



Welcome to

OSOT Makeover: Effective Ways to Refresh and Customize your On-Site Orientation and Training

To join the audio portion by phone, please dial: **1.800.369.1733**

Passcode: **3259638**

***While you wait, share in the chat box:
How will your project celebrate VISTA's
50th anniversary?***



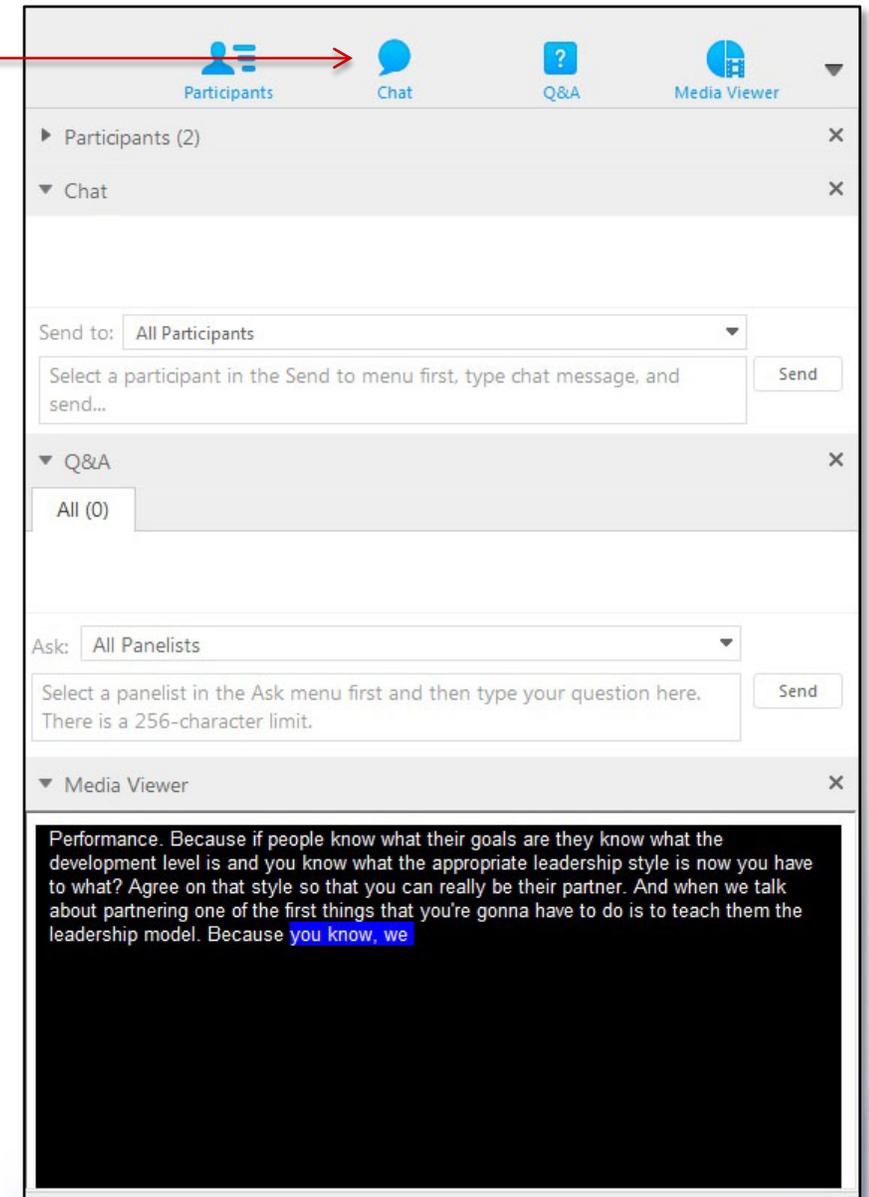
Dial: 1.800.369.1733

Passcode: 3259638

Tips for Participating

- Phones are muted
- To share comments and ideas, use the Chat panel. Send to “All Participants”.
- To ask questions, use the Q&A panel. Send to “All Panelists”.
- Links and recording will be available after the session
- Closed Captions can be viewed in the Media Viewer panel

Click this button if you don't see the chat panel.



