US Department of Labor employment training administration and rounding out our second year of a supporting sector strategy initiative, technical initiative and then also was intending to bring together a lot of the folks in the field that are doing this work in trying to get some common language, common tools and training work around the sector work. We'll make a little bit differently, but it's also more principles and so what we came up with that as this of sector strategy consisting of JFF, the national fund for workforce solutions, the national governors Association , the national network of sector partners, and other consultants and are -- organizations came up with an agreed-upon definition of effective strategies in the partnership of multiple employers within the critical industry that bring together education, economic development, workforce systems and community organization to identify and collaboratively meet the workforce needs of that industry within a regional labor market. I like to -- these certain things that really stand out for me in terms of the definer's of what we mean by sector strategies under the WIOA definition . And so we also put together, and this is just a snapshot of this and this is in your resources, but the framework around developing , expanding, scaling up sector partnerships and what are the best practices and characteristics . Because they may look different and be led by different folks but what we noticed is there are definitely certain types of organizations that should be involved in different roles that need to be fulfilled in order to be a high performing sector partnership . Just briefly, in five categories and this could be things that are not rocket science, a lot of good principles that we all are already implementing. But first one is really around data informed decision-making. So from the beginning in terms of when you decide what employers to reach out to, what sectors do target for your population in your program, is that you do some Labour market analysis. We're looking into some traditional or real-time sources or ideally both, to get a picture of your local economy . And also then vetting what you find with a group of employers that can day or nay forgive more detail on to the nuances if the data -- that the data doesn't get at in your next section is industry engagement which is critical, which is both vetting an initial information, getting their buy-in, and their support in this initiative to move forward. And really -- invest their time and energy for a variety of things and we will go through that a little bit more in the next slide. But industry engagement is as we all know make or break it for some programs because you want to make sure you are designing it -- a program to meet their needs so when people graduate or credentials, there are opportunities waiting for them. And the sector -based service delivery is just more on the implementation side of what it means to be developing and delivering training and education and a sector strategy and that could be a career pathway, it is just under the umbrella of that [ Indiscernible ] as you target systems, and then creating programs to implement an address all of those. And then a fourth component that is really important is that sustainability and continuous improvement . So not just a one and done with employer in terms of getting their needs but there should be a continual process to check in with employers and other partners to review programs and curriculums, make changes as needed, or as the economy changes to keep things moving and also two things relevant and valuable to employers. Because that is really going to contribute to your sustainability and sometimes it's a practical piece of sustainability is the funding piece, ensuring that you have or are on the lookout for long-term funding to pay for all these initiatives. A big thing that employers site is in terms of some barriers to engaging them is that they want to make sure that this isn't a one and done type of initiative that they are investing this, this is a long-term strategy so it's really key to think about from the very beginning because it may happen when you are engaging employers that you need to make that pitch that this is going to be a long-term strategy that we will be her to support and to work out things for many years. And then also there is a big piece that has to do with infrastructure you need to work this way. So that organizational capacity and alignment. Big thing was sector strategy is we don't want to advocated as an additional program or layer. It is rather rethinking how you do business and this is a different type of an industry engagement approach . And there are some things that are helpful to support, you can't just have one person for sector strategies. It is helpful if the overall mission and supporting this work, although I don't. So it's important piece to put in there in terms of how to best set up for success.

