

Facilitator: Michael Ward

AE Director: Frank Gerdeman

Partners: Emily Abernathy, Bob Albrecht, Maxine Alper, Amber Goligoski, Marilyn Ashlin, Don Ashton, Susan Baker, Rich Barna, Tina Barna, Aaron Barnett, Virginia Berry, Janelle Blocher, Rich Bodine, April Boyd, John Brase, Kristin Brinks, Jeremy Brown, Jason Buckingham, Denise Castle, Cristian Carnahan, Angelo Clelan, Scott Craig, Christopher Croft, Lt. Eslick, Jane Flavin, Alexis Foley, Lisa Foley, Laura Fruitman, Sue Gochis, B Gorman, Bob Grant, Koko Green, Frank Gerdeman, Holly Greenough, Kathy Halbardier, Pat Harnett, Kathy Haven, Steve Heggen, Heidi Hill Drum, Chad Houck, Kyle Jones, April Kerwin, Ivone Larson, Maria Luquin, Ed Manansala, George Marley, Moirahan Martin, Bill Martinez, Cindy Martinez, John Martinez, Wendi McCray, Barbara Mick, Katherine Miller, Sabrina Owen, Jenna Palacio, Randy Peshon, John Pillsbury, Chris Placke, David Publicover, Brandon Reed, Shane Reynolds, Brian Richart, Michelle Risdon, Andrea Salazar, Melinda Stearns, Kim Stephenson, Rebecca Strmiska, Gary Sutherland, Josh Sweigert, Amber Tanaka, Steve Teshara, Tessa Thomas, Treva Thomas, Tere Tibbetts, Lauren Tomaselli, Patrick Traynor, Pete Van Arnum, Michael Ward, Cheri Warrell, Brian Williams, Jenny Wilson, Jude Wood, James Woods

Present Call-in

AGENDA ITEMS

Topic	Timing	Action Needed	Agreements/ Notes
1. Advance Network-Welcome	10 min	Introductions & Brief “Learn, Earn, Grow” Updates	<p>Michael welcomed the group and introductions were made. Michael provided the following updates/announcements—</p> <ul style="list-style-type: none"> • Third year of ADVANCE funded program, fourth year of operation • Framed brand as “Earn, Learn, Grow” • Series of working groups that have supported this effort—Annual plan submission due on the 15th of this month. • Need to include adult transition to education pathways—process that can accelerate learning and not making adults jump through too many hoops to get from step A to step B. Emphasis on contextualized learning. • Capacity to serve continues to grow over time and has appropriate skills to support the learners we interact with. College is a partner in the network, but not the sole deliverer of services—no wrong door approach. • Two biggest needed outcomes in the next year—vibrant, functional career center and pre-apprenticeship programs. Normalize and regularize our adult learning and support programs so they can be sustained.

			<ul style="list-style-type: none"> • CommunityPro Suite enables network to tell our story from a data perspective.
<p>2. Advance 2017-18 Annual Plan Review</p>	<p>55 min</p>	<ul style="list-style-type: none"> • Review ADVANCE Year 3 Action Plan • Discuss Implications for Network Services • Review Consortium, Existing and New Workgroup Commitments 	<p>Nicole provided a brief overview of RAP (<i>Registration, Assessment, Planning</i>) onboarding process and how it is evolving—</p> <ul style="list-style-type: none"> • Move to 3-day sessions in order to allow for more intentional assessments (career interest surveys, skill assessments, goal identification, learning needs, etc.). • 3-day model allows participants to demonstrate ability to make and keep appointments and to gather more information about themselves, programs available, and start a more intentional pathway planning process. • Alexis provided overview idea of ADVANCE providing umbrella case management services for the network. There are more opportunities for those who are well equipped to manage their plans—connect where there are gaps, ongoing, evolving process and not a one-time sit down. • Michael—the key word is pathways and connecting to resources available in our small community. Facilitate a network where learning takes place in multiple locations—not a pull to bring everyone to the college. Career Center and embracing counseling guidance is key. • Chamber offered to advertise for ADVANCE • Michael asked how we take separate programs (RAP, work experience) and combine/add value to the process. Talent development instead of adult education. Jenna suggested inviting reps from other community colleges who are doing similar work and host a summit to learn best practices. She offered to help facilitate this by September—Michael asked to hold this idea for a later spot in the agenda.