The screenshot shows a meeting interface with a top navigation bar containing icons for Participants, Chat, Q&A, and Media Viewer. Below the navigation bar are several panels: a Participants panel (2), a Chat panel, a Q&A panel (All (0)), and a Media Viewer panel. The Chat panel is currently active, showing a 'Send to' dropdown menu set to 'All Participants' and a text input field with a 'Send' button. The Q&A panel is also visible, showing an 'Ask' dropdown menu set to 'All Panelists' and a text input field with a 'Send' button. The Media Viewer panel is at the bottom, displaying a video feed with closed captions. A red arrow points from the text above to the Chat icon in the navigation bar.



Welcome to

OSOT Makeover: Effective Ways to Refresh and Customize your On-Site Orientation and Training



Today's Team



Jessica Burch
Corporation for
National &
Community Service



Amy Cannata
Education Northwest



Jessica Knight
Education Northwest

Today's Speakers



Kapila Wewegama

AmeriCorps VISTA
Training Facilitator



JC Dwyer

Feeding Texas

Session Goals

During this webinar, you will have the opportunity to:

- Examine ways to design a customized project specific OSOT
- Review techniques to create an interactive, engaging, and high-impact OSOT design
- Identify techniques and tools to implement a training assessment strategy

Today's Agenda

- Importance of OSOTs
- Three Facets Framework
- Review of the Three Facets
- Field Examples
- Relevant Resources on the VISTA Campus
- Q & A



Kapila Wewegama
Training Facilitator

Poll Question

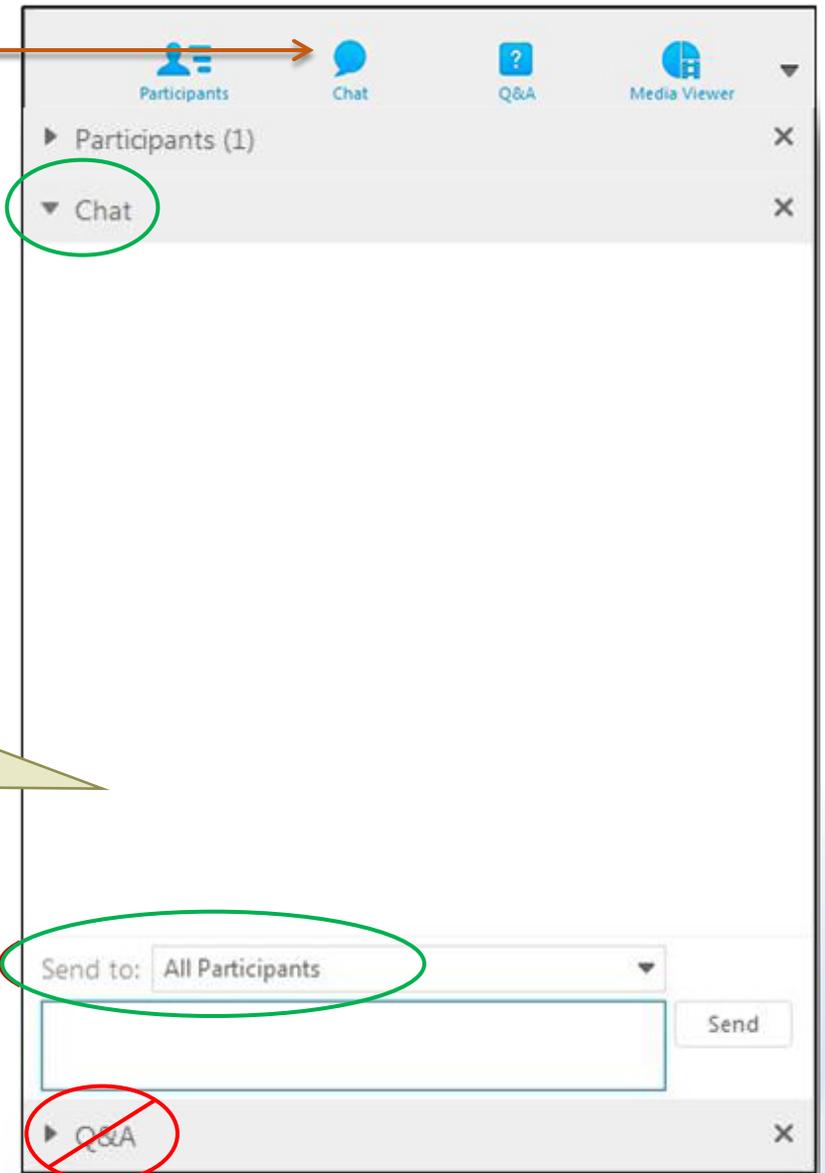


How important do you think OSOT (On-Site Orientation and Training) is for a VISTA member's success?