 So here, JFF has a guide for employers to get it a little but when I mentioned before about the type of engagements that sector strategies are advocating for. It is going beyond just that individual relationship, some people may have heard the spokes model where you have one-on-one with employers but rather bring a employers together at the table to start crating a cohort in the sense of commitment from the group as a whole and starting to think about needs and solutions for the whole rather than just individually. So I like this chart specifically from our report because you don't necessarily proceed from level 12223 but it helps you visualize the different levels or depths of relationships that you could have with employers, as well as some of the activities you could ask about. One thing to note is that we do have -- to ask too much of employers but they also want you to put them to her. When you engage in a lot of employers say someone to engage with us but nothing ever came of it, so why should we do this again? What is different? That maybe some of the things you hit up against. Say big thing is to don't be afraid to put the employers to work. In terms of appropriate activities of course but asking them to do jobs, you start at a small ask and then increase. Participate in mock interviews for students. Do job shadows. Workup to internships, apprenticeships, on-the-job training. If this gets at the different levels of your relationship with employers . And sector intermediaries is what we advocate for and we have seen in high performance sector partnerships is that a lot of times all the different parties coming together are volunteering their time to come together and do this collaborative approach, this partnership, but what really becomes necessary is to have an identified entity or person, someone that can actually staff the partnership. And sector intermediary, a group that can be that convener in the group to really be accountable for the partnership commission and help drive things forward. And at the practicalities of setting up the processes in person meeting frequency doing the planning, you want to keep it relevant and moving. And having some dedicated staff that doesn't always mean a full-time but at least it's a part of someone's job description to staff a partnership. Because it takes time to balance and organize all the multiple partners, and the voices, that you want to make sure our representative as well as the funding streams and things that come along and brokering those labor market services that you want to keep current on the labor market data and inform the partnership and like I said, we all know even when you are committed to something, if it's not in your job description, not what you are being rated on and your performance evaluation, it is hard to devote much time because we are also busy. I want to put the plug-in there because it fits in someone's role to do that, that's what holds really move things forward and makes those partnerships. As well as identifying key industry champions. I have a couple of public versus hear what we mean by that, getting at that different level of engagement. Very specifically which, champions, much as representatives. We don't want people to showing off -- showing up at a meeting just to check off a box and they are not actively engaged. We want folks that will consistently and attend then be doers not just talkers. They will be willing to buy into the mission and the purpose and the benefit of the sector partnership work are willing to leverage their power and prestige to engage other businesses, to send out invites to events, to advocate and different arenas. Really -- putting them to work. Because it's a good strategy and I recommended folks. I work with some of the people that are just beginning to try to develop the sector partnerships and it can be overwhelming when you are thinking there are 300 manufacturers my area . It takes time to develop those relationships and instead of focusing on all 30 or however many there are start with a few. Start with three to five that you may already have a relationship with, and really develop that overtime. And pay attention to what their needs are, listen, try to help them connect to resources to meet their needs and be building up that goodwill and rapport and trying to -- you're basically trying to develop a champion that will then advocate on the partnership they have and do that business-to-business peer-to-peer . So that is a great strategy to use in terms of how to get to lots of the great outcomes that can happen when you have a high performing sector partnership . And I didn't know where I was on time. I was trying to be brief. Do I have a few minutes?

Yes, wrap it up.

Perfect. I tried to give some high-level type of information here so that you guys feel free to chat in for specific questions and I want to make sure that we have time and these are all the resources that are pulled from and my sites. There is a lot of stuff out there but these are the ones I go to a lot because they also have a lot of good practical breaking it down how to's not symbols pieces. I will stop there. And give it back to Alisha.

Thank you Patricia, that was excellent. We will move onto a very concrete example from Nebraska VR which will be presented by Lindy Foley. Who is the employment services program director.

 Hello everyone and thank you for the opportunity to share with you an initiative we have in place here Nebraska. With our customized training and we refer to it as our certificate program. I would like to start off by sharing with you our mission and Nebraska VR. Because I feel like this really encompasses what we are attempting to do with our certificate program

