

Out of courtesy for the presenters and your colleagues, please turn off your cellphone. Thank you!

## Schedule of Workshop



<b>Wednesday, September 14th</b>	<b>Personal Enrichment Mini Workshops</b>	<b>8:30 am to 9:25 am</b>
<p><i>Faith Saunders (Mc Calla)</i>  <i>M.S., Psychiatric Rehabilitation</i>  <i>Mental Health Association in New Jersey</i></p> <p><b>Helpful Tips for Maintaining A Balanced Life in A Chaotic World</b></p> <p style="text-align: right;"><b>Longwood</b></p>	<p><i>Studies are showing that job burnout rates for human service workers have been steadily increasing for reasons such as increasing caseloads, role ambiguities and declining wage rates, to name a few. However, for many, burnout unexpectedly engulfs them in its clutches before they are even aware of what is happening to them.</i></p> <p><i>Research also shows that there are 8 key areas of that need to be attended to in order to live a well-balanced life. This fun but informative workshop will teach participants how to self-assess their overall wellness in areas such as physical, emotional, occupational using the 8 Dimensions of Wellness Assessment tool. In addition, they will learn tips and strategies for maintaining a balanced lifestyle despite their busy schedules.</i></p>	
<p><i>Jan Goodman</i>  <i>Trainer/Career Coach</i>  <i>Greater Raritan One-Stop Career Center</i>  <i>Training Services</i></p> <p><b>The Art of Effective Communications</b></p> <p style="text-align: right;"><b>Central</b></p>	<p>“Communication is two-sided - vital and profound communication makes demands on those who are to receive it... demands in the sense of concentration of genuine effort to receive what is being communicated.”  <i>Roger Sessions</i></p> <p>Points of Discussion</p> <ul style="list-style-type: none"> <li>• Self-Assessments</li> <li>• Looking at different personality types,</li> <li>• Appropriate make-up,</li> <li>• Defining filters,</li> <li>• Encoding, decoding and sending messages</li> <li>• Culture,</li> <li>• Gender,</li> <li>• Active listening,</li> <li>• Paraphrasing statements,</li> <li>• Nonverbal messages,</li> <li>• Handling Conflict,</li> <li>• Being assertive, not aggressive,</li> <li>• Communication preferences,</li> <li>• Communication models</li> </ul>	
<b>Opening Session - Traymore BC Ballrooms 9:30 am - 10:45 am</b>		
<b>Wednesday, September 14th</b>	<b>Session 1 Workshops</b>	<b>11:00 am to 12:15 pm</b>
<p><i>Colleen LaRose</i>  <i>North East Regional Employment and Training Association (NERETA)</i></p> <p><b>How WIOA Has Redefined The Role Of The Workforce System Leader</b></p> <p style="text-align: right;"><b>Berkshire</b></p>	<p>A quality workforce is the number one reason companies choose to locate in a region – far surpassing other considerations such as transportation, taxes, infrastructure, etc.</p> <p>Due to the importance of providing workers for relocating and/or growing businesses, WIOA has necessarily advanced the role of the workforce system to now participate actively as part of the engine of economic development for their region.</p> <p>This new, broad demand on the workforce system, to assure a vibrant local economy, has left many workforce authorities lost, who thought their job was managing a social services initiative. This workshop session will provide clarity as to what is now expected of workforce leadership and provide best practice examples of leadership excellence.</p> <p>Leadership development requires a continuous improvement effort. Therefore, this workshop will also offer a peak around the corner as to where workforce development is likely headed and how to stay ahead of the curve in your region.</p>	

<b>Wednesday, September 14th</b>	<b>Session 1 Workshops (continued)</b>	<b>11:00 am to 12:15 pm</b>
<p><i>Lynette Sheard</i> Trainer <i>Mental Health Association in New Jersey/ Career Connections Employment Re- source Institute</i></p> <p><b>Building Employer Relationships to Facilitate Job Placements</b></p> <p style="text-align: right;"><b>Longwood</b></p>	<p>Supporting job seekers with mental illness and or physical disability can be a challenge. Understanding the ever-changing employer landscape and path to successful placement can seem daunting. This interactive high energy workshop is intended to support staff in securing employment opportunities for persons with mental illness and or physical disability. Participants will learn about the diverse landscape of job searching and how to map out a path towards successful placements and employer retention. Participants will learn about:</p> <ul style="list-style-type: none"> <li>• Employer trends and tools used to recruit employees</li> <li>• How to be more strategic in your in-person meetings to make the right match</li> <li>• Developing strategies to sustain employer relationships</li> </ul>	
<p><i>Tim Martin, Carmen Rodriguez, Minnie Holleran</i> <i>USDOL Regional Office Boston, Massachusetts</i></p> <p><b>Top 25 Changes in the WIOA Final Regulations</b></p> <p style="text-align: right;"><b>Monticello &amp; Fairmount</b></p>	<p>This workshop will provide an opportunity to discuss the top 25 changes in the WIOA Final regulations in a TED Talk style session with an open session for questions.</p>	
