

Association of Farmworker Opportunity Programs



2020 National Conference

Schedule-at-a-Glance

“Resiliency During

The New Normal”

Monday, November 2, 2020

12:00 pm – 5:00 pm	AFOP INFORMATION LINE staffed
1:00 pm – 5:00 pm	AFOP BOARD OF DIRECTORS MEETING
1:00 pm – 5:00 pm	AFOP TRAINING INSTITUTE (ATI) with Jodie Sue Kelly, Cygnet Associates. Final meeting and certification of the 2019–20 academic year. <i>Must be a registered ATI participant to access this session.</i>

Tuesday, November 3, 2020

12:00 pm – 5:00 pm	AFOP INFORMATION LINE staffed
1:00 pm – 1:30 pm	AFOP OPENING PLENARY SESSION

BREAKOUT SESSION A

1:30 pm – 2:15 pm	Career Services & Training – Entry & Mid Level: Karika Jones, Telamon Corporation, <i>“Understand Performance Measures”</i> Join Karika Jones in a discussion of how to better understand performance measures. As Data Quality Coordinator for Telamon Corporation, Ms. Jones has valuable insight to share on how to look at each piece of data entered into your database affects NFJP performance. This information is designed to help you take a deeper look into your data and better manage that data for increase performance.
	Career Services & Training – Mid and Senior Level: Kevin Mumper, HR Works, <i>“Working Together Across Generations Part 1”</i> This session will provide an understanding of how generations are defined and examine some of the historical events that have shaped each generation. The session will focus on harnessing the value each

	<p>generation brings to the workforce, as well as share some best practices to maximize engagement and bridge generational differences by tapping into the potential of employees through a better understanding of what makes them tick.</p> <p>Workshop Objectives:</p> <ul style="list-style-type: none"> • Gain an understanding of what is a generation and what factors influence them. • Define the four main generations in today’s workforce and the characteristics of each. • Understand the benefits of generational diversity and why it’s important to success in today’s business world. • Shift perspective from the often-negative stereotypes associated with generations to a focus on the positive attributes each generation brings to the workplace. • Learn techniques for recruiting, motivating, communicating with, and rewarding employees from different generations. <p>Agency Board Training: Jeri Holmes, Esq., Nonprofit Solutions, P.C., <i>"Board Governance – Part 1" (For Senior Staff and Agency Board Members)</i></p> <p>2020-21 AFOP Training Institute: New course material presented by MaryAnn Lawrence <i>"Introduction to Work Based Learning Series" (ATI course registration required)</i></p>
<p>2:15 pm – 2:25 pm</p>	<p>BREAK</p>
<p style="text-align: center;">BREAKOUT SESSION B</p>	
<p>2:25 pm – 3:10 pm</p>	<p>Career Services & Training – Entry and Mid Level: TBD</p> <p>Career Services & Training – Mid and Senior Level: Kevin Mumper, HR Works, <i>"Working Together Across Generations Part 2"</i> This session will provide an understanding of how generations are defined and examine some of the historical events that have shaped each generation. The session will focus on harnessing the value each generation brings to the workforce, as well as share some best practices to maximize engagement and bridge generational differences by tapping into the potential of employees through a better understanding of what makes them tick.</p> <p>Workshop Objectives:</p>

	<ul style="list-style-type: none"> • Gain an understanding of what is a generation and what factors influence them. • Define the four main generations in today’s workforce and the characteristics of each. • Understand the benefits of generational diversity and why it’s important to success in today’s business world. • Shift perspective from the often-negative stereotypes associated with generations to a focus on the positive attributes each generation brings to the workplace. • Learn techniques for recruiting, motivating, communicating with, and rewarding employees from different generations. <p>Agency Board Training: Jeri Holmes, Esq., Nonprofit Solutions, P.C., <i>“Board Governance – Part 2” (For Directors, Senior Staff, and Agency Board Members)</i></p> <p>2020-21 AFOP Training Institute: New course material presented by MaryAnn Lawrence, <i>“Work Based Learning Session 1” (ATI course registration required)</i></p>
<p>3:10 pm – 3:20 pm</p>	<p>BREAK</p>
<p>BREAKOUT SESSION C</p>	
<p>3:20 pm – 4:05 pm</p>	<p>Career Services & Training – Entry and Mid-Level: TBD</p> <p>Career Services & Training – Mid and Senior Level: Laura Ibanez and Steven Rietze, Department of Labor “DOL Updates”</p>
	<p>Agency Board Training: Alex Towler, Nonprofit Solutions, P.C., <i>“Board Supervisory Roles; Performance Review, Hiring/Firing of Executive Director” (For Senior Staff and Agency Board Members)</i></p>
<p>4:05 pm - 4:15 pm</p>	<p>BREAK</p>

