

**City of Milpitas**



# **COVID-19 Workforce Recovery Program**

**Phase 1 & 2 Findings**

**June 2022**

**novaworks**



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### **COVID-19 Workforce Recovery Program**

The COVID-19 pandemic and resulting economic recession have dramatically reshaped Milpitas' economy and workforce. Business closures and associated layoffs caused by the COVID-19 pandemic have forced the City of Milpitas to take a more proactive role to rebuild its once robust, vibrant local economy. In response to the COVID-19 pandemic, the City of Milpitas' Office of Economic Development on May 16, 2021, retained NOVAworks, a federally funded nonprofit employment and training agency, to provide programmatic implementation of the City of Milpitas' COVID-19 Workforce Recovery Program.

# 1. Executive Summary

This Report of Findings and Recommendation by NOVAworks is submitted to the City of Milpitas' Office of Economic Development as a result of the completion of the Phase 2 COVID-19 Workforce Recovery Program.

The City of Milpitas commissioned this report as part of a multi-pronged effort to help residents and businesses hurt by the pandemic and to build stronger community networks to increase the ability of all stakeholders to weather future economic storms.

The purpose of the COVID-19 Workforce Recovery Program is to provide Milpitas residents and the vulnerable population with a suite of customized training workshops, assessments, career navigation support and career counseling to support their efforts to find new employment and enhance career growth opportunities.

An overall \$40,000 program budget, the COVID-19 Workforce Recovery Program included an initial \$20,000 for Phase 1 in which NOVAworks surveyed and interviewed job seekers and employers to develop and recommend workforce training interventions during Phase 2 under a \$20,000 implementation budget.

The Milpitas City Council (City Council) accepted the Phase 1 Findings and Recommendation (**Appendix I**) report on the COVID-19 Workforce Recovery Program at its October 19, 2021, meeting. As part of the Phase 1 COVID-19 Workforce Recovery Program, NOVAworks in April 2021 hired consultant Ms. Karen Routt of Hummingbird Impact Advisors to interview business representatives and owners to gain a clearer understanding of the state of the city labor market in the pandemic economy. NOVAworks supplemented the data with resident and business surveys and interviews with a stakeholder working group composed of eleven (11) industry and workforce development community leaders.

The surveys were conducted between May and June 2021. Ninety-nine (99) individuals responded to the resident survey and seventy-five (75) individuals responded to the business survey. Ms. Routt conducted twenty-three (23) interviews during the months of May, June, and July 2021. Ms. Routt interviewed the following industries: advanced manufacturing, beauty salons, education for-profit/non-profit, entertainment, fitness, grocery, hotel, medical office, restaurants, retail, etc.

About thirty-five (35%) percent of residents responding to the NOVAworks survey reported being unemployed, with twenty-three (23%) percent actively looking for work. As a result, residents cited a long list of emergency resource needs including food

subsidies, rent and mortgage assistance and deferment of utility bills. These needs were particularly acute for residents of historically marginalized communities.

The NOVAworks survey also found that more than forty (40%) percent of residents learn about job opportunities through friends and family and another thirty-two (32%) percent rely on former work colleagues for intelligence. Those individuals seeking new careers faced significant barriers including lack of access to quality childcare, lack of skills and relevant education and financial limitations.

Furthermore, employers emerging from shelter-in-place orders faced multiple challenges including having enough cash to survive, not having enough customers, reduced staffing levels and complying with government requirements. Over seventy (70%) percent of surveyed businesses said the pandemic threatened the viability of their establishments and twenty-eight (28%) percent said their businesses could survive “as is” for another 7-12 months at the time that the survey was administered.

The data collected by NOVAworks during Phase 1 indicated that many community residents, businesses, and institutions were in a discovery phase because of the pandemic. The following information also emerged from the resident and business surveys:

- 72% of businesses stated the pandemic threatened the viability of their business.
- 67% of businesses needed public or private financial assistance.
- 40% of residents said they still have the same job compared to pre-pandemic.
- 30% of businesses lost employees.
- 27% of residents said childcare keeps them from achieving professional goals.
- 17% of residents stated childcare concerns keep them from actively looking for work.

Based on the Phase 1 findings, the City Council on October 19, 2021, approved an intensive three-week career navigation accelerator program for Phase 2 implementation, named the Milpitas MyPlan Career Accelerator Program.

The Milpitas MyPlan Career Accelerator Program provided Milpitas residents with customized access to job search tools and information. The program offered residents workshops, assessments, career navigation and career counseling. The target audience were Milpitas unemployed, underemployed workers, and young adult learners impacted by COVID-19.



During Phase 2, NOVAworks provided services to twenty-five (25) residents in two cohorts during the timeframe of February and April 2022. Those services included fifty-two (52) career advisor meetings and a total of eight (8) workshops. The vast majority of participants reported that the Phase 2 training exceeded their expectations and seven (7) individuals enrolled with NOVAworks for additional services related to resume development, interview preparation, and accessing online training platforms.

Based on this experience, NOVAworks is recommending that the City of Milpitas consider investing in a slimmed-down version of the Milpitas MyPlan Career Accelerator Program that can be embedded within community-based organizations, schools and other institutions and would prepare participants to enroll with NOVAworks for a more intense and focused job search and career development experience.

## 2. Outreach, Recruitment, Assessment, and Enrollment

On January 10, 2022, the City of Milpitas and NOVAworks concurrently launched Phase 2 activities related to the implementation of the Milpitas MyPlan Career Accelerator Program. The City's Office of Economic Development in partnership with the City Manager's Office, through the Public Information Officer, provided participant marketing and outreach support (**Appendix II**), while NOVAworks led all aspects of the program recruitment, assessment, and enrollment for the Milpitas MyPlan Career Accelerator Program.

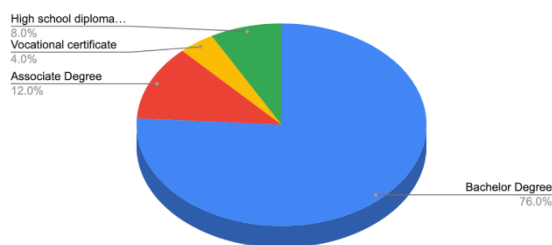
Forty-seven (47) individuals expressed interest in joining the Milpitas MyPlan Career Accelerator Program through an online interest form. A total of twenty-five (25) individuals ultimately enrolled in two cohorts that took place in February 2022 (15 Participants) and April 2022 (10 Participants). Those who ultimately declined to enroll cited the following personal reasons:

- Dates did not work for applicant.
- Applicant working and could not attend sessions.
- Applicant not a resident.
- Applicant not currently job searching.
- Applicant hired a private career coach.
- Applicant did not respond to calls to discuss the program.

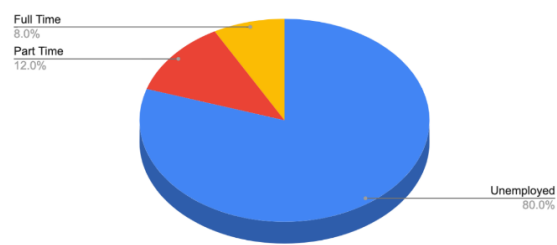
### 3. Participant Education and Employment Status

**Figure 2** and **Figure 3** provides the education level and employment status of the twenty-five (25) participants. Seventy-six (76%) percent of participants had a bachelor's degree and twenty-four (24%) percent of participants had either an associate degree, high school diploma, or vocational certificate. Eighty (80%) percent of participants reported as being unemployed, twelve (12%) percent of participants reported as being employed part time, and eight (8%) percent of participants reported as being employed full time.

**Figure 1 Level of Education**



**Figure 2 Employment Status**



### 4. Phase 2 Programming

The core of the Milpitas MyPlan Career Accelerator Program was based on NOVAworks' nationally recognized MyPlan<sup>1</sup> virtual career navigation platform. The MyPlan curriculum was organized in four phases: Focus; Resumé and Application; Job Search and Networking; and Interviewing and Negotiating.



<sup>1</sup> NOVAworks MyPlan: <https://myplan.novaworks.org/>

In the first week of the program, all participants concentrated on the Focus stage, including one session addressing self-assessments of skills and interests and defining job titles. The second session included information on how to research a job title and how to read a job advertisement, as well as a list of low and no cost training options. Participants then selected from a menu of electives in the second and third weeks of the program. These electives included all four phases as well as Resilience and Communication skills.

NOVAworks career advisors led a holistic workforce development program that included fifty-two (52) career advisor meetings and eight (8) workshops focused on personal assessments, career exploration, training options, resume development, job search strategies, interview fundamentals, and communication essentials.

**Table 1** shows the number of people that attended each workshop, the total number of workshop attendees, and the total time that the twenty-five (25) participants spent in workshops across the eight (8) offerings.<sup>2</sup>

**Table 1      Workshop Attendance**

<b>Workshops</b>	<b>Attended</b>	<b>Hours</b>
Who Am I	21	63
Career Exploration	23	34.5
Training Options	10	10
Resume Development	14	28
Job Search Strategies	13	31
Interview Fundamentals	15	45
Positivity	9	18
Communication Essentials	11	44
<b>Totals</b>	<b>116</b>	<b>273.5</b>

## 5. Workshop Survey Data

Almost eighty percent (80%) of the 116 workshop participants completed surveys (**Appendix III**), a remarkable rate of return. All the responders said Phase 2 programming either exceeded or met their expectations.

The survey asked the following questions:

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<sup>2</sup> The hours were calculated by multiplying the length of the workshop by the number of participants.

1. Did you get the information you needed?
2. How would you rate the quality of the information provided?
3. How would you rate the quality of the facilitator?
4. If the workshop didn't meet your expectations, please indicate what was missing.
5. We value and appreciate your feedback. Please provide any suggestions or comments.

**Table 2** provides a summary of the responses for questions one to three.

**Table 2 Survey Results**

	EXCEEDED EXPECTATIONS	MET EXPECTATIONS	DID NOT MEET EXPECTATIONS	POOR	TOTAL	WEIGHTED AVERAGE
▼ Did you get the information you needed?	81.52% 75	18.48% 17	0.00% 0	0.00% 0	92	3.82
▼ How would you rate the quality of the information provided?	84.78% 78	15.22% 14	0.00% 0	0.00% 0	92	3.85
▼ How would you rate the quality of the facilitator?	90.22% 83	9.78% 9	0.00% 0	0.00% 0	92	3.90

Below are a few verbatim comments that accompanied the returned surveys.

- *“The session was more than great. There were a lot of learnings on improving communication skills and I am excited to apply those in real-life situations.”*
- *“I've learned valuable inputs, strategies and practical advice on resume writing and customization.”*
- *“Enjoyed the breakout session because everyone got to share their information. Also enjoyed meeting other participants that are going through similar experiences.”*
- *“I liked this workshop. It helped me understand certain job opportunities that would be a good fit for me.”*

## 6. Phase 2 Results

Participant outcomes<sup>3</sup> from Phase 2 included: (1) strong career navigation foundation; (2) clearer focus on career trajectories; (3) pathways to individualized training and skills development; (4) sustainable access to resources; (5) greater awareness of available jobs and the hiring process; and (6) access to additional career navigation resources, including NOVAworks for those who were eligible.

Seven (7) of the twenty-five (25) participants enrolled in NOVAworks for additional workforce services. All were highly engaged in the Milpitas MyPlan Career Accelerator Program, accessing at least five (5) workshops and attending all their one-on-one career advising appointments. Six (6) of the seven (7) enrollees into NOVAworks had a bachelor's degree and one (1) had a high school diploma.

Below are their career development goals at the time of enrollment:

- Researching training for medical field.
- Accessing Grow with Google<sup>4</sup> for Information Technology (IT) career certificates.
- Access Grow with Google for User Interface (UI) or User Experience (UX) career certificate.
- LinkedIn Profile Development.
- Has not worked since 2006 and trying to identify career options.
- Interview preparation.

In addition to the seven (7) that enrolled in NOVAworks, the remaining participants that responded to our final interview survey provided the following information about their career journey.

- Applied and accepted a position for an administrative role at the India Community Center in Milpitas.
- Applied and accepted a position with Bank of the West.
- Interviewing with the City of Milpitas for an accounting position.
- Negotiating salary for a contract job.
- Independent online learning.
- Actively applying for jobs.
- Currently employed, looking for better opportunities.

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<sup>3</sup> As of May 23, 2022.

<sup>4</sup> Grow with Google is an initiative through which Google partners with libraries, schools, and other organizations to provide digital literacy workshops and one-on-one coaching.



## 7. Recommendation

Based on the Phase 2 findings, NOVAworks recommends the City of Milpitas Office of Economic Development consider investing in developing and implementing a one-week “Introduction to Career Navigation” Pilot Program. NOVAworks would implement the pilot program, which would be hosted by community-based organizations and other institutions on behalf of community members. Program elements would include: a personal assessment workshop, meeting with a career advisor, career exploration workshop, and NOVAworks orientation and enrollment.

## **Appendix I:**

### **Phase 1 Findings and Recommendation**

# City of Milpitas



## COVID-19 Workforce Recovery Program

### Phase 1 Findings

### September 2021

### novaworks



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## Acknowledgements

This report was produced by NOVAworks with funding from the City of Milpitas. NOVAworks thanks the City’s Economic Development staff for their oversight and resourcefulness throughout the report process. This staff assembled a diverse stakeholder’s group of city residents and businesses that provided NOVAworks with vital labor market intelligence and creative solutions to ongoing challenges. The City’s Economic Development and Trade Commission also provided oversight and contributed vital labor market intelligence.

This report has a short shelf life due to the evolving nature of the economy and the urgent need to develop one or more recommendations for COVID-19 workforce recovery.

## About NOVAworks

NOVAworks is a federally chartered workforce development agency serving job seekers and businesses in a core service area including San Mateo County and seven cities in northern Santa Clara County. It helps job seekers find career opportunities and helps businesses find talent. NOVAworks serves approximately 5,000 job seekers per year from offices in Sunnyvale, San Mateo, and Menlo Park. The NOVAworks Foundation is a 501(c)(3) non-profit that enables NOVAworks to expand its service offerings through donations and grant opportunities from organizations including LinkedIn and Google.org.

In addition to providing direct customer service, NOVAworks leverages a broad and diverse regional network of educational institutions, other workforce agencies and community-based organizations to enhance services available to job seekers and employers. For example, NOVAworks convenes a regional stakeholder group of approximately 50 organizations that share best practices and create a more transparent level of customer service.

The State of California has designated NOVAworks as a “high-performing” agency in recognition of creating an efficient workforce system in a fast-changing and disruptive Silicon Valley economy.

## Executive Summary

Like a raging storm tearing ships from their moorings, COVID-19 has contributed to a sense of loss and severe disruption in multiple sectors of the Milpitas economy.

Many residents faced layoffs. The Milpitas unemployment rate exploded from 2.8 percent in January 2020 to a peak of 12.8 percent in April 2020 and back to a June 2021 rate of 5.4 percent. About 35 percent of residents responding to the NOVAworks survey reported that they were unemployed, with 23 percent actively looking for work. As a result, residents cited a long list of emergency resource needs including food subsidies, rent and mortgage assistance and deferment of utility bills. These needs were particularly acute for residents of historically marginalized communities.

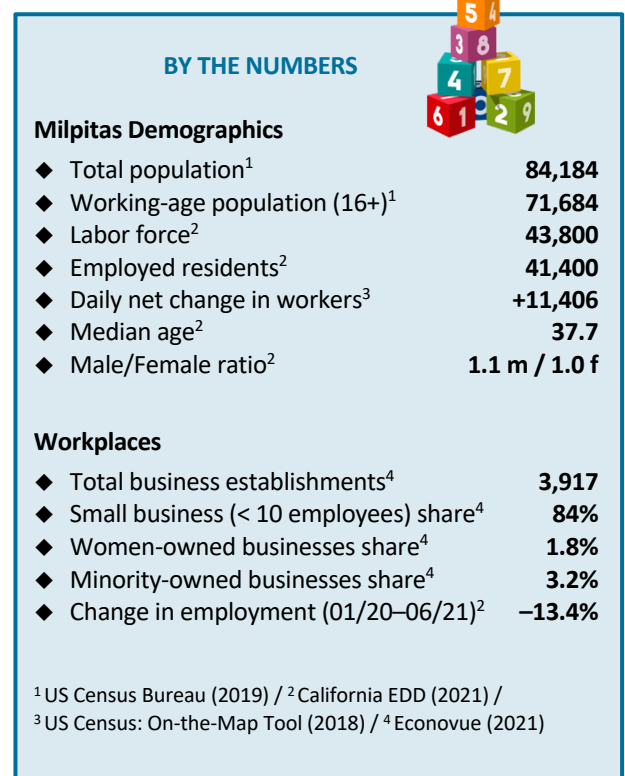
Many businesses closed because of the pandemic. In fact, 48 businesses in Milpitas filed notices of mass layoffs (WARNs) in the 18 months between March 2020 and August 2021, affecting 3,237 individuals. By comparison, only eight businesses filed WARN notices in all of 2018 and 2019 combined, affecting 477 individuals. Many surviving businesses faced a double whammy. After enduring months of closure due to shelter-in-place orders, many owners found that the workers they laid off were no longer available to return to those jobs once the economy reopened in mid-June 2021. Through interviews and a survey, we learned that one restaurant now serves meals on paper plates because the owner cannot find a dishwasher. After being laid off, many of the workers found similar jobs with higher pay at FedEx and Google and in construction. The owner is now considering selling the restaurant and seeking a corporate position.