<p><i>Jan Goodman</i> Trainer/Career Coach <i>Greater Raritan One-Stop Career Center</i></p> <p><b>One-Stop Collaboration with Public Libraries Speak Volume</b></p> <p style="text-align: right;"><b>Central</b></p>	<p>Magic can happen through the delivery of collaborative programming with the public library system. Jan Goodman, Community Outreach Specialist for Greater Raritan started an initiative in Somerset and Hunterdon counties. The concept was to strengthen the One-Stop presence within 2 counties by utilizing the libraries as hosting sites for job readiness and workforce development topics to job seekers across all demographic groups. Intensive job readiness workshops were created with the goal of bringing more clients into the One-Stop system that were not being reached through traditional venues.</p> <p>The libraries facilitated and marketed the program to announce this partnership. Jan Goodman developed curriculum on a variety of topics. The workshops secured an average of 25-50 participants per session with the end result of increasing the volume of customers into the One-Stop System for services while increasing library patronage.</p> <p>This is an educational model that can be duplicated across the state. It enhanced the libraries' portfolio of offerings. The program also served One-Stop staff who attended the same workshops for professional development to learn new skills in working with clients. The program has further expanded to include a "Distinguished Speakers Series" where authors and subject matter experts participate in book signings and topics related to the 21st century job market. Currently the program has expanded into ESC (Educational Services Commission) in Hunterdon County a site which serves the Work First and Adult Literacy programs. The program continues to expand its' presence with non-profit and job seeker support groups.</p> <p>The program has been a lifeline for non- library users and individuals with unique employment needs. Both the One-Stop and Library systems must be innovative in recognizing the needs of their non-working communities. This provides a unique opportunity to improve the public image for your programs and is a model that is based on collaboration and resource alignment to best serve job seekers and One-Stop staff.</p> <p>Jan will present a condensed version of a workshop, entitled, "Thrive During Transition &amp; Change", and discuss case studies of clients acquired through the library who successfully used One-Stop services during job transition.</p>	
<p><i>Michele Martin</i> President <i>The Bamboo Project</i></p> <p><b>Using Business Model and Value Proposition Design to Engage Your Board</b></p> <p style="text-align: right;"><b>Lincoln</b></p>	<p>In this interactive session, participants will be introduced to the One-Page Business Model Design process used by thousands of businesses and nonprofits, including SAP, Microsoft, 3M and Habitat for Humanity, to understand, describe and strategically evolve their organizations. You will learn how to use the Business Model Canvas, Value Maps, Customer Profiles and Business Model Environment questions to more effectively engage your Board in business-based strategic planning and discuss strategies for using the process to find new funding opportunities and develop a more sustainable business model for your Board.</p>	

<b>Wednesday, September 14th</b>	<b>Session 1 Workshops (continued) 11:00 am to 12:15 pm</b>
<p>Christine Bosworth Co-Founder CEO Business U, Inc.</p> <p>Celina Shands, M.S. Co-Founder, Business U, Inc. CEO, Full Capacity Marketing, Inc.</p> <p><b>You Can't Sell Your Way to Business Engagement: Building Value-added Partnerships</b></p> <p style="text-align: right;">Tivoli</p>	<p>Under the WIOA Final Rules, businesses will continue to “inform and guide the workforce system, ensuring that services are well aligned with their workforce needs.” Successful sales people will tell you they’re not in the business of selling, they’re in the business of building relationships to solve business’ key issues. The rub for workforce professionals is the solution may have nothing to do with the services you offer. This session goes beyond short-term sales techniques. It focuses on consultative processes and an expanded menu of services to build value-add partnerships using Business U’s accredited relationship building templates that underpin performance indicators found in the WIOA final rules to serve employers effectively for sustainable business engagement.</p>
<b>General Session &amp; Luncheon - Traymore BC Ballrooms 12:30 pm - 2:00 pm</b>	
<b>Wednesday, September 14th</b>	<b>Session 2 Workshops 2:15 pm to 3:30 pm</b>
<p>Darrell “Coach D” Andrews Author, Workforce Development Educator/ Motivator</p> <p>Darrell Andrews Enterprises</p> <p><b>Building A Successful Workforce Development “Dream Team”</b></p> <p style="text-align: right;">Berkshire</p>	<p>Building a successful workforce team is critical to success in building a successful workforce organization under WIOA. Organizational customer service, climate and staff interactions goes a long way in helping workforce teams succeed in motivating their clients. This high-energy workshop will provide workforce organizations with strategies designed to build powerful organizational core values and mission that lead to client and staff success</p>
