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>> Good afternoon and welcome to the webinar labor market information . An embarrassment of riches or fools gold. I am a knowledge translation associate at the Institute for community inclusion. I would like to mention a few points. As with all webinars we ask the participants listen to your computer speakers or headphones. If you must call into the webinar, please mute your telephones. To meet your telephones, please dial\* # tribute. This will prevent any background noise while the speakers are presenting their presentation. If you cannot find the correct buttons, second

if you experience connection issues first try closing all other Internet applications, logging out and logging back into the webinar. If you continue to experience technical difficulties please email me. We have a reserve time . At the end of today's presentation we can address your questions and comments. A question and comment box will appear at the end of this presentation. We encourage you to type our questions and comments in this box. If you would like a copy of the PowerPoint presentation, download it now from the files box in the lower right-hand corner of your screen. You can also find the PowerPoint slides posted on www.exploreVR.org. Fourth. There will be a link to an evaluation that will appear on your screen at the end of the question-and-answer period. Please follow this link to complete the webinar of valuation. If you are a CRC Counselor requesting credit, you must complete the evaluation to receive the credit. This webinar is first one CRC credit. This webinar will be recorded and archived. After this live webcast. You can find this information about all of our archived webinars and upcoming webinars. Again, please remember to mute your telephones. Thank you.

At this time I would like to cover a couple points across -- about the technical assistance Center. One of the goals for the center is to improve skills of staff , other rehab professionals and providers of VR services.

The center covers for key topical areas. This is engagement, employers the more, -- employer support, labor market information which is what this webinar will cover specifically. >> We have many job driven center partners. We are housed at the Institute for community inclusion at the University of Massachusetts Boston, we have partners adjust for the future, University of Arkansas, University of Washington, US BLM, a UCD, NCSA be and the entire technical technical assistance collaborative. Without further ado I would like to introduce the host, from the institution a community inclusion who will continue to talk to us about the webinar objectives and introduce the webinar speakers. Thank you. >> Thank you kindly, Britney. Good afternoon, folks. Good morning to you on the West Coast. I am a training associate here at the institution of community inclusion. Are part of the school for global inclusion of social development. It would be my pleasure to introduce the speakers for today. I would like to sincerely thank you all for carving away time in your busy schedule to participate in this. I would like to start with Linda Foley who has -- Lindy Foley who has over 10 years of policy development for the Nebraska Department of Education. Currently is the program director for employment services. She works with more than 30 VR staff and account managers helping to prepare clients and partnering with business. I would like to welcome Bob Hines. He is an area to manager in Washington state . He works out of Seattle. He was formulate a one-stop job center may -- manager and Anchorage, Alaska. That has to be valuable experience in helping folks become employed from a general workforce perspective and of VR disability perspective. Finally I would like to introduce our research associate at the community for. Her work is on research and evaluation.

She develops and manages multiple vocational rehabilitation projects including the development of Elimite toolkits.

The objectives for today are to help the counselors and employment specialist help supervisors guy counselors to incorporate Elimite into using the Elimite for state agencies. This is a part of the session where you folks will be hearing about how the rubber hits the road. I am glad to have everybody on board today. With that, I will have the microphone and we will get a larger overview of how LMI is used in various state agencies. Thank you very much.

Thank you for the kind introduction. Hello everyone. It is my great pleasure and privilege to be here presenting in this webinar. Let's start with some reflection of what we have learned so far about LMI and I will show you some results and the survey we conducted into the use of LMI by state VR agencies. We will then continue to discuss what we know and what we are confused about. The goal setting, first of all I want to emphasize our ultimate goal. We know that the VR and LMI are two independent systems . The vocational rehab has a system of operation including most directly to counselors and business relationships . On the other hand, a wealth of information about the labor market constitutes what we call the LMI. So the LMI has three major data sources. The traditional LMI, the [Indiscernible] LMI and which is taken from the field. So our goal is to integrate the LMI into the VR operational system. To help improve the employment outcomes of persons with disabilities. Random integration may not work very well. Therefore we need to consider for the user's perspective what part of daily work