Chat Question

Why do you think it is important to have a well thought-out OSOT?

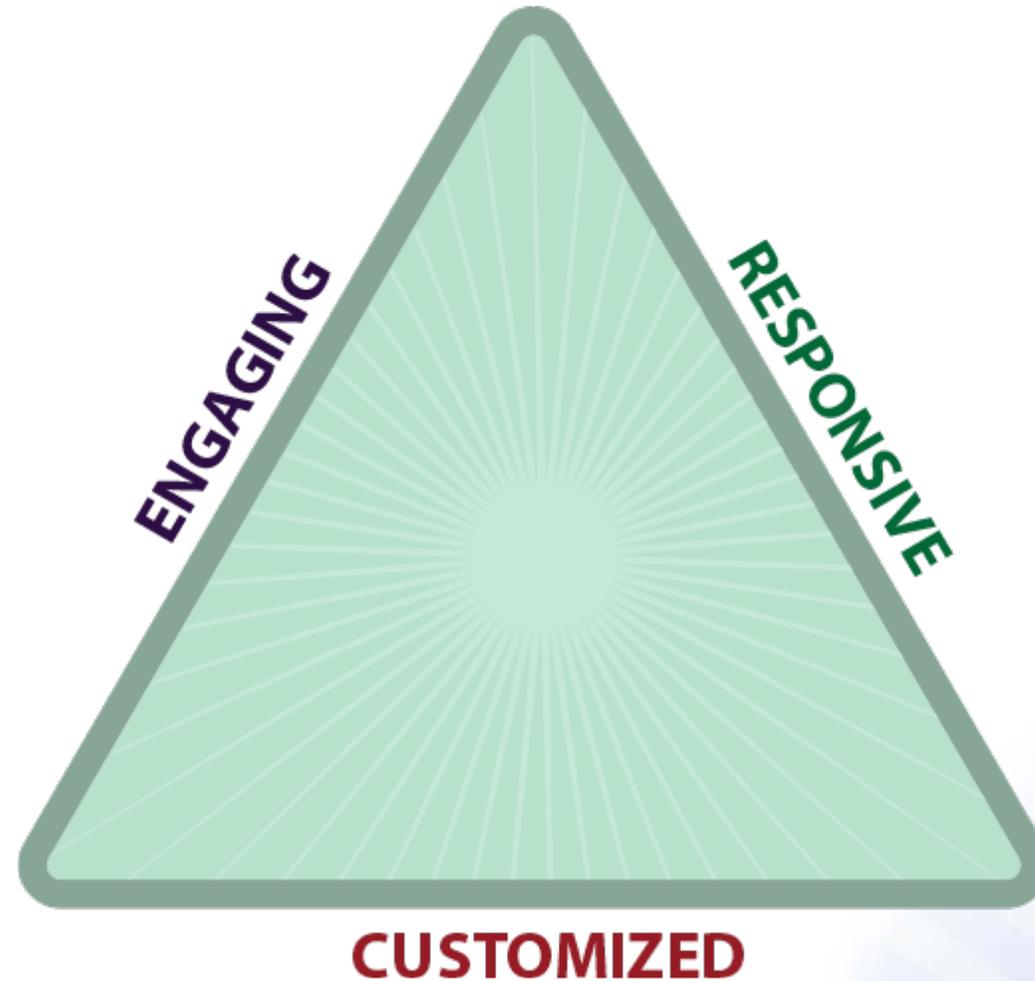
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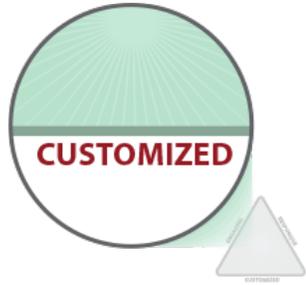


Top 5 Reasons OSOT is Important

- Well Equipped Members
- Strong Relationships
- Recognize and Utilize Strengths
- Build Mutual Understanding
- Inspire and Enhance Confidence

