

## Foundry Work and Education Program Monthly Community of Practice Meeting\_Minutes

Date: Monday, October 31, 2022, 9-1030 am

### Participants:

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

Agenda Item	Discussion	Action Items
<b>Reminders/ Updates</b>		
1. New employee update	<ul style="list-style-type: none"> <li>Amy Cadden- Foundry Comox Valley</li> <li>Sonia Randhawa- Foundry Virtual- Transitioned from part-time to full time. Will be seeing clients asap.</li> </ul>	
2. FCO updates	<ul style="list-style-type: none"> <li>Thanks everyone for submitting their financial reports this quarter.</li> <li>Fidelity Review→ not a formal review               <ul style="list-style-type: none"> <li>A self-reflection assessment of current state on the IPS at each centre.</li> <li>Feedback on the facilitators and barriers for each community</li> <li>Please note, that the assessment was originally developed for adult population with chronic mental illness, not all questions will fit the youth populations.</li> </ul> </li> <li>Reaching out to centres to book in person visits for the month of November</li> </ul>	<ul style="list-style-type: none"> <li>Survey to be shared in the next few weeks.</li> </ul>
<b>Clinical Discussions and Knowledge Exchange</b>		
1. Guest Speakers- Raymond Johnson- Brown (CASH)	<ul style="list-style-type: none"> <li>Presentation deferred to next meeting</li> </ul>	
<b>Research</b>		