<p>Ken Ryan Co-Founder/Partner FutureWork Systems</p> <p><b>Measuring Up Under WIOA – All About the New Performance Indicators</b></p> <p style="text-align: right;">Imperial</p>	<p>WIOA changes how local workforce boards will be measured and how success will be defined. The new law mandates 17 different performance indicators to be negotiated and reported on. This workshop will define each indicator and preview WDB-level actual performance for most of these indicators based on your most recent activity.</p>
<p>Elizabeth Sanders Park WORKNET SOLUTIONS</p> <p><b>What Employers Want: The Not-So-Soft Skills that Lead to Workplace Excellence</b></p> <p style="text-align: right;">Longwood</p>	<p>This workshop presents what Employers have made themselves clear. They want candidates and employees with strong soft skills, but they don’t want to train them. To address this vital issue for employers and give their job seekers a competitive edge, AAWDC in MD partnered with businesses across industries to understand what employers mean by ‘soft skills’, what soft skills look/sound like during the hiring process and on the job, and how employers want them taught. AAWDC then mobilized their findings to help thousands of youth across MD and the U.S. to cultivate and deliver the not-so-soft skills employers want. Come learn about AAWDC’s process and findings, hear what employers said they want from various groups of job seekers and workers, and discuss how you can use their findings to increase job seekers outcomes, satisfy businesses, and even generate income to support your organization.</p>
<p>Bridget Brown, Executive Director National Association of Workforce Development Professionals</p> <p>Robert Knight Director, Workforce Policy &amp; Government Relations ResCare Workforce Services</p> <p><b>Key Requirements Influencing the Work of Workforce Organizations under WIOA</b></p> <p style="text-align: right;">Monticello &amp; Fairmount</p>	<p>Now that the realities of the Workforce Innovation and Opportunities Act and continued funding constraints are here, transformation of the system may be more difficult than originally thought. From new partnerships to contracting requirements to an increased emphasis on serving ALL customers, it can be challenging to measure up to congressional expectations.</p> <p>This session will examine several of the key requirements that will influence the work of workforce organizations, the structure of career centers, the focus of youth programs and the impact of regionalism on the WIOA system. In addition, the session will attempt to address issues raised by attendees.</p> <p>At the end of this session, attendees will understand</p> <ol style="list-style-type: none"> <li>1. The political temperature (and temperament) in Washington, DC</li> <li>2. Increased understanding of staff support needed by workforce boards</li> <li>3. How the WIOA regulations may impact the business of providing workforce services, particularly for OSY</li> <li>4. What workforce leaders can do to positively impact the political landscape</li> </ol>

<b>Wednesday, September 14th</b>	<b>Session 2 Workshops (continued)</b>	<b>2:15 pm to 3:30 pm</b>
<p><i>Bruce Wahlgren, GCDF, CPRW, IPCC, C5SI President and Lead Trainer Workforce Excellence Group, LLC</i></p> <p><b>Helping Our Job Seekers Think Like the Employer</b></p> <p style="text-align: right;"><b>Central</b></p>	<p>Employers don't create jobs because people need them – they do so to help their business meet its goals. Job seekers and employees who understand how they can support their employer's bottom line make themselves a valuable asset in the workplace. Once our job seekers grasp the concept of how they can help increase profit, earn their keep and their raises and exceed their employer's expectations, they increase their chances for successful and ongoing employment. In this highly interactive and engaging workshop, you'll learn how to help your job seekers incorporate these concepts into their job search.</p>	
<p><i>Brian Sant'Angelo Lincoln Technical Institute</i></p> <p><i>Paul Cary Educator, Customized Training PF Training Services</i></p> <p><i>Bill Bonadies, NABCEP, Solar Installer, Instructor, ITM</i></p> <p><b>Mechatronics. The Employment of the Future. Hiring to Increase Profit &amp; Productivity</b></p> <p style="text-align: right;"><b>Lincoln</b></p>	<p>Manufacturers contribute \$ 2.17 trillion to the US economy. For every dollar spent, another \$ 1.40 is added to the US economy. There are 12.33 million manufacturing workers in the US with an average income of \$ 79,553. In the next ten years ( 2015 - 2025), nearly 3.5 manufacturing jobs will likely be needed with 2 million expected to go unfilled due to the talent skill gap. 70% of employers indicate current employees are not sufficient in key skills to fill this gap. 82% of executives believe the skills gap will impact their ability to meet customer demand and will impact their ability to implement new technologies and increase productivity. What are companies like Merck, Lockheed Martin, M&amp;M Mars, and Church and Dwight doing to bridge this employment gap? Learn how Green Technology is a part of the solution. Mechatronics, the employment of the future! Source - National Association of Manufacturers (2015)</p>	