Three Facets Framework





1. Creating a Customized OSOT Design



VAD

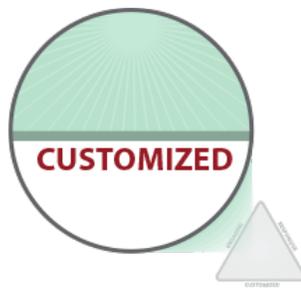


Project Design/Plan



**Member's Skills
& Experience**

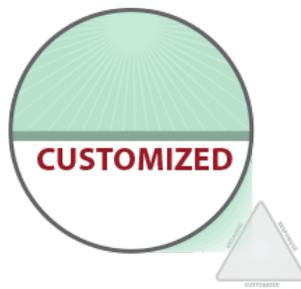
Training Needs Assessment



Member's Name: Jamie Matthew

Project Title: Civic Engagement for Community Development

VAD Activity	Required Knowledge Aspects	Currently Equipped	Orientation/Training Required	Required Skills	Currently Equipped	Orientation/Training Required
<i>Create a local development advisory committee</i>	<ul style="list-style-type: none"> <i>List of local organizations and their missions and functions</i> <i>History of past local collaborative groups</i> 	X	X	<ul style="list-style-type: none"> <i>Collaboration Skills</i> <i>Community Entry Skills</i> <i>Outreach & Relationship Building Skills</i> 	X	<ul style="list-style-type: none"> X X



Example: Training Design



JC Dwyer

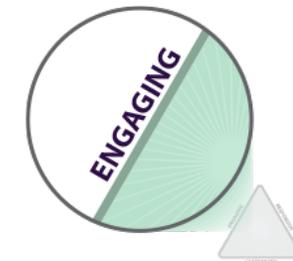
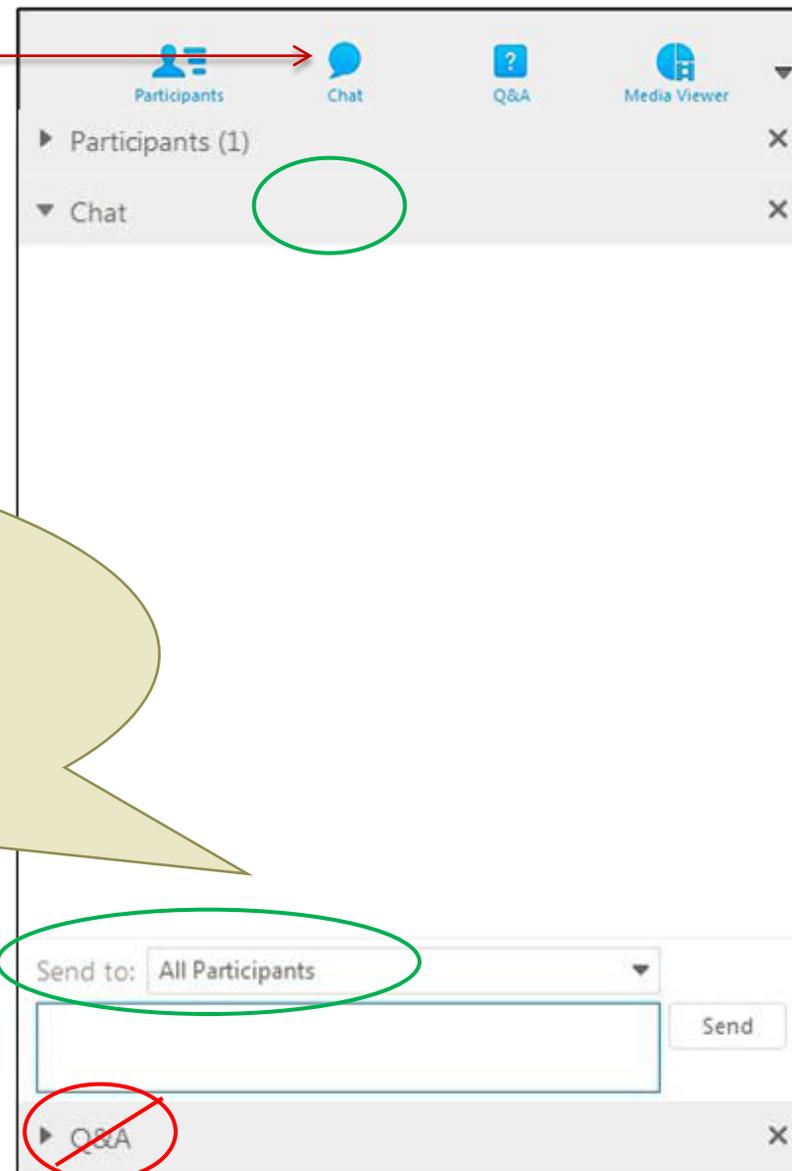
Feeding Texas:

