**Community of Practice- Foundry Works Monthly Meeting\_ Minutes**

**Date: Monday, September 26, 2022, 9-1030 am**

**Participants:**

|  |  |  |  |  |  |  |  |  |  |  |  |
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| Diana Al-Qutub | **P** | Matt Wenger | R | Anna-Joy Ong | **P** | Cassia Warren | R | Amanda Kwan | R | Judy Dang | P |
| Acasia Preston | R | Cali Barton | **P** | Gregg Loo | P | Kim Dumore  | R | Okasana Soychuke | **P** | Terry Buylch | P |
| Alicia Erenli | R | Camile Kho | P | Haley Turnbull  | P | Kourtney Brisbourne  | P | Raelene Hodgson | **P** | Tiffany Jaeger | R |
| Alison Ivan  | R | Cassidee Wood | **P** | Jen Wuschke | **R** | Kristi Mandin | **P** | Ricki Justice | P | Vivian Lau | R |
| Allison Boese | P | Chris Bennett  | P | Jenny Evans | P | Lyn Heinemann | **P** | Sandra Teves | P |  |  |
| Amber Clarkson  | **P** | Chris Steller | **P** | Jona O'Connor | **P** | Melissa (Mel) D'Agostino | P | Sarah Goulder | **P** |  |  |
| Amy Schactman  | R | CJ LeBlanc | P | Julia Gray | R | Melissa Cailleaux  | P | Sarah Thorne | **P** |  |  |
| Andrea Cherchas | **R** | Dave McQuarrie | R | Julia Hayos  | R | Michael McFetridge  | P | Shana Soo | P |  |  |
| Angie Prescott | P | Debra Hennig  | **P** | Karen Lavoie | P | Mikayla Angie  | P | Simone Maassen  | P |  |  |
| Anna Willms | **P** | Donna Desmet  | P | Kate Mcdonald | P | Mike Gwaliuk | P | Stephany Berinstein  | P |  |  |
| Ben McAuley  | P | Donna Fullerton  | P | Kelly Sutton | **P** | Nicholas Clarence  | P | Tamiko Keating | P |  |  |
| Brandie Haffey | **P** | Elise Durante | R | Keri Barron  | **P** | Nicolett Baan | P | Tania Wicken | P |  |  |
| Brigitte Clair | **P** | Gill Walker  | **P** | Kim Conroy  | P | Nicole Pidperyhora | **P** | Tanya Timbers | R |  |  |

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| **Agenda Item** | **Discussion** | **Action Items** |
| **Reminders/ Updates** |
| 1. New employee update
 | * Nicole- Foundry Richmond- Job Developer- one month in.
* Sarah Thorne- Foundry Abbotsford- Vocational Specialist
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| 1. FCO updates
 | * Reminder to submit activity and financial reports by Oct 6th, 2022
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| **Clinical Discussions and Knowledge Exchange**  |
| 1. Guest Speakers
 | * **Michael Broderick** shared his tips via his experience regarding job development🡪 How to build relationships with the employers and create job opportunities for the youth?
	+ Michael.Broderick@fraserhealth.ca
	+ Mike has over 25 years of experience in the employment field as a job development and employment specialist. He also worked as a case manager and program coordinator previously. 🡪 Worked with the Richmond youth services.
* When networking with employers

🡪 Know what to say to the employer 🡪 Know the client’s motivation🡪 as a group and individually. 🡪 Know about your objectives.* Examples:
	+ UFFIs - Saw warehouse workers wanted sign 🡪 Mike took pictures of the signs with his phone🡪 The manager came to chat with him and found out forklift drivers were needed.

🡪 Mike didn’t know any forklift drivers looking for work at the time, so he put a call out to other job developers in the lower mainland and was able to find someone🡪 This may not be his referral, but his goal was to help people find jobs. * + Fresh direct- Spoke to HR person. 🡪 Mango story.
	+ Architectural technician🡪 Gathered 5 to 6 construction employers and have them present their needs and was able to connect them that way.
* Mike loves building relationships and getting to know the employers.
* Believes in🡪 contact is a contact = a relationship is relationships
* Job development strategy 🡪 guided by the caseload.
* Bad networking🡪 Talking to much! Don’t pass out other people’s cards.
* Good networking🡪 Listen🡪 be helpful to the employer🡪 be open offer your friendship.
* Avoid telling people what you do. 🡪 **tell them what you did.** 🡪 The hero in the story.
* Story telling is better 🡪 beginning, middle and end.
1. A legal secretary 🡪 only typed 35 words per minutes but with her toes. She doesn’t have any arms. Mike met the staff coordinator in a firm that specialized in disability laws and the firm decide to hire her. The firm thought her work was clean and a great personality. They are pleased they hired her. She was typing at about 70 or 80 words per minute by the time she left the job.
2. Amber’s story🡪 She was assisting a young woman fight for the custody of her child. She listened to her client and that her client knew what she needed, that the social worker was the barrier. Amber fought for the client to have another social worker review the case. 🡪 The client did everything that she was supposed to gain the custody of her child. In the end, at the hearing panel, they sided with the client. The client was awarded her son back.

