Zoom 'Minders

Change your name

Double-check your mic for mute

Cameras on

Make sure you have a pen and notebook

Hydration & snacks close by

Practice your views, e.g., speaker, gallery, full-screen, etc.

2021 HPOG Virtual Grantee Meeting

Beyond Uncertainty: From Lessons to Legacy

Building **Pathways** to a **Brighter** Future

HPOG

Health Profession Opportunity Grants

OFFICE OF FAMILY ASSISTANCE

HPOG
Health Profession Opportunity Grants

Welcome from the Office of Family Assistance

Overview

1. Reflections on Day 1
2. Purpose, Objectives, and Flow of Today's Discussion
3. Our Esteemed Team of Co-Facilitators
4. Guideposts and Guardrails for a Great Day 2

Purposeful Connecting

Why is it valuable, important, or meaningful to reflect on the blessons and resilience superpowers you've gained during your time with HPOG as you approach these closing months...

...for you?
...your colleagues?
...stakeholders and partners?
...BONUS: your family and friends?

A Brief Refresher...

"thrive', v."

"…grow or develop well or vigorously"

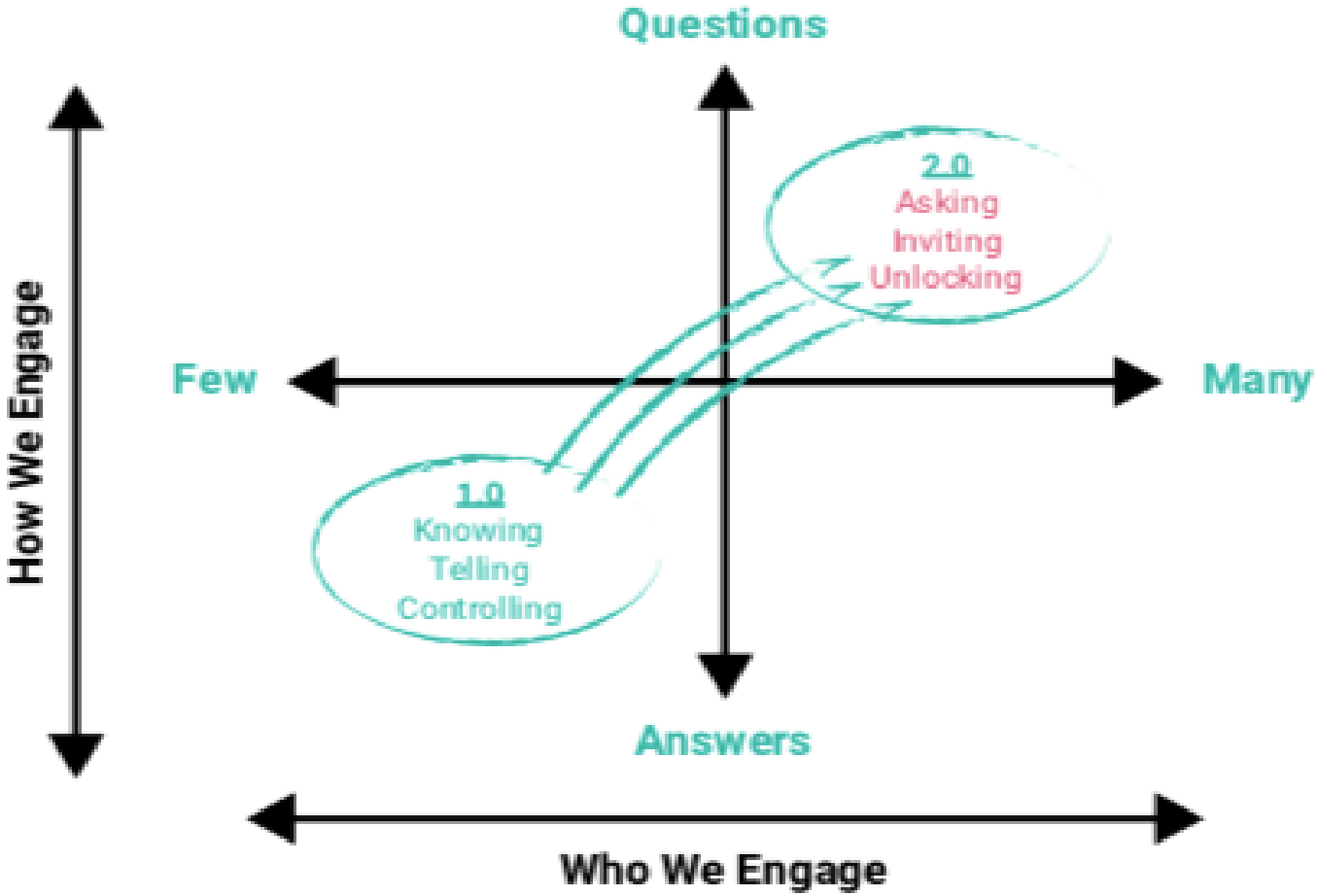
"resilienc-*ing*', v."