Client Empowerment Corps

- Statewide Training
 - Focus on background knowledge and big picture
 - Show connection between Corps members work
 - Train on reporting requirements
- Site Training
 - Review VAD
 - Discussing professional development needs

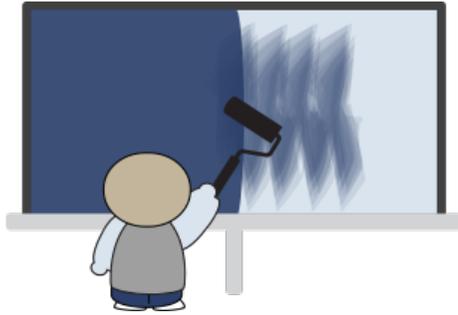
Chat Question

Click this button if you don't see the chat panel.

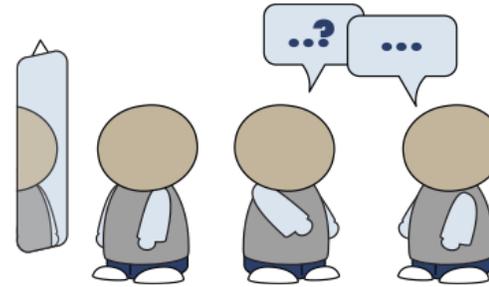


What are some ways you have made your OSOTs interactive and engaging?

