**Transcript of Career Pathways WIOA strategies at the Systems Level**  
  
[Please stand by for realtime captions]  
  
It looks like we are at the top of the hour and we are ready to get started. We are so glad all of you could join us here today for our first presentation in our 2 part Career Pathways series. Today's presentation is on Career Pathways and WIOA: Systems Level Strategies. For today's meeting, the presenter is going to be myself and Dave Mayer. Dave Mayer is my colleague on the in the eye technical assistance team. He is our DEI career pathways Subject Matter Expert. My name is, Miranda Kennedy, Director of training for the DEI. I will be supporting Dave in his presentation today. Let's get started talking about our learning objectives. Our hope or expectation for today is all of you who are joining us and, thank you for being here today, that are DEI Grantees and Disability resource coordinators will come away from today's presentation able to understand the relationship between DEI and career pathways; strategies and the link to WI LA. The Workforce Innovation and Opportunities Act. We also well discuss the six levels in each component and be able to assess the current status of your State/ regional system pathway system and prepare an action plan too effectively collaborate with different pathways systems, as well as be able to organize the S tate/regional career pathways team to demonstrate the value of aligning DEI and career pathways system strategies. With that, I will have it today to talk about the agenda today, and to get us up and running and started up. Dave?  
  
Thank you, Miranda, good afternoon. Happy to be here. The morning to all of my colleagues to the west of me, California. In getting to today's agenda and get some of those objectives Miranda talked about at the beginning, first we will discuss parallels between career pathways and Disability Employment Initiative's strategy and how they align so perfectly with workforce innovation and opportunity act priority. The next section we will talk about the elements of effective career pathways system, and those factors needed to develop each one of the elements. The third focus will be on the steps a State disability employment initiative team can take to understand the current [Indiscernible] system and prepare action plan to collaborate with that system. Finally, we will discuss how the systems positively affected and will develop aligning of career pathways and DEI strategies.  
  
I'm going to pass the ball back to Miranda to begin the conversation on aligning WIOA systems which include career pathways models. Miranda?  
  
Thanks, they. Those thanks, Dave. We have a State plan provide strategies to implement career pathways into WIOA current Partner programs; a a focus on coordinated planning increases capacity of job centers to serve targeted groups. The WIOA suggest state/local workforce development boards has standing committees that provide information and to assist with operational and other issues related to, and this is important, provision for people with disabilities. State can ask for support to create committees from national experts such as [Indiscernible], policy staff, the LEAD center, national Council on disability and Advisory Committee on increasing competitive [Indiscernible] appointment for persons with disabilities. Common performance measures are now a focus of the required cord WIOA programs. This is what Title I can assist other core programs too effectively capture and report required WIOA performance status. Section188 prohibits discrimination on the grounds of race, section 188 also requires reasonable accommodations be provided to qualified individuals with disabilities in certain circumstances. Also covered by the regulations. Section 504 and Title I and title 2 of ADA, in recent update to this requires [ Indiscernible] annual assessment of the job centers adherence to WIOA Section 188 equal opportunity and non-discrimination language. The WIOA also encourages financial literacy is a career service; increase the capacity of an individual to make informed financial decisions and transform those decisions into desired actions in an effort to reach financial Independence. Career pathways of financial literacy have identical long-term goal is to assist an individual in becoming a self-sufficient member of the community. And as the individual aren't living wage for those individuals with little or no expense was saving for budgeting or banking will benefit greatly from education and support to break the cycle of poverty. With that I will hand it to Dave to take us further into what is a careers pathway system. Dave?  
  
A Career Pathways system we will define so that we can all have the same context moving forward because we know, different systems and different providers have different definitions to the Career Pathways systems. I wanted to make sure that we are on the official Workforce Innovation and Opportunity Act. The career pathways systems a system that supports design implementation and sustainability of career pathways that represent a combination of rigorous and high quality education, 20, and other services that are so: Align with the skill needs needs of industries and the economies of the State or region above; prepare an individual to be successful in any any of a a full range of secondary or postsecondary education options, including registered apprenticeships; include counseling to support an individual in achieving education and career goals; include, as appropriate, education offered concurrently with and in the same context as workforce preparation activities those would you like me to read this list?  
  