 here at Nebraska VR. We're helping people with disabilities find, keep jobs what helping businesses recruit , train, and retain employees with disabilities. So again, the model I am going to share with you today is very much in line with our mission. I would also have you know that our mission statement supports the dual customer work that we strive to complete everyday as we are working with our VR job seekers as well as our customers with the businesses . Here Nebraska we have VR offices across the state. Each local office has a team of professionals including counselors, evaluators, specialized transition staff, we also have placement specialists and there are three regional business account managers in our state who have the responsibility to build and maintain partnerships with businesses. So this is just an overview of our infrastructure in our state and how we are set up . To talk about our certificate programs, we have several certificate programs now in our state. This work was in full swing I would say within the last four to five years. We had projects that have come in and some that we have had to revisit from year-to-year. But during our conversations with employers and analyzing our labor market information, a need for a customized training model was identified. So thinking back to that guide to engaging employers the previous slide, we are probably out a level one where we were making those initial contacts and we were working on building new relationships with businesses. We were talking about hiring and the skills those employers were looking for and that did lead us to the conversation of this customized training. Businesses not only helped us to identify what type of training was needed, but they were and still are the driving force while making the certificate programs in our state a success. The certificate program became a single point of entry for the business and for the certificate program students. When we presented and when we prepare these programs with the employers, the businesses now had access to a trained talent pool to fill their high turnover positions. The certificate programs are also a shared investment I might add. VR is helping financially to support the students with purchasing books and even tools that are needed in order to complete the training. That community colleges and we do have a community college partner in just about each and every one of our programs right now. Although we have seen through the development but in some cases the community colleges have moved back where the business has said we want to try to do some of our own training but we've all state within these three critical components, three critical partners in the certificate program model. Of course when the community colleges are involved, they are helping us bring together the states for learning as well as the trained instructors and the employers that we are bringing on board provide an actual work environment once the students are ready to start with on the job experience and training . Another important component to the certificate program model is an on-site continuous support that Nebraska VR is able to provide and again this support is provided to the business so that community colleges and the students throughout the entire program. Although some of our certificate programs may vary slightly, here are generally the steps taken when we start a certificate certificate program as well as I mentioned earlier when we revisit the program picks back up again whether it should continue as previously offered or whether we need to make changes from what we have learned from the previous session. Local VR teams help to identify when there are needs. They perhaps a been in conversations with a business where they have overheard a discussion that has generated some more seeking out of information like at a chamber meeting . So once the need to develop a customized training is identified, Nebraska DVR studies the current job pools all Tutsis the that we are potential candidates for the program. This is also a critical point because we need to ensure that they are interested and qualified candidates to help make the certificate program model successful. We do have a tool that we -- at Nebraska VR that was recently developed and we call it our talent bank and it more or less aggregates the current job goals for individual -- individuals who are currently looking for a job so we are looking to see pretty quickly what sector those individuals are interested in so we can quickly see if there is an identified need for a customized training or for a certificate program we can quickly go into that talent bank and see yes indeed we have individuals that might be interested to complete the program . For each of the certificate programs developed there are three to five businesses that are recruited to support the work. And these are the businesses with potentially who potentially harder the candidates once the training is done. Most of our certificate programs have a community college involved so there is an obvious critical step in getting to know what content the college can offer. And I would note that the certificate program is most successful when the businesses have had an opportunity to provide input and guidance on the curriculum offered. The employers need to see the relevance to what is taught in order to be confident in the training the candidate or students have received.

