

# The Building Bridges Initiative (BBI): Advancing Partnerships. Improving Lives.

## **New Jersey BBI Six Core Strategies© Project – First Group Learning Experience (July 25, 2022)**

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# Learning Opportunity Based on Previewed Recorded Webinar on Workforce Development

Link to the pre-recorded 50-minute Workforce Development (WFD) webinar presented by Jason Drake, Pat Mosby, and Kevin Roach that hopefully each team member has viewed prior to today's group learning activity.

<https://vimeo.com/719188387/0ef7517904>



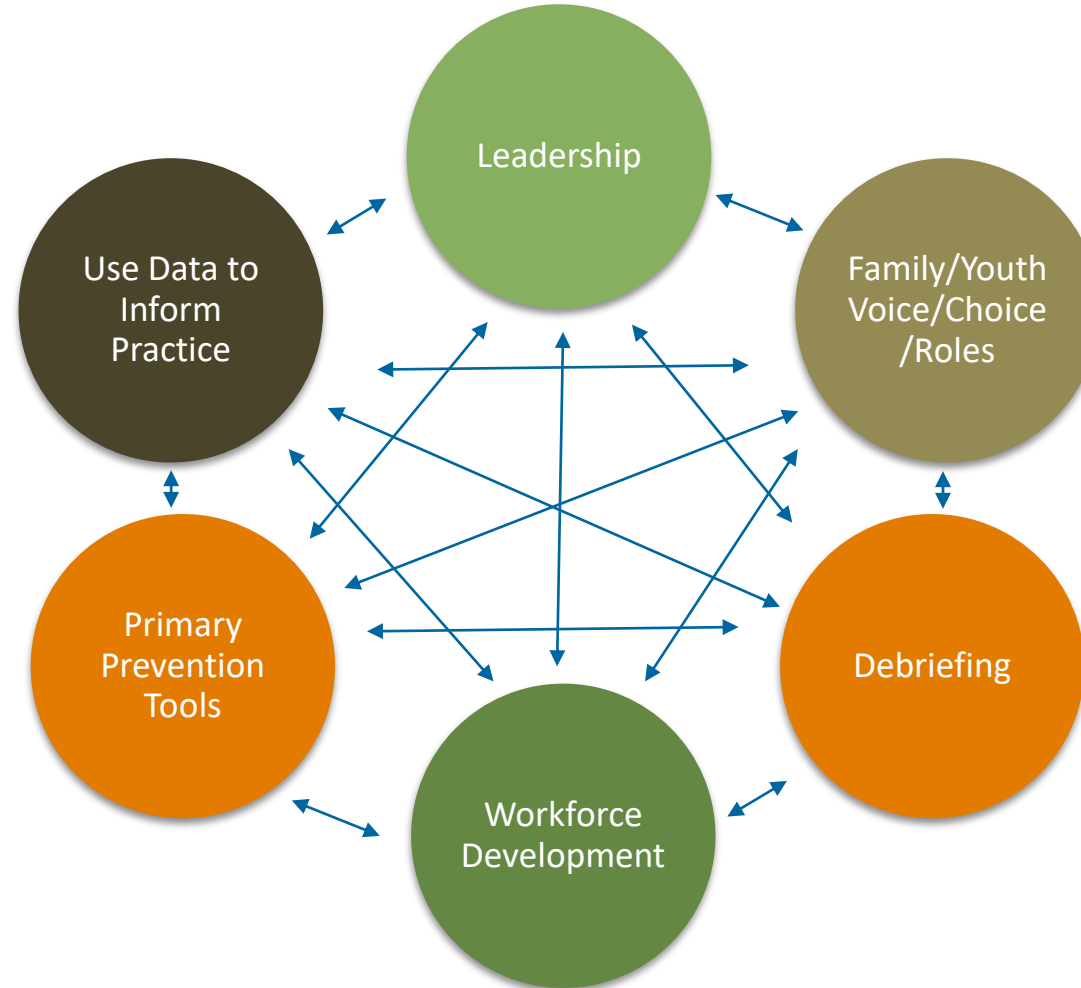
# Welcome/Introductions/Strengths Specific to Workforce Development

**One person** from each program shares **one program strength** specific to workforce development and then shares **who is 'on'** from their program:

- **Bonnie Brae**
- **Crossroads**
- **Center for Family Services**
- **Jackson Mills (Sevita)**
- **Youth Consultation Services**

**State Team and BBI Team Intros**

# The Six Core Strategies©



# Biggest Challenges

As we move forward, be thinking about one of your program's biggest challenges that you are currently struggling with specific to Workforce Development





## Questions 1 for our Panelists

What are the strategies that you implemented to address the “nay sayers” when it came to the changes you wanted to incorporate in your everyday programming and what are some tips that you can provide to a residential program that is having the same issues?



## Question 2 for Panelists

What strategies did your team incorporate to help youth become more engaged and achieve success in their treatment process?



## Question 3 for Panelists

What are essential skills/traits you look for in new hires?



## Question 4 for Panelists

What did you change and/or implement when revamping the new hire orientation to ensure new hires had the basic essential tools needed?





## Question 5 for Panelists

What was your youth selection process when creating the youth council committee?

AKA: Youth Advisory Committee,  
Youth Advisory Council



## Question 6 for Panelists

What are ways that we can keep our current staff engaged, boost their morale and decrease the turnover rate?



## Question 7 for Panelists

What kind of trainings can be incorporated to strengthen staff?



## Question 8 for Panelists

How can we keep current staff from burning out?

## Question 9 for Panelists

Were there any reward systems when the use of physical restraints started to decrease? If so, what were they and were any direct care staff a part of the developmental process?

(Developing the reward system program)

# Other Questions for Panelists



## Back to those Challenges.....

One person from each program to share what is the one of the biggest challenges you are struggling with specific to Workforce Development – the one we asked you to be thinking about

Panelists have the opportunity to respond!!!





# NJ BBI Six Core Strategy© Project Team & WFD Group Learning Activity Consultant Contact Info

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