

REDF

An investment that works.

Program Design Part III



Monday
2/06/2023
10am PST

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Workshop Goals

1. **Analyze goodness-of-fit** between Executive Skills and job placement
2. **Explore promising practices** for post-placement retention & supportive services
3. **Design** ongoing supports using brain and behavioral science and case studies







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Continuing Education Week
Strengthening Program Design

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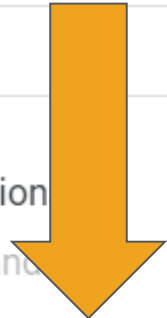
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Breakout Room Discussion



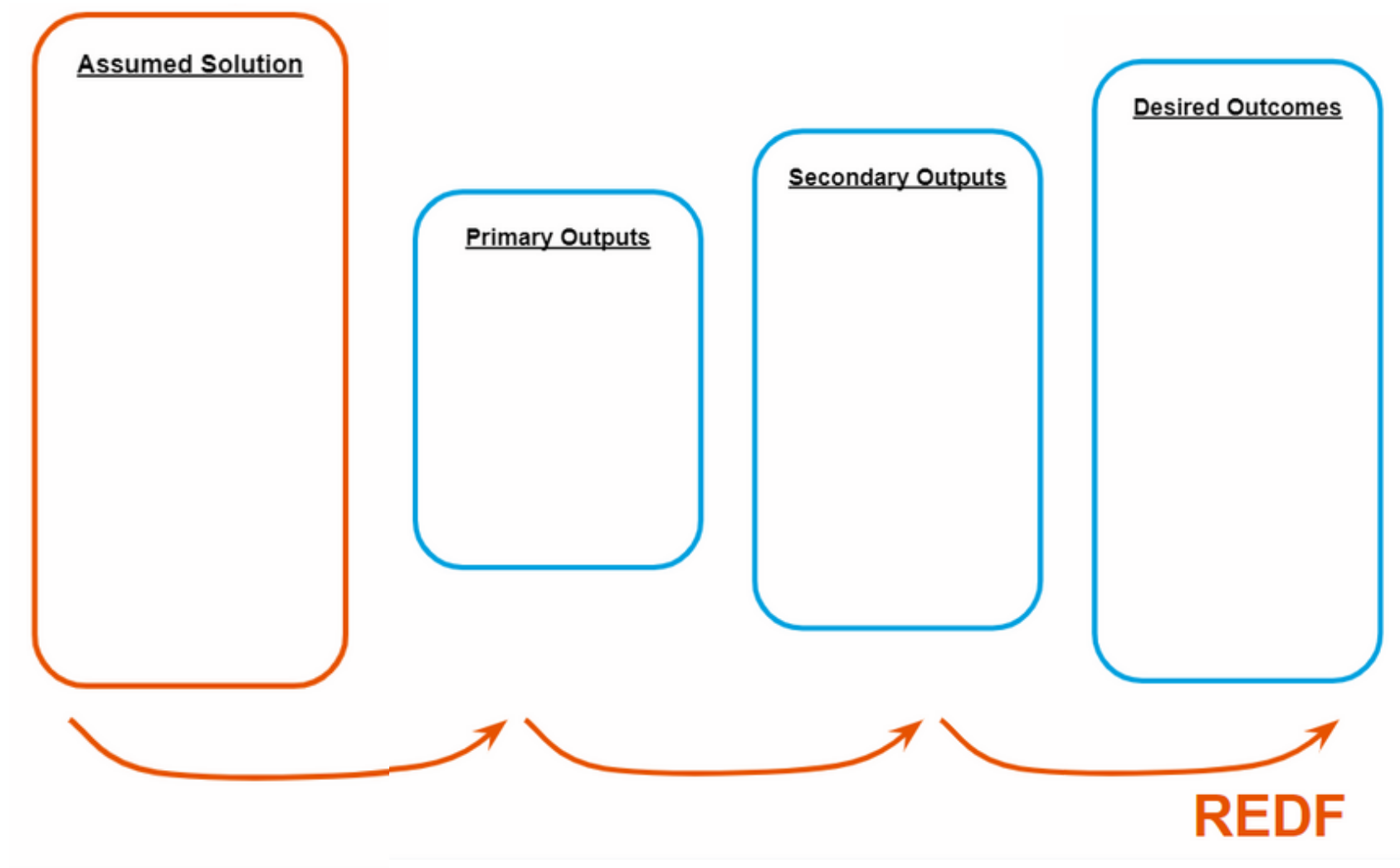
1. How is your New Year's resolution/goal/intention going?
2. What does it take for you to sustain change?