In addition to layoffs and business closures, the pandemic also exposed yawning information gaps in which residents and businesses in need were not aware of services available to them. Most resident respondents to the NOVAworks survey were not aware of emergency services available through the City and partner agencies. While over half cited a need for retraining or new skills, 80 percent indicated they were not aware of the career navigation services available through NOVAworks.

The awareness gap extends to the business community as well. One entrepreneur, who spent resources on developing a training curriculum, was not aware of existing training programs through community colleges and other potential partners. “What resources are available for startups?” he asked.

But the pandemic also provided others with new opportunities and favorable business conditions. Layoff and disruption led many workers to reassess their career goals and seek opportunities in new industries with better compensation and, perhaps, more stability. After closing his establishment due to shelter-in-place, one former business owner enrolled in building trades pre-apprenticeship program in Santa Clara County. He is now working in construction and has no interest in reopening the business, according to a local union leader.

The largest Milpitas employers are in the following industry sectors: manufacturing (17,599 employees or 33.9% of the total); professional, scientific and technical services (9,600 or 18.5%); retail trade (4,129 or 8.0%); health care and social assistance (3,771 or 7.3%); and construction (3,549 or 6.8%).





Representatives of Milpitas’ vibrant tech and medical device communities sailed through the shelter-in-place orders with relative ease. A company making sophisticated tools used for neonatal screening and analyzing pesticide content in foods, reported being offline for one week because of the pandemic. After that, “the recovery was business as usual,” a company representative said.

With many analysts forecasting ongoing change and disruption as evidence of a new normal, NOVAworks is recommending a set of interventions designed to promote greater resilience among workers, businesses and community networks and systems. There are two broad goals of these interventions. The first is to prepare job seekers for careers in a wide array of growth industries of the future, including construction, manufacturing, health care (including telehealth), blockchain technology, cybersecurity, biomedical, pharmaceuticals and the internet of things (IoT). The second is to build and rebuild systems and connections creating stronger ties between talent demand and talent supply and between available resources and residents and businesses in need of help.

The City of Milpitas commissioned this report as part of a multi-pronged effort to help residents and businesses hurt by the pandemic and to build stronger community networks to increase the ability of all stakeholders to weather future economic storms. NOVAworks based this report on a combination of resident and business surveys and interviews with business representatives and community leaders. The report includes details of a three-week comprehensive career navigation accelerator initiative for immediate action, as well as a recommendation on marketing, education, and outreach for Phase 2 implementation.

## Phase 1 Findings

This report is organized in four main sections. This includes methodology (what we did), research findings (what we found), a plan for immediate action, and a recommendation on marketing, education, and outreach for Phase 2 implementation. There is also an appendix with examples of free and low-cost resources for residents and businesses, and two additional appendices with survey results from both businesses and residents.

**Chart 1a/1b: Small Business as Share of All Business (Milpitas; 2021)** [Small business = 10 or fewer employees]

Chart 1a: Count of Establishments

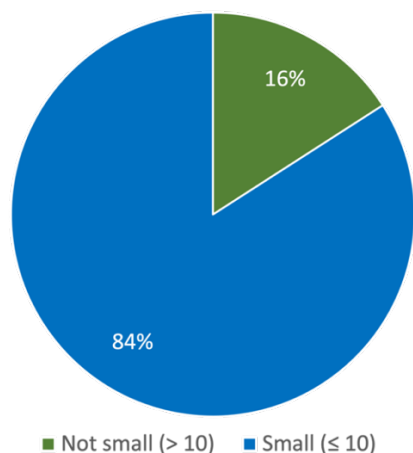
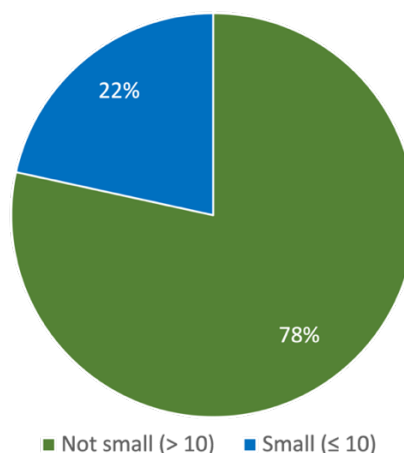
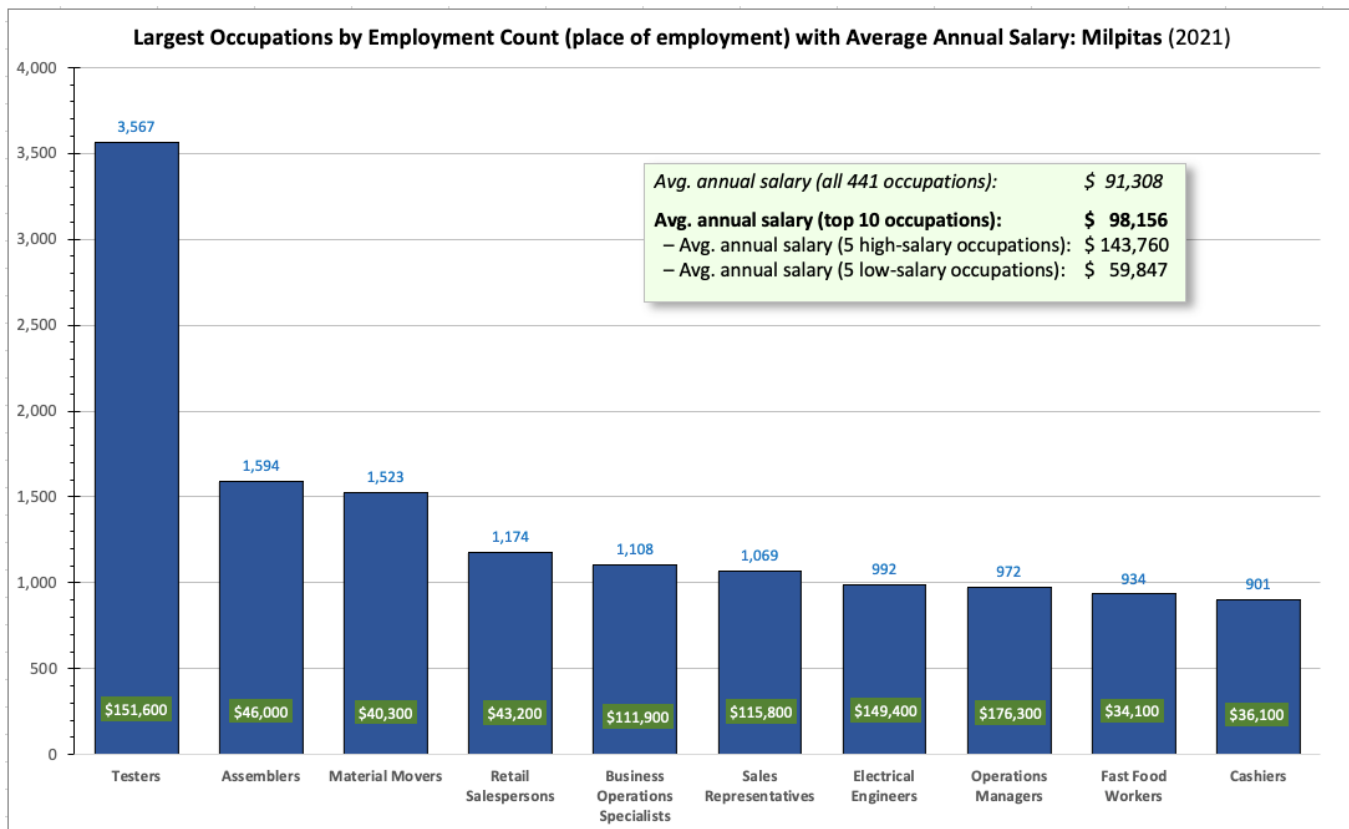


Chart 1b: Count of Employees



As noted in charts 1a and 1b above, small businesses—those with fewer than 10 employees—represent the vast majority of Milpitas establishments (84%) but employ only a fraction (22%) of the total workforce.

Chart 2: Top 10 Occupations by Employment Count with Salary Information (Milpitas place of business; 2021)



## What We Did—Methodology

NOVAworks hired consultant Ms. Karen Routt of Hummingbird Impact Advisors to interview business owners and their representatives to gain a clearer understanding of the state of the city labor market in the pandemic economy. NOVAworks supplemented the data with resident and business surveys and interviews with a project stakeholder group composed of community leaders.

The surveys were conducted between May 12 and June 30, 2021. Ninety-nine individuals responded to the resident survey and 75 responded to the business survey. Routt conducted 23 interviews during the months of May, June and July 2021. The interviewees represented a wide range of Milpitas industry sectors, including retail, advanced manufacturing, tech hardware, personal services, dining establishments, and hotels.

The following community leaders added to this report through their services on the project's stakeholder group.

- Ms. Cheryl Jordan – Superintendent at Milpitas Unified School District
- Mr. Chris Horton – Regional Lending Manager at NorCal SBDC
- Mr. Daniel Hunter – Co-founder of Yoshi
- Ms. Juliette Gomez – City of Milpitas Economic Development and Trade Commissioner
- Dr. Maniphone Dickerson – Business and Workforce Development Division Dean at Evergreen Valley College
- Ms. MariCris Benitez – Milpitas Executive Lions Club
- Mr. Robert Jung – Board Member of Milpitas Chamber of Commerce

- Mr. Sal San Filippo – General Manager of Garden City/Milpitas Sanitation
- Mr. Steve Belong – Business Representative at IUPAT District Council 16
- Mr. Casey McNeil – City of Milpitas Economic Development and Trade Commissioner (Alternate Stakeholder)
- Mr. Chris Norwood – City of Milpitas Economic Development and Trade Commissioner (Alternate Stakeholder)

## What We Found

One Milpitas manufacturer recently described the summer of 2021 as his company’s “discovery phase” in which he and his colleagues are working to determine the firm’s long-term needs and prospects.

The data collected by NOVAworks indicate that many community residents, businesses and institutions are also in a discovery phase. Voluntarily and involuntarily untethered from past jobs and opportunities, Milpitas stakeholders are asking the same questions as others throughout the nation. When will the pandemic end? How will I recover from the impact of 16 months of on-again, off-again masking and shelter-in-place orders? Are there new opportunities that I can pursue?

Workers are still picking up the pieces. Many job seekers faced reduced career awareness because of severed professional networks. More than 40 percent of residents learn about job opportunities through friends and family and another 32 percent rely on former work colleagues for intelligence, according to the NOVAworks survey. High unemployment hinders these job ties and restricts options for career mobility.

Those individuals seeking new careers face significant barriers including lack of access to quality childcare, lack of skills and relevant education and financial limitations. One survey respondent described a complex dilemma: “I need to go to a bridge (training) program, but my family depends on me for bills, rent and health insurance. I can’t afford to lose my full-time job to go to school. I need a program designed for working adults.”

Employers emerging from shelter-in-place orders are facing multiple challenges including having enough cash to survive, not having enough customers, reduced staffing levels and complying with government requirements. Over 70 percent of surveyed businesses said the pandemic threatened the viability of their establishments and 28 percent said their businesses could survive “as is” for another 7-12 months.

Negotiating with landlords is a key concern. One business representative said, “I owe the landlord more than I can pay back in a year. The landlord has made no attempt to compromise. It will take a few years to build my clientele back to the pre-pandemic level.”

At a time when former employees are seeking new careers, some companies are facing disrupted recruitment talent channels. The top three talent sources are current employees, friends and family, online research, and former employees, according to the survey. What happens when previously laid off employees pursue new careers? The business likely loses immediate talent and the loss of a recruitment channel.

As employers are thinking about rehiring staff, they are also mindful of emerging skill needs that aren’t readily available in the current labor market. These include critical thinking, entrepreneurial confidence, social media fluency, teamwork, cultural awareness as well as basic computer and math skills and industry specific skills.

The following information also emerged from the resident and business surveys and interviews.

- Establishing a City resource navigator with increased marketing of services available to the community and building awareness of resources available to small businesses and entrepreneurs
- Add a link on city website to the NOVAworks Business Services webpage for assistance in finding talent to fill jobs
- Providing rent negotiation training for residents and employers
- Providing guaranteed basic income assistance for residents in underpaid jobs during job training
- Expanding an existing shop local program (City subsidizing local business by enabling shoppers to buy a \$50 gift card for \$35)
- Incentives/resources to help small businesses increase wages and better compete for talent
- Create a portal on the City's website to connect residents with local job openings (such as establishing an Indeed feed on the city website highlighting local jobs)
- Working with the Milpitas Unified School District to design and implement a reimagined job and service fair with a focus on sustained support for both job seekers and employers
- Establishing a professional network for job seekers seeded with mentors and other volunteers to better connect talent opportunity

## Phase 2 Implementation

### Action Plan

As demonstrated in our Phase 1 findings, many workers in need are not aware of services available to promote greater economic mobility and family security. Further, workers in underpaid jobs— particularly those residing in historically marginalized communities—typically lack the professional networks and social capital to learn about higher-paid opportunities and the educational and training resources available to access those opportunities. This is consistent with a [national report recently issued by the Brookings Institution](#), which found that lower-wage industries offer workers less upward mobility than higher-wage industries and that many workers in lower-wage occupations get trapped in those occupations. In fact, the pandemic has damaged the casual, word-of-mouth networks that provided some measure of job mobility for underpaid workers.

Based on our Phase 1 findings, NOVAworks recommends launching an intensive three-week career navigation accelerator program with a \$20,000 budget for Phase 2 implementation<sup>1</sup>. The accelerator curriculum will be customized for Milpitas but will be grounded in NOVAworks' core principles. These include understanding each job seekers' unique skills, experiences, and aspirations and providing them with a broad menu of career options and educational and training pathways to each option.

The core of this program will be based on NOVAworks' nationally recognized [MyPlan virtual career navigation platform](#). The MyPlan curriculum is organized in four phases: focus; resumé and application; job search and networking; and interviewing and negotiating. Participants will have access to the MyPlan curriculum throughout their careers.

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<sup>1</sup> As part of NOVAworks' Phase 1 scope of work, two other training options were explored for Phase 2 implementation: (1) the building of a partnership with an existing training program available locally through a community college or adult education program and (2) the establishment of a new program procured locally or online that advances skills shown to be valuable to a post-pandemic labor market.

In the first week, all participants will concentrate on the focus stage, including one session addressing self-assessments of skills and interests, as well as job titles to research, and a second session addressing career resources. This second session will include information on how to research a job title and how to read a job advertisement, as well as a list of low- and no-cost training options. Participants will choose from a menu of electives in the second and third weeks of the program. These electives will include all four phases: focus; resumé and application; job search and networking; and interviewing and negotiating, as well as resilience and communication skills.

The goal of the career navigation accelerator is to host two cohorts of 15 students each. There will be 21 hours of available training over the three weeks. Each participant will have access to two hours of one-on-one career advising. The target audience for the accelerator is Milpitas residents who are either unemployed or underemployed and are 18 years of age or older.

Participant outcomes will include:

- Strong career navigation foundation
- Clearer focus on career trajectories
- Pathways to individualized training and skills development
- Sustainable access to resources
- Greater awareness of available jobs and the hiring process
- Access to additional career navigation resources, including NOVAworks for those who are eligible

### *Recommendations for Future Action*

Future actions by the City of Milpitas are needed to continue to reshape Milpitas' economy and workforce into a robust and vibrant local economy. Given our Phase 1 findings, NOVAworks also recommends the following future actions as part of a potential Phase 3 of the COVID-19 Workforce Recovery Program. Possible funding sources to support these future actions include American Rescue Plan Act (ARPA) or grants. NOVAworks may take a lead role in some of the recommendations; in other cases, NOVAworks would play a partner or secondary role.