Sure.

The next couple are organizing education, turning, and other services in a manner that accelerates the individuals educational and career advancement to the extent practicable go; enabling an individual to attain a secondary school diploma, or it's recognized equivalent, and at least one recognized postsecondary credentials; have an individual into or advance at a specific occupational occupational cluster. Dave, why career pathways?  
  
Now we know what career pathways are and are on the same page. Let's talk about why career pathways are so important. First and foremost, career pathways align well with sector strategies, which is one of the major strategies within the workforce investment opportunity act. We have a definition articulates interdependence of career pathways programming with those industry, sector strategies talked about in WIOA and identify specific features and functions and other career pathways programs. We require State and local Collaboration II establish career pathways systems. Under WIOA cost a boards are responsible for aligning core partners and developing and improving the Workforce system through the creation of career pathways. Career pathways must be consistent with the unified or combined State plans which is required in WIOA. Systems must also be in alignment for successful sector partnerships and career pathways systems. And to facilitate a new system focus their needs to be a major change of mindset, as we all know. Developing career pathways involves a pathway, sometimes excruciating pathway of coordinating different parts of multiple public and private services and activities that make up a comprehensive education and training system [Indiscernible]. We have it increases emphasis on cross discipline in alignment, Strategic Planning, performance measurement, and data collection and utilization. Finally, most definitely not least cost employer involvement is essential to the ongoing success of a career pathways system. To ensure continued relevance, labor market demand employer input should be gathered throughout the life of the career pathways system, not just a plant in the additional planning phase. [Indiscernible] states and regions can engage reports for the long-term, including gathering input to analyze Career Opportunities, [Indiscernible] employers to discuss the need for recognizing the contributions of their employer partners, and ensuring that employers understand the return to investment and participation in a career pathways system.  
  
Miranda, why don't you tell us how career pathways systems work?  
  
I tell you what, I will get us started but you can take us on the Deep Dive. How about that?  
  
Sounds like a bad.  
  
Career Pathways systems, let's talk about them. Career pathways systems are a series of connected education and training and support strategies that enable individuals to secure industry relevant certification and obtain jobs within an occupational area. That's what the slide says and what it is. The career pathways systems systems-level career pathways development is a broad approach for civic populations that may experience significant barriers to employment and had substantially, sensitively, alternate the way the system deliver services and relation with Partner organizations that stakeholders. Career pathways systems also offer an effective approach to the development of a skilled workforce by increasing the Number of workers in the U.S. to gain industry recognized in academic credentials necessary to work in jobs that are in-demand. That's pretty key. They also offer a more efficient and customer centered approach to workforce development because they structure intentional connections among employers, adult basic education, support service providers occupational training and post-secondary education programs, and designed the systems too meet the needs of learners and employers. That's out a little bit like something else we are working on here.  
  
Right.  
  
We're getting close to the rest of the presentation here. That's take a look at the next slide and this lovely Fremont. According to Dave, this is the most famous site in Career Pathways history. I will test him because he's the DEI Subject Matter Expert on this. This slide shows the connection between the six key elements which we will dive into more in the presentation and how they interrelate to a primary focus of WIOA. The framework needs to first be established at the systems level and implemented a program level with each individual career pathways program. This benefits the participant in the program as they seek to achieve their career goals. Let's take a quick look at the six key elements on the chart and then well get started on the first one. We got building cross Agency partnerships; this leads to identifying industry sector and engaging importers. Designing education and training programs, and identifying funding needs and sources, aligning policies and programs, and then measuring systems change in performance. Let's take a look at the first one there. Building, which is career pathways Element one. Build cross Agency partnerships. This is where class Agency leadership team clarifies roles and responsibilities of each Partner and it gains high level support from political leaders for an integrated career pathways system. I'm happy to hand it over to Dave to walk as to what that is. Thanks, Miranda.  
  