Recapping Executive Skills-informed Program Design



Design matters – whether it's a product or a process!





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Assumed Solution

Post-Supported Employment

- Job Placement or Promotion
- Retention
- Ongoing Support

During Supported Employment

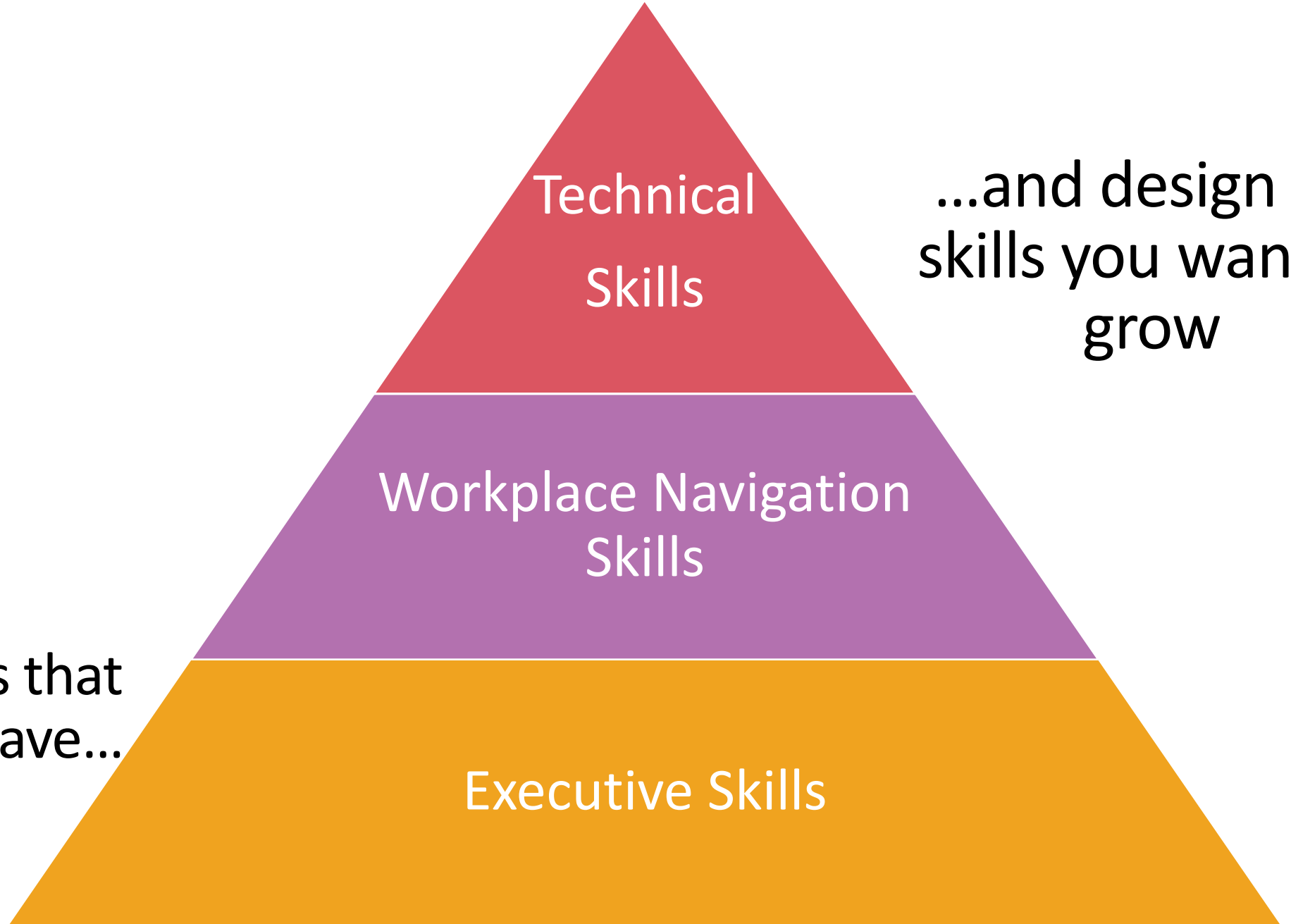
- Transitional or Permanent Employment
- Leverage Executive Skills
- Developing Workplace Navigation & Technical Skills
- Job Search or Promotion Pathway

Pre-Supported Employment

- Recruitment & Outreach
- Interviewing & Hiring
- Onboarding & Expectation Setting

Participant Pathway & Program Activities

Leverage skills that
participants have...