1. An at-risk youth program focused on work experience and learning valuable life skills while earning an income.
2. An existing training program available locally that has been shown to meet the needs for work at established Milpitas employers.
3. A new program procured locally or online that advances skills shown to be valuable in a post-pandemic labor market, such as childcare and skilled trades.

### *Marketing, Education, and Outreach*

This report's survey of Milpitas residents found that 80% of respondents were not aware of career navigation services through NOVAworks. This indicates the need for an extensive marketing, education, and outreach campaign to ensure that Milpitas residents are aware of the career navigation accelerator program associated with this initiative and with NOVAworks' services in general. NOVAworks recommends that the City leverage the resources and networks of the project's stakeholder group to spread the word about these services through existing relationships with so-called anchor institutions. These include schools, community-service organizations, labor unions, chambers of commerce, and faith-based institutions.



## Appendix A: Resources

NOVAworks: [Home Page](#)

NOVAworks: [MyPlan](#)

Brookings Institution: [From Relief to Recovery](#) (July 2021)

Brookings Institution: [Moving Up](#) (June 2021)

NPower: [Tech Fundamentals Class](#)

- 16-week instructor-led virtual training available at no cost
- Opportunity for a paid internship or a project-based learning experience
- Mentoring from IT professionals
- Eligibility: young adults (18–25) & military veterans and spouses

Google: [Grow with Google](#)

- Free skills training for NOVAworks eligible customers

Google: [Google Workspace](#) (formerly G Suite)

- Foothill College
- No cost for enrolled students
- Program launched April 5, 2021
- Includes Gmail, Drive, Meet, Docs, Sheets, and Slides

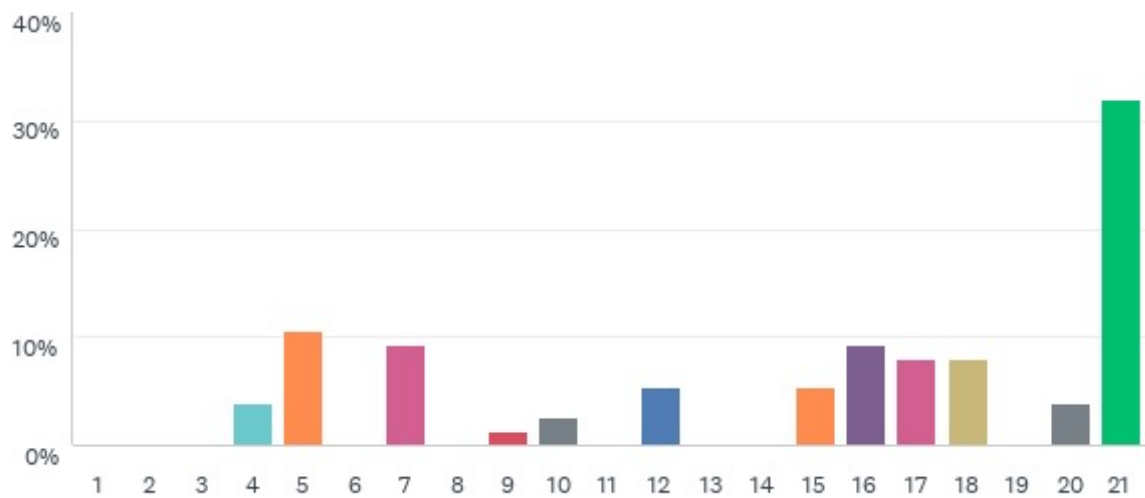
IBM: [SkillsBuild](#)

- Technology skills training at no cost
- Opportunity to earn professional badges

## **Appendix B: Survey Results – Business**

# Q1: What industry are you in?

Answered: 75 Skipped: 0



# Q1: What industry are you in?

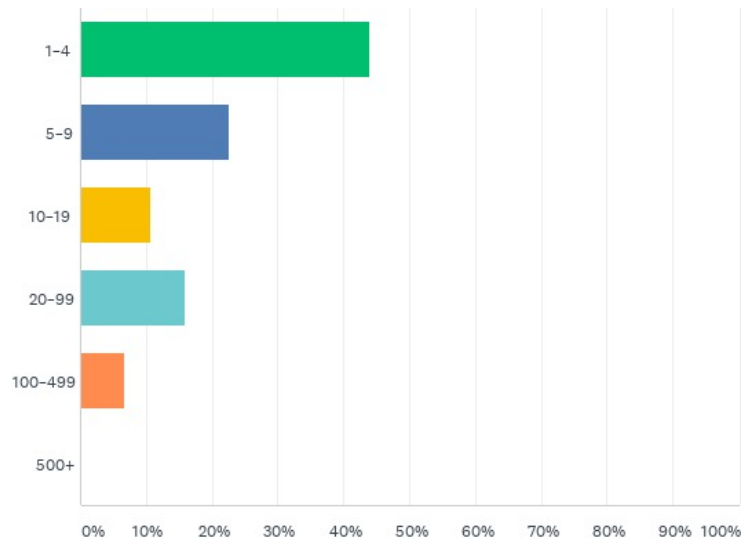
Answered: 75 Skipped: 0

ANSWER CHOICES	RESPONSES	
1-Agriculture	0%	0
2-Mining	0%	0
3-Utilities	0%	0
4-Construction	4%	3
5-Manufacturing	11%	8
6-Wholesale Trade	0%	0
7-Retail Trade	9%	7
8-Transportation	0%	0
9-Information	1%	1
10-Finance	3%	2
11-Real Estate	0%	0

ANSWER CHOICES	RESPONSES	
12-Professional/Scientific/Technical	5%	4
13-Management of Companies	0%	0
14-Administration & Support	0%	0
15-Education	5%	4
16-Health Care	9%	7
17-Arts/Entertainment	8%	6
18-Accommodation/Food Services	8%	6
19-Public Administration	0%	0
20-Other Services	4%	3
21-Other	32%	24
TOTAL		75

## Q2: Including yourself, how many people did you employ before the pandemic?

Answered: 75 Skipped: 0



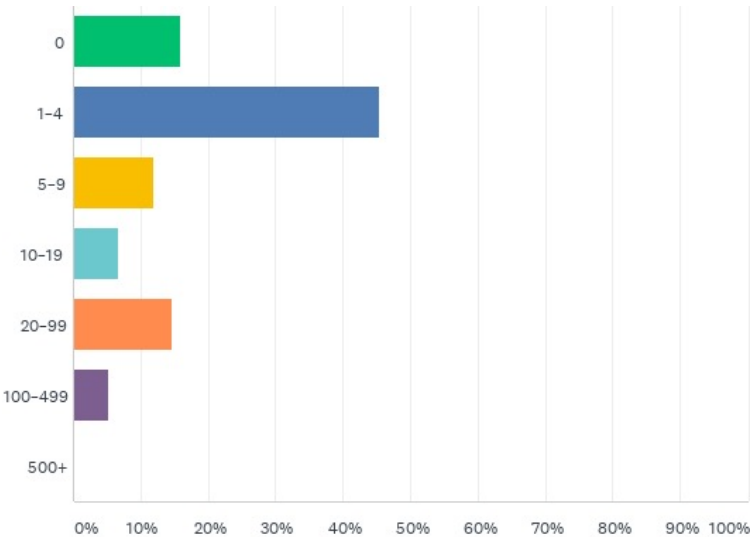
## Q2: Including yourself, how many people did you employ before the pandemic?

Answered: 75 Skipped: 0

ANSWER CHOICES	RESPONSES	
1-4	44.00%	33
5-9	22.67%	17
10-19	10.67%	8
20-99	16.00%	12
100-499	6.67%	5
500+	0.00%	0
TOTAL		75

Q3: Including yourself, how many people do you employ now?

Answered: 75 Skipped: 0



Q3: Including yourself, how many people do you employ now?

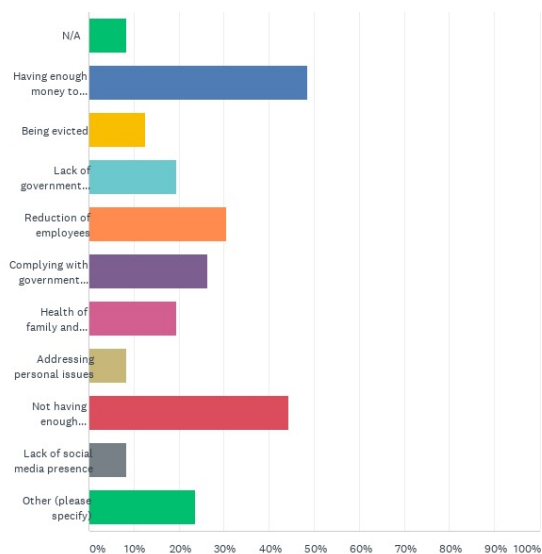
Answered: 75 Skipped: 0

ANSWER CHOICES	RESPONSES	
0	16.00%	12
1-4	45.33%	34
5-9	12.00%	9
10-19	6.67%	5
20-99	14.67%	11
100-499	5.33%	4
500+	0.00%	0
TOTAL		75



#### Q4: What are your greatest challenges now? [Check all that apply]

Answered: 72 Skipped: 3



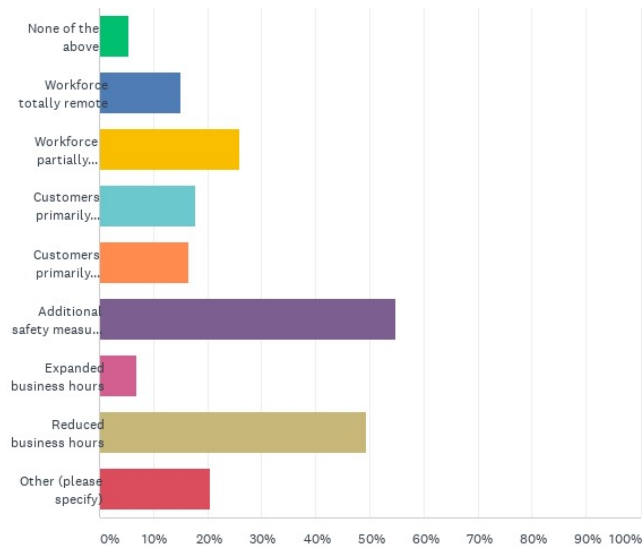
#### Q4: What are your greatest challenges now? [Check all that apply]

Answered: 72 Skipped: 3

ANSWER CHOICES	RESPONSES	
N/A	8.33%	6
Having enough money to survive	48.61%	35
Being evicted	12.50%	9
Lack of government support	19.44%	14
Reduction of employees	30.56%	22
Complying with government requirements	26.39%	19
Health of family and employees	19.44%	14
Addressing personal issues	8.33%	6
Not having enough customers	44.44%	32
Lack of social media presence	8.33%	6
Other (please specify)	23.61%	17
Total Respondents: 72		

## Q7: How has the way you perform business changed since the pandemic began? [Check all that apply]

Answered: 73 Skipped: 2



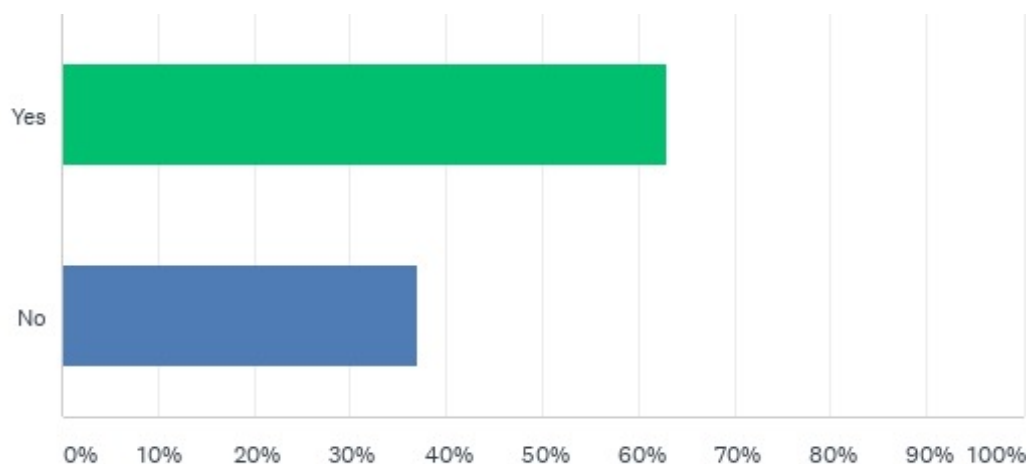
## Q7: How has the way you perform business changed since the pandemic began? [Check all that apply]

Answered: 73 Skipped: 2

ANSWER CHOICES	RESPONSES	
None of the above	5.48%	4
Workforce totally remote	15.07%	11
Workforce partially remote	26.03%	19
Customers primarily access business via phone	17.81%	13
Customers primarily access business via website	16.44%	12
Additional safety measures implemented	54.79%	40
Expanded business hours	6.85%	5
Reduced business hours	49.32%	36
Other (please specify)	20.55%	15
Total Respondents: 73		

### Q8: Has your business model changed as a result of the pandemic?

Answered: 73 Skipped: 2



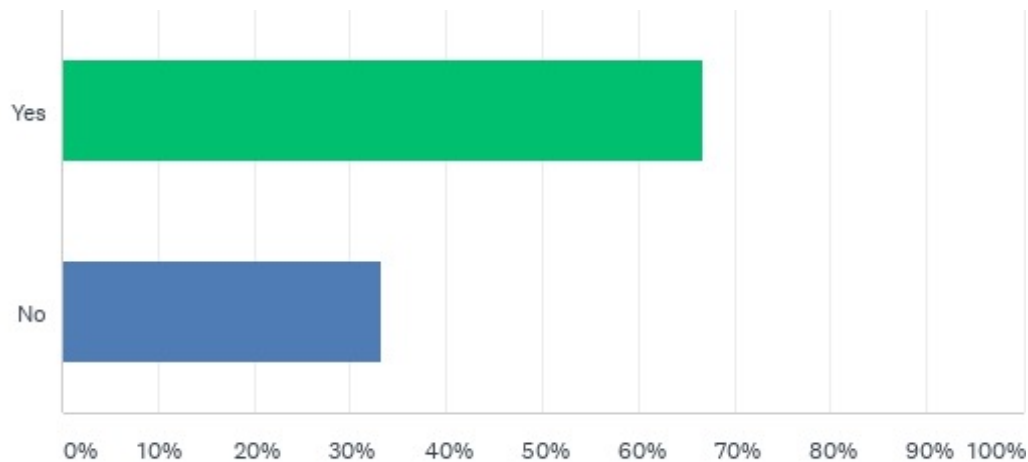
### Q8: Has your business model changed as a result of the pandemic?

