



Building Skills and Obtaining Employment: Understanding Opportunities and Resources Available through Local Workforce Systems

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Webinar Captioning Transcript

Thank you for joining us. Today's webinar is building skills and gaining employment. Our project today is supported by the Office of Victims of Crime. Today our presentation is brought you by Futures Without Violence. The system forward culture change to end violence against women and girls. In doing this work we recognize the importance of safety and the recovering of individuals that experience violence is really grounded and having some economic security and justice. Those pieces are essential for individuals experiencing violence to be able to access and leave abusive situations to become whole again. Experiences of violence particularly considering survivors of human trafficking is experience present complex obstacles to accessing and obtaining employment opportunities. These limits employee opportunities for survivors. The question is: how can we help build pathways to employment opportunities to provide better economic security? We built this project that we have called Promoting Opportunities for Survivors of Human Trafficking. This was funded by the Office of Victims Of Crime. It's a national training project aimed toward increasing access to employment opportunities for survivors of human trafficking specifically. We are bringing this together with the number of experts in the field providing technical assistance to anyone who is a victim service provider with an emphasis on serving OVC human trafficking grantees. The goal of the project is to really forge collaborations with a workforce development system and create some really strong and unique partnerships to help provide educational opportunities and varied pathways to careers for survivors of human trafficking. We work on developing education systems and we also want to build capacity of victim service providers to enhance their own services and promote greater access for quality opportunities. Not every opportunity and every job is a great job. We want a safe job for that matter. We want to be sure we are helping provide those pathways. So to help us do that we have brought and worked with the Urban Institute to share the resources and we are joined by three of their members today. Her work focuses on the evaluation of work force development and post-secondary education programs. She has spent more than 20 years in the workforce development system as an evaluator technical assistance provider and program manager. Her research has focused on examining the workforce. It focuses on the needs of parents and youth and individuals with criminal records. We also have Kristin Dunn who is a senior policy associate with income and benefits policy center. She conducts research and evaluation and provides training and technical assistance that work with the workforce development program education, specifically focused on disadvantaged populations. We are joined by Amanda who is a research associate with the Income and Benefits Policy Center. Her focus is primarily with workforce analysis and evaluation. We have a bit of a sense of who the presenters are so we are hoping to return to the first poll question to get a sense of who is listening to the call. So if you can tell us what your profession is the educational institution or legal service provider or other. If you select other you can please include what that is in the chat box for us.

And is looking like the majority as we expected and helped our domestic violence sexual assault are human trafficking service providers. We have a few people that look like they are typing in the chat box to share with their other professions are. Criminologist, a consultant for nonprofit sexual violence and human trafficking. Human trafficking advocacy organization. Thank you for sharing. I will turn to the next slide. Why are we really focusing on this topic? We know that a lot of victim service providers are doing great work to advance economic opportunities to survivors and their programs either through establishing partnerships like we are discussing today or creating internalized programs to offer job training to survivors. We know that these programs cannot always do it all. We know that the needs of survivors very greatly. We want to be sure that we are trying to open up opportunities that can best meet the needs of serving clients and survivors themselves. We view the system as an untapped resource. There is a lot of great knowledge and expertise there. Sometimes it can be difficult to understand the system if it is quite large and has a lot of different working pieces. We want to have this kind of conversation today to help outline what the workforce development system looks like. So service providers that are interested in developing partnerships have a better understanding of what the system looks like, what kind of resources are available and services are available that they can tap into. And get an understanding of how they can best identify who is the right partner who can best meet the complex needs of the clients and survivors that they are serving. As a result of this session we are hoping that participants will better be able to describe the goals and priorities of the workforce development system, describe the types of education and training opportunities and resources available through the workforce development system and finally assess partnership potential when seeking collaboration with the workforce development programs. So I am going to invite you all to look to your chat box to your right. We would love to start this conversation by getting a sense of if you are already working with workforce development service providers whether education or job training programs and if you are what kind of programs you're working with. We will give you a couple of moments to go ahead and answer that question in the chat box. I see a lot of HT advocacy. Opportunities but do not work directly with the organization. Thank you. Some HT advocacy. Typing. For those of you that are aware of these opportunities we will hopefully be able to give you a greater sense of what that can look like today and how to forge the relationships. I will just give it another minute for people to complete the typing. Referring clients to workforce solution for both work and education training. That is great. I see human trafficking advocacy. And refer and collaborate with nonprofits and agencies for job placement. So I see that some of you are doing this work. Some of you are interested in building those relationships. We hope that this can help either identify some starting places for those who are looking to begin this conversation and for those of you that are already doing some of this work maybe finding some new opportunities to expand the services and resources that you offer to survivors. Now I am going to turn it over to Shayne. If we can please switch the slide deck. Thank you. It is all yours.