"…practices to cultivate an ever expanding individual and collective capacity to adapt, bounceback, and rise despite adversity"

"2021 appreciative inquiry', v."

"…inquiry into what gives life in the midst of massive uncertainty"

The Magic of this Moment



Project HOPE Program

Wanda W. Bailey, Project Director

Virtual Grantee Meeting

July 27- 29 2021

Our Purpose - Our Goal

HPOG Health Profession Opportunity Grants

Project HOPE

Building FUTURES. Creating HOPE. Saving LIVES

The HOPE Way: Our Approach

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- Offers 13 High Demand Allied Health Professions
- Provide an innovative training and job placement
- Students experienced college campus life
- Created pathways out of poverty
- Empower clients to effectively gain financial independence
- Eliminated the barriers to succeed
- Become gainfully employed to include healthcare benefits

Project HOPE Is A Statewide Program

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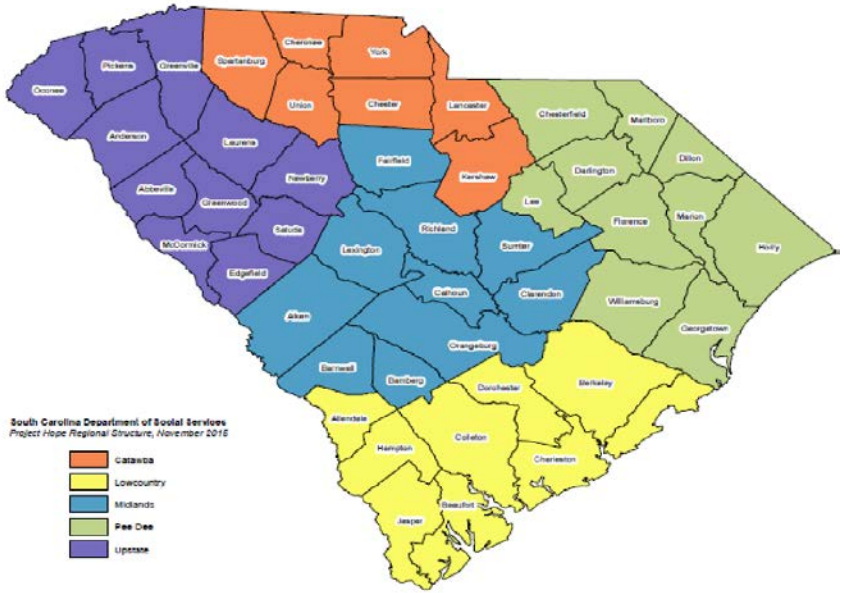

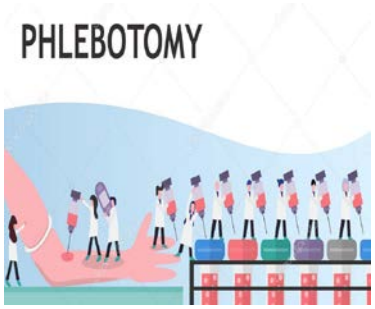

Strategic Partnerships

- SC Department of Social Services
- State Workforce Investment Board
- Local Workforce Investment Boards
- SC Workforce Development Area (Administrator's Association)
- State Apprenticeship Office
- State Department of Education
- State Technical College System
- Hospital Systems
- SC Department of Employment and Workforce

A Comprehensive Program

Consisting of Five Phases:

1. Recruitment/Selections
2. Boot Camp
3. Health Education and Training
4. Employment Readiness and Job Placement Assistance
5. Post Employment Services

Project HOPE Supportive Services

Educational Services:

- Uniforms/shoes
- Mandatory supplies
- Immunizations
- Tuition/fees/books
- Testing fees
- Licensing fees

Case Management Services:

- Intensive individual counsel and advocacy
- Assistance with:
  - ✔ Transportation
  - ✔ Childcare

Community Services Providers

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- Goodwill Industries
- Housing Authority
- Head Start
- Community Action Agency
- Man-Two-Man-Fatherhood Coalition
- Food Banks
- Women Shelters
- Salvation Army
- First Steps
- Veterans Administration
- School Districts
- Child Care Resource & Referral Network

Dedicated Teams Statewide

There are (5) Regional locations to meet the needs of clients.