Executive Skills

Workplace Navigation
Skills

Technical
Skills

...and design for
skills you want to
grow

The Goal is Goal Achievement



How We Organize

- Organization
- Time Management
- Planning/Prioritization

How We React

- Response Inhibition
- Flexibility
- Emotional Control
- Stress Tolerance
- Metacognition

How We Get Things Done

- Task Initiation
- Sustained Attention
- Goal-directed Persistence
- Working Memory

Post-Supported Employment

1

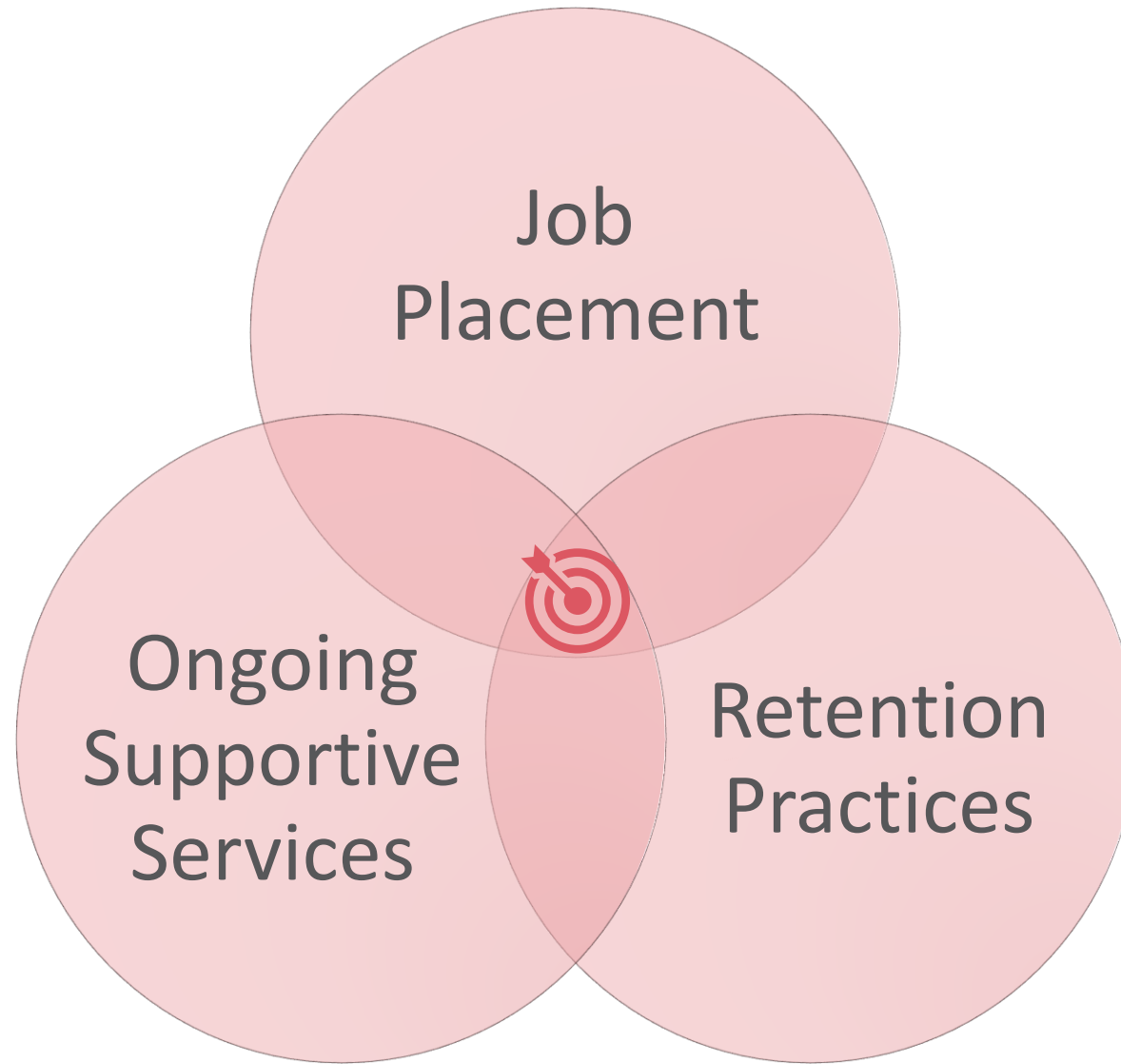
- Job Placement

2

- Retention Practices

3

- Ongoing Supportive Services



Key activities

Outcomes

Job Placement

Retention Practices

Ongoing
Supportive Services

Grounded by:

New Moms Example

Key activities

Desired Outcomes

Job Placement

- Employer engagement & assessment
- Goodness of fit

- Identify quality employer partners
- Ensure the job is a good fit

Retention Practices

- Monthly calls with employer
- On-site visits with employer & graduate
- Retention incentives
- Begins Day 1 of ESE programming!

- Proactive problem-solving
- Increase in graduate job retention
- Increase in quality employer practices
- Participant wage/career increase

Ongoing Supportive Services

- Ongoing job search/resume support
- Group alumni engagement
- Newsletter
- Emergency referrals & items

- Increase engagement & belonging
- Increase job retention
- Alleviate sources of stress

Grounded by: High-quality coaching relationships, psychological safety, voice & choice, belonging

Workbook Reflection

Key activities

Outcomes

Job
Placement &
Promotion



How We Organize

- **Organization:** Knowing where I put things. *The ability to create and maintain systems to keep track of information or materials.*
- **Time Management:** Know about how long a task will take and what the deadline is. *The capacity to estimate how much time I have, how to allocate it, and how to stay within time limits and deadlines. It also involves a sense that time is important.*
- **Planning/ Prioritization:** Deciding what steps to take. *The ability to create a road map to reach a goal or to complete a task. It also involves being able to make decisions about what is important to focus on and what is not important.*

How We React