<p><i>Michele Martin President The Bamboo Project</i></p> <p><b>The Uberization of Work: Are We Really Preparing for Today's Economy?</b></p> <p style="text-align: right;"><b>Tivoli</b></p>	<p>The latest workforce estimates indicate that 34% of workers are engaged in some kind of freelance, contingent or contract work as more companies turn to alternative solutions for getting work done. While a full-time, "permanent" job with benefits and a living wage is the gold standard for work, these days the reality is that workers need multiple income streams and strategies to deal with more frequent periods of unemployment and alternative ways of working. In this interactive session we'll explore the "uberization" of work and discuss how our programs and services need to evolve to better support the needs of job seekers in a 1099 economy</p>	
<b>Wednesday, September 14th</b>	<b>Session 3 Workshops</b>	<b>3:45 pm to 5:00 pm</b>
<p><i>Janice Oursler Program Director, Department of Psychiatric Rehabilitation &amp; Counseling Professions Rutgers University</i></p> <p><i>Kelly Le Masney</i></p> <p><b>Yes, I Can Tell You About Myself: Preparing Individuals With Disabilities For The Job Interview</b></p> <p style="text-align: right;"><b>Berkshire</b></p>	<p>Compared to the general population, individuals with serious mental illness (SMI) have much lower rates of competitive employment. The goal of this presentation is to introduce participants to a group approach to prepare individuals with SMI for employment in the community. Although based on psychiatric rehabilitation techniques, this approach has been successfully implemented with individuals with various disabilities. The group uses a pre-planned curriculum developed by the presenter and is designed to be used without additional specialized training of the group leader. Graduate counseling internship students have led these groups at over 20 community agencies in New Jersey providing services to individuals with psychiatric, developmental, sensory, and physical disabilities. Information about the approach including group design, leadership, and outcome data will be presented. Implications for agency practice will be discussed. The presentation features lecture and brief experiential activities such as would be used as part of the group.</p>	
<p><i>Minnie Holleran USDOL Regional Office, Boston and Steve Truman, Hampden County, Springfield Massachusetts</i></p> <p><b>Best Practices in On-the-Job Training</b></p> <p style="text-align: right;"><b>Imperial</b></p>	<p>This workshop focuses on strategies for effective OJT's and will provide a peer OJT program including examples of contracts and best practices that can be adopted and replicated on the local level in New Jersey.</p>	
<p><i>Elizabeth Sanders Park WORKNET SOLUTIONS</i></p> <p><b>What Employers Want: The Not-So-Soft Skills that Lead to Workplace Excellence</b></p> <p style="text-align: right;"><b>Longwood</b></p>	<p>This workshop presents what Employers have made themselves clear. They want candidates and employees with strong soft skills, but they don't want to train them. To address this vital issue for employers and give their job seekers a competitive edge, AAWDC in MD partnered with businesses across industries to understand what employers mean by 'soft skills', what soft skills look/sound like during the hiring process and on the job, and how employers want them taught. AAWDC then mobilized their findings to help thousands of youth across MD and the U.S. to cultivate and deliver the not-so-soft skills employers want. Come learn about AAWDC's process and findings, hear what employers said they want from various groups of job seekers and workers, and discuss how you can use their findings to increase job seekers outcomes, satisfy businesses, and even generate income to support your organization.</p>	

<b>Wednesday, September 14th</b>	<b>Session 3 Workshops (continued)</b>	<b>3:45 pm to 5:00 pm</b>
<p><i>Bridget Brown</i> Executive Director National Association of Workforce Development Professionals</p> <p><b>Leading Workforce Transformation in an Environment of Change</b> Monticello &amp; Fairmount</p>	<p>Expectations of the public workforce development system are at an all-time high. Reduced funding, new legislation, and increased scrutiny can be overwhelming for today's workforce professional. True transformation of the workforce system takes the right policies, the right funding and the right leadership. While we absolutely are accountable to our customers and to taxpayers, we can't lose track that we also are accountable for building and nurturing leadership capacity. This session will focus on how the five leadership levels apply to workforce professionals and how you can embrace them to inspire collaboration, create more harmony in the workplace, and restore your purpose as the servant leader.</p>	