I wanted to set the tone. As a go through each one of the components of each career pathways element, it's important for each of you to understand this is a strategy cultivated by the national career pathways experts that were gathered by Department of Labor over the last several years to assist states and regions in developing career pathways models to satisfy both in the past, WIOA, and now we regulation. This information can be found in the current career pathways toolkit which can be found on resources here and on today. As members of WIOA assistance, State and regional DEI team and partners lead a clear picture for [Indiscernible] existing career pathways model took to design to their current status. Many of these components have been adequately addressed by existing State teams to recognize the DEI dreams goal was not to create an inclusive career pathways system from scratch but use the knowledge gained from learning the existing systems development providing strategies to help increase the capacity to serve all jobseekers. We have but career pathways Element one in talking about building cross Agency partnerships, which is most definitely a primary [Indiscernible] of WIOA. Some include engaging cross Agency partners and employers so that everybody knows what each other those and getting to know they have something to lead one another. Establishing shared vision, mission and set of goals within the career pathways system; define the goals those roles and responsibilities of all partners, and developing a career partnership -- career pathways partnership Work Plan or MOU when needed. Sometimes some systems need to have that in place before they can talk with one another. Obviously, the less formal we archived the more we feel we can get to the root of what we are attempting to do. Miranda, what is element 2?  
  
So glad you asked.  
  
 It's identifying s ector/industry, and engaging business. This is where sectors and industries are selected and the partners and co- investors in the development of career pathways systems. It seems a bit of a shift from the way it used to be, right, Dave?  
  
It certainly is. Whether to tell us of the key components?  
  
I would be on her.  
  
First and foremost are the key component is conducting labor market analysis to target high-demand and growing industry. We know the school for bucket label information is an effective way to manage risk and ensure industries chosen for career pathways to provide best return on investment. Secondly, survey and engage with key industry leaders from targeted industries and sector partnerships by leveraging existing partnerships, we get connect the career pathways leadership to the needs and interest of employers. Third, clarifying the role of employers in the development of the operation of programs. Key employers will accept multiple rows of developing the career pathways programs. As they know the greater the role of them. Of the likelihood career pathways will meet industry needs. Number four to identify existing training systems within the industry, as well as national that our progression and/or mobility. Identifying skill [Indiscernible] on-the-job amplifying experiential learning to help [Indiscernible] schools. Career pathways system must understand the type of training available within it industry already, not just within training programs but what the industry sectors already have in place and the like curriculum too meet changing industry standards. Number five is identified the skill competencies and associated training needs by asking the right questions and identifying skill requirements to perform the essential function of a job. It will give the employer a competitive advantage against it's competitors. Lastly, sustaining and expanding business partnerships. Strong reliable relationships to employers require a routine [Indiscernible] of communications and actions in order to ensure continued commitment from business partners. They see there is true value in that partnership. Miranda top doesn't this sound familiar?  
  
You know, it really does. It's sinking up a lot was something else we spend a lot of time on, visit the?  
  
Yes, the EEI thing.  
  
Maybe.  
  
Let's keep going. I think this also segues into something else that we can have an impact. Let's talk about that career pathways element Number three.  
  
Sounds good.  
  
Element three is where we are designing education and training programs. This is where career pathways programs provide that clear sequence of education courses and credentials that meet the skill needs of high-demand industries. I think DEI can hand something does have something to do with that but let me headed to you to tell us of the key components of what designing these programs look like. This slide is for you, Dave.  
  
Key components are definitely in many ways deeper than what the DEI career pathways team will be going into, but I'm going to read the components on how the State set of the career pathways strategies for the system for the whole State. First key component of designing education and training programs: Identify and engage education and training partners; Identify target population's, and two points, and recruitment strategies. A very important part of entry into training models. Said, review, develop or modify competency models with employers; develop and validate career ladders and lattices. Element Number three is an area most likely addressed by states in training systems. We are opportunities for DEI team too [Indiscernible] expertise too the existing career pathways models that were most likely have service delivery gaps to prevent jobseekers from fully achieving their career pathways goal. The second component area is where DEI team can assist by introducing jobseekers with disabilities to existing career pathways and assisting a recruiting job ready candidates, something employers are always looking for.  
  