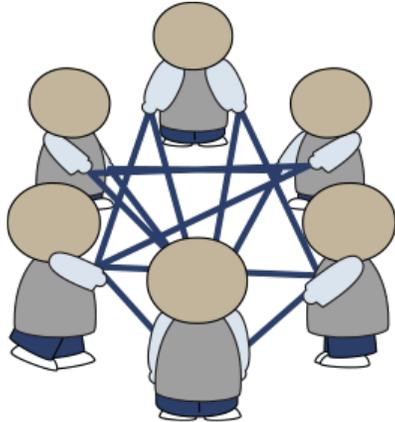
2. Creating an Engaging OSOT



Experiential Learning



Multiple Reflective Settings

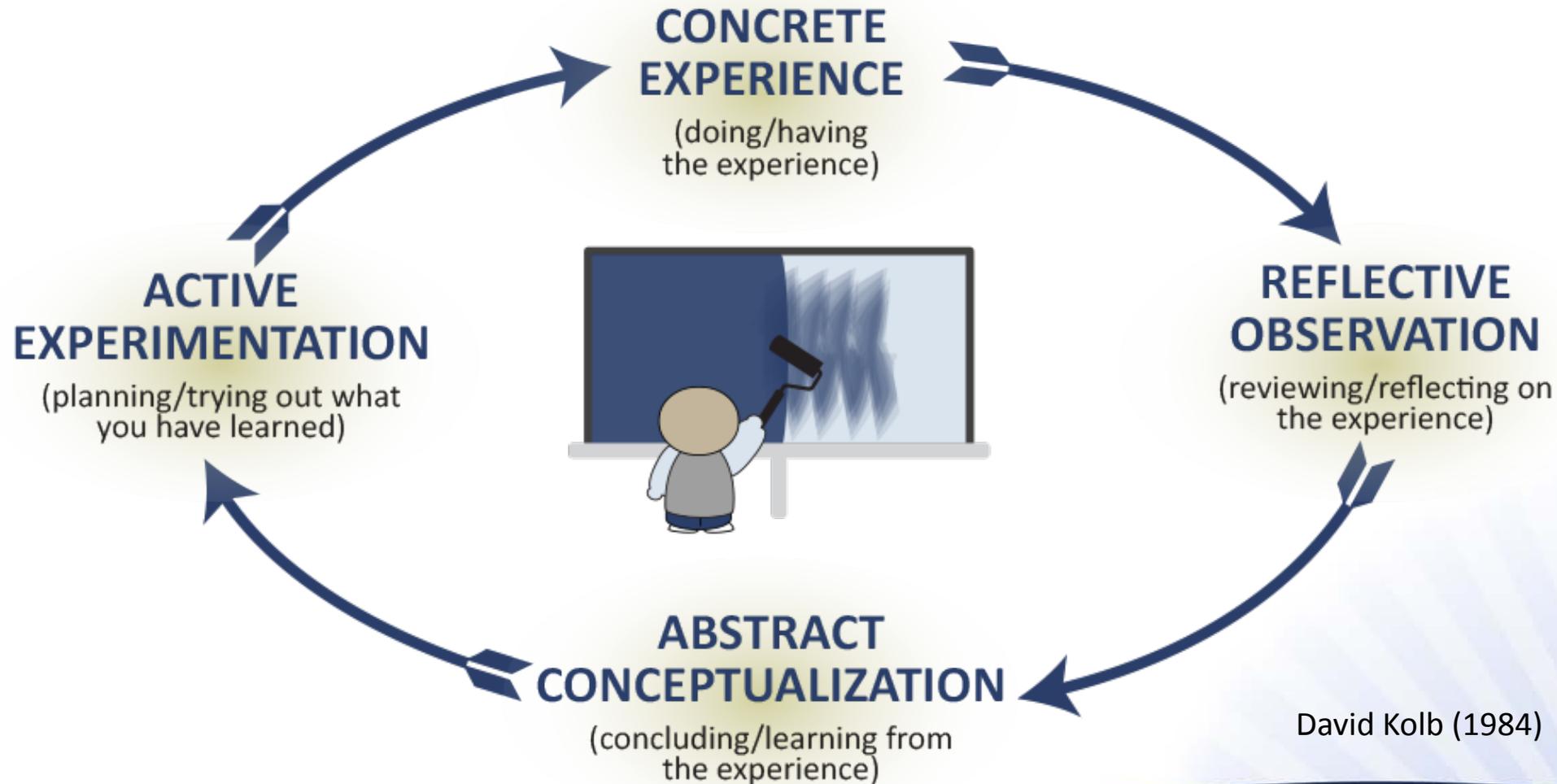


Icebreakers



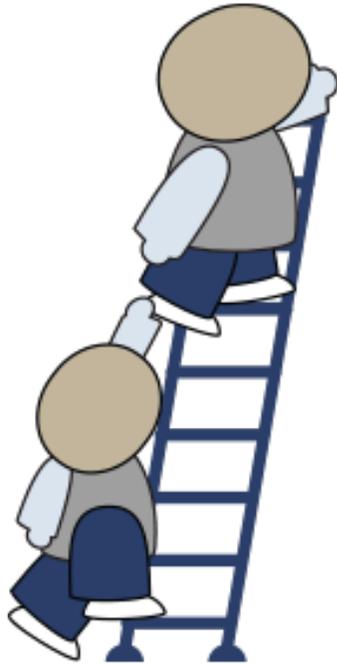
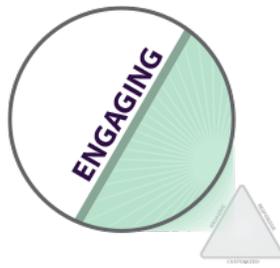
Collaborative & Peer Learning

The Experiential Learning Cycle

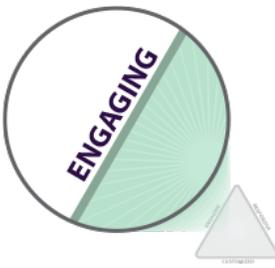


David Kolb (1984)

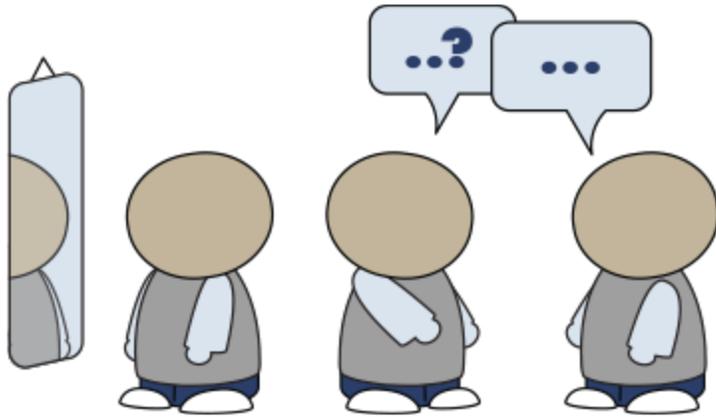
Encourage Collaborative & Peer Learning



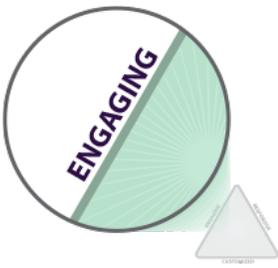
- Strengths Sharing
- Collaborative Learning Culture
- Strengthen Group Cohesion