might LMI said 10. So based on our research, we find that the use of LMI the graphic regions of office, the type of caseloads and the counselors themselves. Therefore it is important to develop a systematic and integrated approach to use LMI in the state VR agencies. >> Next I am showing you some important findings from the survey. In 2014 conducted a national survey of VR agencies and business relations to more than 18 agencies across the country. The survey instrument has a module asking the VR agencies use of Ella my. We do find Ella my that describes our projects the supply and demand of labor in the economy and specify two types. The traditional and real-time LMI. We do find those traditional LMI for historic or current trends and projections of labor supply and demand as well as industries and occupations. The real-time LMI is based on the aggregation and analysis of current and resume data in public or private labor exchanges. Based on the agencies that completed the questionnaire, 94% of respondents or 51/65 reported that their agencies use LM I've which includes both traditional and real-time LMI for a variety of purposes. All of the VR agencies reported using the traditional LMI but only 22% of the agencies reported having used the real-time LMI . >> When it comes to how the LMI is used by the VR, as the table shows we compared the agencies use of traditional and real-time LMI site by site and found that the distribution of -- distributions were comparable. The top three purpose is abusing LMI are to assist the consumers and making any -- and informed choice about the vocational goal, to inform the job placement, and to identify business partners. The other, purposes that more than half of the agencies reported included

to identify training initiatives, to communicate with businesses, and to support strategic planning. About one third of the agencies use the traditional and real-time LMI to evaluate the programs. In summary, the VR agencies are using LMI generated for multiple sources to assist the VR consumers and making equal choices and to inform the job placement.

The next question is where do we get the data? Based on our survey the most frequently reported sources of LMI are the following: the first one is state departments such as the state Department of Labor. The second one is federal entities such as the Bureau of Labor Statistics. The third most important source for LMI is the internal sources like the VR agencies generated data. The other sources included nonprofit organizations and private firms.

We have to admit as we further explore the source of real-time LMI it is an open-ended question. We found that sometimes I respondents would interpret the real-time LMI as up-to-date information generated internally by VR agencies or the information contacts of businesses. So the pie chart basically shows the distribution of different data sources. >> With that let's look at the challenges. Based on our research findings a majority of VR agencies are using LMI gained from multiple sources to assist the our consumers. It's not easy within the agencies the most important the most frequent users of LMI actually are the counselors. During our interaction with the VR counselors the commonly reported challenges are described on the slide. Due to the volume of information the area of options and lack of consistent user-friendly formats, using LMI at the micro level appears more challenging. The counselors find LMI not specific enough for example. The VR works at Micro one to one level. What is not readily available and a macro level -- level labor market can still be inappropriate goal for a VR clients. So some counselors say the jobs available is not going to help my client. Even the real-time LMI is not specific enough to help anyone individually to get a job. Often times the Elimite collected from traditional sources are dated. At least six months old. And the real-time information is not synchronized. Predictions can be very difficult. In addition, the counselors are worried because they seem -- they feel overwhelmed by [Indiscernible] And absorbing LMI into their daily place of work. You know the amount of paperwork that goes into the counselors have to do just to build out their caseload. So they are extremely busy and they don't have the time to do that. Therefore, given these challenges potential ways to improve might include organizing LMI to be user-friendly using the for example you can develop approaches which integrate the key data points for the labor market into the case management system in the vocational rehab. We can also offer training so that the counselors and other staff will know how to integrate the labor market information into day-to-day functioning. It is also helpful to develop the partnership with labor agencies so you can get the data that is updated on a regular basis. I'm going to stop here and turn the microphone back to correct. Thank you so much. >> Thank you so much for that broad overview. It is interesting I am actually feeling it for Joe Mulroney and he is the one again this session this provocative title in embarrassment of riches are fools gold. We can see value in it there is challenges around it. I am just going to spend a few minutes giving some background based on that and then we will gets to where the rubber meets the road. To start off with, expectations. I think I've heard a commonly said by VR counselors that sometimes clients and customers come in and they might have an unrealistic expectation. They believe the counselor has a bunch of business cards and his or her top drawer and they come in for a job and they're just going to send them in to start the job next week and life will be good. They think the counselors have jobs open jobs in their back pocket. That is unrealistic. It is not unrealistic for a client or consumer to expect that the counselor should have on the radar where the good jobs are. If I as a climate participate in the VR experience, go to school or go to a training product -- program, when I graduate, will there be a job? What are the in demand occupations? What of the declining occupations? What do I need to know. Do I, skills that I can transfer or do I need to learn new skills. With that part of the new enterprise say the acronym the WI away there is really a call for agencies to develop what they call this 21st century understanding of LMI. That is scattered throughout the new regulations. And while they don't actually define it in an elaborate way in one piece, as you go through you can see it is expected through LMI -- WIOA the labor market education will be part of the requirements for counselors. It is anticipated that labor market information will have some influence on every level of the service weather year tech a counselor and management are in a leadership role. It is supposed to permeate the entire VR process. It compels people to gather current data. They mentioned specifically business leadership -- I'm sorry Bureau of labor statistics and other sources of labor market information. Ultimately they are supposed to infuse LMI into the VR process to help make the consumer make choices in us to engage better with business. For those of you who may have missed it, we have an archive implementing change in the age of WIOA. It is really a great webinar and talks about the change process and the expectation . If you have an opportunity to listen to that archive, you can reach it to that link there. When we look at alum -- when we look at Trent one, -- LMI, I think particularly many folks and clients may be looking on the Internet and they may see they type in a search feature and monster.com forklift driver. They see there are 342 hits for forklift driver so they go to the counselor and say look there's tons of jobs and I should be able to get something. You know anyone that runs a warehouse? We are looking at LMI is not guiding the choice but being part of that informed choice and giving that information that will help people make those decisions. We even basically went through