>> Thank you so much. We are so excited to be talking with you all today and to share and provide an overview of our resources that we have developed that we think will be helpful. I have been in the workforce field for a long time. We have a variety of points. Running a training program and at the community college working directly with public workforce system and the workforce innovation and opportunity act system which we will get into a little bit. I have done a lot of work supporting organizations and providing services and then coming back to a lot of research in the area. I am happy to share my experience and perspective. I will say that when you see the workforce system you've seen one. I hope that today will provide you with the tools to really understand your local areas and potential partners. Here we have highlighted some objectives we want to talk a little bit about the variety of organizations that make up the system with a really complex system with many different

players and they serve a lot of different populations. You can imagine how that can create challenges in terms of priorities for different groups so we can provide an overview of the different population that they serve. So what did they try to do from trying to help people find jobs and prepare for work and use basic skills so we will provide an overview of those key functions and then we will give you some tools about how you can understand your local system as well as identify potential partners. So what are local workforce systems? I think you will talk to some people and they will be referring to the public workforce system. You will see the second bullet here the Department of Labor definition of the workforce system which is really all the network of federal, state, and local government agencies that are involved in providing workforce program services to workers, jobseekers, but also to employers. You think of the system has been a little bit bigger than that so there are a lot of layers that do not make up the public workforce system. Employers are a key partner but not always in the public system. And then there are the entities that are providing support that might not be directly connected or funded through the public system. The workforce innovation and opportunity act is the main federal legislation that guides local workforce systems. And so it includes funding for services and a small amount of funding goes for training. For adults, dislocated workers and youth. A lot of services are focused on helping people support their own job search or helping people get connected to employers. Also in some cases to support the services to support their employment goals. Under this system employers are an equal customer. So the terms that are used so that the employers are an equal customer in the workforce system it is seen that serving workers and job seekers but also focused on meeting the goals of employers. The funding for the system goes down to the local areas and this is where a lot of activity happens. As I said before, every system is different so it's hard to come up with a general picture that would work for everyone but we hope through this discussion we can provide it with an overview of the key things to look for when you are trying to understand your system. For some of you who may already have those connections and relationships but there might be more that you can learn about potential partners. People access services of the workforce system through American job centers. They are called one-stop centers and they can be called other things as well but they are places where people can go to access not only help with looking for jobs and getting job listings but they can get access to training and other support. And really anyone can walk into the American job center. You know there are so many different eligibility requirements that determine what kinds of services you can get but these are open to everyone. So local areas are required to convene an advisory board. These are made up of about half of the advisory boards and then you have other people that are involved in delivering services and workforce systems. Community colleges and community-based providers for technical education providers and other key partners. These are all important contributors to that sort of government system. While WIOA is the primary funding stream you will see here it is actually a fairly small amount of money. At this top bar you will see the amount of funding available for federal loans and then the Pell grant program. Those are in billions of dollars. You can see it is a huge amount of money supporting education usually related to degree programs that are important for preparing people for the workforce. In the WIOA system is a look at the adult dislocated worker and youth program it is pretty small. Less than \$3 billion. There is also some funding under WIOA for adult education and you will see that further down. It is \$600.656 million for education. They provide the structure for collaboration because it brings together all of these different players and it will be system wide but it is not a huge source of funding for services. So I am going to stop there and turn it over to my colleague Kristin -- Christin that will talk a little bit more in detail about the components and customers and activities of the local workforce system.