BREAKOUT SESSION D

4:15 pm – 5:00 pm	Career Services & Training – Entry and Mid Level: TBD
	Career Services & Training – Mid and Senior Level: Deborah Strama, Department of Labor, Office of Grants Management "Cost Principles" – until 5:15 pm
	Agency Board Training: Jeri Holmes, Esq., Nonprofit Solutions, P.C., "Succession Planning for Boards" (For Senior Staff and Agency Board Members)
	2020-21 AFOP Training Institute: New course material presented by Jodie Sue Kelly, Cygnet Associates, "Introduction Motivational Interviewing" (ATI course registration required)
5:00 pm – 5:30 pm	Coffee Break with Jorge: Join AFOP Conference Chairman Jorge De Nava, Jr. with a virtual coffee break to network, catch up on the day's learning experiences and just meet up. Bring your own beverage!
	<end of Tuesday>

Wednesday, November 4, 2020

12:00 pm – 5:00 pm	AFOP INFORMATION LINE staffed
1:00 pm – 1:30 pm	AFOP PLENARY SESSION – Welcome; AFOP Farmworker Advocate Hall of Fame Induction Ceremony; presentation by Jan Spence, TwelveEleven, Inc.
BREAKOUT SESSION E	
1:30 pm – 2:15pm	<p>Career Services & Training – Entry and Mid Level: Jan Spence, TwelveEleven, Inc. <i>“It’s Game Time! Leadership Lessons From a Former Pro Female Football Player”</i></p>
	<p>Career Services & Training – Mid and Senior Level: Elisabeth Sanders-Park, WorkNet Solutions, <i>“PRE-Placement Strategies: Increasing Retention & Advancement”</i> Our greatest impact on a client’s employment retention and advancement occurs long before they begin working. This interactive session shares proven, practical strategies on how to help clients choose their job/career target and learn to think like the employer so they shine in the interview and on the job.</p>
	<p>MIS/Policy: Andrew Wiegand, Social Policy Research Associates, <i>“Performance Measures – Part 1”</i>, Attendees will learn about the WIPS reporting systems utilized by DOL to track performance of programs across the workforce system. Participant tracking information, terms and definitions, deadlines, and quarterly reports will all be discussed along with detailed descriptions of how and when performance outcomes are calculated. <i>(For Directors, Senior Staff, and Agency Board Members)</i></p>
	<p>2020-21 AFOP Training Institute: New course material presented by MaryAnn Lawrence <i>“Work Based Learning Session 2” (ATI course registration required)</i></p>

2:15 pm – 2:25 pm	BREAK
BREAKOUT SESSION F	
2:25 pm – 3:10 pm	<p>Career Services & Training – Entry and Mid Level: Jan Spence, TwelveEleven, Inc. <i>"You Can't Walk Through a Pigpen Without Getting Mud on Your Feet" – Part 1</i></p>
	<p>Career Services & Training – Mid and Senior Level: Elisabeth Sanders-Park, WorkNet Solutions, <i>"POST-Placement Strategies: Increasing Retention & Advancement"</i> This interactive session shares practical approaches to building a strong post-placement connection with clients, and conducting meaningful conversations that help them stay employed. Join us for one or both sessions.</p>
	<p>MIS/Policy: Andrew Wiegand, Social Policy Research Associates, <i>"Performance Measures – Part 2"</i>, Attendees will learn about the WIPS reporting systems utilized by DOL to track performance of programs across the workforce system. Participant tracking information, terms and definitions, deadlines, and quarterly reports will all be discussed along with detailed descriptions of how and when performance outcomes are calculated. <i>(For Directors, Senior Staff, and Agency Board Members)</i></p>
	<p>2020-21 AFOP Training Institute: New course material presented by Jodie Sue Kelly, Cygnet Associates, <i>"Motivational Interviewing Session 1"</i> (ATI course registration required)</p>
3:10 pm – 3:20 pm	BREAK