three types of LMI and the challenges. Traditional LMI has value. You can learn all kinds of things about requirements and skills and working environments and what kind of education is needed. The problem with some of that

is traditional LMI is like a history lesson. A lot of it is already happened and things can happen in the labor force against the wall projections. Real-time labor market information is a great way to see who was posting for jobs but it is not necessarily a reflection of what jobs are open. There's also a third type. We like to call it on the ground or reconnaissance information. For agencies that have business account managers are business liaisons, job developers as part of the VR agency or even through working CRP's . There's a lot of information these folks collect and they can be of a lot of value in this and for choice. The limitation is it is sometimes difficult to a 70 that information. You can have a great presence account manager but they won't necessarily be able to talk to everyone.

The reality when you look at an occupational description or something like that on the Internet, reality of occupations vary across work environments. You can think of an individual who is in the food of beverage industry. A server for example. They find a job and work for six months and then go to another one and work for several weeks. They finally connect to another one and they end up being a general manager. The occupation is the same but the environment dictates what the vocation will be like. When we talk about this off the gray kind of thing off the website, people can learn a lot through folks in or agency that do business engagement. Nuance and culture exist across the organization. Databases just don't capture this. You can have two very similar industries, occupations within the industry are similar but one organization won't hire people with a criminal record or another organization hires people part-time first and then advances into full-time. This kind of information you will not find to your traditional LMI or even real-time LMI. You can find that out from a conversation with those individuals. For sake of background I think it pays to create an environment where folks who were out there connecting to businesses have some kind of venue for of what they can share this information and what they learn to fill in for the counselor.

Finally one message and it's kind of a mythical message. To use LMI to be expansive rather than restrictive. If I'm the counselor my client comes in and says he wants to be a writing technician -- lighting technician for theatrical productions. I can go want to a website where we can take a look. Our type that in a follow it down the find is only one opening 300 miles away. We have to be cautious not to look at the client and say what was your plan B. The notion of using LMI information can be very expensive. For example if you were to go on to own that right now and type in optician in the quick search feature you would find all kinds of different occupations of photonic technician, film editors, even rehab counselor shows up under that. That is because they share skills. They share various work environments and values etc. up. I think it is important to use

LMI information to help people explore more of what is around rather than say you pick this and there's not many openings so you made a bad decision. VR counselors have these kind of skills. They work with people and solve problems. So again, from my standpoint it would seem to make sense that we can look at different aspects of that and see a potential segue. We can find graphical career lattices or ladders and people can go win at one point of their career ladder and graduate. This is what they would need for skills. It can be expansive and help broaden the person's choice and vocational goals. What seems like a closed-door should really be directing your attention to the windows. We have a case study here on how you can use labor market information to be more expansive rather than restrictive. You can click on that link and click on the uses tab. Is that I believe I am handing this over to Rob . Thank you for your kind attention, folks.

Thank you, Rick. I'm Rob Hines. I will be touching briefly on overall structure of Washington DVR some local observations of the labor market information with that's within Washington and a quick review of work sauce -- work sauce -- work source.