>> Thank you Shayne. For this segment of the webinar I'm going to try to provide a more comprehensive and detailed overview of the full local workforce system beyond just the public system which we got a great overview of. I'm going to use the Urban Institute online guide which you can link to from this slide. I'm not quite ready to share my screen yet. You can link to it from this slide in the webinar deck. So in order to create a guide to understanding local workforce systems that is accessible for a variety of audiences we have organized this online guide and four sections. The functions that are carried out by local workforce systems, the people served, and organizations that participate in local workforce systems and finally key activities that help the local systems run well. Before walking you through how to use the online guide I just want to provide you with an overview of each of these four items. Starting with functions generally speaking the key function of a generic local workforce system are providing employment services, providing education and training, providing supportive services, supporting employers human resource needs and improving job quality and access. Employment services help people find and retain jobs or advance in their careers and include the services provided by American job centers that we touched on. It also includes everything from career readiness training are soft skills training for people with little or no work experience to actual job placement and job retention support. Local workforce systems provide education and training through an array of organizations. So education and training can be provided by public community and technical colleges. For-profit technical schools and even community-based organizations. Education and training providers prepare workers for jobs by helping them gain skills and credentials. They can use an array of strategies to support specific worker populations and sectors. That includes things like adult education and career pathways and workplace learning. Supportive services sometimes called work support they are two primary categories of supportive services. There's personal support such as transportation, childcare, food and housing assistance, counseling, academic support, college and career navigation or coaching and of course financial aid. So of course the local system support the human resource needs of local industry. That support can include meeting hiring needs, advertising for available positions, recruiting and screening candidates for local businesses. Providing entry-level training for employees and just generally supporting and upscaling workers and incumbent workers. Finally local systems seek to improve working conditions and hiring practices and to connect low-income people with good jobs. They can also play a role in economic development to ensure that economically disadvantaged residents have access to job opportunities created by new employers and industries. Moving on to the people that are served by the local systems, our guide breaks down individuals into these five general categories. It is important to note that the population targeted by specific local workforce systems and specific organizations within the systems will vary a lot depending on local context, demographics, the labor market, organizational missions, and other factors. So organizations and local workforce systems perform various functions and take on various roles. That depends on the type of organization and the mission. Shayne touched on a lot of the key actors in the public workforce system. We grouped organizations into these six categories. We've got service providers, that can be education, training, employment, and supportive services. That includes a huge range of organizations that can be community colleges, high schools, American job centers or one-stop centers that Shayne mentioned and also community-based organizations that focus on helping particular populations such as the organizations many of you work for. Also government agencies which oversee the workforce programs and funding and also safety net programs like cash assistance, food assistance, childcare assistance, employers and industry and business groups of course are organizations that are highly involved as they provide training to workers. They may partner with local organizations to oversee design and deliver programs. Foundations and philanthropic organizations provide financial resources primarily through grants. And corporations may also support workforce initiatives as part of their

corporate responsibility effort. Unions and advocacy organizations generally seek to change employer practices, advocate for workers, that are working conditions, and workforce policies. Collaborative entities are a bit more tricky. So you may have heard of workforce intermediary but essentially these are bodies that bring together people from all of these different types of organizations that work in different areas together to identify workforce needs or issues and plan to develop and implement initiatives and strategies to meet specific needs that can be employers not being able to find enough skilled workers. That could be meeting the needs of populations just that historically have not had as much equity and access to workforce programs. Of course many of these collaborative bodies seeks to raise funds to support their initiative. And moving on to the fourth topic key activities. The guide highlights some key activities that really help workforce systems run well when Don writes. This includes coordination and system change or systems alignment and related to the collaborative entities these are activities that bring together local workforce organizations across silos to bring together systems and needs across. It helps the organizations and local workforce systems meet their stakeholder needs. Some local systems create mechanisms or organizations specifically to address the facilitation. As we all know you have to have funding to make any of these programs work. Finally using data and decision-making. Data really helps the systems and form and they measure how well the programs are progressing toward outcomes and goals and advancement of particular populations or programs and initiatives. So now Patricia if you would switch me back to screen sharing I just want to provide a quick overview of the guide itself and how you can use it and some of the features that are included. See if I can do this. Okay so here you see the landing page of the Urban local workforce system guide. Again it is organized by these four topic areas. In order to drill down to get more information on these topic areas you can either click on this actual circle and it will take you to a page with more information about functions or you can go down here and we have some drop boxes that give you a sneak peek of more information for each topic area and then links to pages that are kind of subtopics under that key topic area. So I'm just going to click all the way through this introductory one that sort of describes what a local workforce system is similar to what we had attempted to do during our segments of the webinar so that you know if you click on more it gets you to the full page talking about what a local workforce system is. You see you can click to additional pages that talks all about the public workforce system. You can drill even deeper and read about WIOA which Shayne talked about. You can always use your browser back button to get to the page you were on before and you can use the homepage. We have a search button right here in case you want to search for a particular term and show all of the pages that include that term. Doing an example of functions let's drill down on providing education and training. We go to a page that talks about how workforce systems provide education and training then you will see that you have these related topics. They are strategies or types of programs that are often found in local systems as they attempt to provide different types of education and training in different populations and purposes. For instance for adult education you can go to this page to learn more about what it is and what funds it and what it is used for. You will see throughout the guide there are gray rectangles that will connect you with external resources that will provide even more information about that topic. So when you click on one of these boxes it takes you outside of the guide to whatever the external resource is but you can always just click back on the tab or press your browser back button depending on whether or not it takes you away from the guide completely to get you back to the page you are on. Almost all pages have additional related topics. We just want to make sure you can click around as your interest carries you in a particular direction that you are able to get to relevant information from that page as easily as possible. We also include hyperlinks to other pages embedded in the text. So we are reading about adult education but maybe we want to go back and look at education and training more probably again we want to have that easy hyperlink in there for you. So I will click through one more.