<p><i>Faith Saunders (Mc Calla)</i> M.S., Psychiatric Rehabilitation Discover a New Future</p> <p><b>VICTORS NOT Victims</b></p> <p style="text-align: right;"><b>Central</b></p>	<p>"Never be ashamed of your scars. It simply means that you were stronger than what tried to hurt you." You may be wondering how this relates to employment. Well, for some of the people we serve, securing and maintaining long term employment is no easy feat because the barriers seem insurmountable. This is especially challenging when unresolved trauma is involved.</p> <p>For many of our clients, what appears as barriers are in fact strengths and as clients learn healthy coping skills can yield positive results. The real barrier is helping our clients to realize that their main barriers are not external but are internal based upon their perspective. This workshop will share some interactive and insightful activities from the BREAK FREE curriculum that challenges clients to start thinking differently - as victors not victims. The curriculum has been used with TANF &amp; GA clients.</p>	
<p><i>David Saunders</i> Senior Director, Quality Services Dep't Res Care</p> <p><b>DOL Customer-Centered Design</b> Project: Table-Top Exercise &amp; Prototype Lincoln</p>	<p>The USDOL-ETA has engaged with IDEO, a leading design company, to develop and deploy (free) on-line classes to assure better program design. According to IDEO, design steps include research, synthesize, ideate, prototype, and test. This conference workshop will:</p> <ul style="list-style-type: none"> <li>(a) describe customer-centered design (CCD);</li> <li>(b) show ResCare's prototype to assist employers in screening, hiring, training, and coaching;</li> <li>(c) demonstrate methods via table-top exercises.</li> </ul>	
<p><i>Rick Maher, President &amp; CEO</i> <i>Christina Herzog, Senior Analyst</i> <i>Maher &amp; Maher</i></p> <p><b>From Boardroom to Mailroom: Sector Strategies Changes Everything</b></p> <p style="text-align: right;"><b>Tivoli</b></p>	<p>Done well, sector-based service delivery is truly transformative. It represents a culture change in our approach to workforce development...from boardroom to mailroom and across all talent development agencies and partners. This session explains the What, Why, Who, and How of sectors-based workforce development. It will introduce system stakeholders to sector strategies and explain what moving toward sector-based workforce development means for you, your business customers, and your job seeker customers.</p>	
<b>Networking Reception, Traymore A Ballroom 5:00 pm - 6:30 pm</b>		
<b>Thursday, September 15th</b>	<b>Session 4 Workshops</b>	<b>8:45 am - 10:00 am</b>
<p><i>Bridget Brown, Executive Director</i> National Association of Workforce Development Professionals</p> <p><b>Leading Workforce Transformation in an Environment of Change</b></p> <p style="text-align: right;"><b>Berkshire</b></p>	<p>Expectations of the public workforce development system are at an all-time high. Reduced funding, new legislation, and increased scrutiny can be overwhelming for today's workforce professional. True transformation of the workforce system takes the right policies, the right funding and the right leadership. While we absolutely are accountable to our customers and to taxpayers, we can't lose track that we also are accountable for building and nurturing leadership capacity. This session will focus on how the five leadership levels apply to workforce professionals and how you can embrace them to inspire collaboration, create more harmony in the workplace, and restore your purpose as the servant leader.</p>	
<p><i>Carmen Rodriguez and Kirk Lew</i> Welcome and WIOA Financial Lit Overview <i>John Bicica – State Perspective</i> <i>Curtis Myers, Burlington County</i> <i>Kinder Kaur, America Works Model</i> <i>Denise Smith, Eastern Maine</i> Development Corporation- Financial Lit Pilot program <i>Niambi London- NJ DCF</i> <i>Tony Lopez, NJ DCF</i></p> <p><b>Financial Literacy and Educational Models That Work</b></p> <p style="text-align: right;"><b>Imperial</b></p>	<p>The Workforce Innovation and Opportunity Act (WIOA) states that financial literacy is a key and valuable service provision for all program participants! This workshop will bring together both the federal and state perspectives on the provision of financial literacy and education under WIOA! The workshop will feature two local area financial education models that are already being operationalized! New Jersey's Burlington County will showcase one of their youth vendors, America Works. This local area focused on serving WIOA youth populations through a comprehensive planning process, strong RFP process and strong partnerships. Denise Smith, Eastern Maine Development Commission (EMDC), will showcase a new pilot model focused on a public/private (Local Area and Local Bank) partnership, to educate youth participating in a WIOA paid work experience, by establishing successful strategies to save money, budgeting and establishing short/long term financial goals. Finally, the workshop will showcase New Jersey's Department of Children and Families two financial literacy initiatives. Quickcents is a financial literacy application that will focus on educating individuals on the importance of financial education and stability. The Family Success Centers are focusing their financial literacy efforts on educating their children, as well as the members of their families.</p>	

<b>Thursday, September 15th</b>	<b>Session 4 Workshops (continued)</b>	<b>8:45 am - 10:00 am</b>
