



Conference Date: May 15, 2019

Workshop Overviews

Track A: Diversifying the Workforce

Session 1/Workshop A: Success and Opportunities: Hiring Individuals with a History of Criminal Justice Involvement (10:45am-12:00pm)

Due to relatively low unemployment, employers need to start thinking differently about who they hire. This may include working with a population, like those who have a history of criminal justice involvement, which is different than they have hired in the past. People who have a history of criminal justice involvement can bring a lot of skills, experience, maturity, and loyalty to any work place. They can also bring a lack of understanding of workplace culture and expectations. This panel will bring company representatives from various fields to discuss their experiences with hiring and retaining people who have a history of criminal justice involvement.

Session 2/Workshop A: Creating a Culture of Diversity and Inclusion in the Workplace (1:15pm-2:30pm)

Recognizing the benefits of diversity and inclusion, many employers and organizations have become intentional and have taken significant steps to build inclusive strategies and policies in their workplaces. This work is important. It articulates a vision for diversity and inclusion, and outlines strategies and structural changes to get there.

Session 3/Workshop A: Multi-Generational Impacts on the Workplace (2:45pm-4:00pm)

This session will explore the success, challenges and opportunities of the multigenerational professional landscape. What are the traits and values that define each generation, including key differences such as: Professional attire, use of technology, work-life balance and education. How do the formative influences of each generation impact their career approach, work style and expectations in the workplace.

Track B: Successful Collaborations and Partnerships

Session 1/Workshop B: Business-Led Training Models (10:45am-12:00pm)

When businesses lead the way with effective employee training models, the public workforce system will support them. Find out how three local businesses representing different industries are leading the way and benefitting from public resources. We will interview representatives from local businesses, including Rochester Regional Health Rehabilitation and Nursing, to find out where they find raw talent, how they assess training needs and develop training plans, and how they structure their training programs. You will learn about partnerships with colleges, other training providers, providers of employee supports, and training funders. You will also have the opportunity to ask questions about the training methods used by these businesses, including classroom or customized training, on-the-job training, and work tryouts. This workshop will be presented in a way that you can apply the lessons learned to partnerships that you develop.

Session 2/Workshop B: Aligning K-12 Educational Excellence and Career Pathways to 21st Century Jobs (1:15pm-2:30pm)

This will be a participatory workshop, where attendees will learn about ways to support innovative models. Presenters will talk about opportunities to build quality K-12 outcomes in the early childhood/primary school years that are structurally connected to exciting programs that sustains student interest in career and technical education, STEM/STEAM, entrepreneurial innovation, and college preparedness. Participants will explore ways to connect students, families, and community organizations to school-based and other career preparation pathways that build momentum for work-based experience and continuing education opportunities into and beyond high school.

Session 3/Workshop B: It's About Business: Hiring Incentives, Business Support Services, and Assistive Technology (2:45pm-4:00pm)

This session will offer Human Resource/Staffing Recruiters information on how to improve their talent management strategies for recruiting diverse candidates. Session participants will learn about hiring incentives, supports available to businesses and programs to help you staff your workforce. Partnerships between non-profit organizations, government funders and local businesses are the key to creating jobs for special populations. In this session you will learn about Public-Private Partnership models that have been successful in creating jobs. We will also cover the myths and realities surrounding Reasonable accommodations and Assistive Technologies. These can often be misunderstood and intimidating for businesses who want to offer opportunities to individuals with disabilities. Come learn about the cost, services and supports available to your company.

Track C: Best Practice Models

Session 1/Workshop C: Beyond Poverty: Bridges to Self Sufficiency (10:45am-12:00pm)

Ensuring people move past poverty and toward self-sufficiency is a hall mark of our employment programs and services. But in order to assist people toward this goal we need to address the underlining reasons for their poverty. In short, we take a holistic view of the person and their situation in collaboration with the person, their supports and other services. In doing this we discover the gifts, talents and unlimited potential of the people that we serve in order to better align them with the supports and services that can assist them flourish! Join us for engaging discussion on this important topic!

Session 2/Workshop C: Training Programs and Entrepreneurship (1:15pm-2:30pm)

Come learn what innovative training models are building a pipeline of qualified individuals; moving them to stable employment and self-sufficiency. Participants in this workshop will hear about resources and efforts to support individuals interested in developing a career including the recruitment of entrepreneurs to open small businesses, job readiness training and support services for high demand industries and workforce models featuring private and public partnerships.

Session 3/Workshop C: Service Planning for Employment Specialists (2:45pm-4:00pm)

In the environment of Medicaid waiver services and HCBS billing, Employment Specialists are often required to create person-centered service plans that show medical necessity and address the goals of the participant. Join us for this topic to learn tips and techniques on creating great service plans!

Track D: Employee Retention Supports

Session 1/Workshop D: Financial Literacy and Work Incentives (10:45am-12:00pm)

For individuals and families exiting poverty, it stands to reason that success begins with viable job and income opportunities. But for those of us "in the trenches" we know that the story doesn't end there! Financial Literacy and Transitional benefit education is a critical component of their success that cannot be ignored. Come learn about community efforts underway that support job retention. We will also discuss the best practices for assisting individuals with managing their benefits while earning a wage and as they transition off of public benefits. Participants will also learn the Myths and Realities of Work Incentives Opportunities.

Session 2/Workshop D: Peer and Mentorship Models (1:15pm-2:30pm)

Implementing Peer and Mentorship models have proven to be effective in developing relationships and sustaining program participant engagement and retention. Peer support is the process through which people with similar experiences support one another, both emotionally and practically. Come learn about Vocational and Employment models, strategies and practices that improve outcomes for job readiness, placement and retention.

Session 3/Workshop D: Overcoming Obstacles to Affordable Child Care and Accessible Transportation Options (2:45pm-4:00pm)

This will be a participatory workshop, where attendees will learn about ways to support innovative models. Presenters will talk about ways to enhance program eligibility, increase system flexibility, and meet demand using person-centered approaches. Participants will contribute to solutions that can help create a more competitive regional economy that connects systems with effective models to remove barriers to work and connect potential employees to jobs, particularly in industries with existing labor shortages.