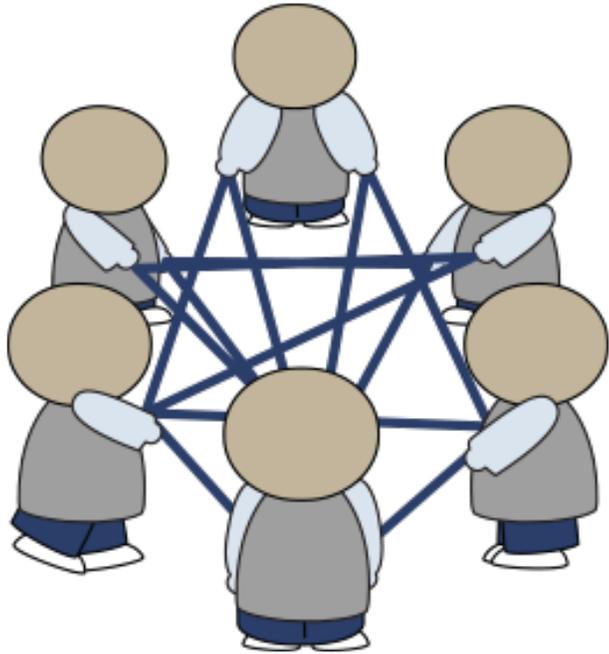
Engage with Multiple Reflective Settings



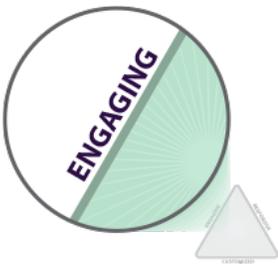
- Individual Reflections
- Pair Work
- Small Group (trios, quads, etc.)
- Large Group



Include Icebreakers & Energizers



- Purposeful & Fun
- Inclusive
- Culturally Sensitive
- Opportunity for Reflection
- Appropriately Timed



Example: Engaging Learners



JC Dwyer

Feeding Texas:
Client Empowerment Corps

- Statewide Training
 - Tour local food bank
 - Vary the training styles and settings
- Site-based Training
 - Shadow staff members
 - Breaking down their VAD into detailed timeline

3. Making Your OSOT Responsive



New training/learning needs can emerge from:

- PSO
- Conversations with Supervisor/Staff

Chat Question

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if you don't see
the chat panel.

The screenshot shows a meeting interface with several panels. At the top, there are icons for 'Participants', 'Chat', 'Q&A', and 'Media Viewer'. Below these, there are expandable panels for 'Participants (1)' and 'Chat'. The 'Chat' panel is circled in green. At the bottom, there is a 'Send to: All Participants' dropdown menu, a text input field, and a 'Send' button. The 'Q&A' panel at the bottom left is circled in red and has a red 'X' over it. An orange arrow points from the 'Chat' icon to the 'Chat' panel.



What are other ways new learning needs might emerge?

Continuous Monitoring: Pulse-check



- **Frequent Checking – Daily, etc.**
- **Open & Inviting**
- **Suggestions/Feedback Seeking**



Example: Training Evaluation



JC Dwyer

Feeding Texas:
Client Empowerment Corps

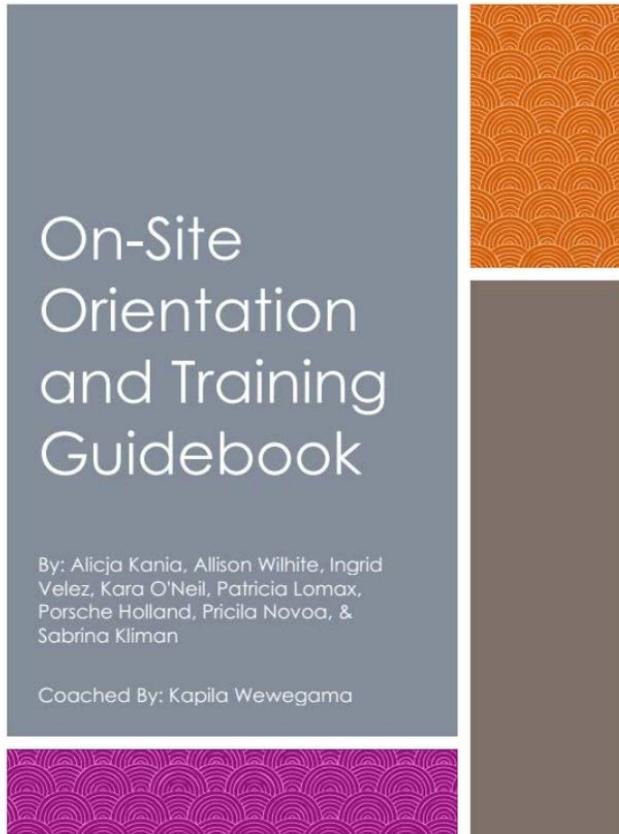
- Conducted training evaluations at:
 - End of 2.5 day statewide trainings
 - End of OSOT trainings at Sub-sites