<p><i>Rick Maher, President &amp; CEO</i> <i>Christina Herzog, Senior Analyst</i> <i>MaHer &amp; MaHer</i></p> <p><b>From Boardroom to Mailroom: Sector Strategies Changes Everything</b> Longwood</p>	<p>Done well, sector-based service delivery is truly transformative. It represents a culture change in our approach to workforce development...from boardroom to mailroom and across all talent development agencies and partners. This session explains the What, Why, Who, and How of sectors-based workforce development. It will introduce system stakeholders to sector strategies and explain what moving toward sector-based workforce development means for you, your business customers, and your job seeker customers.</p>	
<p><i>Robert Knight</i> <i>Director, Workforce Policy &amp; Government Relations</i></p> <p><i>ResCare Workforce Services</i></p> <p><b>Washington Update</b>  Monticello &amp; Fairmount</p>	<p>GSETA meets as the presidential race heads to its climax. How might the candidates' proposals impact the workforce system? What are their plans regarding the federal budget? Over on the Hill, Congress has found it difficult to get anything done; yet appropriations need to be approved to keep the government operating as of October 1. While there is stalemate on most issues, Congress quietly continues to make progress in reauthorizing and revising TANF and the Higher Education Act. Late last year, we saw bipartisan support for reauthorization of the Elementary and Secondary Education Act. In this more partisan year, members will be jockeying for assignments in the next Congress where oversight of WIOA will begin. And a new administration in 2017 will see both new players and many retirements regardless of who wins the election. Join this session to discuss all the policy plans and the highs and lows of the political season.</p>	
<p><i>Jan Goodman</i> <i>Trainer/Career Coach</i> <i>Greater Raritan One Stop Career Training Services</i></p> <p><b>NLP Tools for Real Life</b>  Central</p>	<p>What is NLP? Have you ever heard the saying "It's all in your head?" Neuro-Linguistic programming was designed to take the way you view the world and flip it around so that, in a very short amount of time, you can rearrange your thinking patterns and transfer opportunity into success. This introductory training will help you understand how your mind works and most importantly make it work for you.</p> <p>Communication abilities will be enhanced by learning about NLP techniques. It is important to gain and establish respect with customers and the people you work with by developing a positive attitude and by demonstrating to others your confidence, empathetic qualities, and professionalism. Everyone has a different map of the territory and it is important to know if the map you are currently using is serving your best interest while helping you gain successful outcomes in the future. If you desire to develop skills for better listening; assess the correct time to interject and lead a conversation; have multiple perspectives on a situation to gain choice and leverage; identify what you genuinely want and structure goals to achieve, change unwanted habits and behaviors to productive patterns.</p> <p>Neuro linguistic programming (NLP for short) is all about bringing your unconscious thoughts to the surface, so that you can have real choice over how you interact with and respond to the world. This workshop will give you some hands-on experience with important NLP techniques, including anchoring, establishing congruency, developing rapport, creating outcomes, interpreting and presenting information efficiently, and even some self-hypnosis techniques.</p>	
<p><i>Darrell "Coach D" Andrews</i> <i>Author, Workforce Development Educator/ Motivator</i></p> <p><i>Darrell Andrews Enterprises</i></p> <p><b>WIOA Out-Of-School Youth Motivation, Retention and Success Strategies</b> Lincoln</p>	<p>WIOA has changed the rules of the game. With a more significant focus on Out-of School Youth, workforce development staffs have to be creative and passionate in their recruiting, retention and success strategies. This high interactive workshop will provide proven strategies ranging from building powerful community alliances for recruitment and retention efforts to innovative ways to enhancing relationships with out-of-school youth. My insights come from 20 years of experience working with challenged workforce development youth in organizations and schools nationally as well as running two highly ranked workforce youth initiatives in the northeast. Attendees will walk away with real world strategies for WIOA Out-Of-School Youth success that can be used immediately upon return to their programs!</p>	
<b>Thursday, September 15th</b>	<b>Session 5 Workshops</b>	<b>10:30 am - 11:45 am</b>