Washington's division or DVR is a stage general be our program place within the Department of social and health services under the rehabilitation administration. Three service areas was closely resemble three regions. There is approximately 300 staff in case you're wondering of which roughly half a counselors and since were talking about a greater focus and application of Elimite I thought it would be helpful to share a new relatively fresh approach that Washington DVR is taking towards its business engagement model and by extension the Washington DVR incorporates Ella my. This brief discussion will tend to lean toward the future of what is possible as well as touching on current practice. In 2014 DVR

and Washington made the decision to hire approximately 1 dozen or so business specialists to better serve clients who were engaged in job placement but needed more intensive services. DVR had about one half-dozen employment specialist doing similar work mostly in the western half of the state of Washington. With the passage of the dreaded acronym

this WIOA ship from the former employment specialist intensive job placement services to a business engagement model is a significant shift. It demands retooling of Washington DVR's own workforce and coordination with human resources as well as the [Indiscernible] Project we have to rewrite the position descriptions for the business specialists in order to reflect the shifting role. This is a work in progress. That is putting it mildly. >> Now to talk about LMI . LMI is in Washington DVR used to support client choice and is an important part of vocational assessment process within Washington DVR. As you can imagine the practice of incorporating LMI into the assessment and the planning phases varies among Washington practitioners. Anecdotal evidence that I found suggest that our practitioners favor local grassroots level or on the ground Elimite as I've heard it referred to today rather than focusing on regional or national trends.

Washington DVR has to be in the process of redoing training curricula to address staff training needs. We have a lot to do and not a lot of time. I'm sure you're familiar with that syndrome. While going to the process of implementing WIOA it has become a point of emphasis to facilitate a stronger connection between our customers and these broader strategies and partnerships within the workforce community. As I said earlier Washington has 12 local WDC said DVR has representatives consisting of supervisors and area managers on each of these councils. I also mentioned earlier that DVR customers sometimes lack equal access to some of the employment and skill building initiatives that are promoted. Many of Washington DVR Council reps serve on board chair the local access or barrier removal committees. This ensures the program act physical technological barriers are mitigated for our customers. And to bring it back now to LMI and this is like what is possible in the future and what I envisioned, is a day when all 12 in Washington, the local board members develop a common vision of the Council participation while coordinating their efforts across the various councils and intentionally communicating with DVR business specialists in their respective areas to proliferate those WDC strategies and LMI by extension. This approach could amplify the effectiveness of each business specialists who in turn would keep their assigned DVR -- DVR offices connected. Customers would benefit greatly because they would get better outcomes theoretically

which are already being achieved but they will continue to increase as we incorporate this broader source of LMI. The connection to the actual workforce development area we are in . >> So now to talk briefly about work source raw.com which is powered by monster.com. This replaced the old Washington labor exchange system. It does offer some exciting features for its users. Including capability to self disclose or disability. That is something that we approach with trepidation. It is something that is a possibility within this new platform. The system has two sides. One for jobseekers and one for employers. The user menu includes tools that allow users to set up a profile, identify resources, create a resume, research this -- specific jobs at a local level and also study trends at the regional and local levels. There are a plethora of difficulties they are trying to navigate and fix. I will have to say that accessibility for users with barriers does seem to be an issue at first glance. That's the report were getting on the ground. Also the previous system

seem to have had better functionality and more administrative tools for the administrative users that had access to those tools. With the delayed release , it was supposed to be released in January but it was just released at the end of June with that delay, the platform has only been available for about 30 days or so. The jury is still out. I would have to say at this juncture that they're getting a three-star review from the Washington DVR community. It does have potential but I think the problem is the platform seems the favored tech savvy folks and that can be a significant barrier. However, training is ongoing. We have opportunities to discuss these concerns so that our work source partners can make the changes. We will see how that goes in the future. That's about it . Thank you. There's some resources and contact information if you would like to jot those down. I will now turn it over. >> Thank you for the opportunity today to share with you how we at Nebraska VR identified this to benefit our clients. Iowa defoliant on the program director for employment services in our agency. Before I speak to some of our strategies in using labor market information, I would like to share with you a bit about our infrastructure. Nebraska VR, our agency has 12 service offices across the state. Each office

