Launch a WBL Community of Practice

Goal 4 of the WBL Action Plan
Why Create a Community of Practice

- Identify Promising Practices
- Support Scaling Promising Practices
- Change Management Tool for Systemic Shifts

Last bullet
ADKAR Change Management Model

- Knowledge
- Abilities
- Reinforcement
The CWDC's Commitment

- Manage from June 2018 to December 2019
- Design and implement a high-quality experience that accomplishes objectives
- Work With Participants to Identify and Share Promising Practices
Initial Community of Practice Participants

- Estes Park Work-based Learning Apprenticeship Program
- Garfield County School District #16
- West End Public Schools Apprenticeship Program
- Adams County Education Consortium
- Arapahoe Community College
- Boulder County WBL Scale UP to Thrive Program
- Building a Vibrant and Thriving Work-based Learning Community Larimer County
- Easterseals USGS - STEP UP
- Jefferson County Career Explore Program
- Pikes Peak Business & Education Alliance in partnership with CAMA

Last bullet
Expertise Wanted

Help us design the Community of Practice by informing the participants, methodology, tools utilized, and structure
Consider a “community of practice” you have been a part of. What made it valuable?

- Common goals
- Different points of view
- Exchange of information and best practices
- Expertise from subject matter experts
- Haven’t done one or been involved in one
- Collaboration of the group
- A common interest and desire to make a difference in our area of focus
- Common goal
- Shared interests Open dialogue
Consider a “community of practice” you have been a part of. What made it valuable?

- Cohesiveness
- The ability to brainstorm with like-minded people
- Learning how others are solving problems similar to mine
- Shared value everyone contributed; you didn’t feel like you were the only one providing into i got as much out as I put in, if not more
- People had expertise, passion and different perspectives to share.
- Sharing best practices Learning from each other Immediate implementation
- Common goals Willingness to share Lessons learned
- Hearing scalable examples of how I could apply what they were doing at my organization.
- Replicable solutions
Consider a “community of practice” you have been a part of. What made it valuable?

- Experience sharing
- Networking with peers
- Others experiences

- Experiences
- Clear expectations, charge and outcome with defined time (3 or 6 months MAX)

- Common goals but diverse group of people with a diverse background
- Outcomes, what was accomplished. Simply put collaboration that resulted in better outcomes

- Sector strategies: led by the challenges participants share.
  Viitage: bring specific problems to problem solve, individualized coaching
- Shared vision of people intimately knowledgeable about the issue
<table>
<thead>
<tr>
<th>Others experiences</th>
<th>Shared experiences from diverse participants</th>
<th>Common goals or interest, shared resources,</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fast implementation ideas</td>
<td>Best practices</td>
<td>Yes</td>
</tr>
<tr>
<td>How others addressed challenges/barriers</td>
<td>share failures issues</td>
<td>Shared knowledge, not feeling so alone</td>
</tr>
</tbody>
</table>
Consider a “community of practice” you have been a part of. What made it valuable?

- Brutal honesty clear focus. Time limits
- Share success stories and failures
- Safe place, open/honest
- Business MUST lead
- Focus on the employers needs
- Employer led
- Employers
- Unclear goals. No accountability
What would make this community valuable for businesses?

- Common goals
- Best practices
- Current practices
- Snacks
- Resources
- Continual learning
- Immediate implementation
- Goals
- Set priorities
- Focus
- Share success stories
- Scaleable solutions
- Working together
What would make this community valuable for education?

- innovations
- access
- focus
- perspectives
- ongoing communication
- partnerships
- understanding of business
- being more adaptable
- flexibility
- policy
- resources
What would make this community valuable for workforce partners?
Who might find value in this community of practice?

- abstain
- Employers
- decision makers
- people most impacted
- Local HR professionals
- Apprentices
- Training Managers
- Employees / Employers
- Businesses
Who might find value in this community of practice?

- Schools
- Human Resources professionals
- Workforce professionals
- All of the above
- Community
- Hiring managers
- HR
- HR People
- Employers, higher ed, k-12, thought leaders, HR
Who might find value in this community of practice?

- EDC
- Employers
- Employers
Consider a “community of practice” you have been a part of. What diminished the experience that we should avoid?

<table>
<thead>
<tr>
<th>Off focus</th>
<th>Share experience not advice</th>
<th>Only virtual no face to face time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lack of trust</td>
<td>lack of trust</td>
<td>People who are not open to change or the suggestion of change</td>
</tr>
<tr>
<td>The know it all who won't stop talking</td>
<td>Not a clear objective</td>
<td>People not seeing the value add</td>
</tr>
</tbody>
</table>
Consider a “community of practice” you have been a part of. What diminished the experience that we should avoid?

- Turns into griping/problems that are outside the scope of the community. It should be focused on the topic and application manner
- Strong opinions, negative people, different priorities
- People not bringing anything to the table
- Tight agenda
- Too much talk, not an executable strategy
- No common agenda/purpose, only accommodated the schedule of the facilitator
- Too broad
- No agenda. No predetermined outcomes for group
- Not being flexible
Consider a “community of practice” you have been a part of. What diminished the experience that we should avoid?

- Not sharing
- Not listening
- Not applicable to real world problems
- bad facilitation, no action
- No follow through
- no food
- No action
- No accountability
- Don’t answer “how”
Consider a “community of practice” you have been a part of. What diminished the experience that we should avoid?

- Zoom
- Focus groups
- Mentimeter

nothing
What tools or formats would you recommend?

- Zoom
- Great facilitator
- Strong facilitator
- Timeline action items
- Live
- Designated times
- Implementable practices
- Video conferencing
- Regularly scheduled
- Pre work
- Facilitated
- Dashboard
- Slack
- Menti meter
- Webinars
- Schedule
- Tight agenda
- Accountability
- Menti meter
- Facilitator
Which frequency for interactions would create the best buy-in and value?

- Monthly: 8
- Quarterly: 8
- Other: 3
Who wants to join???

Paul

Certainly interested in learning more ...
... potentially interested :) Evan Abbott