Next.  
  
Components four through 7, develop or modify programs to ensure that meet industry recognized credentials. Analyze the State and regional education and training resource in response capability. Number six, research and promote work -based learning opportunities. That's something we talk a lot about on-the-job training, work experience got job shadowing, and how we promote that within business and industry. Number seven, provide flexible delivery methods. I want to focus on the seventh component here. Normal college and university schedule that the best her coursework is limited to some offerings and do not meet the urgency of many nontraditional students, including people with disabilities but they have to [Indiscernible] credential and find a job. Flexibility a program offering means more [Indiscernible] meet more than class schedules but also include e-learning and -based learning allowing students to progress at their own speed based on their abilities and a vailability. [Indiscernible] a web-based lessons allow learners with disabilities and difficulties with transportation study at times that fit their schedule. Few of the flexible delivery service schedules including [Indiscernible] semester -based classes, offering classes in the evening and on weekends, offering alternative locations for training, including offering at employers worksite, and offering credit for required learning.  
  
Next slide.  
  
The last three components are: Develop integrated, accelerated, contextualized learning strategies; provide career services, Case Management, and comprehensive support services; providing employment assistance and retention services. Everybody is pulling right now because this really sounds like our work right now. All previous component potential benefit to career pathways model. The most relevant connection is the tenth component. Employment assistance and retention may include workforce readiness and preparation, including resume writing, cover letters, job interviewing skills and job skills training. Preemployment connections to the industry, including internships, to the programs, to new programs, work experience and job shadowing, job search assistance, which is navigating job [Indiscernible] as well as techniques and searching the hidden job market. Job protection skills such as taking direction, job appropriate behaviors, problem-solving techniques and attendance. Special accommodations as well, which is reading [Indiscernible] on-the-job go Jane and workspace modification. [Indiscernible] staff and DEI Partner providers have these resources and expertise and can work with existing career pathways systems to implement the use of these services into their current programs. Miranda, what [Indiscernible] all about?  
  
I am happy and excited to talk about element 4. Elements one through three are connecting the dots kind of thing, right?  
  
Element 4 will take us for the. Element 4, identifying funding needs and sources, where necessary resources our raised and/or leveraged to develop to operate, and sustain the cath best career pathways systems and programs. We need leveraging here our DEI, we? Let's access those resources. This is sounding like it's sinking up nicely.  
  
Pretty clean definitely.  
  
Dave, talk about the key components under identifying fun needs and resources.  
  
This is an area we talk about a lot in DEI project, where are the need that sources available as resources that are so valuable to the end result of our customers? The key components for element 4: Identify the costs associated with system and program development and operations; identify sources of funding available from Partner agencies and related public and private resources and secure funding. That will be asked most definitely. In identifying funding needs and shortness sources for DEI [Indiscernible] existing career pathways current operational cost, can offer assistance with any available funding streams to bridge current gaps in funding. Third, of course, very important, develop long-term sustainability plan for career pathways models with State or local partners. In regard to developing that sustainability plan, DEI team and partners will be able to help identify insecure needed, sustainable resources that will [Indiscernible] necessarily a part of the existing career pathways model. Can you share [Indiscernible], Miranda?  
  
Number five brings it all together. Align policies and programs. All of the steps before get you here where you are aligned policies and programs we're State and local policies and administrative reforms have been aligned to revised to align with implementation of a career pathways system. It all comes together. Dave, you components to discuss that are yours.  
  
Thank you.  
  
For aligned policies and programs, key components include: Identify State and local policies necessary to implement career pathways systems; identify and pursue needed reforms in State and local policy; implement statutory and administrative procedures to facilitate cross Agency collaboration. Element Number five, as you are saying to yourself, this is not our purview, Number five is clearly a function of State workforce development Board, existing laws and regulation policies associated with workforce [Indiscernible] in each State required substantial change to implement a State career pathways system. The DEI team may have little or no direct effect on State policy, but by becoming a valued Partner to the existing State career pathways team, it can offer input and direction based on their experience in serving jobseekers multiple barriers to employment. This will last a career pathways systems to learn and grow. Miranda, isn't there an element Number six?  
  