Answered: 73 Skipped: 2

ANSWER CHOICES	RESPONSES	
Yes	63.01%	46
No	36.99%	27
TOTAL		73

**Q9: Has your business received any public or private financial assistance?**

Answered: 75 Skipped: 0



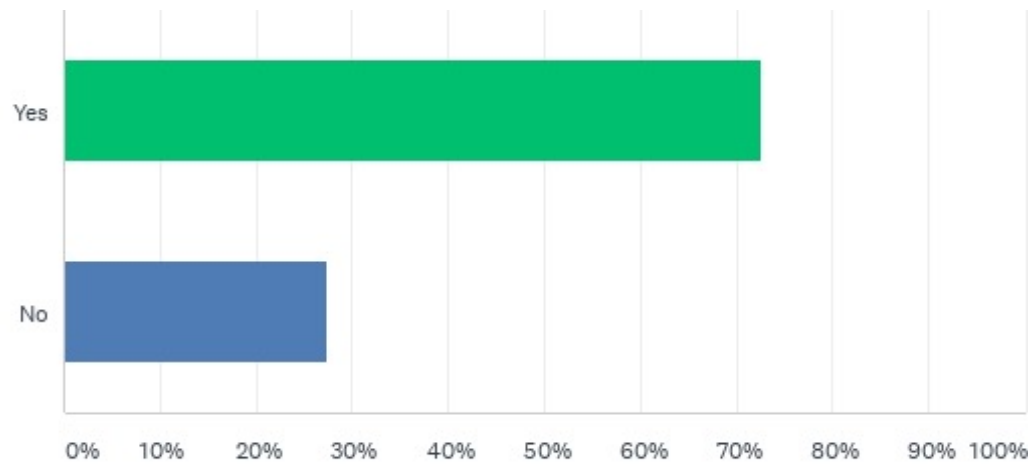
**Q9: Has your business received any public or private financial assistance?**

Answered: 75 Skipped: 0

ANSWER CHOICES	RESPONSES	
Yes	66.67%	50
No	33.33%	25
TOTAL		75

### Q11: Has the pandemic threatened the viability of your business?

Answered: 73 Skipped: 2



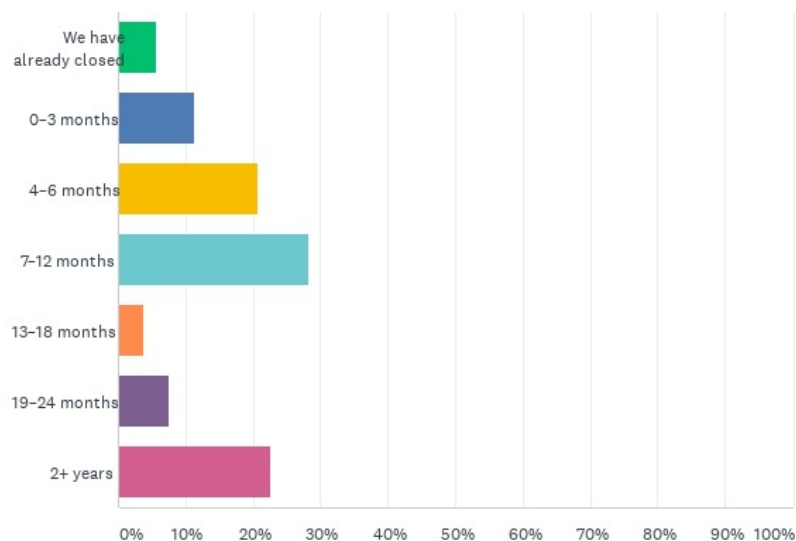
### Q11: Has the pandemic threatened the viability of your business?

Answered: 73 Skipped: 2

ANSWER CHOICES	RESPONSES	
Yes	72.60%	53
No	27.40%	20
TOTAL		73

## Q12: How long can your business survive "as is"?

Answered: 53 Skipped: 22



## Q12: How long can your business survive "as is"?

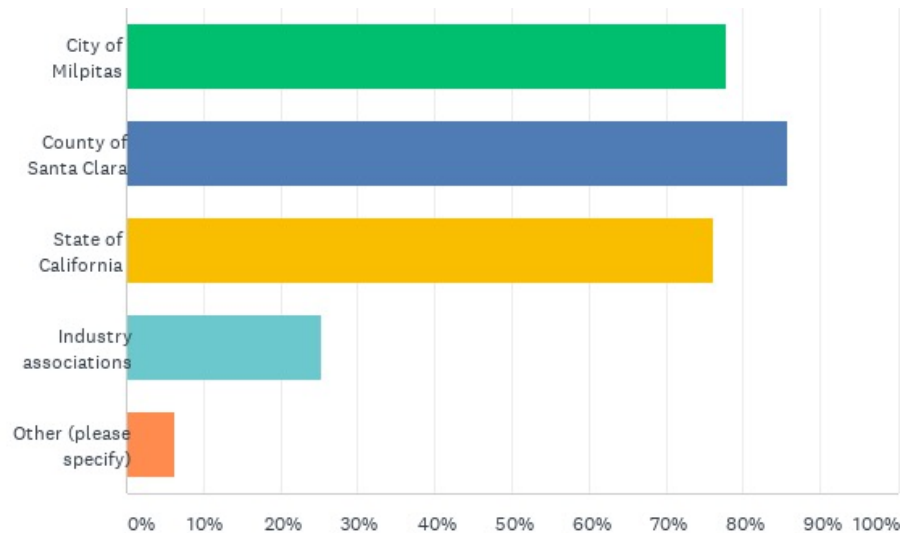
Answered: 53 Skipped: 22

ANSWER CHOICES	RESPONSES	
We have already closed	5.66%	3
0-3 months	11.32%	6
4-6 months	20.75%	11
7-12 months	28.30%	15
13-18 months	3.77%	2
19-24 months	7.55%	4
2+ years	22.64%	12
TOTAL		53



### Q13: Where do you obtain information for your business about the pandemic? [Check all that apply]

Answered: 63 Skipped: 12



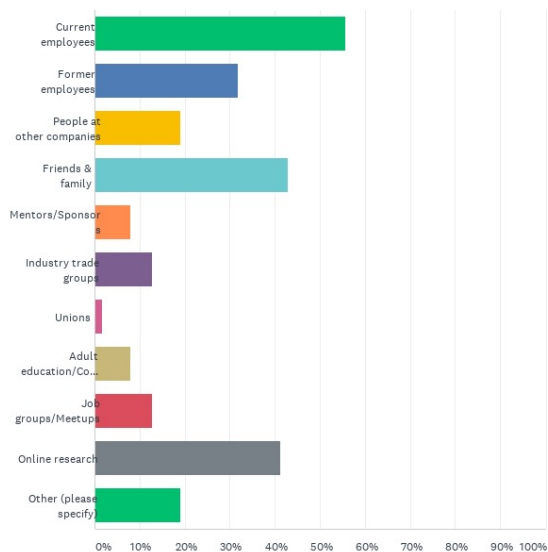
### Q13: Where do you obtain information for your business about the pandemic? [Check all that apply]

Answered: 63 Skipped: 12

ANSWER CHOICES	RESPONSES	
City of Milpitas	77.78%	49
County of Santa Clara	85.71%	54
State of California	76.19%	48
Industry associations	25.40%	16
Other (please specify)	6.35%	4
Total Respondents: 63		

## Q14: How do you find qualified job candidates? [Check all that apply]

Answered: 63 Skipped: 12



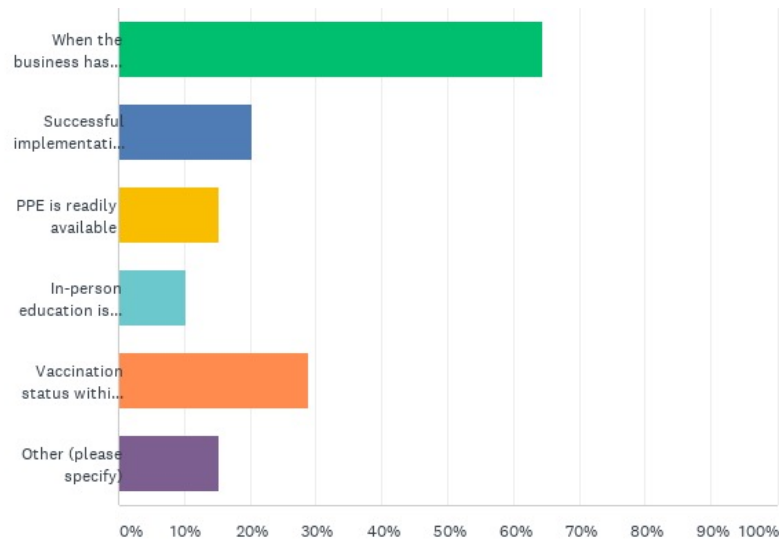
## Q14: How do you find qualified job candidates? [Check all that apply]

Answered: 63 Skipped: 12

ANSWER CHOICES	RESPONSES	
Current employees	55.56%	35
Former employees	31.75%	20
People at other companies	19.05%	12
Friends & family	42.86%	27
Mentors/Sponsors	7.94%	5
Industry trade groups	12.70%	8
Unions	1.59%	1
Adult education/Community colleges	7.94%	5
Job groups/Meetups	12.70%	8
Online research	41.27%	26
Other (please specify)	19.05%	12
Total Respondents: 63		

### Q15: What signals would indicate to you that it is time to rehire laid-off workers? [Check all that apply]

Answered: 59 Skipped: 16



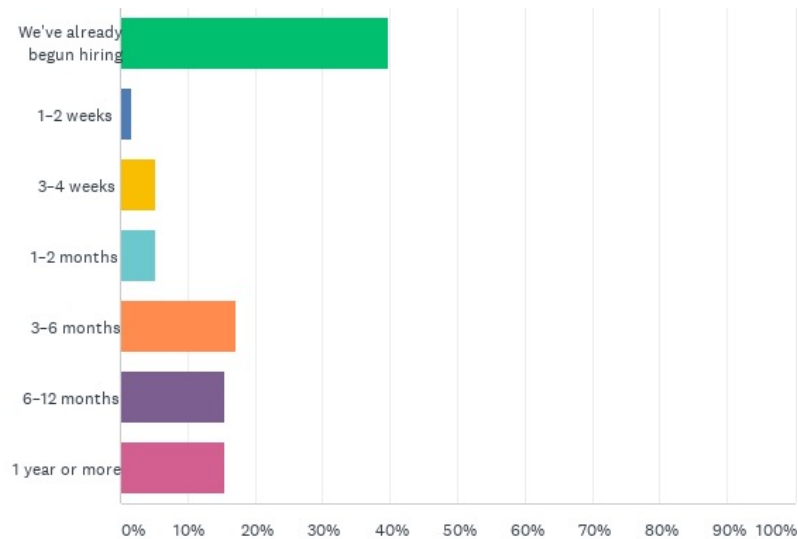
### Q15: What signals would indicate to you that it is time to rehire laid-off workers? [Check all that apply]

Answered: 59 Skipped: 16

ANSWER CHOICES	RESPONSES	
When the business has sufficient revenue	64.41%	38
Successful implementation of Gov. Newsom's plan to "fully reopen" California's economy	20.34%	12
PPE is readily available	15.25%	9
In-person education is available for most students	10.17%	6
Vaccination status within the community	28.81%	17
Other (please specify)	15.25%	9
Total Respondents: 59		

### Q16: Based upon what you know today (Spring 2021), when do you expect to begin hiring again?

Answered: 58 Skipped: 17



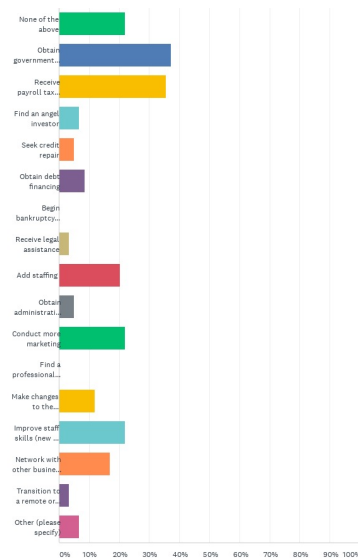
### Q16: Based upon what you know today (Spring 2021), when do you expect to begin hiring again?

Answered: 58 Skipped: 17

ANSWER CHOICES	RESPONSES	
We've already begun hiring	39.66%	23
1-2 weeks	1.72%	1
3-4 weeks	5.17%	3
1-2 months	5.17%	3
3-6 months	17.24%	10
6-12 months	15.52%	9
1 year or more	15.52%	9
TOTAL		58

## Q17: What will you need prior to rehiring in order to be successful? [Check all that apply]

Answered: 59 Skipped: 16



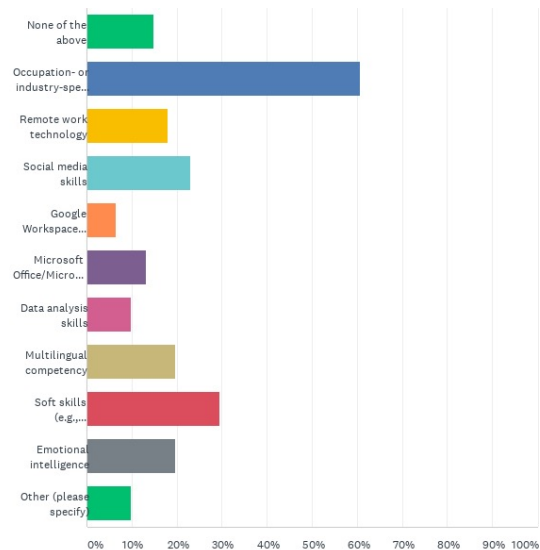
## Q17: What will you need prior to rehiring in order to be successful? [Check all that apply]

Answered: 59 Skipped: 16

ANSWER CHOICES	RESPONSES
None of the above	22.03% 13
Obtain government relief/support	37.29% 22
Receive payroll tax credit	35.59% 21
Find an angel investor	6.78% 4
Seek credit repair	5.08% 3
Obtain debt financing	8.47% 5
Begin bankruptcy recovery	0.00% 0
Receive legal assistance	3.39% 2
Add staffing	20.34% 12
Obtain administrative support	5.08% 3
Conduct more marketing	22.03% 13
Find a professional coach/mentor	0.00% 0
Make changes to the workplace (technical or physical infrastructure)	11.86% 7
Improve staff skills (new or different technologies)	22.03% 13
Network with other business owners	16.95% 10
Transition to a remote or hybrid operation	3.39% 2
Other (please specify)	6.78% 4
Total Respondents: 59	

## Q18: What skills will your future employees and incumbent workers need? [Check all that apply]

Answered: 61 Skipped: 14



## Q18: What skills will your future employees and incumbent workers need? [Check all that apply]

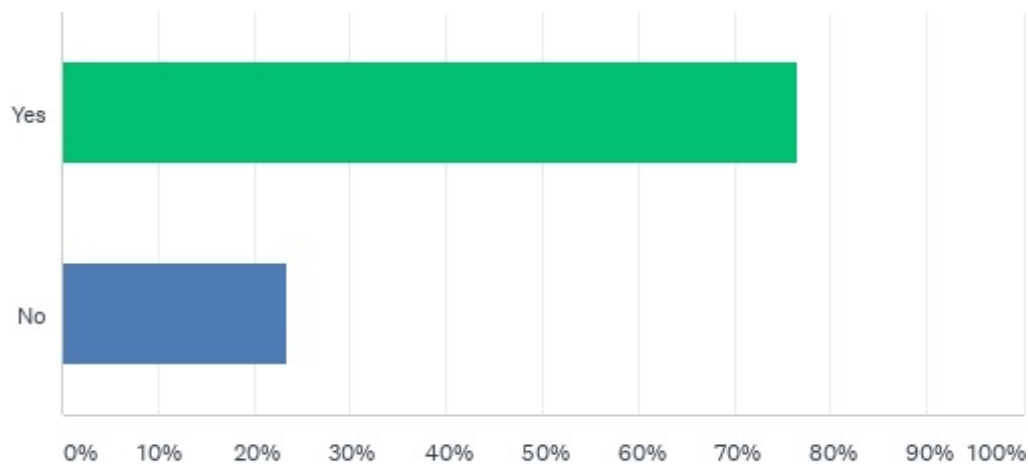
Answered: 61 Skipped: 14

ANSWER CHOICES	RESPONSES	
None of the above	14.75%	9
Occupation- or industry-specific skills	60.66%	37
Remote work technology	18.03%	11
Social media skills	22.95%	14
Google Workspace (formerly G-Suite)	6.56%	4
Microsoft Office/Microsoft 365	13.11%	8
Data analysis skills	9.84%	6
Multilingual competency	19.67%	12
Soft skills (e.g., leadership, adaptability, problem-solving)	29.51%	18
Emotional intelligence	19.67%	12
Other (please specify)	9.84%	6
Total Respondents: 61		



**Q19: Do you plan to identify new employees the same way you've done in the past?**

Answered: 60 Skipped: 15



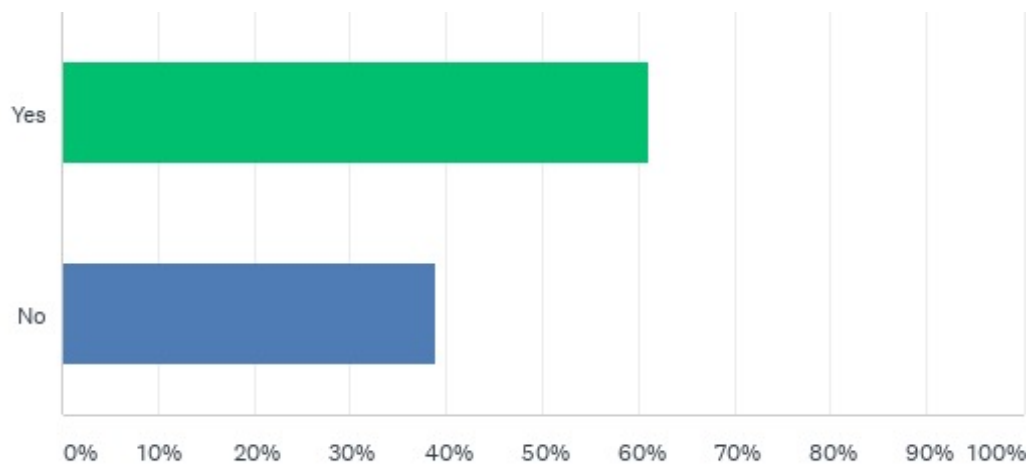
**Q19: Do you plan to identify new employees the same way you've done in the past?**

Answered: 60 Skipped: 15

ANSWER CHOICES	RESPONSES	
Yes	76.67%	46
No	23.33%	14
TOTAL		60

Q20: Do you plan to rehire past employees?