Under key activities we will look at coordination and systems change. You can click more to go to the full description of that ectopic area. Or you can just go directly to a subtopic page on coordination and systems change. This explains a little bit more about what we mean by it and of course it links you to some really useful external resources. And again with identifying leveraging multiple sources of funding this will take you to related topics that talk about some of the strategies and models you can use for funding. In addition to external resources. And then there is an about button to explain more about the guide. Of feedback button you can use to ask questions or provide input and it also includes sign up for the newsletter which comes from the urban workforce development team which we are all a part of to help build America's workforce and it contains probably a lot of relevant information to learning about workforce development programs and strategies so without further ado I will stop sharing my screen now. Again there is a link to this within your PowerPoint deck so you will be able to go to the guide yourself and click around to your heart's desire. I will hand over to Amanda and she will try to provide some specific examples, particular local workforce systems as well as tools you can use to search for things in your own system.

>> As she described I'm going to talk through some specific examples of how someone whether that is your person on your staff or something that you serve might utilize the resources or potential partners available the other local workforce system. For each of those that are listed here I will give a brief description and preside some examples of how it might be useful to you and your work.

>> [captioner lost audio. Please stand by]

>> The turning to weather pathways describes the pathway of trading credentials aligned with readiness standards and competencies. Career pathway programs are versatile and that they can be designed to be applicable to a wide range of job seekers. Various states and local colleges may have grant funds available to support students who meet the eligibility criteria. The Arkansas career pathway initiative serves current and former recipients of temporary assistance for needy families, monthly cash assistance and current students that are enrolled in one of the participating public two-year colleges and orchestra Arkansas. If they meet eligibility requirements they are able to enroll. Often support services provided to students may include college and career navigation which is a service that staff members provide but they will walk people through the forms they need to complete to be eligible to participate. The requirements to remain in good standing and provide academic support to make sure that students participating in the program are meeting the goals. Those that operate these programs work to create the recruitment funnel into the program. The pathways initiative also has the forms listed online which is what is shown here in the screenshot if you are interested in learning more.

>> Moving on to the state Department of Labor websites these provide many resources. Among those services is the ability for job service workers based on the job they are looking for our education. It allows you to see that individuals are able to make profiles that allow them to perform advanced job searches and create resumes and retrieve job alerts. Many of these post job opportunities and candidates to post theirs to the website. Service providers and staff can also access these websites to search for providers that have been approved by the state and local area to provide services to participants who are receiving funds. This helps ensure that training programs comply with the eligibility requirements for any workforce dollars they are receiving. If you have a client that is receiving assistance but they are unsure whether they can access services the state Department of Labor website may be a good place to start.