			<p>HTRR, Josh provided the following updates—</p> <ul style="list-style-type: none"> • Boot camp schedule is being finalized for the fall—3-4 Culinary Boot Camp’s and one at Heavenly California Base lodge. Additional Culinary Boot Camp at Sierra-at-Tahoe is in discussion. • (2) New burner stoves will help expand mobile culinary lab • (2) Students were taught in the spring at Heavenly California Base lodge • Intro talks on co-funding a van or truck in collaboration with LTCC/ISP • Michael—apprenticeship project launched with a working group to take work experience as a feeder system or embed into existing systems—still in discussion. Link curriculum to a personal pathway planning strategy. • Opportunity to take innovative approach to apprenticeships—12-week option, fast track programs that would allow employers to participate more fully during shoulder seasons. Goal to advance wages in community. Will look to Chamber as critical partner / HR Advisory group to work together.
<p>3. Marketing & Community Outreach</p>	<p>30 min</p>	<ul style="list-style-type: none"> • Telling the Advance Story in the coming year - exercise 	<p>Michael announced that the Marketing & Outreach workgroup will move to quarterly strategy sessions—telling individual stories of achievement, transformation, or both.</p> <p>Terry Tempest Williams quote—<i>“Stories have the power to create social change and inspire community.”</i></p> <p>Emily read the client story shared by John Pillsbury from DOR. Michael stated that the best way to market programs is through personal stories and asked the group to think about individuals served. Michael prompted the group to tell a client story and highlight themes—see below.</p> <p>Partners handed in their stories—ADVANCE will build strategies around these themes and this will drive our work. Must design around the narratives, not the AEBG goals.</p> <p>In the coming year, design connection between work experience, internships, P2</p>

			Planning, and apprenticeship when applicable.
4. Network Learning Opportunities	20 min	<ul style="list-style-type: none"> Potential Speaker Series and Professional Development 	<p>Michael—stories are what motivates us—how do we expand the network to address socially determined barriers to healthy living? What content would be of interest and help build on these narratives and your organization?</p> <ul style="list-style-type: none"> Jenna—Community College practices around work experience, career center, counselors. Look to private sector that have career centers that lend best practices (Los Rios, Sierra, NFN) Steve—panel with Vail, Edgewood, other major employers to talk about their needs to expose partnership as a value to them. Help Chamber to market. Directly hear employer challenges/needs Amber—Hyatt has started doing an apprenticeship program Other ideas? Please send to Nicole. Michael—narratives started a health based struggle/family dynamics—professional development in these areas?
5. Next Steps – LTAEC Meetings 2 nd Thurs	5 min	<ul style="list-style-type: none"> Action Items Review Calendar/ Events Review September 14 Meeting Priorities 	<p>Next month—implementing headline goals and taking initiatives to the next level</p> <p>Next Meeting—Thursday, September 14th at 10am</p>

Narratives

Organization: El Dorado County Behavioral Health

Story Theme: *Recovery is Possible*

Story Feature: Individual mental health symptoms began in adolescence, interfered with education, and subsequently limited employment opportunities. Sought behavioral health treatment, learned symptom management and wanted to pursue further education to achieve childhood goal of becoming a teacher. Connected with ADVANCE, completed high school diploma, and began taking college courses.

Organization: El Dorado County Health & Human Services Agency

Story Theme: *Self-sufficiency*

Story Feature: Mom with two children recently separated from father of children. She is homeless and has not worked since becoming a mother. She is afraid because she only has a high school diploma, no work experience, and needs childcare. She has an old car that needs new tires to be safe. She will not be able to afford rent on her own unless she makes over minimum wage. How can she begin to get some training for a job that will help her support her kids? Programs like CalWorks, CalFresh, and MediCal can help with some income, new tires, housing for possibly six months

and childcare, and staff can point them towards resources. What happens after that? Meet with ADVANCE staff for planning, assessment, career interest inventories, etc... to begin working towards self-sufficiency.

Organization: Tahoe Chamber

Story Theme: *A cohesive work/employment matrix*

Story Feature:

- Skilled employees (basic)
- Opportunities to advance (training)
- Competitive hiring practices (livable wages)
- Employee matches
- Create opportunity for full-time work with employers

Move from surviving to thriving.