Answered: 59 Skipped: 16



Q20: Do you plan to rehire past employees?

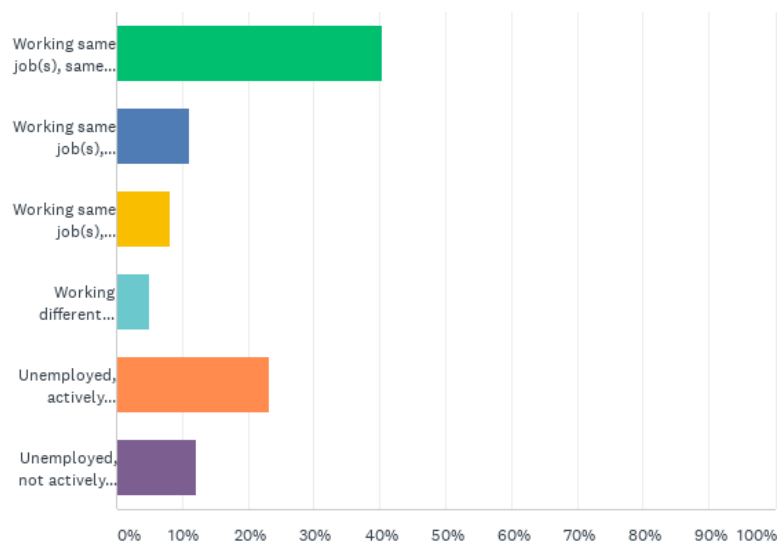
Answered: 59 Skipped: 16

ANSWER CHOICES	RESPONSES	
Yes	61.02%	36
No	38.98%	23
TOTAL		59

## Appendix C: Survey Results – Residents

## Q1: What is your current employment situation as compared to pre-pandemic?

Answered: 99 Skipped: 0



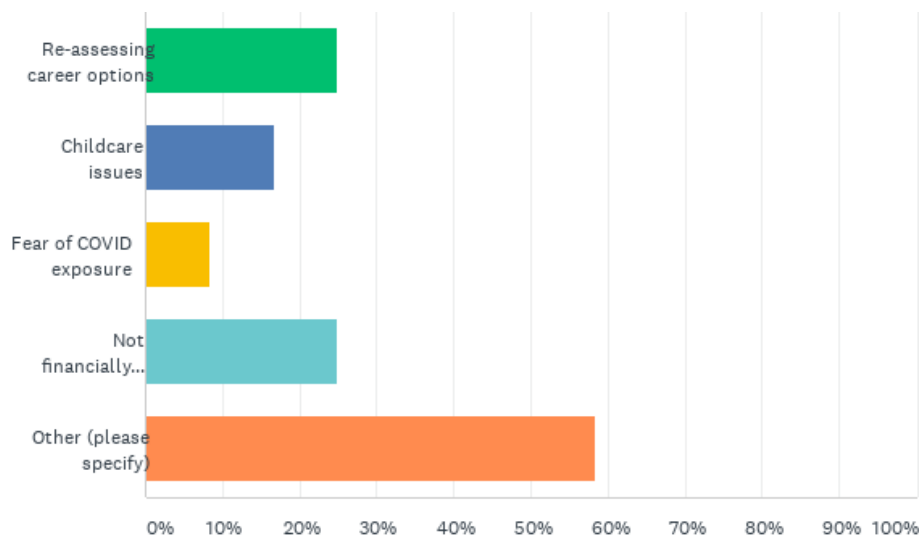
## Q1: What is your current employment situation as compared to pre-pandemic?

Answered: 99 Skipped: 0

ANSWER CHOICES	RESPONSES	
Working same job(s), same hours	40.40%	40
Working same job(s), increased hours	11.11%	11
Working same job(s), decreased hours	8.08%	8
Working different job(s)	5.05%	5
Unemployed, actively looking for work	23.23%	23
Unemployed, not actively looking for work	12.12%	12
<b>TOTAL</b>		<b>99</b>

## Q2: Why are you not actively looking for work? [Check all that apply]

Answered: 12 Skipped: 87



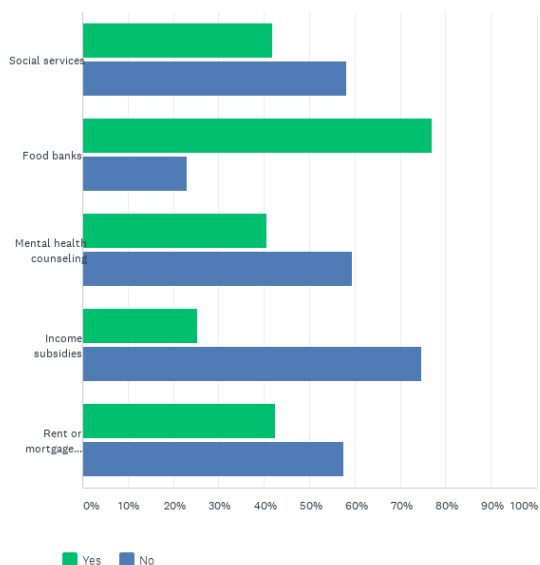
## Q2: Why are you not actively looking for work? [Check all that apply]

Answered: 12 Skipped: 87

ANSWER CHOICES	RESPONSES	
Re-assessing career options	25.00%	3
Childcare issues	16.67%	2
Fear of COVID exposure	8.33%	1
Not financially compelled to return to work at this time	25.00%	3
Other (please specify)	58.33%	7
Total Respondents: 12		

### Q3: Are you aware of the following emergency community resources?

Answered: 80 Skipped: 19



### Q3: Are you aware of the following emergency community resources?

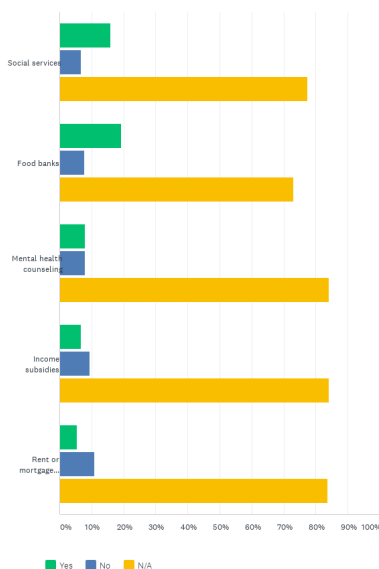
Answered: 80 Skipped: 19

	YES	NO	TOTAL
Social services	41.77% 33	58.23% 46	79
Food banks	76.92% 60	23.08% 18	78
Mental health counseling	40.51% 32	59.49% 47	79
Income subsidies	25.32% 20	74.68% 59	79
Rent or mortgage deferment	42.50% 34	57.50% 46	80



## Q4: If you have accessed any of these resources, have they been helpful?

Answered: 78 Skipped: 21



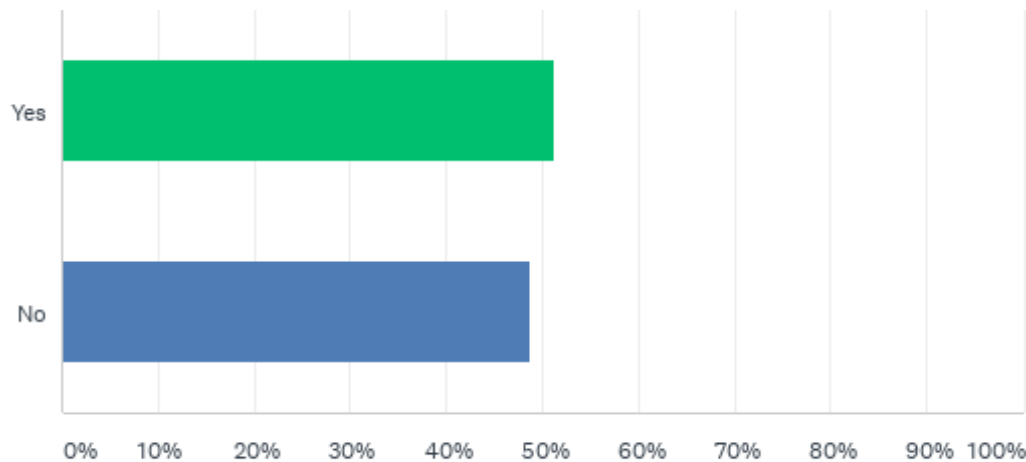
## Q4: If you have accessed any of these resources, have they been helpful?

Answered: 78 Skipped: 21

	YES	NO	N/A	TOTAL	WEIGHTED AVERAGE
Social services	16.00% 12	6.67% 5	77.33% 58	75	0.71
Food banks	19.23% 15	7.69% 6	73.08% 57	78	0.71
Mental health counseling	8.00% 6	8.00% 6	84.00% 63	75	0.50
Income subsidies	6.67% 5	9.33% 7	84.00% 63	75	0.42
Rent or mortgage deferment	5.41% 4	10.81% 8	83.78% 62	74	0.33

Q6: Are you interested in retraining or gaining new work skills?

Answered: 82 Skipped: 17



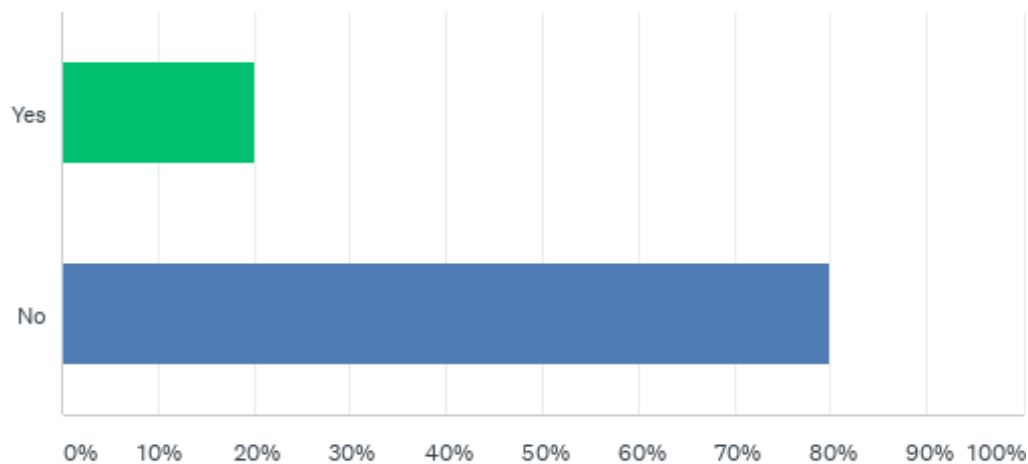
Q6: Are you interested in retraining or gaining new work skills?

Answered: 82 Skipped: 17

ANSWER CHOICES	RESPONSES	
Yes	51.22%	42
No	48.78%	40
TOTAL		82

skills training — available at no cost through NOVAworks job centers?

Answered: 40 Skipped: 59



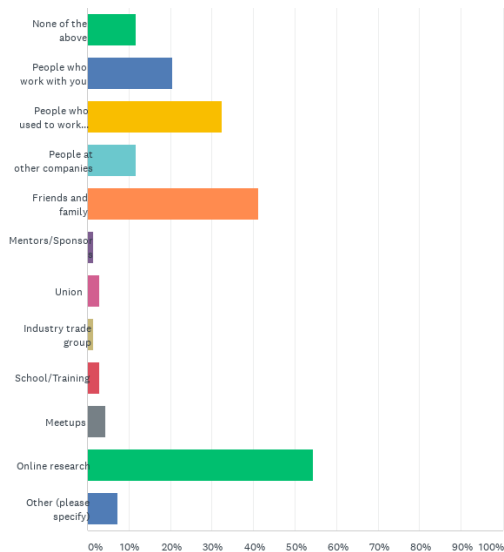
skills training — available at no cost through NOVAworks job centers?

Answered: 40 Skipped: 59

ANSWER CHOICES	RESPONSES	
Yes	20.00%	8
No	80.00%	32
TOTAL		40

## Q8: How do you find out about job opportunities? [Select up to three]

Answered: 68 Skipped: 31



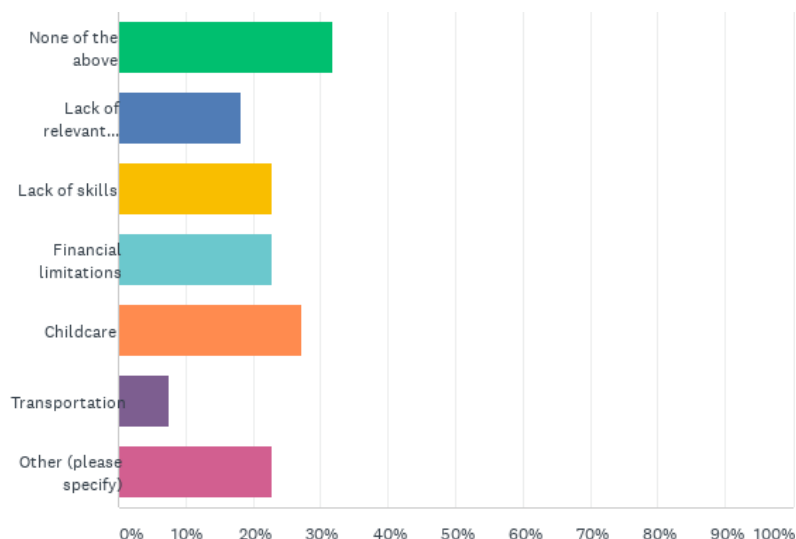
## Q8: How do you find out about job opportunities? [Select up to three]

Answered: 68 Skipped: 31

ANSWER CHOICES	RESPONSES	
None of the above	11.76%	8
People who work with you	20.59%	14
People who used to work with you	32.35%	22
People at other companies	11.76%	8
Friends and family	41.18%	28
Mentors/Sponsors	1.47%	1
Union	2.94%	2
Industry trade group	1.47%	1
School/Training	2.94%	2
Meetups	4.41%	3
Online research	54.41%	37
Other (please specify)	7.35%	5
Total Respondents: 68		

## Q10: What are the issues that keep you from achieving your professional goals? [Select all that apply]

Answered: 66 Skipped: 33



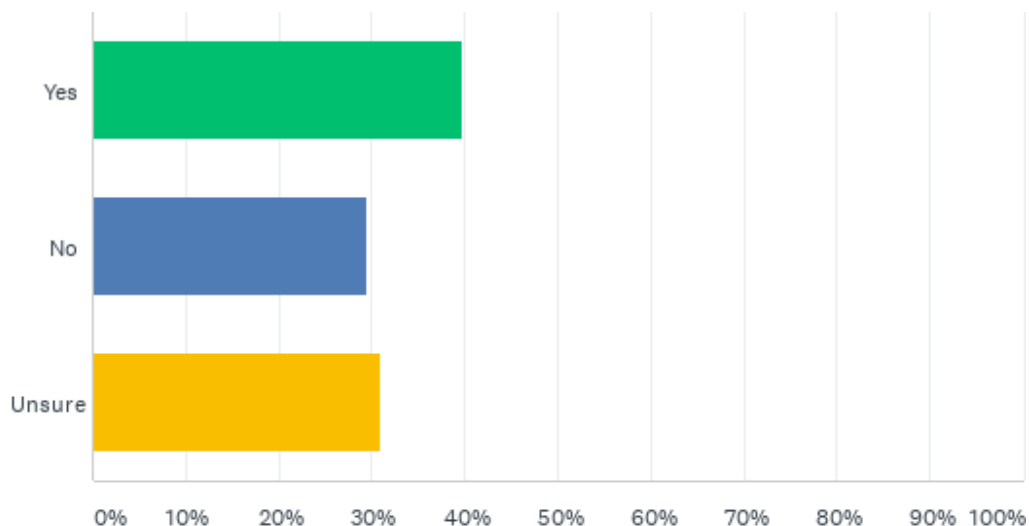
## Q10: What are the issues that keep you from achieving your professional goals? [Select all that apply]

Answered: 66 Skipped: 33

ANSWER CHOICES	RESPONSES	
None of the above	31.82%	21
Lack of relevant education	18.18%	12
Lack of skills	22.73%	15
Financial limitations	22.73%	15
Childcare	27.27%	18
Transportation	7.58%	5
Other (please specify)	22.73%	15
Total Respondents: 66		

### Q11: Would you be interested in sharing and receiving job-search information through an established network of job seekers?