has VR counselors, and valuators, transition staff for those who are working in schools and at least one placement specialist who was someone who works with both the job seeker as well as providing outreach to businesses. We also have business account managers that serve several teams and have regional assignments. They do not work with our jobseeking clients. Their primary responsibility is providing knowledge to businesses and help identify labor market information . They communicate hiring trends, employer expectations and they share job description information back to the local PR offices. Earlier I mentioned that we strive to use labor market information to benefit our clients. To complement that I am sharing in the slide our mission statement. Incorporating Elimite -- incorporating LMI and having those discussions with our clients is a way that we can better understand what the business is looking for an successful candidates. It is fair to say we look at labor market information if we are using that information and we can both be benefiting hair and Nebraska for dual customers the jobseeking client as well as the employer. >> I'm sure were not unique in our state to say that our counselors are very busy serving our clients. They are looking ways to engage the job seeker while helping to foster informed choice. Understanding and respecting how valuable the staff time as we want to make sure access to trend one -- to LMI is successful. >> How better to understand the business wants and expects then hear it directly from the employer. It is an expectation and the placement staff to set up face to face meetings with employers. Again, that is an opportunity to learn more about the positions. We are hoping to hear about high turnover areas and so want. We are there to help the employer identify and need that we can come back and help build.

During the face-to-face meetings we are sharing about Nebraska VR but we like to say that is an opportunity for us to listen. What we are doing is we are information gathering during these meetings with employees

and there were story that information in a homegrown database I have provided a screenshot of that database to give you an idea of the categories. I will note that we are in the process of implementing Vermont's employment model. We are trying to build partnerships with businesses that we are obviously looking for the current hiring need but we are also looking for other ways to partner with them so we can learn more about their business. An example of this, we are gathering information like does the employer require a background check? Does the employer hired transition used? We can include that information in the database as a way for building a business memory .

Another approach we have taken to help identify what the business is needing to help capture that labor market information is we're looking for strategies to learn more. Our business account managers may have a conversation with the employer when they're doing that face-to-face meeting about opportunity for a company again we recognize our counselors and staff are very busy but that has been a way that the business account manager has opened the door for our staff to learn more about the business by completing something like a company toward. We are finding a businesses are open to that idea. It is hopefully becoming a meaningful opportunity for the counselor to learn more as well.

Another way we have helped to identify some of the grassroots labor market information is looking at our business section of our website. This seems like a simple thing that we reviewed what we have available for a businesses on our VR website. But we are finding is employers are sometimes taking it with us to see what kind of candidates we have. We wanted to make that easy. We are reaching out to employers but we also want to make it easy for them to reach out to West. On our site we have a way for businesses to know exactly by a map which office to check with . Who directly they can contact. And then there is a mechanism for them to be able to fill out information so what they were looking for something in particular we can receive that information in a timely manner and share it back with their teams. Something to consider as far as outreach but also how businesses can contact you. >> So far I have shoot how we identify labor market information. The preference again is to get timely information directly from the employer. I would also like to highlight a process we used to communicate the LMI information back to our staff. It is great to be able to collect this information and be informed about hiring trends and possible training opportunities but it's what we do with it that is very meaningful. >> Earlier I mentioned we are working with Vermont on implementing their employment model. This next piece of the component of what we have pulled from that model on a weekly basis the business account managers are meeting with the counselors and a valuators, transition and placement specialist . On a weekly basis they are having meetings and the business account managers are able to then share what they have learned from employers. Keeping this timely information out in front of staff I think is helping to generate ideas for which clients might be a good fit for what the employer is looking for and we are also helping to share this timely information back with counselors and our specialist will also help inform as we are writing plans

and those themes are considered when we are informing the clients. So a secondary benefit to those weekly meetings as well. Our business account managers share during those weekly meetings . They also emailed to all of the team elders who may be cannot attend those weekly meetings to communicate the input needs and there has been instances where a counselor has pulled in a business account manager when their meeting with a jobseeking client. This does another resource our way to inform the plan development. I would like to recognize one of the things that happens in those weekly sharing meetings is not only as a business account manager sharing information with the team but it is also an opportunity for the counselors and other staff to share with the current needs are of the jobseeking client. That in turn helps the business account managers strategize their outreach. At the business account manager is hearing trends about certain job goals are certain sectors, that then helps them map out which businesses they may want to speak with an upcoming weeks. I provided some examples in sharing information on how using on the ground information. I think we are finding we need to keep this information out in front of our staff. Sometimes there is not the time to go through and look at the websites

to get access to the information. So these are just a few ways that we at Nebraska VR are identifying the labor market information and then giving it back to our teams so we can help inform our process .

With that, I will hand it back over.