There is an element Number six, and it's the one where you really bring it home, right, Dave?  
  
Pretty much.  
  
Pretty much. A big important element, measure systems change and performance. Where are we without that? This is where appropriate measures and evaluation methods are in place to support continuous improvement of the career pathways systems. We all know the biggest room in the world is what got room for improvement. This is how we go about doing that. Dave caught take it away.  
  
I always thought it was the master bedroom but I guess your right. It is measuring. With measuring systems change the performance, this is something it was again in element Number five, State leadership will ultimately identify outcome expectations for career pathways programs and systems. Let's talk about the components that are utilized in element Number six. First is go define desired system, program, and participant outcomes, which is a huge part of Workforce Innovation and Opportunities Act, or those common outcomes. Number 2, identify data needed to measure system, program, and participant outcomes. The three, implement a process to collect, store contract, share, and analyze data. Lastly, design and implement a plan for reporting system and program outcomes. We're all aware a major principle of [Indiscernible] providing quantitative [Indiscernible] and Evidence-based practice to increase systems that provide services that meet the probably career path. Measuring impact of comprehensive system change is critical to sustaining a support necessary for carrying out a career pathways approach to education and training. By developing a working relationship with existing career pathways models in each State.DEI team [Indiscernible] outcome data in promising career pathway practices to implement a replicable training strategy, encouraging states and regions that have not focused career pathways models and job seekers with disabilities to follow suit. I believe will roll out of e lements. Is that correct, Miranda?  
  
We really with the those in the half hour. We have time to get into a lot of things here, which we might need.  
  
I think I am going to take it away from you for a moment, Dave, and set you up so that you can talk further about assessing the alignment of DEI strategies and at the State career pathways model.  
  
Sounds good.  
  
Here we have in front of you, what would a State-level DEI career pathways team look like? This is where the State team supports local team. A State team supports the local team and assist in development of administrative and regulatory environment that aids local and implement that -- age local implementation and statewide development of an inclusive CP system. We put emphasis on active endorsement of Career Pathways systems by the governor and State workforce development Board, suggesting that provide leadership to promote or steer the partnerships necessary to build and sustain State State-level career pathways system. And to be most effective, state-level representative on the cross Agency leadership team include, at a minimum, from the State agencies responsible for workforce development, Health and Human Services, secondary and postsecondary education, adult basic education, economic development, rehabilitation services, and employment first. Dave, can you help us understand some expectations around this?  
  
I sure can try, Miranda. First and foremost, one of the important pieces for us as a career pathways DEI team would be to review the State unified or combined WIOA State plan. To understand where within the plan the State focuses on strategies for career pathways, and how it combined with it's disability and other multiple barrier population strategies. Having this information will help us to get a baseline for where the State is supposed to end up, and allows us to take a look at how we can then align these processes. Second, we definitely want to know what DEI Statement of Work is and what the strategies are we're using right now to promote pathway systems. What do we have written in there and how are we going to Partner and utilize the resources available to improve the processes of an inclusive career pathways system. Then we want to reach out to State workforce birds. We want to figure out who or what their strategies are and interpretation of whether or not there have been changes to these strategies since the plan was released back last year, and lastly, will contact that lead State career pathways Agency or agencies, which that information we will be able to get from the State workforce Board, hopefully, so we can find out the current status of where the model is and what it's currently running within the State as far as career pathways systems and models.  
  
Next slide.  
  