- **Response Inhibition:** Seeing the consequence before I say or do something. *The capacity to think before I act – this ability to resist the urge to say or do something allows us the time to evaluate a situation and how our behavior might impact it.*
- **Flexibility:** Going with the flow, accepting change. *The ability to revise plans in the face of obstacles, setbacks, new information, or mistakes. It relates to an adaptability to changing conditions.*
- **Emotional Control:** Keeping my cool when frustrated. *The ability to manage emotions in order to achieve goals, complete tasks, or control and direct behavior.*
- **Stress Tolerance:** Managing my stress. *The ability to work in stressful situations and to cope with uncertainty, change, and performance demands.*
- **Metacognition:** Evaluating how I'm doing. *The ability to stand back and take a bird's eye view of yourself in a situation, to observe how you problem-solve. It also includes self-monitoring and self-evaluative skills (for example, asking yourself "How am I doing?" or "How did I do?")*

How We Get Things Done

- **Task Initiation:** Getting started without a delay. *The ability to begin projects without undue procrastination, in an efficient or timely fashion.*
- **Sustained Attention:** Paying attention, even when I don't feel like it. *The capacity to maintain attention to a situation or task in spite of distractibility, fatigue, or boredom.*
- **Goal-Directed Persistence:** Sticking with my goal. *The capacity to have a goal, follow through to the completion of that goal, and not be put off or distracted by competing interests.*
- **Working Memory:** Remembering what I did and what I need to do. *The ability to hold information in memory while performing complex tasks. It incorporates the ability to draw on past learning or experience to apply to the situation at hand or to project into the future.*

Executive Skills → Behaviors



Our behaviors are **normal** in the context of our life experiences, institutional barriers we might face, and resources we have.



Strengthening skills and mitigating unhelpful behaviors at any age means we can tackle more and more complex tasks and goals.

What skills does your job require?

What strengths do you bring?

What struggles cause friction?

Is there goodness-of-fit with your job?