1. Regional Coordinator
2. Recruiter
3. Career Counselor
4. Retention Advocate
5. Job Developer

The HOPE Way

The COVID Switch Up

- During the Pandemic the team kept Project HOPE afloat, #protectthebaby.
- Developed alternative ways to continue operating the program during unfavorable conditions.
- Through Determination, Flexibility and Resilience team achieved results.

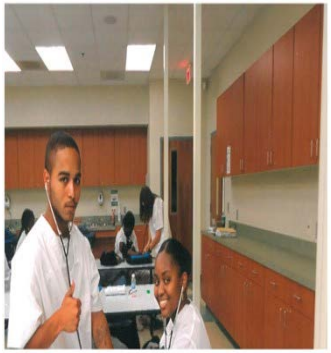
Practices to Build Our Collective Capacity for Resilience

Getting to the Funding Finish Line

- Held a Team Revitalization Summit
- Building on Our Bests
- Taking care of ourselves to take care of others
- Leaving a Legacy that Makes Us Proud

Transformed Lives

HPOG
Health Profession Opportunity Grants



What Client's Have Said

- When no one else believed in me. Project Hope staff did.
- Grateful to have received a full scholarship
- Broke the cycle of generational poverty
- My life has more meaning
- Set an example for my children
- Referred family and friends to the program
- Earn a substantial income with health insurance

Project HOPE Actuals

HPOG 1.0		HPOG 2.0 (YTD)	
ENROLLMENT	1051	ENROLLMENT	1292
Boot Camp Completions	743	Boot Camp Completions	963
Healthcare Training Completions	1598 (Included 60%) Stackable Certificates	Healthcare Training Completions	775 Included 46%) Stackable Certificates
Healthcare Employment	357	Healthcare Employment	518

Team Reclaiming Strengths

- Sustaining Momentum
- We excelled during the shutdown!
- Maintain positive energy and positive communication
- We are each other's inspiration.
- We will work with what we can control and don't be distracted by what we can't.
- I can trust my team to support the program so I can support my team.
- Helping students achieve more than they thought they could.
- Show up and staying focused on the program and needs of the participants.
- What are we proud of and what we carry forward.

Sustainability: Life *Beyond* HOPE

The Legacy of the Program's Success

Passing the Torch to...

...Strategic Partnerships & Community Providers

- SC Department of Social Services
- State & Local Workforce Investment Board
- SC Workforce Development Area (Administrator's Association)
- State Apprenticeship Office
- State Technical College System
- SC Department of Employment and Workforce
- Goodwill Industries
- Housing Authority
- Head Start
- Community Action Agency
- Food Banks
- Women Shelters
- Man-Two-Man- Fatherhood Coalition
- First Steps

Remember this...

"People will forget what you said, people will forget what you did, but people will never forget how you made them feel."

- Dr. Maya Angelou

Thank You!

Beyond Uncertainty: From Lessons to Legacy

Katherine Vastine

Building **Pathways** to a **Brighter** Future

HPOG
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OFFICE OF FAMILY ASSISTANCE

Central Susquehanna Intermediate Unit

HPOG Health Profession Opportunity Grants

Intermediate Units

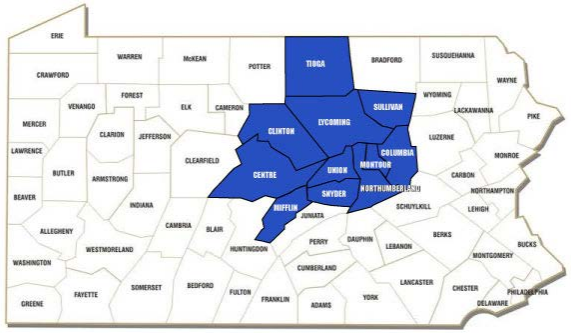
- Educational Service Agencies
- Developed in 1971 by the PA General Assembly
- Liaison between local schools and the PA Dept. of Ed.
- Adapted to serve a broader array of needs focusing on the unique characteristics of their communities
  - entrepreneurial
  - technology rich
  - highly skilled and innovative approach to education