<p>1. Research – Report debriefs</p>	<ul style="list-style-type: none"> <li>• Sharing back focus group data <ul style="list-style-type: none"> <li>○ Continue conversation by sharing the feedback received from the Service Provider Surveys and Focus Group discussions.</li> <li>○ Cool graphic came out of the focus group→ created by youth research assistant</li> <li>○ Themes that grounded the program and give lives to the program are listed in the roots.</li> <li>○ Theme of the growth of the program are listed in the leaves.</li> <li>○ Cloud→ common thread between the two themes.</li> <li>○ Themes are also separated into three groups: celebration, limitation, and opportunities.</li> </ul> </li> <li>• Presented data in conference in Copenhagen→ tabletop presentation→ feedback collected during youth interview asked in the Foundry Work &amp; Education study <ul style="list-style-type: none"> <li>○ <b>Adaptability</b>→ is key to the success of the program. <ul style="list-style-type: none"> <li>▪ Continue to have conversation with the communities so the program can continue to grow.</li> </ul> </li> </ul> </li> </ul> <p>Diving Deeper:</p> <ul style="list-style-type: none"> <li>• Breakout room discussions→ two topics collectively determined as barriers: IPS Training and Outcome measurement. <ul style="list-style-type: none"> <li>○ Choose one topic in the breakout room and use Rose (celebrations), Thorn (limitations), Bud (opportunities/ ideas to make it better) exercise to gather more feedback.</li> </ul> </li> <li>• Reporting out from breakout rooms- IPS Training <ul style="list-style-type: none"> <li>○ It's great to learn that each centre has staff with different expertise.</li> <li>○ Look forward to more opportunities to cross-collaborate with other foundry centres, encourage more conversations → knowledge exchange would be invaluable</li> <li>○ Going to job fairs in Comox and Kelowna to promote the program partnership→ WorkBC also offers job fairs. <ul style="list-style-type: none"> <li>▪ Take the youth to job fairs and speaking with employers.</li> <li>▪ Help youth build the skills and confidence to apply to more jobs</li> <li>▪ To attend or have more than one job fair a year.</li> </ul> </li> </ul> </li> <li>• Reporting out from breakout room- Outcome measure <ul style="list-style-type: none"> <li>○ During COVID, youth experienced sense of isolation and loss→ IPS staff is someone to speak to. Staff spend a long time building the relationship with the youth and hope the youth plan to look for a job at some point → Needs to understand this process is not instantaneous and that needs to be okay. <ul style="list-style-type: none"> <li>▪ How to assess success? <ul style="list-style-type: none"> <li>• The youth is honest with IPS staff and meet with them regularly. If need be, the youth feel comfortable and confident enough to get in touch with IPS staff to cancel an appt and reschedule when ready.</li> <li>• Help youth secure a volunteer opportunity</li> </ul> </li> </ul> </li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Plan a FW&amp;E Program Day</li> </ul>
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	<ul style="list-style-type: none"> <li>• Help youth re-integrate back into the clinic or use other services with Foundry (primary care or drop in counselling). → Taking steps towards overall wellness.</li> <li>○ Wish there is more ways to quantify success than whether they got a job→ success youth journey is not being tracked in PIT. Hope those outcomes can be celebrated. <ul style="list-style-type: none"> <li>▪ It's difficult to quantify a relationship that your build with the young person.</li> </ul> </li> <li>○ FCO does advocate with the ministry → success for this program can't be measured the same way as other program. <ul style="list-style-type: none"> <li>• The more stories that centres can share with Matt, the more he can bring back to the showcase to the ministry. → Focus on impact rather than quantitative data.</li> </ul> </li> <li>• Youth Interview: research is hoping to collect quantitative data in the following broad stroke of areas. <ul style="list-style-type: none"> <li>○ Youth experience, decision to participate, program experience, school/ employment experience, service integration, achievements, and goal attainment.</li> <li>○ If there are things centres would like to ask going forward in the new year, please reach out at <a href="mailto:Fwresearch@foundrybc.ca">Fwresearch@foundrybc.ca</a></li> </ul> </li> <li>• Working on updating the “research to FW+” project name. → will keep the group updated.</li> <li>• If staff have any questions that they would like to share/ ask other centres for feedback, please share with Kelly and she can compile a FAQ list.</li> </ul>	
<b>New Business</b>		
1. Celebrating successes with participants	<ul style="list-style-type: none"> <li>• Bring it up during the staff meeting→ cheer at the meeting, celebration dance!</li> <li>• Follow up with the youth and praise them for receiving the work.</li> <li>• Take the youth out for coffee or ice-cream as celebration (via hospitality budget) and check in. <ul style="list-style-type: none"> <li>○ Help them fill out any employment forms.</li> <li>○ Cake is great!</li> </ul> </li> <li>• At first year anniversary of FW&amp;EP at North Shore, the program had a celebration. → Also, to promote the program and remind the clinicians that they are around.</li> <li>• Question around giving gift cards to youth from Foundry Works + budget→ need to follow up.</li> <li>• Some asked the youth how they would like to celebrate.</li> <li>• Stickers with QR codes attached to chip bags→ idea for promotional item</li> </ul>	
2. Challenge working with client with complex mental health challenges	<ul style="list-style-type: none"> <li>• The anxieties or other mental health situation that the youth are having in BC is real and understandable. <ul style="list-style-type: none"> <li>○ Tried to provide cost affordable resources including low-cost counselling, referral to peer support work at the centre or other youth response teams.</li> <li>○ Counselling is extremely needed for a lot of youth in Victoria</li> </ul> </li> <li>• Centre staff tries to provide as much resources as possible. → if a youth needs a lot of resources form IPS staff, they may be transitioned to a bi-weekly schedule. The counsellor or IPS staff who is more comfortable with the youth will take the lead. This is to prevent these youths taking away too many resources from other youth that are motivated and want to work on school and work goals. <ul style="list-style-type: none"> <li>• A youth may need a peer support session, a counselling session and an hour with IPS.</li> </ul> </li> </ul>	

	<ul style="list-style-type: none"> <li>○ There is a youth who will age out of the program when he turns 25, but he has made so much progress working towards life skills in general.</li> </ul> <p>Repertory skill prep:</p> <ul style="list-style-type: none"> <li>• How can we capture what did they need at the time they enter the program? <ul style="list-style-type: none"> <li>○ By going through the program, they will have the skills they need to support themselves. → does that count as a win? → it's hard to capture in Toolbox but yes, it is a win.</li> <li>○ Unfortunately, we need to report to funders based on the agreement and not every win can be captured in Toolbox.</li> </ul> </li> </ul> <p>Tackle sleep hygiene as a mental health challenge → Sleep or lack thereof impact someone's motivation, mind and body. → may lower quality of life</p> <ul style="list-style-type: none"> <li>• FW&amp;EP offers Wide-mind sessions to North Shore and Virtual youth. → it should also be accessible across the province. → Can be helpful for youth that are hoping to get back to work.</li> <li>• <a href="https://foundrybc.ca/virtual/groups-workshops/">https://foundrybc.ca/virtual/groups-workshops/</a></li> </ul>	
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