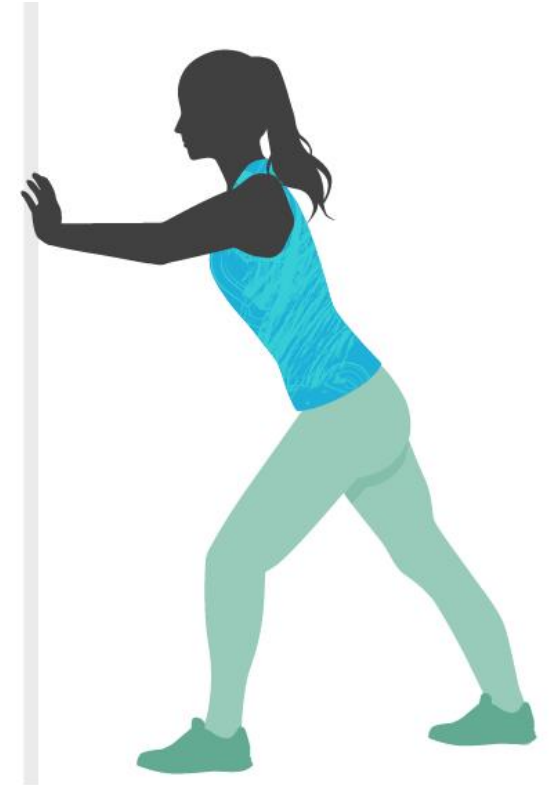
Bio Break



1 – Give yourself a hug



2 – Hamstring-cheese



3 – Wallflower

Goodness of Fit Job Placement Process



Candidate review, meet Val

Strengths: Time Management, Sustained Attention, Organization

Struggles: Stress Tolerance, Flexibility, Working Memory

Needs: Close to public transit, daytime hours only – weekends ok

Prefers: Quiet environments, less people interaction, does not mind temperature swings

ESE notes: Maintains clean work environment, gives and receives feedback well, working on task initiation once responsibilities have been completed

Certifications: GED, OSHA-10, Reach Operator

Breakout Room Discussion



1. Use the Goodness of Fit tool to assess if this is a good-fit job for Val based on her Executive Skills
 - What are the strengths that would help Val?
 - What are the weaknesses that might hinder Val?
2. What additional questions might you ask the employer?

Post-Employment: Retention Practices

Key activities

Outcomes

Retention Practices

- Monthly calls with employer
- On-site visits with employer & graduate
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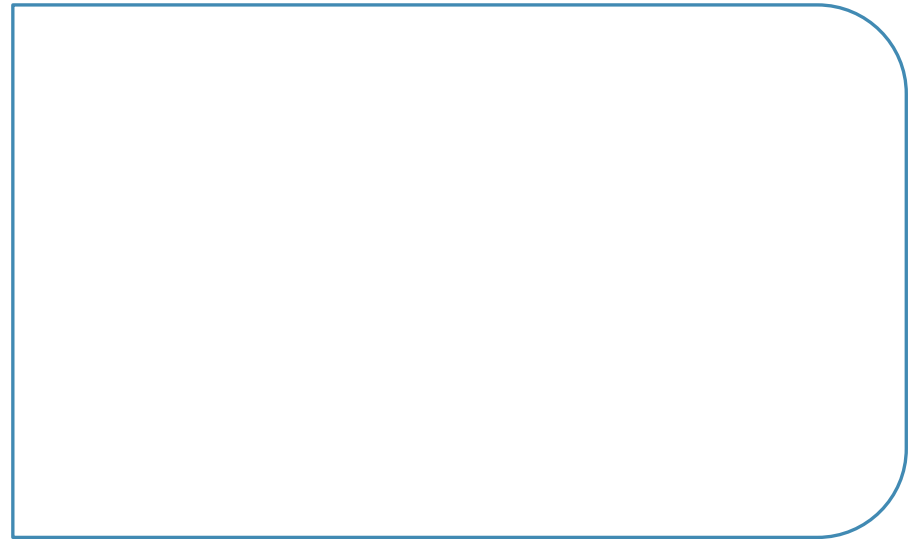
Workbook Reflection