Answered: 68 Skipped: 31



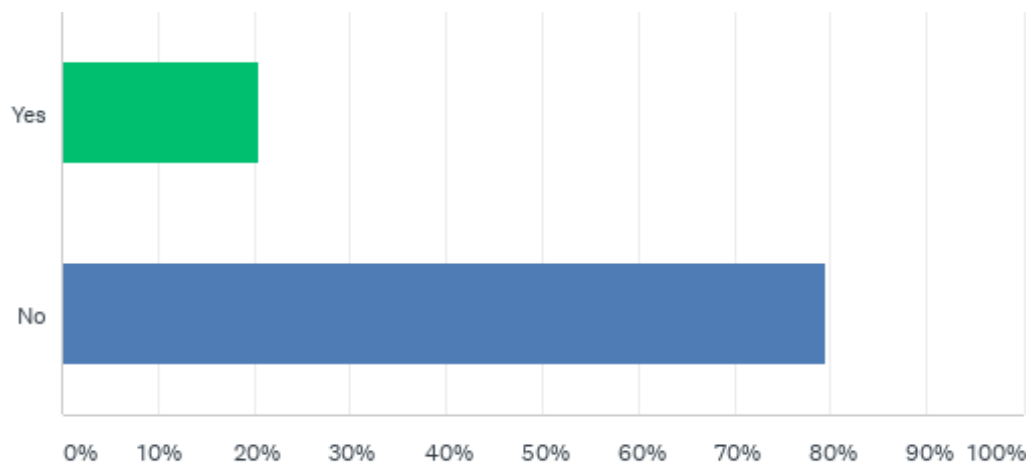
### Q11: Would you be interested in sharing and receiving job-search information through an established network of job seekers?

Answered: 68 Skipped: 31

ANSWER CHOICES	RESPONSES	
Yes	39.71%	27
No	29.41%	20
Unsure	30.88%	21
TOTAL		68

## Q12: Has a youth or young adult in your household been laid off or lost work hours as a result of the pandemic?

Answered: 68 Skipped: 31



## Q12: Has a youth or young adult in your household been laid off or lost work hours as a result of the pandemic?

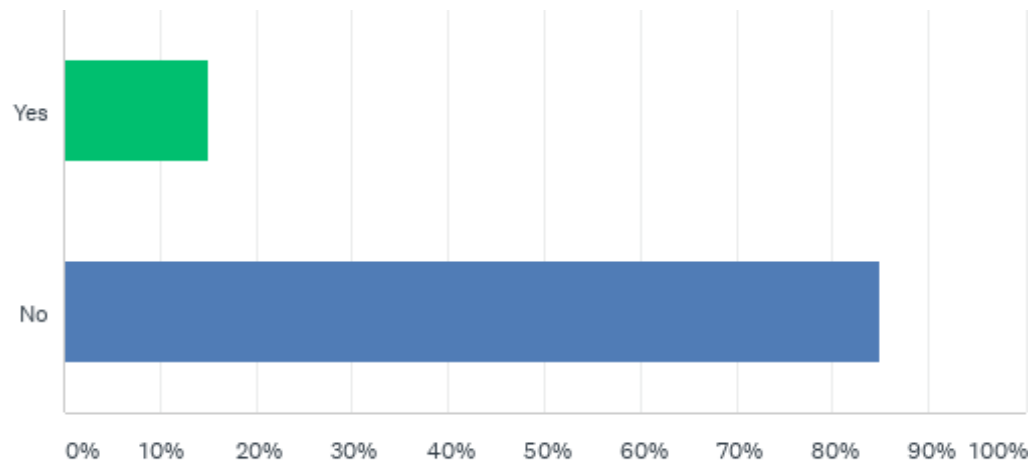
Answered: 68 Skipped: 31

ANSWER CHOICES	RESPONSES	
Yes	20.59%	14
No	79.41%	54
TOTAL		68



### Q14: Has a youth or young adult in your household lost an internship opportunity as a result of the pandemic?

Answered: 66 Skipped: 33



### Q14: Has a youth or young adult in your household lost an internship opportunity as a result of the pandemic?

Answered: 66 Skipped: 33

ANSWER CHOICES	RESPONSES	
Yes	15.15%	10
No	84.85%	56
TOTAL		66

## **Appendix II:**

### **Phase 2 Marketing and Outreach**



## Milpitas MyPlan Career Accelerator Program



### ABOUT THE PROGRAM

The purpose of the Milpitas MyPlan Career Accelerator Program is to provide Milpitas residents with customized access to job search tools and information. The program will offer residents workshops, assessments, career navigation and career counseling. The target audience are Milpitas unemployed, underemployed workers, and young adult learners impacted by COVID-19.

### HOW IT WORKS

The core of the Milpitas MyPlan Career Accelerator Program will be based on [NOVAworks](#)' nationally recognized MyPlan virtual career navigation platform. The Milpitas MyPlan Career Accelerator Program curriculum is organized in four phases:

- Career Focus
- Resumé and Application
- Job Search and Networking
- Interviewing and Negotiating

### PROGRAM OFFERINGS

- Two cohorts of 15 residents in February and April 2022.
- 21 hours of available training over three weeks.
- Each participant will also have access to two hours of one-on-one career advising.

**WEEK 1:** All participants will concentrate on the Focus stage, including a workshop addressing self-assessments of skills and interests and a workshop addressing career research and defining marketability.

**WEEK 2 & 3:** Participants will choose from a menu of electives in the second and third weeks of the program. These electives will include all four phases: Focus; Resumé and Application; Job Search and Networking; and Interviewing and Negotiating, as well as Resilience and Communication skills.

### ELIGIBILITY REQUIREMENTS

- Must be a Milpitas resident.
- Must be 18 years of age or older.
- Training and experience equivalent to the completion of High School.

### HOW TO APPLY

There's still 6 spots open for our second and final cohort for the Milpitas MyPlan Career Accelerator Program. The application deadline for the final cohort is on April 1, 2022, at 12:00 PM. The City of Milpitas will screen and process applications before the deadline date and time, and will close the application deadline as soon as the 6 spots are filled so the application period closure is subject to change. Eligible applicants that are unemployed will be prioritized for the April 2022 cohort. Please click on the icon below to apply.

[Apply Now](#)

Visit [www.ci.milpitas.ca.gov/jobtraining2022](http://www.ci.milpitas.ca.gov/jobtraining2022) to learn more about eligibility and application requirements.

Must apply by March 4, 2022 at 12PM.



MARCH  
2022  
COHORT

Participate in the City of Milpitas' new three-week job search program designed to help Milpitas residents get back to work faster!

## WANT TO BE COMPETITIVE IN THE JOB MARKET?



## NEED RESUME BUILDING TIPS?

MARCH  
2022  
COHORT

Participate in the City of Milpitas' new three-week job search program designed to help Milpitas residents get back to work faster!

Visit [www.ci.milpitas.ca.gov/jobtraining2022](http://www.ci.milpitas.ca.gov/jobtraining2022) to learn more about eligibility and application requirements.

Must apply by March 4, 2022 at 12PM.

## WANT TO UPGRADE YOUR SKILLS AND BECOME MORE COMPETITIVE IN THE JOB MARKET?

### ARE YOU LOOKING TO JUMPSTART YOUR JOB SEARCH?

Participate in the City's new three-week job search program designed to help Milpitas residents get back to work faster!



- UNDERSTAND THE JOB SEARCH PROCESS



- IMPROVE YOUR INTERVIEWING AND NEGOTIATING SKILLS



- ACCESS RESOURCES AND INFORMATION TO HELP YOU MOVE FORWARD WITH YOUR CAREER GOALS

2022 COHORT  
BEGINS  
IN FEBRUARY &  
MARCH

TO LEARN MORE, PLEASE  
CONTACT DANIEL DEGU AT  
[ddegua@ci.milpitas.ca.gov](mailto:ddegua@ci.milpitas.ca.gov)

FOR MORE INFORMATION,  
PLEASE VISIT THE WEBSITE  
BELOW IN JANUARY  
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## LOOKING TO UPGRADE YOUR JOB RELATED SKILLS?

MARCH  
2022  
COHORT

Participate in the City of Milpitas' new three-week job search program designed to help Milpitas residents get back to work faster!

Visit [www.ci.milpitas.ca.gov/jobtraining2022](http://www.ci.milpitas.ca.gov/jobtraining2022) to learn more about eligibility and application requirements.

Must apply by March 4, 2022 at 12PM.

## **Appendix III:**

### **Phase 2 Participant Survey Results**

#1

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Monday, February 14, 2022 4:50:32 PM  
**Last Modified:** Monday, February 14, 2022 4:50:58 PM  
**Time Spent:** 00:00:26  
**IP Address:** 73.222.228.167

---

Page 1

**Q1**

**Self Assessment**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Met Expectations**

How would you rate the quality of the information provided?

**Met Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations**

---

**Q3**

**Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

**Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

---

## #2

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Monday, February 14, 2022 4:50:51 PM  
**Last Modified:** Monday, February 14, 2022 4:51:14 PM  
**Time Spent:** 00:00:23  
**IP Address:** 12.124.76.250

---

Page 1

### Q1

Self Assessment

Which workshop did you attend

---

### Q2

Please check one response for each question.

Did you get the information you needed?

Exceeded Expectations

How would you rate the quality of the information provided?

Exceeded Expectations

How would you rate the quality of the facilitator?

Exceeded Expectations

---

### Q3

Respondent skipped this question

If the workshop didn't meet your expectations, please indicate what was missing?

---

### Q4

Respondent skipped this question

We value and appreciate your feedback. Please provide any suggestions or comments.

---

## #3

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Monday, February 14, 2022 4:50:50 PM  
**Last Modified:** Monday, February 14, 2022 4:51:31 PM  
**Time Spent:** 00:00:40  
**IP Address:** 24.6.248.215

---

Page 1

### Q1

**Self Assessment**

Which workshop did you attend

---

### Q2

Please check one response for each question.

Did you get the information you needed?	<b>Exceeded Expectations</b>
How would you rate the quality of the information provided?	<b>Exceeded Expectations</b>
How would you rate the quality of the facilitator?	<b>Exceeded Expectations</b>

---

### Q3

**Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

### Q4

We value and appreciate your feedback. Please provide any suggestions or comments.

Thanks

---

## #4

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Monday, February 14, 2022 4:50:02 PM  
**Last Modified:** Monday, February 14, 2022 4:51:45 PM  
**Time Spent:** 00:01:42  
**IP Address:** 73.189.241.192

---

Page 1

### Q1

**Self Assessment**

Which workshop did you attend

---

### Q2

Please check one response for each question.

Did you get the information you needed?	<b>Exceeded Expectations</b>
How would you rate the quality of the information provided?	<b>Exceeded Expectations</b>
How would you rate the quality of the facilitator?	<b>Exceeded Expectations</b>

---

### Q3

**Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

### Q4

We value and appreciate your feedback. Please provide any suggestions or comments.

I liked this workshop. It helped me understand certain job opportunities that would be a good fit for me.

---



#5

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Monday, February 14, 2022 4:51:55 PM  
**Last Modified:** Monday, February 14, 2022 4:52:56 PM  
**Time Spent:** 00:01:00  
**IP Address:** 67.188.3.133

---

Page 1

**Q1**

**Self Assessment**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Met Expectations**

How would you rate the quality of the information provided?

**Met Expectations**

How would you rate the quality of the facilitator?

**Met Expectations**

---

**Q3**

If the workshop didn't meet your expectations, please indicate what was missing?

It's OK

---

**Q4**

**Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

---

#6

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Monday, February 14, 2022 4:50:42 PM  
**Last Modified:** Monday, February 14, 2022 4:53:09 PM  
**Time Spent:** 00:02:27  
**IP Address:** 67.161.4.211

---

Page 1

**Q1**

**Self Assessment**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?	<b>Exceeded Expectations</b>
How would you rate the quality of the information provided?	<b>Exceeded Expectations</b>
How would you rate the quality of the facilitator?	<b>Exceeded Expectations</b>

---

**Q3**

If the workshop didn't meet your expectations, please indicate what was missing?

n/a

---

**Q4**

We value and appreciate your feedback. Please provide any suggestions or comments.

Great information and enjoyed breaking into smaller groups for discussions.

---

#7

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Monday, February 14, 2022 4:51:35 PM  
**Last Modified:** Monday, February 14, 2022 4:53:15 PM  
**Time Spent:** 00:01:39  
**IP Address:** 108.233.120.200

---

Page 1

**Q1**

**Self Assessment**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations**

---

**Q3**

**Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

We value and appreciate your feedback. Please provide any suggestions or comments.

Keep up the great work!,

---

#8

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Monday, February 14, 2022 4:50:44 PM  
**Last Modified:** Monday, February 14, 2022 4:56:37 PM  
**Time Spent:** 00:05:52  
**IP Address:** 24.4.220.114

---

Page 1

**Q1****Self Assessment**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#9

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Monday, February 14, 2022 4:50:01 PM  
**Last Modified:** Tuesday, February 15, 2022 9:04:48 AM  
**Time Spent:** 16:14:47  
**IP Address:** 67.188.3.230

---

Page 1

**Q1**

**Self Assessment**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Met Expectations**

How would you rate the quality of the information provided?

**Met Expectations**

How would you rate the quality of the facilitator?

**Met Expectations**

---

**Q3**

**Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

**Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

---

# #10

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Monday, February 14, 2022 4:50:19 PM  
**Last Modified:** Tuesday, February 15, 2022 9:06:02 AM  
**Time Spent:** 16:15:42  
**IP Address:** 64.71.6.2

---

Page 1

## Q1

Self Assessment

Which workshop did you attend

---

## Q2

Please check one response for each question.

Did you get the information you needed?

Met Expectations

How would you rate the quality of the information provided?

Exceeded Expectations

How would you rate the quality of the facilitator?

Exceeded Expectations

---

## Q3

Respondent skipped this question

If the workshop didn't meet your expectations, please indicate what was missing?

---

## Q4

Respondent skipped this question

We value and appreciate your feedback. Please provide any suggestions or comments.

---

# #11

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Monday, February 14, 2022 4:49:58 PM  
**Last Modified:** Tuesday, February 15, 2022 9:06:23 AM  
**Time Spent:** 16:16:24  
**IP Address:** 67.188.30.206

---

Page 1

## Q1

Self Assessment

Which workshop did you attend

---

## Q2

Please check one response for each question.

Did you get the information you needed?	Exceeded Expectations
How would you rate the quality of the information provided?	Exceeded Expectations
How would you rate the quality of the facilitator?	Exceeded Expectations

---

## Q3

Respondent skipped this question

If the workshop didn't meet your expectations, please indicate what was missing?

---

## Q4

Respondent skipped this question

We value and appreciate your feedback. Please provide any suggestions or comments.

---

# #12

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, February 16, 2022 3:47:14 PM  
**Last Modified:** Wednesday, February 16, 2022 3:47:31 PM  
**Time Spent:** 00:00:16  
**IP Address:** 67.188.30.206

---

Page 1

## Q1 Career Exploration

Which workshop did you attend

---

## Q2

Please check one response for each question.

Did you get the information you needed?	Exceeded Expectations
How would you rate the quality of the information provided?	Exceeded Expectations
How would you rate the quality of the facilitator?	Exceeded Expectations

---

## Q3 Respondent skipped this question

If the workshop didn't meet your expectations, please indicate what was missing?

---

## Q4 Respondent skipped this question

We value and appreciate your feedback. Please provide any suggestions or comments.

---



# #13

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, February 16, 2022 3:47:13 PM  
**Last Modified:** Wednesday, February 16, 2022 3:47:45 PM  
**Time Spent:** 00:00:31  
**IP Address:** 67.188.3.230

---

Page 1

## Q1 Career Exploration

Which workshop did you attend

---

## Q2

Please check one response for each question.

