


Foundry Work and Education Program Monthly Community of Practice Meeting Minutes

Date: Monday, May 29, 2023, 9-1030 am

Participants:

Diana Al-Qutub	P	Matt Wenger	R	Anna-Joy Ong	P	Cassia Warren	R	Kirsten McCulloch	P	Judy Dang	P
Acasia Preston	R	Brandie Haffey	P	Elise Durante	R	Kate McDonald	P	Nicholas Clarence	R	Sonia Randhawa	R
Alicia Erenli	R	Brigitte Clair	P	Fiona Walker	R	Kelly Sutton	P	Nicole Pidperyhora	P	Stasa Pasic	R
Alison Ivan	R	Cali Barton	R	Gavin Donatelli	P	Kim Dumore	P	Okasana Soychuke	P	Tamiko Keating	R
Allison Boese	R	Cassidee Wood	R	Gill Walker	P	Kourtney Brisbane	R	Ricki Justice	R	Tanja Wilson	P
Amy Cadden	P	Chris Bennett	R	Gregg Loo	R	Kristi Mandin	P	Samantha Hoehne	R	Tanya Timbers	R
Andrea Charchas	R	Chris Steller	R	Haley Turnbull	R	Lyn Heinemann	R	Sandra Teves	R	Terry Buylch	R
Andy Milligan	R	CJ LeBlanc	R	Jen Wuschke	R	Melissa Cailleaux	R	Sarah Goulder	R	Vivian Lau	R
Angie Prescott	R	Dave McQuarrie	R	Jenny Evans	R	Michael McFetridge	R	Sarah Thorne	P		
Anna Willms	R	Donna Desmet	R	John MacRae	P	Michael Watts	P	Shana Soo	R		
Ben McAuley	R	Elizabeth Shields	R	Karen Lavoie	R	Mike Gwaliuk	R	Simone Maassen	R		

Agenda Item	Discussion	Action Items
Reminders/ Updates		
1. Introduction to new staff	<ul style="list-style-type: none"> Elizabeth Shields- Foundry Abbotsford- Manager for FWEP program 	
2. FCO updates	<ul style="list-style-type: none"> Coast Capital Awards update: <ul style="list-style-type: none"> An email sent last week to the centres with all the details regarding the awards and bursaries. Introduction to the youth project support coordinator → set for next CoP. FAQ Info sheet → FCO is currently preparing the document, will share out to the centres asap. <ul style="list-style-type: none"> A youth is considered eligible if they are still active with FWEP when they apply for the award. Q: Is it possible to split the bursaries into even smaller denominators (i.e., \$500 instead of \$1000)→ Accordingly to the agreement, the bursaries were set at \$1000/ \$2000. → FCO will confirm and share back. Penticton had a youth applied to the awards already. Swag requests: <ul style="list-style-type: none"> Please connect with Judy if your centre would like some more swag items for the youth. 1 backpack, 1 notebook, 1 water bottle, 1 USB key and 2 pens. Can be given out as a package or separately. → centres can decide. Site visits- Early October onwards 	<ul style="list-style-type: none"> Judy to invite the youth project support coordinator for CC awards to the next CoP. FCO team to share FAQ info sheet asap. FCO team to confirm the bursary allotment amount and share back with the network.

	<ul style="list-style-type: none"> ○ Please inform Judy any centre activities that FCO should be aware of by Mid- June → FCO team will work with the centres to schedule the visit. ● Education day data: <ul style="list-style-type: none"> ○ FCO team is working on reports to the funders based the learning from the Education Day. ○ Reviewed the common themes from the day: <ul style="list-style-type: none"> ▪ Motivation Interviewing Skills training was the number one requested item. ▪ Information relating to deflating anxiety was also suggested. ○ Another item that FCO team is working on → Create a space for FWEP on LMS → Planning phase. <ul style="list-style-type: none"> ▪ A space for IPS staff to ask questions and share experiences. ▪ An area to share resources. 	
3. Youth Workshop	<ul style="list-style-type: none"> ● Virtual Youth Workshop- List of Upcoming Topics <ul style="list-style-type: none"> ○ Next virtual workshop- June 13, 2023 Topic: Workplace Disclosure and Accommodation Time: 230-330pm Host: Foundry Terrace Presenter: John MacRae and Paige Alexcee ○ A look at how disclosure and accommodation work in the real world! We'll discuss how and when to disclose or request accommodations at work, as well as the youth's rights as an employee. Tools will be provided to support youth in this process. ○ The workshop registration is now available on the FWEP webpage for June and July's workshops. ○ Past workshop recordings should be available on the FWEP webpage within the week. ○ This will be the 5th workshop→ previous workshops were well received by the youth attended. 	 <ul style="list-style-type: none"> ● Kelly will reach out to the centres that are hosting workshops for August and September to confirm title and content.
4. Research update	<ul style="list-style-type: none"> ● The research team is attending the monthly check-in calls. ● The research project ends March 2024. <ul style="list-style-type: none"> ○ Started the early stages of data analysis with the data collected thus far. ○ 4 completed youth surveys → End of 12-month check-in with the youth completed the program. ○ Hoping to reach as many participants as possible by end of Sept 2023 → To conduct the last follow up surveys by March 2024. ○ Hope the data will show specific trends and health outcomes of the youth post-exiting the program. 	
Clinical Discussions and Knowledge Exchange (~60 minutes)		
1. Motivational Interview (MI) Skill Training	<ul style="list-style-type: none"> ● Skill building in motivational interviewing was identified as a want/need by staff during the Education Day. ● The following topics were presented today: <ul style="list-style-type: none"> ○ The challenges FWEP staff face when supporting youth who are ambivalent. ○ How MI can help facilitate change in youth who feels on the fence. ○ Showcase some introductory MI skills. ● Since all staff came from various backgrounds; this presentation kept the training at an introductory level. Staff with more experience in MI were welcomed to share their knowledge and expertise with the group as well. 	<ul style="list-style-type: none"> ● Kelly will share the documents regarding MI exercise "A taste of MI exercise." ● Kelly will share the slides and video link