For us to assess, for the career-best those for the career pathways DEI team to assess S tate/regional career pathways model, you need to identify the State/regional career pathways is to Partner. Once group a -- quit Partner DEI team as a clear picture of the states overall career pathways systems strategy, career pathways DEI teams can identify who is currently involved in the career pathways system development for the State. Next, exploring career pathways systems mission, vision and goals. This is an opportunity for the DEI career pathways team to get to know the big picture objective of the State career pathways systems, as well as the mission, vision and goals of the career pathways partners. We want to know if there are any ulterior goals that might not align right now with the career pathways systems and State [Indiscernible] so we can help to align them or more effectively for the majority of our participants. Next, the State DEI team complete the DEI CP readiness assessment tool. I'm sorry, first we will distinguish existing CP model strengths and challenges so that they can come together to identify areas of strength and concern and the existing career pathways system. This will help the Team to develop a baseline of current gaps too meet the current career pathways systems on which they can focus. Now we will talk about the group pathways readiness assessment tool. To assess to light itself with the State career pathways system called called the State DEI career pathways team can use the career pathways statement that's career pathway readiness tool which is available on [Indiscernible]. The Team helped recognize areas of career pathways system where Rick can contribute and bring value to the states existing career pathways approach. You will also find places where the career pathways DEI team may need some more work to get to a place where they are comfortable in talking about those career pathways elements and components. Then finally, an action plan will focus on ensuring progress toward a more inclusive CP system. Inclusive is definitely the defined where do you you. After completing the readiness assessment, the tool itself includes template to lay out an action plan prepared cell to effectively align to the DEI strategy with the State career pathways model as it exists now.  
  
Next.  
  
Let's talk a bit more about why the alignment between the DEI career pathways strategies can greatly benefit an existing career pathways system. We can do that right now.  
  
Benefits of career pathways are, Number one: Transforms employers from customers to partners to coleaders; offers a more efficient a customer centered approach to assist businesses in development upfront by helping to transform the role of employers from a customer as it has been for many years to a Partner. Then of course to a cult leader and co-investment, investor in the development of the workforce. The brokers have a high stake in the development of career pathways that lead to an increased in the pipeline of qualified workers, which is something [Indiscernible] very often as they are looking for people to fill those positions that are most in need a. Next it offers a more efficient and customer centered approach to workforce development. Because career pathways structure intentional actions among e mployers, adult education, support service providers, occupational training up a secondary education programs, and design systems too meet the needs of learners and employers. It also discourages different pathways from multiple systems got one of the things we talk about of doing the thing over and over again, wasting lots of resources. This is an area where we can benefit from that because we develop a system across the street of each Agency, partners can more effectively create a service delivery process that allows for one pathway for each job seeker. Finally, promoting an integrated service delivery flow. We encourages states to align State resources to support integrated service delivery across set the us federal and State funding streams to ensure interested partners and agencies, with a focused on education, workforce development, one other type of human or social service are aware of the Dreake memo from group collaboration and coordination across programs and funding sources.  
  
The value of the career pathways and DEI systems alignments, we talked a lot about the benefits of career pathways but how do they make that connection. First, the DEI career pathways alignment will increase the business community awareness of benefit and return on investment hiring people with disabilities, as well as how it recruits skilled job seekers with disability. It will also integrate system changes by ensuring passivity in-service delivery line and relevant programs serving persons with disabilities. It will also establish measurable goals, aligning policy, practices, and leverage funding across systems as much as possible to expand the capacity of the public workforce system partners to provide integrated career pathways p rograms, accomplishing measurable goals that will increase participation of people with disabilities in real pathway systems and programs, and of c ourse, developing strong evaluation method to determine successful outcomes and models that can be replicated and expanded after DEI goes away. Next.  
  