Organization: Tahoe Chamber

Story Theme: *From struggle to success / Building workforce / Building community*

Story Feature:

- Meaningful workforce
- Skills and customer service
- Training that results in higher wage and more satisfying employment / career advancement
- Jobs—prospective employer matching and employers that benefit from these

Organization: ADVANCE

Story Theme: *Support helps create hope / Self-sufficiency*

Story Feature: Young man connected with ADVANCE to complete his High School Equivalency (HSE) and start mapping out pathway for education and employment options. Completed his HSE and was working and renting successfully, until he fell upon hard times and lost his job, became homeless, struggled with mental health issues, and was incarcerated. Continued working with ADVANCE while incarcerated to develop plan upon release. He started working with mental health/drug court and currently has a large list of probation requirements to help him stabilize. Although he is currently working on his stability plan, he feels like he has a long road ahead of him before he can feel independent and start his education pathway. My hope is that he will be able to work through his program and get to a point where he can re-engage with ADVANCE, once his plate is a little less full. Using a wrap-around, team oriented approach (Mental Health, ADVANCE, DOR, HHS), he can utilize the resources available to him, narrow in on a pathway plan focus, and start to develop a sense of self-sufficiency by gaining employment, finding a room to rent, and starting college.

Organization: ADVANCE

Story Theme: *Personal integrated pathways / transformation / advancement / self-sufficiency*

Story Feature: Connected with ADVANCE with no clear direction but interested in specific programs for exploration. Completed the Culinary Boot Camp and stopped out afterwards because of life commitments that took precedent (probation, recovery, groups, etc.). Once life commitments settled down, reconnected with ADVANCE to explore education, employment, and network opportunities available in the community. Pathway continues to move, and with time and effort, rewards will come and lead to self-sufficiency.

Organization: ADVANCE

Story Theme: *Validation of effort*

Story Feature: Referred participant to Fire Academy and ADVANCE to complete High School Equivalency (HSE). Due to previous actions/behavior, did not expect participant to follow through, but he was able to complete his HSE in less than one week and enrolled in the Fire Academy at LTCC.

Organization: El Dorado Sherriff's Organization (EDSO)

Story Theme: *School / Not just one organization*

Story Feature: Working closely with Gary Sutherland and Nicole has opened many doors for not just one inmate. Providing outlets and changing the name of GED to incorporate Employment Success. The name of our game is

rehabilitation. We can gain compliance by offering a foundation for individuals to seek skills on multiple avenues, with ADVANCE help.

Organization: LTCC Internship & Work Experience

Story Theme: *Career transitioning, later in life*

Story Feature: Sandy, age 58, had a career rich in experience and leadership as a manager on the casino floor of a Lake Tahoe gaming resort. She loved working with guests but did not like the smoky environment. She determined that she wanted to leave the gaming industry and become a medical office assistant, where she could use her organizational leadership and customer service skills in an industry that appealed to her. Sandy connected with LTCC's Internship Program and was soon placed in a medical office assistant internship at Barton. She now has hands on experience and a fine-tuned resume to support her as she applies for jobs in the field. Sandy was able to develop a strong rapport with Barton supervisors and has been invited back to continue her internship and apply for a soon to be opening position at the hospital.

Organization: El Dorado Sherriff's Organization (EDSO)

Story Theme: *Strengthening family structures through education and positive opportunities*

Story Feature: Family reunification through education. Work experience giving folks the tools to succeed without turning to negative outlets to support themselves (i.e. drug use/drug dealing).

Organization: El Dorado County Library

Story Theme: *Start small, make that easy connection, and continue to build pathway*

Story Feature: Young (early 20's) homeless couple who comes into library with 3-year old son. Mother and child hang out on the children's side while dad uses the computer. Child is engaged, playing, while mother is listless, unengaged. Referral was made to "Play and Learn" program at Library. Ideally, family, mother and child, begin attending "Play and Learn" programs and get familiar with HUB staff. HUB staff help with referrals to local food, health, and housing resources. HUB staff connect parents to ADVANCE RAP sessions. Parents go through assessment, work toward High School Equivalency and Boot Camp certificates. Gain employment and permanent housing. Family begins to thrive.

Organization: LTCC Work Experience / Tahoe Regional Young Professionals

Story Theme: *Turning part-time struggles into full-time community participation / Surviving to thriving*

Story Feature: Struggling to juggle several part-time jobs. Connected w/ADVANCE where they receive a plan. Execute plan for training and professional development. Find mentors. Result of full-time / year-round employment in a job they are passionate about and connecting with community organizations to give back.

Organization: LTCC GED – Preparation

Story Theme: *Any time is the right time*

Story Features: She had waited a long time to take the step of going back to school. At 59, she was the oldest member of our class. Starting out in Mexico, her challenging life led her into an early marriage.

Her four children were all born in Texas. She had been happy to see them become successful. Now, having worked and helped her children and grandchildren, she was back in school to improve her skills. She wanted them all to be proud of her. After she had read in class one day, I stopped and said, "That is the best you have ever read!" "I'm working really hard," she replied. Another class member said, "That was really good!" Many of us were seeing her success and she was, too!