<p><i>Erin Roy, Early College Liaison</i> <i>Guttman Community College (GCC)</i></p> <p><i>Alia Tyner-Mulling, Assistant Professor</i> <i>Sociology</i></p> <p><b>Guttman Community College/Inwood Early College High School Partnership</b> Berkshire</p>	<p>In order to address the intersection of underemployment/unemployment and education at the roots, we must look deeply at the disconnects between K-12 schooling, college, and career. GCC and Inwood Early College High School (IEC) have partnered to do just that, and more. Guttman and Inwood is one of seven partnerships in which an NYC DOE high school, a City University of New York college, and an industry stakeholder, enable high school students to earn a high school diploma, an Associates degree in a growing field, and gain relevant industry work experience all at the same time.</p>	

<b>Thursday, September 15th,</b>	<b>Session 5 Workshops (continued)</b>	<b>10:30 am - 11:45 am</b>
<p><i>Nanci Hiller, M.A., LAC, CRC, CPM Program Planning &amp; Development Specialist New Jersey Department of Labor &amp; Work- force Development, Division of Vocational Rehabilitation Services</i></p> <p><b>Trial Work Experiences, An Overview</b></p> <p style="text-align: right;"><b>Imperial</b></p>	<p>This presentation will provide an overview of Trial Work Experience (TWE). TWE is a process of assessment for the purpose of determining eligibility for vocational rehabilitation services, if there is a concern that the individual may not benefit due to the significance of his/her disability. Eligibility determination is necessary to continue the vocational rehabilitation process.</p> <p>The primary target group are individuals with the most significant disabilities and barriers to employment. This service provides a tailored assessment of an individual's abilities, capabilities and capacities in a variety of the most competitive integrated employment environments. This opportunity offers a range of tasks, consistent with the individual's informed choice and rehabilitation needs. Trial Work Experience is part of the comprehensive array of programs and services NJDVRs offers to individuals to address their barriers to employment.</p> <p>Trial Work Experience's significance as a vocational rehabilitation service is even more critical with the passage of WIOA and New Jersey as an "Employment First" state. Thus, emphasizing the importance of employment as the first and preferred option for workplace inclusion for individuals with the most significant disabilities.</p>	
<p><i>Joel Levine Clinician, Masters in Social Work Community Educator &amp; Therapist Mental Health Association in New Jersey</i></p> <p><b>Employing Conflict Resolution Techniques to Increase Positive Outcomes</b></p> <p style="text-align: right;"><b>Longwood</b></p>	<p>This workshop will teach the key ingredients to successful consumer encounters. Participants will benefit from this training by asking themselves:</p> <ul style="list-style-type: none"> <li>• Am I listening to my consumer?</li> <li>• What does my body language say?</li> <li>• Do I want more from them or from the situation than they are willing/ able to give?</li> <li>• What do I need to do to ensure my safety, my co-worker's safety and the consumer's safety should de-escalation become necessary?</li> </ul>	
<p><i>Robert Knight Director, Workforce Policy &amp; Government Relations</i></p> <p><i>ResCare Workforce Services</i></p> <p><b>Washington Update</b></p> <p style="text-align: right;"><b>Monticello &amp; Fairmount</b></p>	<p>GSETA meets as the presidential race heads to its climax. How might the candidates' proposals impact the workforce system? What are their plans regarding the federal budget? Over on the Hill, Congress has found it difficult to get anything done; yet appropriations need to be approved to keep the government operating as of October 1. While there is stalemate on most issues, Congress quietly continues to make progress in reauthorizing and revising TANF and the Higher Education Act. Late last year, we saw bipartisan support for reauthorization of the Elementary and Secondary Education Act. In this more partisan year, members will be jockeying for assignments in the next Congress where oversight of WIOA will begin. And a new administration in 2017 will see both new players and many retirements regardless of who wins the election. Join this session to discuss all the policy plans and the highs and lows of the political season.</p>	
<p><i>Bruce Wahlgren, GCDF, CPRW, IPCC, C5SI President and Lead Trainer Workforce Excellence Group, LLC</i></p> <p><b>Are You Boring Your Workshop Participants?</b></p> <p style="text-align: right;"><b>Central</b></p>	<p>We talk too much. As trainers and teachers, we bore our learners to death. We don't mean to. We truly think that we are doing the opposite. But the fact remains: As long as learners are passively sitting and listening to us talk, they are not learning much. As workshop facilitators and presenters, we need to step aside and allow learners to learn. Real learning takes place when we stop talking and our learners start talking. Discover how to make your classes and/or workshops more interesting, engaging, and memorable. Based on Sharon Bowman's book, Training from the BACK of the Room.</p>	