>> In addition every local area has a network of organizations that provides services to those in need. Many areas have directories of community-based organizations that allow an individual to filter through information and resources available online. The Chicago workforce information and resource exchange provider website. It includes temporary assistance for needy families participants. The sort of tools that are available on your community is one additional way to type in the local resources that may be applicable to your clients. In a similar way to 11 provide scholars with information about and referrals to social services for everyday needs and in times of crisis. In addition they reserved the 211 dialing code for community and information referral services. It is an easy to remember and recognizable number that will enable a connection between individuals and families in need and government agencies. This includes information about crisis and emergency services including emergency shelters that are available by phone for any clients that may not have reliable access to the Internet. Many of the communities also have a searchable online version of the database for community resources. The United Way organization provides funding for over 70% of the centers. You can see on their website here that they have quick access buttons that will take people to where they need to go on the site to get connected with resources related to food and personal goods and counseling and crisis services. The next group of resources are just examples of the resource and development boards. Local workforce development boards the first thing on the list here are the administrative bodies that help channel funding at the local level to American job centers. They contract with community and faith-based organizations to create career centers for particular populations such as older workers are immigrants where they can get assistance with job applications and resumes and find out about training and career opportunities. Workforce development websites like the site shown here can help you quickly identify the workforce development board that oversees programming in the region. Let's say you are working with the client and region five. And you want to understand more about the services offered in the region. You can click on region five shown in the map and pull out the calendar tab to see a list of all of the services available across the various career centers and partner agencies in the area. Another resource that might be useful to you to help improve connections to employment for your clients include labor market and employment information available online. Websites like the Illinois Department of security site individuals can access data on employment trends and population and employment data and occupation profiles. For this discussion I will be focusing on one of the sites linked on the homepage which is the Illinois market and information site which is highlighted on the slide. For example by accessing the occupation summary tab here on the Illinois virtual labor market website you can pull up information about occupational comparisons or skills needed to be successful in the job, employment and wage data or other information. Perhaps you are working with the parent that is interested in and pursuing employment that is interesting to them but also provides a sustainable wage for their family. They can learn about the jobs in their area which might help them understand employment prospects after graduating from a training program and the average wage for that occupation. The site also has an advanced search function which allows you to search by job title or other keywords and select occupations that have a bright outlook. The level of information available in your state and local area will vary but this type of information will be helpful for exploring career options for somebody that is not sure where to start. In addition other information can also tell you more about the community your client may be living in our working and if you are not familiar with the including information about the population statistics, whether the community is considered urban or rural and other important facts in the area. The Ohio Governor's office shown here has a capacity built in by County. In fact once you search by County you are able to pull up some statistics on the success of programs that serve particular communities with publicly funded workforce dollars this type of data includes adult and use program statistics. A % of recipients on workforce assistant benefits that are employed. Their earnings and retention rates.

You can also explore things like the graduation rate in the area and the apprenticeship programs. This can help you be informed about workforce participation service delivery and outcomes for any given area. Finally business and trade organizations including the local Chamber of Commerce are an important part of the local workforce development system. Chambers and trade associations are groups of employers that represent the interest of businesses to advocate on the half of the business community. Knowing how to plug into that and partnering with these entities to advocate for policies might be a way to advance equitable opportunities and the workplace in your clients. Many of them have advocacy in their website. On the site you can learn more about advocacy tips that bring together business and policymakers to connect with all elected officials about issues that matter most. This may be a way to heighten awareness of elected officials about the needs of your clients. I hope that this review of the types of resources that can be available to you for your local workforce system help plant the seed for how you may connect your clients with resources in ways that are useful to them. Along with how you might connect them with partners including community colleges and local chambers of commerce that can help support skill building and employment opportunities for your clients. Just a few things to be thinking about informed by the research when you are exploring available programming in your area and thinking about which programs or organizations you want to connect people with. There are a few things to keep in mind. The first is programs that engage and build partnerships with employers have the strongest evidence of success. You would not want to send your client to a training program for a skill that employers in the area are not interested in or hiring for because in that scenario it's not likely that they will be invested and whether the program is a success or not. Some indicators of strong partnerships include training that is designed to meet employer needs, opportunities to earn credentials and connections to employers for helping people get jobs. Similarly they involve a component of workplace mentoring where an employer has agreed to host an internship or apprenticeship program. It is different from internships and that their formal programs involve a contract with an employer to reach specific goals. Employers pay wages while they are in training. They work with employees contributing to projects. It will be hired on after the program is completed. These types of programs have been proven to have strong impacts for participants. The Department of Labor maintains a list of employer program sponsors that helps individuals identify apprenticeship opportunities near them. In addition for people with challenges to work programs and training models that include robust work supports have shown strong impacts. Career pathway programs support student progress while people are advancing in their career path. Supportive services which might include to meet other individual's needs. It is important to know that they are employing comprehensive models to support. With that I will turn it back over to Christin to help moderate questions from the group.

>> I think Sarah will be helping me with this as well.

>> What you think, people type into the chat box?

>> Yes I can go ahead and kick one off because I have a couple questions that I have heard from the field. As people are writing questions into the chat box do you have a sense of any programs that might be serving individuals who have experienced trauma? I know there's a lot of programs that are designed to support youth or other individuals of specific needs whether it is thinking about people with criminal records. Do you know of any programs that look at trauma aspects as well?