Key activities

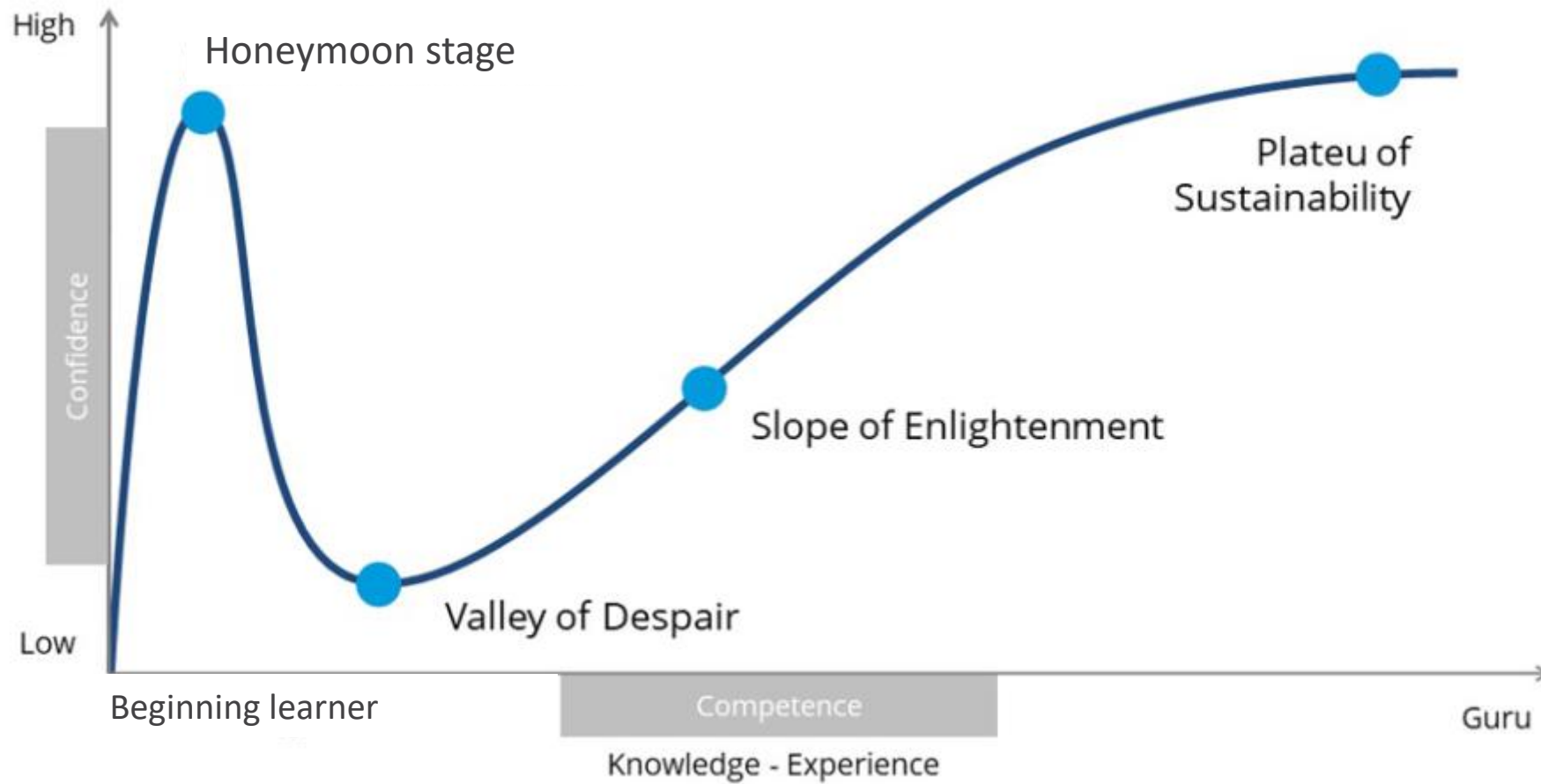
Outcomes

A blue graphic consisting of a downward-pointing chevron on the left and a rounded rectangle on the right. The text "Retention Practices" is written in white inside the blue chevron.

Retention Practices

A large, empty rounded rectangle with a blue border, intended for writing outcomes.

New Experience Trajectory



Large Group Discussion



1. What changes might be challenging to participants as they move through the first month of a new job?
2. How can you support and normalize this change?

Retention Best Practices



Start Day One



First Moments Matter!



**Talk about Post-Employment
Retention all the time – normalize
the end**

Post-Employment: Ongoing Support Services

Key activities

- Ongoing job search/resume support
- Group alumni engagement
- Newsletter
- Emergency referrals & items

Outcomes

- Increase engagement & belonging
- Increase job retention
- Alleviate sources of stress

Ongoing
Supportive
Services

Workbook Reflection

Key activities

Outcomes

Ongoing
Supportive
Services



Next Step: Take your program design roadmap for a drive!