At the beginning of each certificate program there is an orientation or information night and this is an opportunity for potential students to meet the instructors, there is a chance there to also meet the employers, and to even see the curriculum or the textbooks that will be used . And some of our certificate programs, the equipment is there on-site , so the participant can see what equipment might be used and there is a chance overall to ask questions and to have yet another opportunity to decide whether the certificate program is appropriate for him or her. Nebraska VR helps to recruit the students for the program and again, each time that the program is offered we are listening to the business to create a win/win situation so we are bringing we think of the most appropriate candidates to that training program with the ultimate outcome of being able to have those run by the business once the training is done. The students are selected through an interview process so after they have gone through the orientation or the information night, there is a chance for all the partners that I've described so far so the businesses, the community college, Nebraska VR to sit around the table and to go through an interview process which ultimately for selection, and so then finally that leads us to the actual training . These certificate programs on average are going to last approximately 10 weeks. This does the very a little bit depending on the program and I have offered a slide at the end where you can ask a go in and see the duration for each of our programs. That approximately 10 weeks, again there is some variation as I mentioned . And really the duration of the training program is driven by -- agreed to by all the partners. Atypical class size is six to 12 students. And at the beginning of the program it is pretty heavy on classroom instruction . But as the program continues there is more and more of a balance between classroom work and the job work experience. On-the-job work experiences a hands-on opportunity and it occurs in one of the businesses and upon successful completion of the program the student receives a certificate from Nebraska VR and I can tell you that its even more and more of our data we have been trying to look at who are the students that enroll in these programs, if there is a reason why they have left, what is the reason? All the way through completion. Looking at that data as those who have finish the program are looking at 50% to 70% that we can employ at a participating site when its finished. To look more closely at the actual training, Nebraska VR provides ahead of time job seeking skills or interview practice to any of these candidates. That is part of how we are going to get all of our folks ready to go out and apply for that job. So we are doing all we can to help prepare the participants for that interview step that I mentioned earlier. We are also providing the soft skills training to our candidates and this has been identified over and over by business owners is something they are really looking for in their candidates. So job seeking skills and soft skills are the things in Nebraska that we can take care of right away, even before the student enrolls in the program. These certificate program provides technical skills development. It is hands-on and it is relevant to the work. The curriculum being taught by the community college was developed by the community college and also with input from the employer. And feedback from the employers constantly being gathered because without the buy-in from the employer on the effectiveness of the trading. The less likely we might be to place the person with one of the employers once the training is complete. Nebraska VR is very involved with coordinating and facilitating the development of the training. Using the qualifications and the qualities that a partner has identified in recruiting. The right potential students. We provide jobseeking skills and soft skills training just as I mentioned. We provide support to businesses along the way to ensure their comfortable with the training progression in this might even also include adding a job coach to support the student. And the goal for the student is so they student to be hired by one of the cooperating businesses however if that does not look to be the case, of course Nebraska VR is ready to the individual and seeking out other employers who might be in need of a specialized trained individual . These are the current programs that we have going on right now. So in three or four of our different communities, we have a welding program, electrical, automotive technician, and HVAC. Again if you go outs and look at our website, you'll see that we have others added there, and as I mentioned before that is because we have needed to be flexible when those programs are being offered and looking at that labor market information. So currently these are the ones that we have. Over the past five or six years, again I can't reinforce that enough that we have really had to evaluate each year whether a program should be offered or whether we need to take a break from the training. I think the business can't be emphasized enough that when you are developing a program like this, you need to have that flexibility to know when to keep going and when to make changes . And then just sharing some benefits that we have received from the employer and from our businesses, they do recognize that certificate programs have helped them to reduce turnover. They have appreciated the on-site support, and they see the benefit and helping to customize their own training in order to create their own candidate pool pool. There has been financial statements overtime because of this recruitment strategy and their access to a hiring pool and VR support has been helpful in even retention . There's also a recognized component by the business that these certificate programs are helping them to diversify their workforce, which is obviously important to us in VR.

And of course their obvious benefits to the student . The training provides them with real-life work experience. They are practicing the technical skills and an actual work environment. And most of the training is hands-on, which really complements many of the students learning styles that are part of this program. Here's the link that I was mentioning earlier that will get you to a description of each of our certificate programs and I would encourage you to take a look there. And also a plug for you to check us out at Nebraska VR. We have a lot of information. Not only about our certificate programs but other initiatives that we have going on as well. Thanks again for the opportunity. I did share my contact information . As presenters we shared our contact information so if there's anything specifically you would like me to send to you, I think there is been some questions about statistical stuff or even sharing some of the curriculum we use for soft skills and JFF or jobseeking skills, I would be glad to e-mail that information to you as well. Thank you .

Great, thank you Lindy and thank you Patricia and Alicia for your presentation. We can move on now to some of the questions that our participants have been asking in the questions and comments box here. We had a question from Dana about DVR involvement is the training done in-house or training and services done by CRP?

That is all -- that trading that I described is the training specific to jobseeking skills, not that we do in-house. The community college is the location for the actual training that is offered so the coursework that they take as a part of that 10 weeks, that is on-site at the community college.

Great. Thank you. And what is the approximate cost per student for this kind of training ?

That is the part that I might have to double check. We do have memorandum of understanding for written agreements with the partners and so I would like to double check that for sure. But I believe that it is around the $2000 mark for each participant .

Okay. I just wanted to clarify part of Dana's question about the soft skills training piece. Whether that was done by CRP for in-house. >>That is all by VR staff. We don't use CRP for that.

John asks, can you please speak to the curriculum and how that is developed? Are the serve -- certificate programs currently housed at the community college or does any of that need to be developed? Talking about the existing training programs.