Did you get the information you needed? **Met Expectations**

How would you rate the quality of the information provided? **Met Expectations**

How would you rate the quality of the facilitator? **Met Expectations**

---

## Q3 Respondent skipped this question

If the workshop didn't meet your expectations, please indicate what was missing?

---

## Q4 Respondent skipped this question

We value and appreciate your feedback. Please provide any suggestions or comments.

---

# #14

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, February 16, 2022 3:47:54 PM  
**Last Modified:** Wednesday, February 16, 2022 3:48:38 PM  
**Time Spent:** 00:00:44  
**IP Address:** 24.23.143.83

---

Page 1

## Q1 Career Exploration

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?	Exceeded Expectations
How would you rate the quality of the information provided?	Exceeded Expectations
How would you rate the quality of the facilitator?	Exceeded Expectations

---

**Q3** Respondent skipped this question

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4** Respondent skipped this question

We value and appreciate your feedback. Please provide any suggestions or comments.

---

#15

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, February 16, 2022 3:48:34 PM  
**Last Modified:** Wednesday, February 16, 2022 3:48:47 PM  
**Time Spent:** 00:00:13  
**IP Address:** 24.23.141.250

---

Page 1

**Q1** **Career Exploration**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?	<b>Met Expectations</b>
How would you rate the quality of the information provided?	<b>Met Expectations</b>
How would you rate the quality of the facilitator?	<b>Met Expectations</b>

---

**Q3** **Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4** **Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

---

# #16

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, February 16, 2022 3:48:18 PM  
**Last Modified:** Wednesday, February 16, 2022 3:51:53 PM  
**Time Spent:** 00:03:35  
**IP Address:** 67.161.4.211

---

Page 1

## Q1

### Career Exploration

Which workshop did you attend

---

## Q2

Please check one response for each question.

Did you get the information you needed?	Exceeded Expectations
How would you rate the quality of the information provided?	Exceeded Expectations
How would you rate the quality of the facilitator?	Exceeded Expectations

---

## Q3

If the workshop didn't meet your expectations, please indicate what was missing?

n/a

---

## Q4

We value and appreciate your feedback. Please provide any suggestions or comments.

Thank you for this training, it was very helpful. Speaker provided valuable information.

---

# #17

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, February 16, 2022 3:47:25 PM  
**Last Modified:** Wednesday, February 16, 2022 3:53:13 PM  
**Time Spent:** 00:05:47  
**IP Address:** 108.233.120.200

---

Page 1

## Q1

### Career Exploration

Which workshop did you attend

---

## Q2

Please check one response for each question.

Did you get the information you needed?	Exceeded Expectations
How would you rate the quality of the information provided?	Exceeded Expectations
How would you rate the quality of the facilitator?	Exceeded Expectations

---

## Q3

Respondent skipped this question

If the workshop didn't meet your expectations, please indicate what was missing?

---

## Q4

We value and appreciate your feedback. Please provide any suggestions or comments.

This workshop is great for, very helpful informations

---

## #18

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, February 16, 2022 3:47:51 PM  
**Last Modified:** Wednesday, February 16, 2022 4:00:12 PM  
**Time Spent:** 00:12:21  
**IP Address:** 67.188.3.133

---

Page 1

**Q1****Career Exploration**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?	<b>Exceeded Expectations</b>
How would you rate the quality of the information provided?	<b>Exceeded Expectations</b>
How would you rate the quality of the facilitator?	<b>Exceeded Expectations</b>

---

**Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

We value and appreciate your feedback. Please provide any suggestions or comments.

It was beyond my expectation! Our facilitator was Thu. She was really knowledgeable and experienced. I learned a lot and actually enjoyed the workshop very much!

---

#19

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, February 16, 2022 3:47:20 PM  
**Last Modified:** Wednesday, February 16, 2022 4:02:06 PM  
**Time Spent:** 00:14:45  
**IP Address:** 24.4.220.114

---

Page 1

**Q1**

**Career Exploration**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations**

---

**Q3**

**Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

We value and appreciate your feedback. Please provide any suggestions or comments.

I just wanna say that I discover a lot of todays workshop especially about the website of the library that I can search work according to city and the details they have is so informational.

---

#20

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, February 16, 2022 3:47:21 PM  
**Last Modified:** Wednesday, February 16, 2022 9:20:54 PM  
**Time Spent:** 05:33:32  
**IP Address:** 67.160.195.134

---

Page 1

**Q1** **Career Exploration**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?	<b>Exceeded Expectations</b>
How would you rate the quality of the information provided?	<b>Exceeded Expectations</b>
How would you rate the quality of the facilitator?	<b>Exceeded Expectations</b>

---

**Q3** **Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4** **Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

---



# #21

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Tuesday, February 22, 2022 3:23:57 PM  
**Last Modified:** Tuesday, February 22, 2022 3:24:38 PM  
**Time Spent:** 00:00:40  
**IP Address:** 24.6.248.215

---

Page 1

**Q1**

**Training Options**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Met Expectations**

How would you rate the quality of the information provided?

**Met Expectations**

How would you rate the quality of the facilitator?

**Met Expectations**

---

**Q3**

**Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

We value and appreciate your feedback. Please provide any suggestions or comments.

Thank you

---

#22

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Tuesday, February 22, 2022 3:21:45 PM  
**Last Modified:** Tuesday, February 22, 2022 3:26:06 PM  
**Time Spent:** 00:04:20  
**IP Address:** 24.4.220.114

---

Page 1

**Q1**

**Training Options**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations**

---

**Q3**

**Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

**Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

---

# #23

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, February 23, 2022 3:56:51 PM  
**Last Modified:** Wednesday, February 23, 2022 3:57:23 PM  
**Time Spent:** 00:00:32  
**IP Address:** 67.188.3.230

---

Page 1

**Q1**

**Resume Development**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations**

---

**Q3**

**Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

**Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

---

# #24

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, February 23, 2022 3:56:55 PM  
**Last Modified:** Wednesday, February 23, 2022 3:57:37 PM  
**Time Spent:** 00:00:41  
**IP Address:** 24.6.248.215

---

Page 1

**Q1**

**Resume Development**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations**

---

**Q3**

**Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

We value and appreciate your feedback. Please provide any suggestions or comments.

Thank you

---

#25

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, February 23, 2022 3:56:48 PM  
**Last Modified:** Wednesday, February 23, 2022 3:59:02 PM  
**Time Spent:** 00:02:13  
**IP Address:** 67.160.195.134

---

Page 1

**Q1****Resume Development**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#26

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, February 23, 2022 3:56:50 PM  
**Last Modified:** Wednesday, February 23, 2022 4:04:17 PM  
**Time Spent:** 00:07:27  
**IP Address:** 24.4.220.114

---

Page 1

**Q1**

**Resume Development**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations**

---

**Q3**

**Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

**Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

---

#27

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, February 23, 2022 3:59:40 PM  
**Last Modified:** Wednesday, February 23, 2022 4:04:25 PM  
**Time Spent:** 00:04:44  
**IP Address:** 108.233.120.200

---

Page 1

**Q1**

**Resume Development**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations**

---

**Q3**

**Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

We value and appreciate your feedback. Please provide any suggestions or comments.

Great workshop, and presentation.

---

#28

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, February 23, 2022 4:03:45 PM  
**Last Modified:** Wednesday, February 23, 2022 4:05:51 PM  
**Time Spent:** 00:02:05  
**IP Address:** 24.23.143.83

---

Page 1

**Q1**

**Resume Development**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations**

---

**Q3**

**Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

We value and appreciate your feedback. Please provide any suggestions or comments.

highly recommended, very informative & presented simple & precise

---



#29

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, February 23, 2022 4:05:09 PM  
**Last Modified:** Wednesday, February 23, 2022 4:11:06 PM  
**Time Spent:** 00:05:57  
**IP Address:** 67.188.3.133

---

Page 1

**Q1**

**Resume Development**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?	<b>Exceeded Expectations</b>
How would you rate the quality of the information provided?	<b>Exceeded Expectations</b>
How would you rate the quality of the facilitator?	<b>Exceeded Expectations</b>

---

**Q3**

If the workshop didn't meet your expectations, please indicate what was missing?

It was a great session! Lots of practical info. I just wish it were one hour longer, this way we can really work on the things taught to us when memories are still fresh and get a little feedback from the facilitator.

---

**Q4**

We value and appreciate your feedback. Please provide any suggestions or comments.

Lisa was great! Great session. It could be even better if we are allowed more time to practice writing after each section was taught and get a quick feedback, esp when attendance is under 10 people

---

#30

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, February 24, 2022 4:31:28 PM  
**Last Modified:** Thursday, February 24, 2022 4:33:21 PM  
**Time Spent:** 00:01:53  
**IP Address:** 24.4.220.114

---

Page 1

**Q1**

**Job Searching**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations**

---

**Q3**

**Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

**Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

---

# #31

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, February 24, 2022 4:32:45 PM  
**Last Modified:** Thursday, February 24, 2022 4:34:00 PM  
**Time Spent:** 00:01:15  
**IP Address:** 67.188.28.149

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Page 1

**Q1**

**Job Searching**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Met Expectations**

How would you rate the quality of the information provided?

**Met Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations**

---

**Q3**

**Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

We value and appreciate your feedback. Please provide any suggestions or comments.

Instructor was helpful and enthusiastic!

---

#32

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, February 24, 2022 4:33:07 PM  
**Last Modified:** Thursday, February 24, 2022 4:35:07 PM  
**Time Spent:** 00:01:59  
**IP Address:** 108.233.120.200

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Page 1

**Q1**

**Job Searching**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations**

---

**Q3**

**Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

We value and appreciate your feedback. Please provide any suggestions or comments.

Very enjoyed the workshop, she is excellent.

---

#33

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, February 24, 2022 4:32:16 PM  
**Last Modified:** Thursday, February 24, 2022 4:40:26 PM  
**Time Spent:** 00:08:09  
**IP Address:** 67.188.3.133

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Page 1

**Q1**

**Job Searching**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?	<b>Exceeded Expectations</b>
How would you rate the quality of the information provided?	<b>Exceeded Expectations</b>
How would you rate the quality of the facilitator?	<b>Exceeded Expectations</b>

---

**Q3**

If the workshop didn't meet your expectations, please indicate what was missing?

It was beyond my expectation. Really good!

---

**Q4**

We value and appreciate your feedback. Please provide any suggestions or comments.

I love how Sharadon is so friendly and personable. She explains concepts very well with real-life experiences of her own and her clients. It was very kind of her to go the extra mile to email me a list of newer/startup companies in my field. Thank you, Sharadon and NovaWorks!

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# #34

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, February 24, 2022 4:32:21 PM  
**Last Modified:** Thursday, February 24, 2022 9:14:57 PM  
**Time Spent:** 04:42:35  
**IP Address:** 67.188.3.230

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Page 1

## Q1 Job Searching

Which workshop did you attend

---

## Q2

Please check one response for each question.

Did you get the information you needed?	Exceeded Expectations
How would you rate the quality of the information provided?	Exceeded Expectations
How would you rate the quality of the facilitator?	Exceeded Expectations

---

## Q3 Respondent skipped this question

If the workshop didn't meet your expectations, please indicate what was missing?

---

## Q4 Respondent skipped this question

We value and appreciate your feedback. Please provide any suggestions or comments.

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#35

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, February 24, 2022 10:41:45 PM  
**Last Modified:** Thursday, February 24, 2022 10:42:06 PM  
**Time Spent:** 00:00:21  
**IP Address:** 67.188.3.230

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Page 1

**Q1**

**Job Searching**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations**

---

**Q3**

**Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

**Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

---

#36

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Friday, February 25, 2022 4:35:39 PM  
**Last Modified:** Friday, February 25, 2022 4:36:01 PM  
**Time Spent:** 00:00:22  
**IP Address:** 67.160.195.134

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Page 1

**Q1****Interviewing**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.



#37

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Friday, February 25, 2022 4:35:45 PM  
**Last Modified:** Friday, February 25, 2022 4:36:03 PM  
**Time Spent:** 00:00:17  
**IP Address:** 24.23.141.250

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Page 1

**Q1****Interviewing**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#38

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Friday, February 25, 2022 4:35:45 PM  
**Last Modified:** Friday, February 25, 2022 4:36:28 PM  
**Time Spent:** 00:00:42  
**IP Address:** 24.6.248.215

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Page 1

**Q1**

**Interviewing**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations**

---

**Q3**

**Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

We value and appreciate your feedback. Please provide any suggestions or comments.

Thank you.

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#39

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Friday, February 25, 2022 4:35:45 PM  
**Last Modified:** Friday, February 25, 2022 4:37:59 PM  
**Time Spent:** 00:02:14  
**IP Address:** 67.188.30.206

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Page 1

**Q1**

**Interviewing**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations**

---

**Q3**

**Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

We value and appreciate your feedback. Please provide any suggestions or comments.

Sharadon was energetic and inspiring. She kept everyone engaged in the meeting and I felt the workshop went well.

---

#40

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Friday, February 25, 2022 4:35:42 PM  
**Last Modified:** Friday, February 25, 2022 4:39:21 PM  
**Time Spent:** 00:03:38  
**IP Address:** 24.23.143.83

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Page 1

**Q1**

**Interviewing**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations**

---

**Q3**

**Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

We value and appreciate your feedback. Please provide any suggestions or comments.

Ms Sharon was very thorough , articulate in explaining & giving a good example, which I would like to learn. Very educational & informative class

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## #41

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Friday, February 25, 2022 4:36:16 PM  
**Last Modified:** Friday, February 25, 2022 4:46:59 PM  
**Time Spent:** 00:10:42  
**IP Address:** 67.188.3.133

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Page 1

**Q1****Interviewing**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?	<b>Exceeded Expectations</b>
How would you rate the quality of the information provided?	<b>Exceeded Expectations</b>
How would you rate the quality of the facilitator?	<b>Exceeded Expectations</b>

---

**Q3**

If the workshop didn't meet your expectations, please indicate what was missing?

It exceeded my expectations. Sharadon did a wonderful job!

---

**Q4**

We value and appreciate your feedback. Please provide any suggestions or comments.

The practice in breakout groups to answer possible interview questions were very helpful. The workshops would have been more helpful and effective if they were once a week or every other week. This way we can put what we learned into practice and come back for the next step. Besides, we are likely to forget what we learned if too much info is given within a shorter time.

Three workshops within a week is really information overload. Thank you!

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#42

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Tuesday, March 01, 2022 4:34:02 PM  
**Last Modified:** Tuesday, March 01, 2022 4:34:24 PM  
**Time Spent:** 00:00:22  
**IP Address:** 67.188.30.206

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Page 1

**Q1****Positivity**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

## #43

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, March 02, 2022 11:14:34 AM  
**Last Modified:** Wednesday, March 02, 2022 11:14:54 AM  
**Time Spent:** 00:00:19  
**IP Address:** 67.188.3.230

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Page 1

**Q1****Positivity**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#44

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, March 02, 2022 11:17:57 AM  
**Last Modified:** Wednesday, March 02, 2022 11:20:58 AM  
**Time Spent:** 00:03:01  
**IP Address:** 24.4.220.114

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Page 1

**Q1****Positivity**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.



#45

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, March 02, 2022 12:50:00 PM  
**Last Modified:** Wednesday, March 02, 2022 12:57:38 PM  
**Time Spent:** 00:07:37  
**IP Address:** 67.161.4.211

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Page 1

**Q1****Positivity**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Met Expectations**

How would you rate the quality of the information provided?

**Met Expectations**

How would you rate the quality of the facilitator?

**Met Expectations****Q3**

If the workshop didn't meet your expectations, please indicate what was missing?

N/A

**Q4**

We value and appreciate your feedback. Please provide any suggestions or comments.

Enjoyed the breakout session because everyone got to share their information. Also enjoyed meeting other participants that are going through similar experiences.

#46

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, March 03, 2022 5:07:53 PM  
**Last Modified:** Thursday, March 03, 2022 5:08:29 PM  
**Time Spent:** 00:00:36  
**IP Address:** 67.160.195.134

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Page 1

**Q1** **Communication Essentials**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed? **Exceeded Expectations**

How would you rate the quality of the information provided? **Exceeded Expectations**

How would you rate the quality of the facilitator? **Exceeded Expectations**

---

**Q3** **Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4** **Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

---

#47

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, March 03, 2022 5:08:39 PM  
**Last Modified:** Thursday, March 03, 2022 5:09:14 PM  
**Time Spent:** 00:00:34  
**IP Address:** 108.233.120.200

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Page 1

**Q1** **Communication Essentials**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?	<b>Exceeded Expectations</b>
How would you rate the quality of the information provided?	<b>Exceeded Expectations</b>
How would you rate the quality of the facilitator?	<b>Exceeded Expectations</b>

---

**Q3** **Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

We value and appreciate your feedback. Please provide any suggestions or comments.