Central Susquehanna Intermediate Unit
Enriching Learning...Enriching Lives

WATCH Project

HPOG
Health Profession Opportunity Grants

Work Attributes Toward Careers in Health



- 11 county, rural service area
- Nursing and Healthcare Support

  Career Pathway
- Collaboration - Healthcare Advisory Team
  - Healthcare employers
  - PA Workforce Development Board; 2 local WDBs
  - PA Dept. of Human Services; local TANF offices
  - PA Healthcare Association
  - Education and training providers
  - Social Service providers

Central Susquehanna Intermediate Unit
Enriching Learning...Enriching Lives

Lesson to Legacy

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Career Coordinators

- Returning Adult Learners
- Referrals and coordination of services
- Leverage support services
- Program Ambassadors
- Whole Family Approach

CSIU Central Susquehanna Intermediate Unit
Enriching Learning...Enriching Lives

Lesson to Legacy

HPOG Health Profession Opportunity Grants

Whole Family Approach (2-Gen)

- Year long 2-Gen Community of Learning cohort
- WATCH staff and partners
- Family Needs Assessment
- Referrals and Integrated services
- Model of service delivery adopted in workforce development, TANF and state programs

Central Susquehanna Intermediate Unit
Enriching Learning...Enriching Lives

Lesson to Legacy

HPOG
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Workforce Grants & Healthcare Curriculum

- PA L&I Direct Care Worker Training Grant
  - 28 Central Northeast Counties
  - Micro-Credentials

- Virtual Professional Care Worker
- Virtual Healthcare Orientation
- Virtual Professional Care Worker training
- PA Nurse Aide Training
- Virtual Flipped Learning Modules (professional skills)
- CNA Apprenticeship - articulation agreement

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Lesson to Legacy

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Tutoring and Virtual Views

- Availability of tutors increased through virtual tutoring options
- Virtual Views - peer support meetings
- Connect across a wider service area and at various times

Central Susquehanna Intermediate Unit
Enriching Learning...Enriching Lives

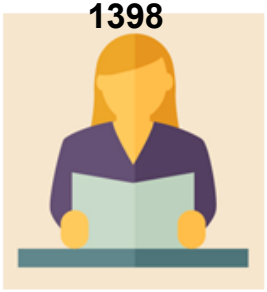
Lessons to Legacy

HPOG Health Profession Opportunity Grants

WATCH by the Numbers

Enrolled in Program
1324

Instances of Enrolled in Healthcare Training
1398



Instances of Completed Healthcare Training
1149

Employed in Healthcare Sector
1016

The average wage earned in a healthcare occupation is $15.20 per hour.

Data as of June 2021

Central Susquehanna Intermediate Unit
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Lessons to Legacy

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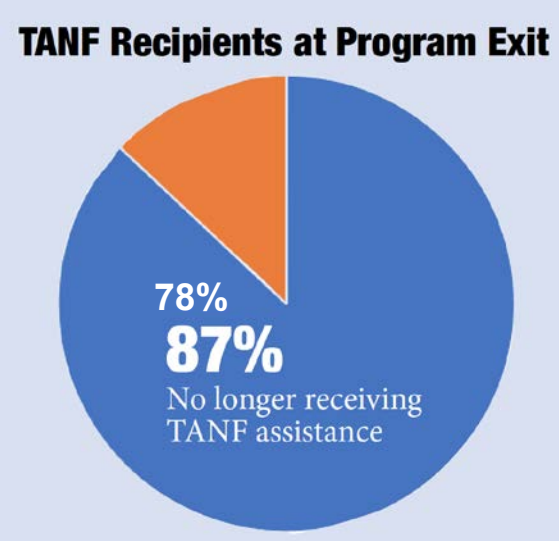
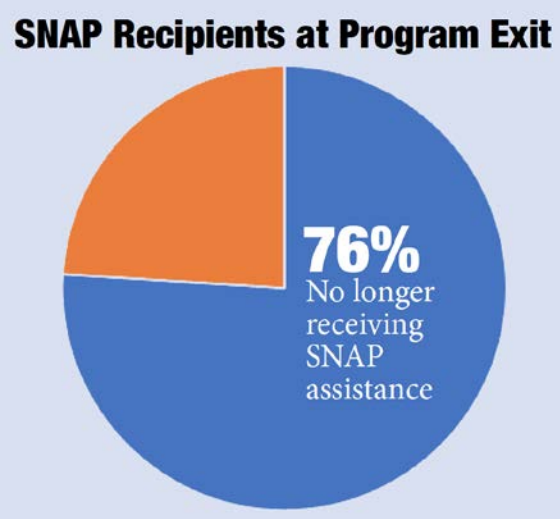
Health Profession Opportunity Grants

Helping Families Move Toward Self-Sufficiency





Central Susquehanna Intermediate Unit
Enriching Learning...Enriching Lives

Lessons to Legacy

HPOG
Health Profession Opportunity Grants

Team and Partners

THANK YOU!