BREAKOUT SESSION G

3:20 pm – 4:05 pm	<p>Career Services & Training – Entry and Mid Level: Jan Spence, TwelveEleven, Inc. <i>"You Can't Walk Through a Pigpen Without Getting Mud on Your Feet" – Part 2</i></p>
	<p>Career Services & Training – Mid and Senior Level: DOL, "Eligibility"</p>
	<p>MIS/Policy: Andrew Wiegand, Social Policy Research Associates, <i>"Performance Outcomes – Part 1"</i>, Attendees will learn about and discuss the historic performance of NFJP and how it relates to the broader workforce system. <i>(For Senior Staff and Agency Board Members)</i></p>
	<p>2020-21 AFOP Training Institute: New course material presented by Jodie Sue Kelly, Cygnet Associates, <i>"Motivational Interviewing Session 2"</i> (ATI course registration required)</p>

4:05 pm – 4:15 pm	BREAK
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BREAKOUT SESSION H

4:15 pm – 5:00 pm	<p>Career Services & Training – Entry and Mid Level: Dr. Jan Spence, TwelveEleven, Inc. <i>"It's Game Time! Leadership Lessons From a Former Pro Female Football Player"</i></p>
	<p>Career Services & Training – Mid and Senior Level: Elisabeth Sanders-Park, WorkNet Solutions, <i>"Employer Connections: Marketing Candidates+ Services to Employers"</i> Come learn to think like an employer, view your offerings from their</p>

	<p>perspective, and improve how you engage employers to buy and practice marketing your services to improve your confidence and competence.</p>
	<p>MIS/Policy: Andrew Wiegand, Social Policy Research Associates, “<i>Performance Outcomes – Part 2</i>”, Attendees will learn about and discuss the historic performance of NFJP and how it relates to the broader workforce system. <i>(For Senior Staff and Agency Board Members)</i></p>
5:00 pm – 5:30 pm	<p>Networking Coffee Break: Finish they day with a casual gathering to network, share ideas and just connect with one another. <i>Bring your own beverage.</i></p>
	<p><end of Wednesday></p>

Thursday, November 5, 2020

12 pm – 5:00 pm	AFOP INFORMATION LINE staffed
1:00 pm – 2:30 pm	<p>AFOP PLENARY SESSION – Lee Foley, Capitol Hill Partners will present a “Washington Update”. In an ever-critical election year, Lee will draw on his many years of experience consulting to the workforce development community and working in behalf of its members to job training organizations to share his valuable insights. Lee will also offer some prognostication on the future impacts of the workforce development community for a long time to come.</p>
2:30 pm – 3:00 pm	BREAK

BREAKOUT SESSION I

<p>3:00 pm – 4:00 pm</p>	<p>Career Services & Training – Entry and Mid Level: TBD</p>
	<p>Career Services & Training – Mid and Senior Level: Angela Iocolano, Pathstone Corporation, <i>"Growing from Trauma-Informed to Resiliency Builder: The Next Step"</i> Awareness of Trauma Informed Practices has entered the mainstream of many social work fields, including training and employment. Sensitivity to past trauma that may hinder participant accomplishment is a valuable addition to a case manager's skill set. Ongoing research is providing insights into ways practitioners can more actively assist clients with resilience and recovery.</p> <p>This workshop will enable you to build upon your understanding of Trauma Informed Practices with new ideas directly from training by Dr. Robert Anda, author of the breakthrough Kaiser Permanente Study:</p> <ul style="list-style-type: none"> • Why are Adverse Childhood Experiences (ACEs) so powerful? • What we can do to promote resilience and recovery? • What is the promise of prevention? • How can collective action promote Self-Healing Communities?
	<p>MIS/Policy: Kyle Foster, FosTech Solutions Incorporated, <i>"AVP User Training"</i>, For participants from organizations who utilize the AVP case management system. Representatives from AVP will train users on system updates, report generation, and other topics important to the group.</p>
<p>4:00 pm – 4:30 pm</p>	<p>MIS/Policy: "MIS Peer to Peer Session" For participants from organizations with their own proprietary or other case management systems to share challenges, and best practices for database management, report generation, and other topics important to the group.</p> <p>PLENARY 3 – CLOSING SESSION – AFOP President Jeffrey Lewis's closing remarks; conference close</p>

4:30 pm – 5:00 pm	Post-conference Raffle Drawings 50-50 raffle drawing (Must be online to win!)
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**PLEASE NOTE: All events are subject to change (content, location, time, etc.)
Contact romanchok@afop.org or 202-963-3202 for any questions.*

Suggested Track Participants

Career Services & Training - Entry and Mid Level: Sessions intended for staff with 1-2 years' experience

Career Services & Training – Mid and Senior Level: Sessions designed for staff with 2-5+ years' experience.

MIS/Policy Training: Sessions intended for agency MIS professionals and directors, senior staff, and agency board members