Interesting class

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#48

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, March 03, 2022 5:14:33 PM  
**Last Modified:** Thursday, March 03, 2022 5:14:53 PM  
**Time Spent:** 00:00:20  
**IP Address:** 172.58.37.57

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Page 1

**Q1** **Communication Essentials**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?	<b>Exceeded Expectations</b>
How would you rate the quality of the information provided?	<b>Exceeded Expectations</b>
How would you rate the quality of the facilitator?	<b>Exceeded Expectations</b>

---

**Q3** **Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4** **Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

---

#49

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, March 03, 2022 5:08:09 PM  
**Last Modified:** Thursday, March 03, 2022 5:21:47 PM  
**Time Spent:** 00:13:38  
**IP Address:** 24.23.143.83

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Page 1

**Q1** **Communication Essentials**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?	<b>Exceeded Expectations</b>
How would you rate the quality of the information provided?	<b>Exceeded Expectations</b>
How would you rate the quality of the facilitator?	<b>Exceeded Expectations</b>

---

**Q3** **Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

We value and appreciate your feedback. Please provide any suggestions or comments.

Ms Lisa was very articulate in explaining every topic we discussed. She is very intelligent. I want to be like her.

---

#50

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Monday, April 04, 2022 3:52:35 PM  
**Last Modified:** Monday, April 04, 2022 3:53:07 PM  
**Time Spent:** 00:00:31  
**IP Address:** 73.222.229.150

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Page 1

**Q1****Self Assessment**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Met Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#51

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Monday, April 04, 2022 3:52:35 PM  
**Last Modified:** Monday, April 04, 2022 3:53:10 PM  
**Time Spent:** 00:00:35  
**IP Address:** 67.188.235.37

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Page 1

**Q1****Self Assessment**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#52

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Monday, April 04, 2022 3:52:44 PM  
**Last Modified:** Monday, April 04, 2022 3:53:27 PM  
**Time Spent:** 00:00:43  
**IP Address:** 67.188.2.229

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Page 1

**Q1****Self Assessment**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.



#53

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Monday, April 04, 2022 3:53:07 PM  
**Last Modified:** Monday, April 04, 2022 3:53:31 PM  
**Time Spent:** 00:00:24  
**IP Address:** 24.4.155.74

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Page 1

**Q1****Self Assessment**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#54

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Monday, April 04, 2022 3:53:14 PM  
**Last Modified:** Monday, April 04, 2022 3:53:54 PM  
**Time Spent:** 00:00:39  
**IP Address:** 172.6.204.165

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Page 1

**Q1****Self Assessment**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#55

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Monday, April 04, 2022 3:52:36 PM  
**Last Modified:** Monday, April 04, 2022 3:55:11 PM  
**Time Spent:** 00:02:34  
**IP Address:** 208.82.101.123

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Page 1

**Q1**

**Self Assessment**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Met Expectations**

How would you rate the quality of the information provided?

**Met Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations**

---

**Q3**

**Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

We value and appreciate your feedback. Please provide any suggestions or comments.

Break out sessions seems a little too long. We often run out of things to discuss way before it is time to return to the main room.

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#56

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Monday, April 04, 2022 3:52:46 PM  
**Last Modified:** Tuesday, April 05, 2022 9:34:56 AM  
**Time Spent:** 17:42:10  
**IP Address:** 73.222.229.150

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Page 1

**Q1****Self Assessment**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#57

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, April 06, 2022 2:52:12 PM  
**Last Modified:** Wednesday, April 06, 2022 2:52:24 PM  
**Time Spent:** 00:00:12  
**IP Address:** 67.188.2.229

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Page 1

**Q1****Career Exploration**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#58

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, April 06, 2022 2:52:07 PM  
**Last Modified:** Wednesday, April 06, 2022 2:52:40 PM  
**Time Spent:** 00:00:32  
**IP Address:** 172.6.204.165

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Page 1

**Q1****Career Exploration**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#59

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, April 06, 2022 2:52:13 PM  
**Last Modified:** Wednesday, April 06, 2022 2:52:41 PM  
**Time Spent:** 00:00:27  
**IP Address:** 67.188.235.37

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Page 1

**Q1****Career Exploration**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#60

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, April 06, 2022 2:52:06 PM  
**Last Modified:** Wednesday, April 06, 2022 2:52:56 PM  
**Time Spent:** 00:00:50  
**IP Address:** 67.188.233.232

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Page 1

**Q1****Career Exploration**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Met Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.



#61

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, April 06, 2022 2:52:54 PM  
**Last Modified:** Wednesday, April 06, 2022 2:53:05 PM  
**Time Spent:** 00:00:10  
**IP Address:** 73.222.229.150

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Page 1

**Q1****Career Exploration**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#62

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, April 06, 2022 2:52:12 PM  
**Last Modified:** Wednesday, April 06, 2022 2:53:14 PM  
**Time Spent:** 00:01:02  
**IP Address:** 24.4.155.74

---

Page 1

**Q1****Career Exploration**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#63

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, April 06, 2022 2:52:30 PM  
**Last Modified:** Wednesday, April 06, 2022 2:53:29 PM  
**Time Spent:** 00:00:58  
**IP Address:** 107.77.213.113

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Page 1

**Q1****Career Exploration**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Met Expectations**

How would you rate the quality of the information provided?

**Met Expectations**

How would you rate the quality of the facilitator?

**Met Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#64

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Monday, April 11, 2022 1:57:09 PM  
**Last Modified:** Monday, April 11, 2022 1:57:33 PM  
**Time Spent:** 00:00:23  
**IP Address:** 67.188.2.229

---

Page 1

**Q1****Training Options**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#65

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Monday, April 11, 2022 1:57:24 PM  
**Last Modified:** Monday, April 11, 2022 1:57:49 PM  
**Time Spent:** 00:00:24  
**IP Address:** 172.6.204.165

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Page 1

**Q1****Training Options**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#66

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Monday, April 11, 2022 1:57:11 PM  
**Last Modified:** Monday, April 11, 2022 1:57:53 PM  
**Time Spent:** 00:00:41  
**IP Address:** 67.188.235.37

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Page 1

**Q1****Training Options**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#67

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Monday, April 11, 2022 1:11:55 PM  
**Last Modified:** Monday, April 11, 2022 1:57:53 PM  
**Time Spent:** 00:45:58  
**IP Address:** 67.188.233.232

---

Page 1

**Q1****Training Options**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Met Expectations**

How would you rate the quality of the information provided?

**Met Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#68

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Tuesday, April 12, 2022 3:52:38 PM  
**Last Modified:** Tuesday, April 12, 2022 3:52:47 PM  
**Time Spent:** 00:00:08  
**IP Address:** 67.188.2.229

---

Page 1

**Q1****Resume Development**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.



#69

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Tuesday, April 12, 2022 3:52:36 PM  
**Last Modified:** Tuesday, April 12, 2022 3:52:52 PM  
**Time Spent:** 00:00:15  
**IP Address:** 174.194.205.89

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Page 1

**Q1**

**Resume Development**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations**

---

**Q3**

**Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

**Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

---

#70

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Tuesday, April 12, 2022 3:52:46 PM  
**Last Modified:** Tuesday, April 12, 2022 3:53:04 PM  
**Time Spent:** 00:00:18  
**IP Address:** 73.222.229.150

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Page 1

**Q1**

**Resume Development**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations**

---

**Q3**

**Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

**Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

---

#71

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Tuesday, April 12, 2022 3:52:39 PM  
**Last Modified:** Tuesday, April 12, 2022 3:53:46 PM  
**Time Spent:** 00:01:06  
**IP Address:** 136.185.152.165

---

Page 1

**Q1**

**Resume Development**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Met Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations**

---

**Q3**

**Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

We value and appreciate your feedback. Please provide any suggestions or comments.

It was a great informational session.

---

#72

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Tuesday, April 12, 2022 3:55:09 PM  
**Last Modified:** Tuesday, April 12, 2022 3:55:19 PM  
**Time Spent:** 00:00:10  
**IP Address:** 73.222.229.150

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Page 1

**Q1**

**Resume Development**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations**

---

**Q3**

**Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

**Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

---

#73

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Tuesday, April 12, 2022 3:54:51 PM  
**Last Modified:** Tuesday, April 12, 2022 3:57:43 PM  
**Time Spent:** 00:02:51  
**IP Address:** 67.188.235.37

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Page 1

**Q1**

**Resume Development**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations**

---

**Q3**

**Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

We value and appreciate your feedback. Please provide any suggestions or comments.

The workshop was great and very insightful. I've learned valuable inputs, strategies and practical advice on resume writing and customization. Thank you.

---

#74

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, April 13, 2022 11:58:46 AM  
**Last Modified:** Wednesday, April 13, 2022 11:58:54 AM  
**Time Spent:** 00:00:07  
**IP Address:** 73.222.229.150

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Page 1

**Q1****Job Searching**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Met Expectations**

How would you rate the quality of the information provided?

**Met Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#75

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, April 13, 2022 11:58:46 AM  
**Last Modified:** Wednesday, April 13, 2022 11:58:56 AM  
**Time Spent:** 00:00:10  
**IP Address:** 67.188.2.229

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Page 1

**Q1****Job Searching**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#76

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, April 13, 2022 11:58:33 AM  
**Last Modified:** Wednesday, April 13, 2022 11:59:01 AM  
**Time Spent:** 00:00:28  
**IP Address:** 122.172.34.33

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Page 1

**Q1****Resume Development**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Met Expectations**

How would you rate the quality of the information provided?

**Met Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.



#77

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, April 13, 2022 11:58:47 AM  
**Last Modified:** Wednesday, April 13, 2022 11:59:16 AM  
**Time Spent:** 00:00:28  
**IP Address:** 172.6.204.165

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Page 1

**Q1****Job Searching**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#78

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, April 13, 2022 11:58:33 AM  
**Last Modified:** Wednesday, April 13, 2022 12:01:31 PM  
**Time Spent:** 00:02:57  
**IP Address:** 208.82.101.123

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Page 1

**Q1****Job Searching**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4**

We value and appreciate your feedback. Please provide any suggestions or comments.

Examples provided were great.

#79

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, April 13, 2022 11:58:31 AM  
**Last Modified:** Wednesday, April 13, 2022 12:03:32 PM  
**Time Spent:** 00:05:01  
**IP Address:** 67.188.235.37

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Page 1

**Q1**

**Job Searching**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed?	<b>Exceeded Expectations</b>
How would you rate the quality of the information provided?	<b>Exceeded Expectations</b>
How would you rate the quality of the facilitator?	<b>Exceeded Expectations</b>

---

**Q3**

**Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

We value and appreciate your feedback. Please provide any suggestions or comments.

The session was very informational. There were a lot of resources and learnings gained on job searching. Thank you.

---

#80

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, April 14, 2022 3:45:23 PM  
**Last Modified:** Thursday, April 14, 2022 3:45:39 PM  
**Time Spent:** 00:00:15  
**IP Address:** 172.6.204.165

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Page 1

**Q1****Interviewing**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#81

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, April 14, 2022 3:45:26 PM  
**Last Modified:** Thursday, April 14, 2022 3:45:44 PM  
**Time Spent:** 00:00:18  
**IP Address:** 67.188.2.229

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Page 1

**Q1****Interviewing**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#82

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, April 14, 2022 3:45:22 PM  
**Last Modified:** Thursday, April 14, 2022 3:46:22 PM  
**Time Spent:** 00:00:59  
**IP Address:** 67.188.233.232

---

Page 1

**Q1****Interviewing**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#83

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, April 14, 2022 3:45:29 PM  
**Last Modified:** Thursday, April 14, 2022 3:46:48 PM  
**Time Spent:** 00:01:18  
**IP Address:** 73.222.229.150

---

Page 1

**Q1****Interviewing**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4**

We value and appreciate your feedback. Please provide any suggestions or comments.

it was great to have time to brainstorm ideas for responses, and seeing examples

#84

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, April 14, 2022 3:45:24 PM  
**Last Modified:** Thursday, April 14, 2022 5:08:52 PM  
**Time Spent:** 01:23:28  
**IP Address:** 107.77.211.17

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Page 1

**Q1****Interviewing**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4**

We value and appreciate your feedback. Please provide any suggestions or comments.

breakout session was a little too long for the most part. But allowing participants to go back to the main room as they are ready instead of waiting the whole 10 minutes was a nice accommodation.

---



#85

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, April 20, 2022 3:39:18 PM  
**Last Modified:** Wednesday, April 20, 2022 3:39:21 PM  
**Time Spent:** 00:00:02  
**IP Address:** 73.222.229.150

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Page 1

**Q1****Positivity**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#86

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Wednesday, April 20, 2022 3:41:30 PM  
**Last Modified:** Wednesday, April 20, 2022 3:41:43 PM  
**Time Spent:** 00:00:13  
**IP Address:** 172.6.204.165

---

Page 1

**Q1****Positivity**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#87

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, April 21, 2022 7:31:41 AM  
**Last Modified:** Thursday, April 21, 2022 7:32:09 AM  
**Time Spent:** 00:00:28  
**IP Address:** 67.188.2.229

---

Page 1

**Q1****Positivity**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Met Expectations**

How would you rate the quality of the information provided?

**Met Expectations**

How would you rate the quality of the facilitator?

**Met Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#88

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, April 21, 2022 3:35:36 PM  
**Last Modified:** Thursday, April 21, 2022 3:35:46 PM  
**Time Spent:** 00:00:10  
**IP Address:** 73.222.229.150

---

Page 1

**Q1****Positivity**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed?

**Exceeded Expectations**

How would you rate the quality of the information provided?

**Exceeded Expectations**

How would you rate the quality of the facilitator?

**Exceeded Expectations****Q3****Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4****Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#89

**COMPLETE**

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, April 21, 2022 3:35:44 PM  
**Last Modified:** Thursday, April 21, 2022 3:36:01 PM  
**Time Spent:** 00:00:16  
**IP Address:** 172.6.204.165

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Page 1

**Q1** **Communication Essentials**

Which workshop did you attend

**Q2**

Please check one response for each question.

Did you get the information you needed? **Exceeded Expectations**How would you rate the quality of the information provided? **Exceeded Expectations**How would you rate the quality of the facilitator? **Exceeded Expectations****Q3** **Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

**Q4** **Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

#90

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, April 21, 2022 3:35:50 PM  
**Last Modified:** Thursday, April 21, 2022 3:36:14 PM  
**Time Spent:** 00:00:24  
**IP Address:** 67.188.30.206

---

Page 1

**Q1** **Communication Essentials**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed? **Exceeded Expectations**

How would you rate the quality of the information provided? **Exceeded Expectations**

How would you rate the quality of the facilitator? **Exceeded Expectations**

---

**Q3** **Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4** **Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

---

#91

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, April 21, 2022 3:35:40 PM  
**Last Modified:** Thursday, April 21, 2022 3:36:30 PM  
**Time Spent:** 00:00:50  
**IP Address:** 73.222.229.150

---

Page 1

**Q1** **Communication Essentials**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed? **Exceeded Expectations**

How would you rate the quality of the information provided? **Exceeded Expectations**

How would you rate the quality of the facilitator? **Exceeded Expectations**

---

**Q3** **Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4** **Respondent skipped this question**

We value and appreciate your feedback. Please provide any suggestions or comments.

---

# #92

COMPLETE

**Collector:** Web Link 1 (Web Link)  
**Started:** Thursday, April 21, 2022 3:35:35 PM  
**Last Modified:** Thursday, April 21, 2022 3:38:44 PM  
**Time Spent:** 00:03:09  
**IP Address:** 67.188.235.37

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Page 1

**Q1** **Communication Essentials**

Which workshop did you attend

---

**Q2**

Please check one response for each question.

Did you get the information you needed? **Exceeded Expectations**

How would you rate the quality of the information provided? **Exceeded Expectations**

How would you rate the quality of the facilitator? **Exceeded Expectations**

---

**Q3** **Respondent skipped this question**

If the workshop didn't meet your expectations, please indicate what was missing?

---

**Q4**

We value and appreciate your feedback. Please provide any suggestions or comments.

The session was more than great. There were a lot of learnings on improving communication skills and excited to apply those in real-life situations.

---