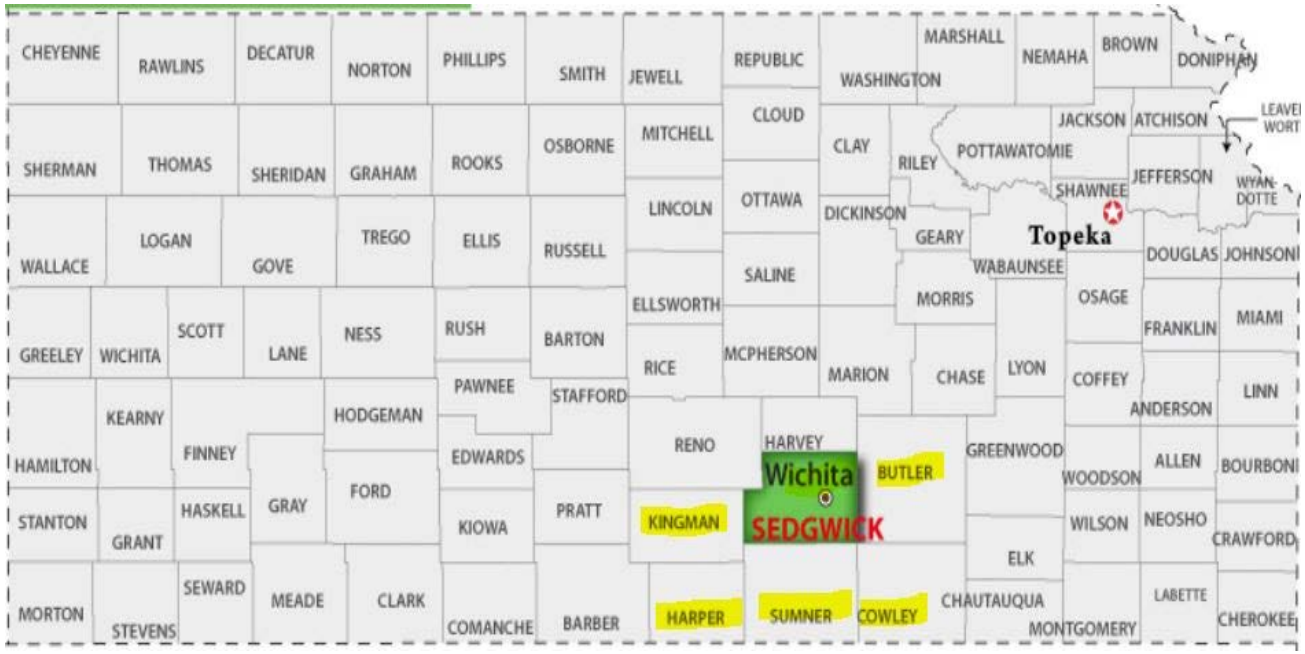
Workforce Alliance of South Central Kansas a subgrantee of Kansas Department of Commerce

HPOG Program

Kelly Meier, Training Program Supervisor

Service Area

- Six county service area
  - Butler
  - Cowley
  - Harper
  - Kingman
  - Sedgwick
  - Sumner



mapsofworld.com

HPOG Program Highlights

HPOG
Health Profession Opportunity Grants

- Greatly expanded the funds we had for healthcare training
- Dedicated Career Coaches that focused on healthcare and were able to learn more about the system and assist customers
- Assessments and funds to assist with the removal of barriers
- The ability to do longer term trainings

WORKFORCE ALLIANCE
OF SOUTH CENTRAL KANSAS

HPOG Success & Lessons

Successes

- HPOG 2 Goals
  - Exceeded the majority of the program goals
    - Enrolled in healthcare training goal- 141%
    - Completed healthcare training goal- 147%
    - Gained employment in healthcare goal- 115%

Lessons

- HPOG 2 Goals
  - Only attained 53% of TANF goal
  - Solution- focused on building a better partnership with the Department of Children and Families (DCF)

HPOG Partnerships

- Wichita American Job Center
  - Co-located within the center
- Department of Children and Families (DCF) and other Community Agencies
  - Referrals
  - Pathway trainings- assisting customers with stackable credentials
- Training Providers
  - Referrals
  - Pathway information
- Businesses
  - Dedicated Business Service Representative
  - Pathway information