1. Complete the workbook steps for your Program Design
2. Send to us!
3. Book an Office Hour with us to review and discuss



To set up an Office Hour call with
Dana & Karlyn

REDF

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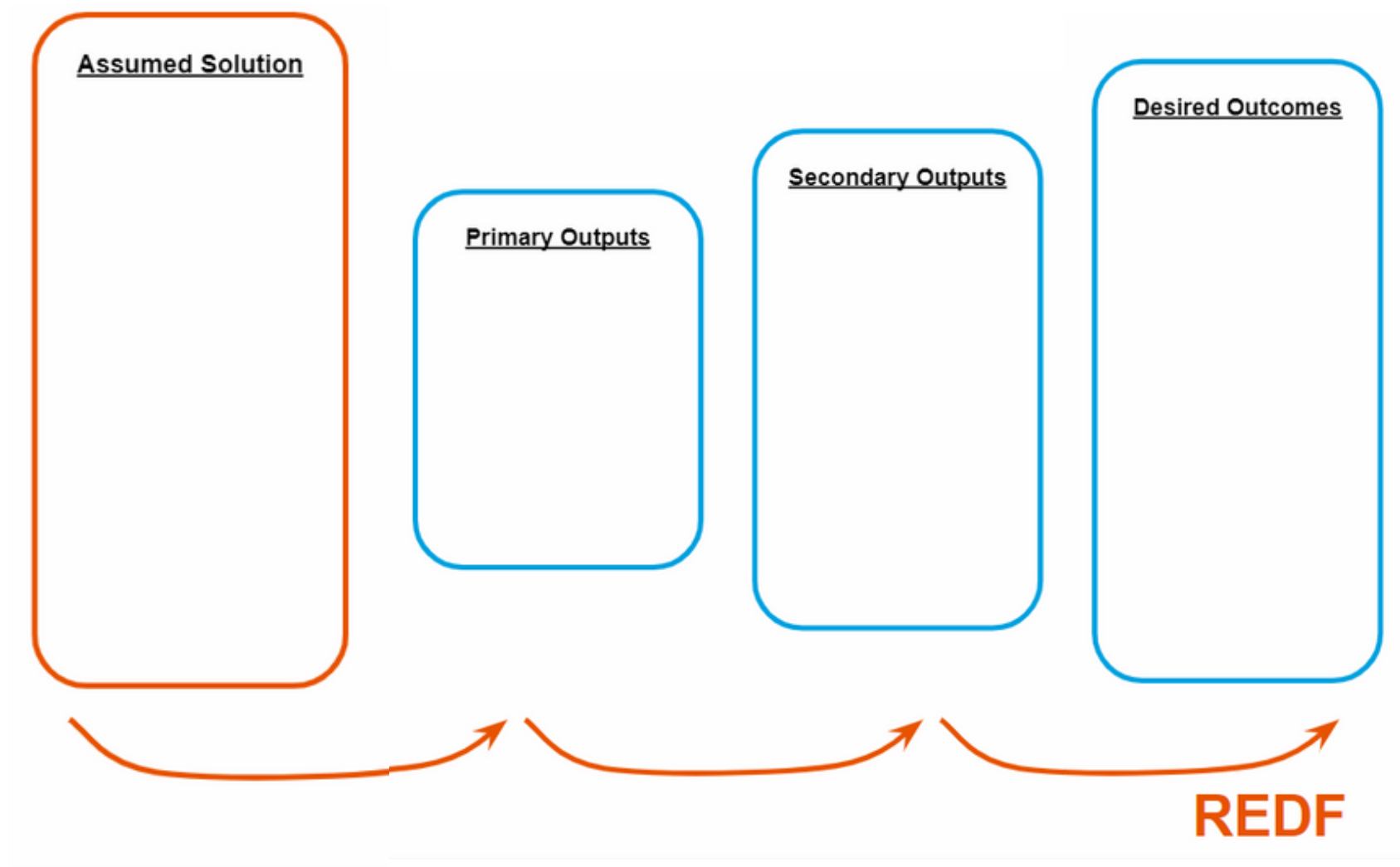
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Participant Pathway & Program Activities





To set up an intro call
or visit our website

<https://newmoms.org/the-hub/>



- ✓ Team trainings
- ✓ TA with incorporating Executive Skills into your work
- ✓ Tailored 1:1 advising