>> I know that this is a topic that has been coming up more. I've seen it in the Department of Labor webinars and employment training and webinars but I would say just specific programs focused on serving survivors of trauma. I think that is something that you are going to want to look at locally when you are reaching out to people to ask them if they've got experience with trauma informed support

and also just outreach to potential partners and investigating programs for clients as an opportunity to educate. People about the specific needs of trafficking survivors and other people who have experienced violence related trauma so you know it's really going to vary at the local level. I will ask Shayne to weigh in if she knows of any national level programs because I cannot think of anything off the top of my head.

>> I do not think I have anything to add except that I think that there is increased awareness of this issue and we see that a lot in the proposals. We do a lot of that at the federal level so we see language around trauma informed care being reflected increasingly in some of the federal funding but again it varies locally who is incorporating that approach into their program.

>> Thank you. It sounds like there is a great opportunity for advocacy for the service providers here who are very knowledgeable about trauma and the impacts on survivors to help the workforce system better understand that because they are already supporting individuals who have histories of domestic violence, sexual assault, or other kinder traumas and they just may not recognize that, and having that information can better support all of their clients. It's a great opportunity for collaboration that not only benefits the victim service having some employment pathways for survivors but also the workforce development providers as well. I see that there is a question. Sometimes clients are only interested in getting jobs rather than going to training. Is there any immediate help for those in that case? Thank you for sharing that that is something that we hear a lot is being able to have that immediate income need addressed and not being able to take the time necessary to pursue training. What would you recommend for those individuals?

>> A few things there, of course there are the services provided through American job centers employment services helping people find on and look at jobs that meet their skills and jobs that are in high demand so those are the most commonly used services and American job centers. And then some of these strategies and initiatives we have touched on are really designed such as career pathways or community college programs that are really targeted on serving adults. There may be programs out there that are tailored to allow adults that are working to also attend the training maybe they can get a lower paying job that it requires less skills early could attend a shorter-term training program that is accelerated to get a certain credential such as in the healthcare field that can give them into a higher paying job. Such as really look around to see what type of programs are out there for working adults and what programs out there provide support for people that have the other needs, such as family having to work and not having access to a traditional school schedule.

>> Amanda had also mentioned apprenticeship opportunities. That is a great way to build schools and actually get paid at the same time with that job at the end of the program. It's an untapped resource and it's not just for people. I also encourage people to look at apprenticeship programs as options.

>> The public workforce system is actually proving training. It's helping people get connected to jobs. In a lot of industries these are a way of hiring people. You are a temporary worker who is insecure but it can be a way of getting your foot in the door. They are hiring and recruitment. There are organizations that have a mission and will give them family sustaining wages that will be secure but also work with employers and charge employers for that temporary hire with the idea. There are some across the country.

>> That was a question about childcare which we know is a huge barrier for individuals seeking to access training. Amanda had mentioned earlier as you all are working and we can do this with you to identify potential partners be sure to see if they offer some of this comprehensive support. Many of

them I tried to look toward being able to do that are going to be able to help the individuals. If there are any additional questions feel free to send them in. So can we go back to the other slide deck and wrap up a few things?

>> In this slide deck there is a link. So what the workforce solution those are under you can look at those specific. They are providing childcare for people who needed that support for work in this childcare subsidy assistance for education and training programs. So you can go down to the local job center or safety net program office.

>> So just for those of you that are listening. This is very much our role to provide that type of support for you. So feel free to give us a call and shoot us an email. And we can try to figure out what might work. The big piece I wanted to point out to you is the Institute that will be holding this looking to expand existing relationships. We are holding an institute for teams to come together and strengthen the collaborations. They have the trauma informed lines and that you are able to understand to prepare survivors for these opportunities and link them to the services. We are looking to get teams of 3-5 including human trafficking grantees and any other workforce in the area to really formalize these partnerships. You can see we have the email address up there as we are looking to host for the November if you are interested in building those relationships we can help you do that. So finally we have our website up there along with contact information. You can reach us for specific training and research needs and we are happy to help you in any way we can. You will see a link to an evaluation where you can provide feedback on the webinar today. It is at the top of the hour again. I want to thank our colleagues from the Urban Institute for sharing the great resource they developed. I hope that you will find it very helpful. Thanks again to the three of you for joining us. Thank you for listening today. If you have any other follow-up questions we are happy to reach out to you individually or send us an email as well.

>> Thank you so much.

>> Thank you.

>> [event concluded]