<p><i>Tammy Molinelli, Executive Director Carol Polack, Business Manager Bergen County Workforce Development Board</i></p> <p><b>Project Search: Gets Youth with Disabilities to Work</b></p> <p style="text-align: right;"><b>Lincoln</b></p>	<p>The Bergen County WDB is the first Workforce Board in the country to bring Project Search (tm) to the community to help kids with disabilities find meaningful, skills based internships which leads to a 70% plus employment rate upon completion. The program leverages multiple funding streams and collaborative partnerships (County, DDD, DVR, WDB, Community transportation, Business) to allow youth, in the last year of high school, to participate in a series of three internships, exclusively at a local business, with an instructor and job coach, designed to meet their skill needs and employment goals.</p>	
<p><i>Kathleen Lockbaum Salem County Board of Social Services Cheryl Golden Cumberland County Board of Social Services</i></p> <p><b>Creating Strong Partnerships in Working Towards a Common Goal</b></p> <p style="text-align: right;"><b>Tivoli</b></p>	<p>This workshop explains Work First New Jersey requirements for clients, client flow model, regulations that determine the number of hours and the allowable work activities, how to create strong partnerships and share each partner's challenges in progressing toward a common goal.</p>	

Thursday, September 15th	Session 6 Workshops	11:50 pm -1:00 pm
<p>Mary Gatta Associate Professor, Sociology Marlene Leo, Student Success Advocate City University of New York - Guttman</p> <p>Angelina Garneva Director of Communications and Member Services at the NYC Employment and Training Coalition</p> <p><b>Ethnographies of Work: Under-served Community College Students Exploration of Careers</b></p> <p style="text-align: right;"><b>Berkshire</b></p>	<p>This workshop will share the innovative first year course-- Ethnographies of Work-- at Guttman Community College, CUNY. The course is part of the first year experience at Guttman, and provides community college students the opportunity to explore careers of interest as social scientists, along with a co-curricular component that includes a workforce development lens (resumes, networking, etc.). Students learn ethnographic methods and then spend 2 semesters immersed in field work and workplaces. The session will share best practices of the course ways of adapting the course to other youth serving organizations, ways to engage employers and the perspectives from faculty, students and employers.</p>	
<p>Greg Makely Director, Employment Services Family Resource Network</p> <p><b>Social Security Work Incentives 101: How to Work and Maintain Disability Benefits</b></p> <p style="text-align: right;"><b>Longwood</b></p>	<p>Do work and SSI or SSDI benefits mix? The answer is yes! Workshop participants will be given an overview of Supplemental Security Income and Social Security Disability Work Incentives, NJ Workability Medicaid, Continuing Disability Reviews, Ticket Usage, Employment Networks, and Timely Progress Reviews. Knowing how to use these tools will allow students to control the loss of benefits for as long as they are needed while starting, continuing or increasing work efforts.</p>	
<p>Jan Goodman Trainer/Career Coach Greater Raritan One-Stop Career Center Training Services</p> <p><b>Thriving During Transition &amp; Change</b></p> <p style="text-align: right;"><b>Central</b></p>	<p>"Tony Robbins once said quality questions create a quality life."</p> <ul style="list-style-type: none"> <li>• Is your behavior consistent with what you are committed to?</li> <li>• Are you present and engaged in your own life?</li> <li>• Are you satisfied with your choices?</li> <li>• Would you like to make better choices in the future?</li> </ul> <p>Our life is made up of decisions. When we ask the right questions it heightens our awareness and allows us to see more clearly. The strategies and philosophies that will be presented in this workshop provide attendees with tools that self-empower. The workshop is designed to help you achieve your personal best both professionally and personally. It's a point of view that is based on choice. Self-empowerment feeds our unconscious mind to make conscious choices that allow us to be successful.</p>	
<p>Kathleen Lockbaum Salem County Board of Social Services Cheryl Golden Cumberland County Board of Social Services</p> <p><b>Employable vs Unemployable - What to Do?</b></p> <p style="text-align: right;"><b>Tivoli</b></p>	<p>This workshop provides information about how CWA staff determine employable/unemployable clients, discussing process and options available to One-Stop staff when encountering those who have presented barriers making them unemployable.</p>	
<p>Bruce Wahlgren, GCDF, CPRW, IPCC, C5SI President and Lead Trainer Workforce Excellence Group, LLC</p> <p><b>Boomers to Linksters: Thriving in the Multi-generational Workplace</b></p> <p style="text-align: right;"><b>Imperial</b></p>	<p>For the first time ever, there are five generations in the workforce. Each thinks differently about what work is, where and when it is done, and how information is communicated. If not understood and valued, these differences create conflict in the workplace. However incorporating each generation's strengths into the fabric of the workplace can turn conflict into outstanding performance. In this action-packed workshop, you'll learn how to help Job seekers and incumbent workers understand and embrace these concepts so they can secure and retain a job. These same concepts can also be used to help organizations reduce conflict while increasing results.</p>	