Thank you. It's great to hear the reflection in Washington in Nebraska. I'm going to summarize for action items recommended for our consultants and supervisors. Action item number one is know your area. This is of particular importance when we set the goals. Typically we are looking for the local jobs so when the counselors need to go out to find the labor market information, it is important to know the current employment situation and build business partnerships in your specific area so that local data points will include the population characteristics, the label force characteristics, who's in the labor market. The education and skills needed and the industries and occupations that are hiring. Action item number two is to help the client choose a career the best reflects their interest in personal characteristics. This is important for job development. In order to do this we need to know the current attributes and characteristics of the industry or occupation. The wage and benefits that are realistic and meet the client's expectations. The knowledge and skill that are in demand and the training or other services that will be selected for the job relevant skill. Action item number three is to match the client with available job opportunities to meet the employer's immediate needs. The dynamic system that connects available jobs with qualified workers. The real-time LMI will tell the story of the jobs which has a current employment characteristics and expectations. Again it is important to emphasize the key points of success and is always a state local and state current. Action item number for the projection also matters. Although the timeliness of LMI is a key area to work on, you want to assess the long-term business climate and employment Outlook in a local region for the VR clients. So that includes the job Outlook. A question you may ask is what in -- what are the future demands for a specific job a client is interested in. When we talk about the in demand occupation, what kind of occupation our policymakers targeting . When it comes to the way projection you want to know what jobs are high-paying in the future. And when it comes to strategic you want to take a look at where should the resources be invested. How accurate have business projections in your area been in the past. How do you know this information. Have these projections been vetted by state economic entities? These are the questions that you will find useful when you're doing a projection of labor market information. And finally, I want to provide you with a list of self check questions. At the into the webinar I hope you feel excited as I am to take a fresh look at using WIOA. I hope you can find your specific cancers. You may not have the answer at this moment and your answers might change. I hope these questions are helpful when you develop your own way of using LMI . Thank you very much. Time is up and if you have any questions, this is a list of contact information. I will come back to our host to open up the question and answer.

Thank you. >> Hi, everyone. I will be helping to facilitate the question-and-answer session. The first question from Kelly Jordan is what software does Nebraska used to capture the database information on employers?

We have a homegrown system . It is a custom written application that we use. It's like a sister to a database for use for case management. It is something that we built internally. That way we were able to customize it in the fashion I mentioned earlier as far as adding some of those detailed responses we are collecting from employers. If anyone is interested in learning more, I can do screenshots or send you more information about it. Is a custom written application .

Thank you. We have another question and I will rephrase it a little bit. From your perspective using LMI when does the matching work [Indiscernible] . >> I think we received an overview of how it is helpful. And placing clients and viable career opportunities. We also have an additional question about whether is considered a LMI tool as well as developing a relationship with the employers in respective areas.

I would say that it is the LMI tool from the standpoint that you can get a lot of information on various occupations. When you go into the occupational descriptions and they talk about the knowledge and skills and ability as you dig in deeper, there is a couple of buttons for you can find education programs. You can find where these opportunities may be available. Not so much specifically but you can dig in and find that information. I think you can definitely consider home that an alum's rule. It offers a lot of information a lot of states have terrific and you seen a couple here today. I know Minnesota and North Dakota have some pretty good WIOA sites that offer different aspects. I think one thing I have seen that I find attractive is the career lattices or ladders where you can go in, sometimes people come in and they want to start earning $25 per hour. They think that they can start off at a higher level and then when they realized their skills are not up to that, it can be discouraging. This way they can see where they can enter the career ladder and what skills they need. I think that is a valuable tool that you can find on some of the state workforce websites. >> Just. I completely agree with you, Rick. Home that is a very important alum I tool. . ONET provided all the necessary information to help the counselors determine a particular position. >> Thank you both. That's very helpful. I just want to remind attendees that there is a question a comments box in the upper right-hand corner. If there are additional questions for presenters at this time. >> Without further ado I would like to remind all of the attendees that are requesting CRC credit the evaluation form which you should see projected on your screen within the next couple of minutes is required for CRC credit. We would encourage those who are not applying for credit to let us know your feedback as well. Also, I would like to encourage everyone to stay tuned about our upcoming webinars for the job driven project and for more information and stay updated on www.explore VR .board . Thank you so much to our speakers for wonderful presentation. We hope you will continue to join us for future webinars. As a reminder, a full copy of this presentation is available in the bottom right-hand corner of your screen in the downloadable files section. There will also be a life recorded archive webinar presentation posted on www.explore VR.board . Thank you and have a wonderful afternoon. >>[Event concluded]