	<p>We discussed the challenges FWEP staff face when supporting youth who are ambivalent:</p> <ul style="list-style-type: none"> ○ Many IPS staff feel a sense of responsibility to get clients back to school or working. This responsibility often feels heavy. There are many valid reasons for this sense of responsibility that we discussed (e.g., caring for the people we support, feeling as though it's our job to find them work/enroll them in school, feeling pressured by our program's outcomes, wanting them to get started knowing it may take some time to find the right job, wanting to protect them from harms associated with unemployment). ○ MI principles can help us to support young people who are considering change, in a way that respects their autonomy, and relieves the sense of responsibility that we carry. <p>We discussed what happens when we try to convince people to make a change (they feel disrespected, they defend themselves, or they withdraw). This is normal and expected --> people want to maintain their autonomy, or ability to make their own decisions about their life. Instead of convincing someone to change, we can have conversations about change in a way that leaves them feeling optimistic and supported using MI.</p> <p>We defined MI, the “spirit of MI”, and the “four processes of MI”. We spoke more today about one of these processes (<i>engaging</i>), as well as some concrete engagement skills (O.A.R.S.). Please see the presentation slides for details.</p> <p>More Takeaway:</p> <ul style="list-style-type: none"> ● People may not be ready to change but came to us looking for support as they consider it. ● Tanja noted that she is a registered social worker and uses MI techniques all the time, and that they're very beneficial. 	
<p>2. Case Study shared by a centre:</p> <ul style="list-style-type: none"> ● How to support youth with work permits? 	<p>We reviewed a case study together:</p> <p>KS is a 24 year old male with anxiety, depression, and ADHD. KS has a diploma in business administration, previous work experience and lots of volunteering experience. KS immigrated to Canada in 2018 and has recently struggled to find permanent work in Canada, which KS attributes to being on a temporary work visa. KS has applied for permanent residency, but has yet to be approved for this. KS has been working with Foundry Work and Education Program since July 2022, and has expressed strict preferences around what work will be acceptable for them. KS is currently engaging with FWEP staff regularly in pursuit of their goal of finding full-time employment. KS's ideal employment would be related to advocacy work, with a particular interest in assisting newcomers to Canada, and KS expects to be paid a minimum of approximately \$30/hour. KS has applied to many jobs in their time with FWEP, has had several interviews, and ultimately KS has not been selected for the positions, often due to other candidates having more experience. This client strongly feels that his lack of employment success is due to not having PR status and tends to ruminate on this during our sessions. So far, we have tried thought challenging exercises, discussions around readjusting their expectations, and supporting this client in submitting lots of job applications, per client request. We are now feeling stuck with this client, as they have not been successful in obtaining the quality employment they seek, despite months of strong and consistent effort. We are curious to know if others have had clients on working visas who have encountered similar difficulty? Are folks aware of resources available to those on work visas seeking quality employment?</p> <ul style="list-style-type: none"> ● Discussion/suggestions from the group: <ul style="list-style-type: none"> ○ WorkBC→ Offers support to youth on work visas that don't have a lot of work experience. 	

	<ul style="list-style-type: none"> ○ MOSAIC and ISSBC → Supports newcomers to Canada looking for work. One of these organizations might be able to consult with you about this young person's situation. ○ We had a discussion recognizing that this team is doing a lot really well (they are a consistent and strong support for this young person, the youth is actively engaged in their job search). It's okay to share concerns with the youth, and allow them to decide how they move forward (whether or not their challenges are related to being on a working visa). If they do decide that more flexibility might land them a job, they can try that. If they decide to continue with the plan they have right now, that's okay too. ○ Can consider encouraging the client to apply for local volunteering positions even though the youth may be focusing on higher paying position. → Many organizations hire their volunteers, great way to obtain reference from local employers. May be able to compensate youth for their time volunteering as a participation expense through FWEP funding. ○ Work with non-profit organization → FWEP may provide wage subsidy and share the cost with the non-profit organizations on an agreed-upon amount. ○ Penticton centre works closely with South Okanagan immigration society to help youth with job search. 	
<p>3. Group Discussion: How are other centres incentivizing participants to engage in the program?</p>	<ul style="list-style-type: none"> ● A Foundry centre typically take participants out for a treat/meal after achieving/completing something (interview, job application, first day, etc.), which seems to work to keep the youth somewhat engaged. <ul style="list-style-type: none"> ○ However, sometimes it's hard to get youth to engage consistently – to respond to a text/email to get a meeting scheduled. ● Question: How are other centres incentivizing participants to engage in the program? <ul style="list-style-type: none"> ○ Victoria → Compensate the clients with living expense allowance when they meet with IPS staff. ○ Penticton → Youth receives a laptop when join the program. Also received permissions to take the youth out for an expense paid birthday lunch/ coffee. ○ North Shore → Coffees and Ice-creams meet ups on the final meeting with the youth. → Want to value youth's life choice. Not compensating the youth for everything. ○ Ridge Meadows → moved away from emailing and texting to only use voice memos. That seemed to increase youth's engagement. <p>** Most importantly, check-in periodically, and be a consistent support if/when they do reach out for support. It's okay if youth engage/disengage in programming; though this can feel quite challenging, it is normal and can be expected 😊.</p>	