Resiliency Superpowers

- Adaptability
- Patience
- Kindness
- Honesty
- Humor
- Setting boundaries
- Continuous communication

Team Resiliency Plan

- Positive affirmations
- Showing grace
- Self-care discussions/ planning
- Team gratitude/ praise/ success board (padlet.com)
- Face to face meetings
- Team appreciation gifts and outings
- Resiliency Training

PADLET.COM

HPOG
Health Profession Opportunity Grants

Kelly Meier + 8 • 1m

Gratitude/ Success/ Praise Board

Here to celebrate and have fun!

Jessica Ryherd 1m

Love this Padlet Board

Thank you to our amazing Supervisor who discovered and incorporated this Padlet Boar

☆ RATE

Add comment

Hope 25m

Success!

I have a KHPOP customer I have been working with for a couple years. She was really struggling with her final semester of her LPN and had had to withdraw or start over twice for various reasons. She called last week to tell me that she had finally graduated!

★★★★★ (3)

4 comments

Alexandra S 23m
What a great call to receive :)

Sarah Nicholson 22m
Persistence pays off! That is awesome.

Diann Gregg 9m
So glad she stuck with it and had you to work with her through her training process.

Jessica Ryherd 1m

Jessica Ryherd 2m

ADULT program Success Story

Devin connected with Butler County Workforce Center in March of 2021. He was then referred to Wichita Workforce Center where he completed eligibility for the Adult program. Devin was unemployed and living in a motel after moving to Kansas the end of 2020. Devin began CDL training at Whiteline Trucking on 5/3/2021. He completed training as scheduled on 6/3/2021 and obtained his Class A DL. Devin began employment with Arctic Glacier on 6/14/2021 as a driver making $20.50 hour with a weekly schedule of 40-50 hours. Devin was very appreciative for the training the Workforce Center was able to assist him with. He has completed resume review and is actively engaged in follow up services as he continues to move towards finding permanent housing in the community.

★★★★★ (3)

Add comment

Alexandra S 12m

★★★★★ (1)

Add comment

Diann Gregg 25m

Success Story

A client with a professional background was laid off from a health care managment role. He took a unique approch to starting a new career by attending Kansas Truck Driving School for a Class A CDL license. He was offered a managment logistics role with FedEx with a comparable salary to his last position, even before he completed his training. He was very appreciative for Workforce Center training assistance.

★★★★★ (4)

1 comment

Alexandra S 17m
This is really cool to me!! Using that previous managerial experience in a totally new way is awesome.

Sarah Nicholson 12m

Another successful completion with employment.

Kathleen finished her CNA, gained employment earning $12.00 hourly. Continued on to receive her CMA and received an promotion to Med Aide with an additional $1.50 per hour. :)

★★★★★ (3)

Add comment

KC 30m

Team:

★★★★★ (3)

5 comments

Alexandra S 29m
Likewise KC :)

Crosby 22m
Love this, go team!

Sarah Nicholson 16m

Customer Resiliency Plan

HPOG
Health Profession Opportunity Grants

- Relationship
- Grace
- Follow up
- Community service referrals
- Business team referrals
- Communication
- Consistency

WORKFORCE ALLIANCE
OF SOUTH CENTRAL KANSAS

HPOG Legacy

- Continued success of our customers working in the healthcare industry, in our community
- Continued partnerships that will benefit other programs in our region
- Expanded understanding and focus on healthcare training
- Ability to move Career Coaches into other programs, allowing the knowledge that was gained to continue being shared

Success Story: DaShouna HPOG Legacy

- Single mom of 9 children
- Home Health Aide at time of enrollment
- Relied on income, family, state services TANF/ SNAP
- Completed Training for Registered Nurse in 2018
- Accepted position in Intensive Care Unit for $23.11 per hour
- 2021 update still at the same hospital in the Emergency Room
- Current wage is $28.00 per hour

HPOG Success Story: DaShouna at the Kansas Department of Commerce | The Administration for Children and Families (hhs.gov)

HPOG
Health Profession Opportunity Grants

WORKFORCE ALLIANCE
OF SOUTH CENTRAL KANSAS

Reflecting on Lessons to Legacy

Thinking about what was shared yesterday and today, about lessons learned, personal resilience, and program innovation…

- what did you hear that inspired, energized you?
- what will you do with those insights to lead with grit, grace, and resilience?