\*\*Amber listened to her client’s request and saw her tenacity. She offered herself as a bridge to help her client cross to the other side. 1. Brandie’s story🡪 A youth came in this summer who experiences high level of anxiety. Brandie listened to her client’s objectives in obtaining a job. 🡪 Client wanted to be able to purchase a spray foam for his Rainbow gecko and build his aquarium. He would also prefer not to be in the costumer field, prefers stocking groceries in the back. Brandie spoke to the grocery manager and offered to job coach the worker to make sure he understands the job duties and how to reach other co-workers for support. It’s like having two workers instead of one.

\*\*now both the youth and manager are happy at the grocery store. 1. Kelly’s story🡪 a youth was grateful for the treatment he received from the substance recovery program. He then is interested in helping others in the health industry. Kelly looked through jobs via local health authority and found a job as a porter for the young person, however he had a criminal record. 🡪 Kelly went through the application process together with the young person and wrote a letter or recommendation.

\*\*Kelly was able to speak to solicitor general and have his misdemeanor record removed for the next 5 years and won’t show up in his job searches. \*\* Fun fact: If you shoot yourself in the foot, literally, in the city of Burnaby, it is considered as a mischief 🡪 a federal offence. 1. Jonah🡪 recently assisted a youth who left the supportive detox facility early and was in a cycle that was hard to break. The young person would like to work in construction. 🡪 The barrier🡪 sitting down to fill out the employment package. Jonah sat down with him and filled out the application together.

\*\* Started out as a contractor🡪 now being hired on to work full time in specializing programming. 1. Keri🡪 assisted a young person, 15-year-old with job interviews. Interview was their biggest barrier. Keri went to the job interview with the youth, walk through job site while chatted with the manager informally. Youth was hired on the spot. The youth has been working there for a few months and well supported by the employer. The same youth is also in school after the same process was done with school application.
* Interview should be fun🡪 Meeting new people.
	+ Help youth practice interviews🡪 create muscle memory.
* Alliance for arts (job board)🡪 advocates for people that are in the music, dance, or visual arts professions.
	+ <http://www.reelwest.com> 🡪 list all the films currently in production and talents required.
	+ Grips, set deck, carpentry🡪 training via Capilano college.

\*\* Fun fact: Mike’s son is a director🡪 willing to connect to review requests from youth. * Time allocations: job development vs seeing clients🡪 50/50. Sometime are phone calls to the youth and /or sometimes it’s speaking to employers.
 | * Mike will share the list of websites that he in the artistic industry.
* Mike will share his presentation- 8 Principles of IPS
* Reach out to FCO FW&E team if you’d like Mike to come back for another presentation.
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| **Evaluation** |
| 1. Data Party- Haley & REAs
 | * Haley🡪 Evaluation specialist🡪 hturnbull@foundrybc.ca
* Data collected between April 1- Sept 18, 2022
* Toolbox uptake has been great; however, the data is only as accurate as it is entered.
* Some centres registration numbers do not align with active numbers🡪 need to sort out the discrepancy.
* Currently, 370 youth registered in the program. 🡪 Over 2000 visits overall = 15 visit a day!!
	+ 1200 visits indicate as **employment support**🡪 looking at job posting, filling out application, prepping for interview, discussing work specific stressors…etc. Tangible employment supports.
	+ Life and community skills🡪 1. Talking about resource youth can utilize and connect for supports (ie, Foundry services), 2. control over personal finances (ie. budgeting for groceries), 3. reduce level of anxiety/ barriers (ie. Out to meet IPS worker, discuss new coping strategies) 4. Show progression in life skills (ie. CBT skills).
* Integrated care system🡪 65% are internal referral to other services.
* Everyone is welcome🡪 1 in 5 is a gender diverse youth.
	+ Both Victoria and Abbotsford both indicated that they are seeing more gender diverse youth due to gender affirming care.
	+ The reported number may be lower than expected because youth are not comfortable disclosing their gender orientation on PIT forms during initial visits. 🡪 similar data with indigenous youth.
* If the centres have at least 10 youth registered in the program🡪 evaluation team has enough data to create centre specific reports.
* Some barriers identified by the youth:
	+ Most youth identified on average 3 barrier when they joined the program.
	+ 80% of youth identify mental health as one of the challenges they had.
* Better days ahead
* Over 130 youths obtained jobs since April 🡪 1 per day.
* Rated their health before and after🡪 very limited after data, many youths still in the program. 🡪 May see an increase in “after” data in the next 6 month.
* Before joining the program 🡪 Most of youth responded regarding their health skewed to “fair and good”. 🡪 after the program 🡪 graph skewed to “good and excellent”.
	+ Only about 15% of youth rated that their health is poor compared to 40% before.
* Rate mental before and after🡪 pre-program 70% youth rated poor or fair🡪 post- program mental health increased from 6% to 50% and only 20% identified as poor mental health.
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