 The curriculum to be the oddest where it starts is if there is a community college involved, we are going to look at the coursework that is currently developed, so we start there, we don't start completely from scratch but we have some pretty honest employers that come in because maybe they have even gone through that particular training program and they say this is a great coursework, but we really need the person to do this. And for the most part since they have had the community college is on board for several years now, they are pretty open to that. They know the requirements and the information that they have to cover, but that is part of this partnership and part of the development is that we are all able to look at these things in a unique way, and so I would say overall the community colleges have been open to looking at building on from their current curriculum that they may be offered. I did mention that there have been cases that the employer has gone had and said we think that this is great training, and something that we should be offering are ready to new employees . So they have taken the lead on doing that in-house training themselves . So that has been a natural progression of the curriculum.

This is Tricia if I could just jump in to piggyback on those points . I think the answer to sometimes will very from sector to sector and region to region even in terms of what existing programs are out there and what employers need. It's always inventory of programs that already exist and leverage what is already out there and maybe expand upon it or refine it. But in some areas it may require doing a little bit of new programming and an example that is popping into my head is work with a program that is training people to be coders and developers. Looking at IT sector. And in their area, the educational providers are really focused on a four-year computer science degree or other degrees and the employers actually want -- there is -- I am not a coder and developers I'm forgetting all the names but there is a lot of changing real-time in terms of job but -- JavaScript or this or that so the program is able to be a little more flexible with short time training certificates, then meet the employer needs. So they do develop -- 12 week tracks. But they're also trying to link that into the community colleges and the community colleges are great partners but they are an institution so sometimes curriculums can take a little longer to the benefit of this other program is that they can flex it but that may challenge is this is a new program and we encourage and we definitely want to link it in so potentially you could stack these certificates from this program into something at a community college or do a stackable pathway type of model . Just wanted to throw that in there, it really depends, you really need to do your due diligence to get the lay of the land in your area oath in terms of the strengths as well as the gaps in both on the demand and the supply side.

Thank you Patricia . I just saw one question again it was about financial question about the certificate program in Nebraska. Whether Nebraska requires the student apply for a pal and the VR pays the remaining cost. That is something Lindy has said that if you just contact her following -- using this e-mail address , she can find out the answer to that question. And then John asked again, about some other lessons learned about setting out these -- setting up the certificate programs. Lindy if you want to speak to that or Patricia, some lessons learned about -- Lindy specifically about Nebraska's certificate program.

I would say that may be one of these lessons learned is taking the time and this sounds obvious but really taking the time to follow-up with the business as well as the student that went through the program. We have been able to do follow-up and get some great suggestions and feedback from the students in those cases that maybe they disengaged and didn't continue through the program. We were starting to see some things that there wasn't hands-on opportunities soon enough. It was really heavy on the coursework and they started to disengage because it looked like any other program had been offered or any other opportunity they could have through the community college. So make sure that you build in some kind of an evaluation there that you are be able to follow-up so you're being responsive to both the student and the business so that you are learning from that, unlike a set in that case it could just be a matter of scheduling and looking at the calendar to figure out how that curriculum is rolled out and in that case we might've been able to keep that student versus pushing them out because they felt like it was too much coursework.

Thank you Lindy. Just following up to that point, can you explain a little bit more about the evaluation process for these programs? While we have a few more minutes?

As a mentioned, before each of the sessions start back up again, the intent is to have all of the partners back of the table for planning. We do follow-ups , our VR staff are able to follow-up with our clients to see how the training is going but then if you remember, part of the model is that continuous support from Nebraska VR so that could be a day today drop-in, to talk with the business or talk with the student, it could be a phone call and then obviously once the person, if they get deposition, we will do some follow-up, VR well do some follow-up to see how things are going, again with the client as well as the business just to see on that retention piece that there is anything we could be doing.

Thank you. It looks like there are no more questions or comments coming in right now. Lindy, Patricia or Alisha, do you have anything else you want to add? We have a couple more minutes left if there is anything else you want to say before we end.

I don't have anything . We welcome questions . The contact information is up on the screen. If people think of something after the webinar .

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