“Everything has been said already; but as no one listens, we must always begin again.”

ANDRE GIDE
AMBROSE BIERVE

“PATIENCE:
A MINOR FORM OF DESPAIR ---
DISGUISED AS A VIRTUE.”
“ALL CHANGE IS DIFFICULT – NO MATTER HOW LONG YOU PUT IT OFF. “

----- JOE MARRONE
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“The man who says he is willing to meet you halfway is usually a poor judge of distance.”

- Laurence J. Peter
3 NEEDED ELEMENST TO HELP ANYONE (OR ANY SYSTEM) CHANGE

HOPE,
HELP,
AND
HASSLING
GETTING THE MOST FROM SERVICE/ EDUCATION SYSTEMS

- BE AN ACTIVE PARTICIPANT!
- ASK FOR WHAT YOU WANT!
- ASK DIFFERENT PEOPLE
- ASK MORE THAN ONCE
- ASK WHY!
- CAP/ P & A/ OTHER LEGAL?
- UNDERSTAND, DON’T ACCEPT!
“The nature of passive resistance within a nonprofit setting is at levels that could teach Gandhi lessons.”

Reynold Levy
President of Lincoln Center for the Performing Arts, and former president of International Rescue Committee
“No matter how cynical you become, it's never enough to keep up.”
ADVOCACY

FIRST AND MOST IMPORTANT:

ADVOCATE’S JOB IS TO IDENTIFY NEEDS OF THE PERSON [S]HE IS ASSISTING

NOT BE AN EXPERT IN THE SYSTEMS WITH WHICH THEY INTERACT
ADVOCACY

- PERSISTENCE
- POLITENESS
- ASK FOR WHAT YOU DO WANT
- ASK WHY
- ASK EVERYONE
- UNDERSTANDING, NOT ACCEPTANCE
ADVOCACY

- DEAL WITH PERSON, NOT A TYPE
- BE SELFISH
- BE CLEAR ABOUT WHO HAS INFLUENCE VS WHO HAS AUTHORITY
- RIGHTEOUS ANGER
- HUMOR
- DON'T EXPECT TO BE A HERO
“I feel so miserable without you, it's almost like having you here.”

Stephen Bishop
BORE, n. --

“ A PERSON WHO TALKS WHEN YOU WISH HIM TO LISTEN. “
WHY VR MAY NOT BE A WILLING PARTNER IN THINK COLLEGE FOR YOU, YOUR SON, OR YOUR DAUGHTER

“BAD” reasons:
1] Bureaucratic resistance to change,
2] Putting staff needs above client needs.

"GOOD" reasons:
1] They often see this as a DD and LEA idea that these systems do not choose to fund and are looking for others to fund their own interventions
2] Overwhelming majority of the Think College programs do not provide credit or any sort of credentials required to be measured as outcomes with WIOA law
WHY VR MAY NOT BE A WILLING PARTNER IN THINK COLLEGE FOR YOU, YOUR SON, OR YOUR DAUGHTER

Combined good/bad reasons:

1] VR staff feel that this is an admin "political" effort that does not fit good service delivery;

2] Often link between clients who request VR services and poor folks, so many VR staff see TC as a middle class indulgence fueled by parents with resources (intellectual and financial) compared to others;

3] To extent pilot projects need funding from VR and others for sustainability often can be cost prohibitive (especially potent in states that have no financial need requirement for 3rd party payment) for a service that then needs to be paired with what VR sees as more productive services like employment assistance.
Successful partnerships involve:

- Strong formal processes and frameworks for intake/referral
- Building on existing relationships and forming new ones
- Shared values and goals
- Frequent communication
- Sense of teamwork
SO WHAT DO YOU DO TO GET VR INVOLVED TO HELP:

1] ADVOCACY “RULES”

2] TALK ABOUT POSSIBLE PRE-EMPLOYMENT TRANSITION SERVICES (“PRE-ETS”)

3] ADVOCATE WITH COLLEGE FOR THEM TO PUT MORE “SKIN IN THE GAME” (E.G., CEUs, CREDITS, TEACHING ACCOMS)

4] IF MAJOR BENEFIT IS SOCIAL WHAT DOES THAT MEAN ABOUT WHO SHOULD HELP?
SUPPORT IS GIVING PEOPLE WHAT THEY WANT, NOT WHAT YOU THINK THEY NEED!
SUPPORTS SHOULD BE:

- HELPFUL/EFFECTIVE MORE THAN INSTRUCTIVE
- LONG-LASTING
- OFFERED A LOT
- COMPREHENSIVE
- VALUED AS A STRENGTH
SUPPORTS SHOULD BE:

• BASED ON SELF-IDENTIFIED WANTS AND NEEDS
• BASED ON PERSONAL RELATIONSHIPS/CARING
• STILL AVAILABLE AFTER NO
• UNBUNDLED
“The length of a minute is relative, depending on which side of the bathroom door you are on.”

From

WE DON’T MAKE WIDGETS
“BEFORE PRACTICING VIRTUE, FIRST SECURE AN INDEPENDENT INCOME.”
If 1 person calls you a jackass, ignore him;
If a second person calls you a jackass, think about it;
If a third person calls you a jackass- get a saddle.
"There is nothing you can say in answer to a compliment. I have been complimented myself a great many times, and they always embarrass me.

-- I always feel they have not said enough."

Mark Twain