Let's talk a bit about what we have come through calcium -- some final thoughts and conversation the career pathways team. First and foremost, don't start from square Number one. There is no new quilt to be invented here. More than likely, your State workforce development Board and career pathways leadership has a strong strategic plan to implement career pathways strategy. You can benefit greatly from excellent work and you sure excellent work and resources to strengthen the existing career pathways system. You also my find out there are new career pathways models that may be appropriate in certain situations. Don't count out the possibility of working with the DEI career pathways team to develop and implement new career pathways models to assist skills and abilities of jobseekers with disabilities for specific needs of employers to a qualified employee. Divide all disability service providers to the table. Don't count out the possibility of working with a -- no your existing career pathways system, of having a clear understanding of the career pathways model will be next to a possibly too effectively align care DEI and current DEI strategy. Invite all disability and social service [Indiscernible] who share common customers, valuable resources and expertise found in the most unassuming places such as independent living centers, protection and advocacy groups, assistive technology providers, just to name a few. I went too this one for giggles. Building inclusive career path models aren't only good for all but they are also required. It's not just a great idea but it's the law. Finally, focus your value. Focus on your value to the existing career pathways it. Research in your State existing career pathways model so DEI career pathways team can develop and implement strategy too [Indiscernible] capacity to deliver a more inclusive model. If an abundance of knowledge and resources, many gaps in existing services will be bridged. Miranda, I'm turning it back to you.  
  
Thanks, Dave. We have plenty of time for questions or comments from those of you joining us from all parts of the land. This is your time. We would love to hear from you. If you have questions or comments, there is a Number of ways to engage us. We would love to hear your voices. If you raise your hand on the right-hand side, I can unmute your line and hear from you on your experience to date of existing with career pathways. You can chat or put a question in the Q&A box. We will verbalize that for you. Dave will answer that. We will give you a moment to do that. We're just those quick heads-up, I hope you all know and are signed up for the Thursday presentation where we will be talking about intersecting DEI pathway strategies that the program level. We will be diving even deeper. We will give folks a moment to type in questions in chat or figure out how to raise their hand. Similarly, it may just be that we have broken it down enough that this is crystal-clear and you are all doing this already. If that is the case, do not raise your hand or do not put a question or comment in there.  
  
Do you like [Indiscernible] about the group. A bright group.  
  
Many have heard this already a lot of it already. A good refresher for many.  
  
We do have a good crew joining us today, a good Number of folks. We thank you for your time today. We will keep the lines open for another moment or two. I will go ahead and post the PowerPoint which you can use in your own discussion with folks that you may be bringing to the table.  
  
Are you seeing anything coming in, Dave?  
  
Nothing, that the.  
  
Okay.  
  
I want to see if I can go in here and find today's training where you can download it on your computer. You can download it from your computer on the platform. If you cannot find it, you can always send as those are you seeing that, Dave, the file transfer?  
  
Yes.  
  
All right. With that, let's talk about our resources. There are a Number of resources on the last slide and another reason you will want to download the PowerPoint, we have the turning point notice the career pathways toolkit and had guide assistant work work for development. I'm sure you are familiar with that. Also have the DEI Career Pathways Readiness Assessment tool that your TA may have been working on with you, as well as working for WorkforceGPS career pathways Community of Practice. Finally, integrating and implement the career pathways apprenticeship within a sector strategy. Those are some of the resources for you. We also have which I meant to put a slide on for the training on Thursday. We have a lot of people signed up for that. Hoping the crew is all signed up for Thursday as well. It will be 3:00, 4:00 Eastern time same bat time, same bat channel.

We will get more specific. I am hoping there will be more interaction in talking about what is going on, on the ground.  
  
The program level presentation would seem to be another way to really invite this call certainly. Please, folks, come prepared to bring her questions, comments, what it is you are doing and working on, anything you're having success with or anything you are struggling with, right, Dave Rex.

Absolutely. That's what we're trying to do, trying to get everybody feeling confident, next steps.  
  
With that, looks like we were incredibly efficient with our time today. I'm going to put our contact information. The hope is all of the folks on the call know how to get in touch with us already. If you do not, it's on the slide. We would like to hear from you. We ask as you are leaving the presentation today, take a moment to fill out the couple of quick questions. It helps us when you respond to those. We appreciate it greatly. We hope you enjoy the rest of your Monday. We appreciate you being here today. Comments, Dave?  
  
Looking forward to the 100-degree heat here in California. Stay cool, everybody.  
  
We will get rain here today in Boulder, Colorado. Thank you, again, folks. See you again on Thursday.  
  
[Event Concluded]