VISTA Campus Resources

<http://www.vistacampus.gov/supervisors/orienting-your-vista>



VISTA Campus Resources cont...

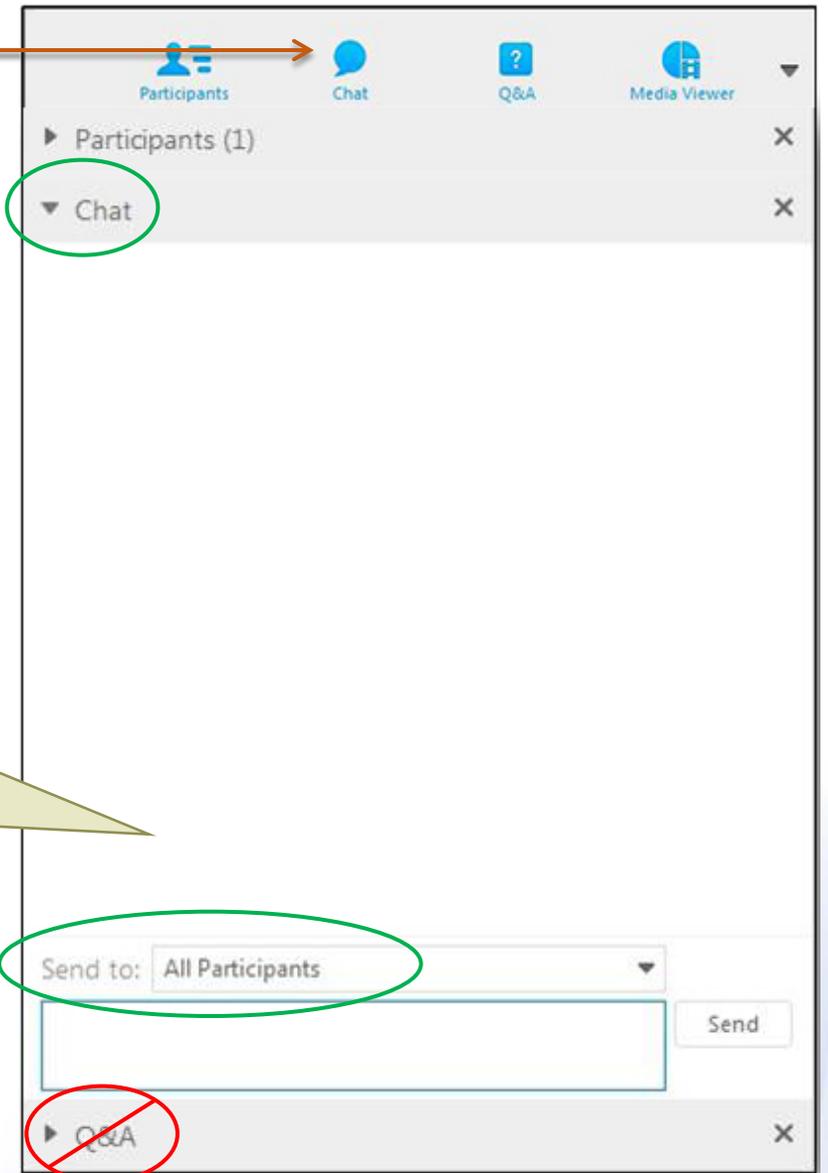


- Exercises to Enhance Participation
- From Ho-Hum to Wow! Tips and Tools for Encouraging Interaction
- Survey of Individual Training Session
- Survey of Learning Objectives

Chat

List one next step you plan to take to make your OSOT customized, engaging, and responsive

Click this button if you don't see the chat panel.



Next Steps

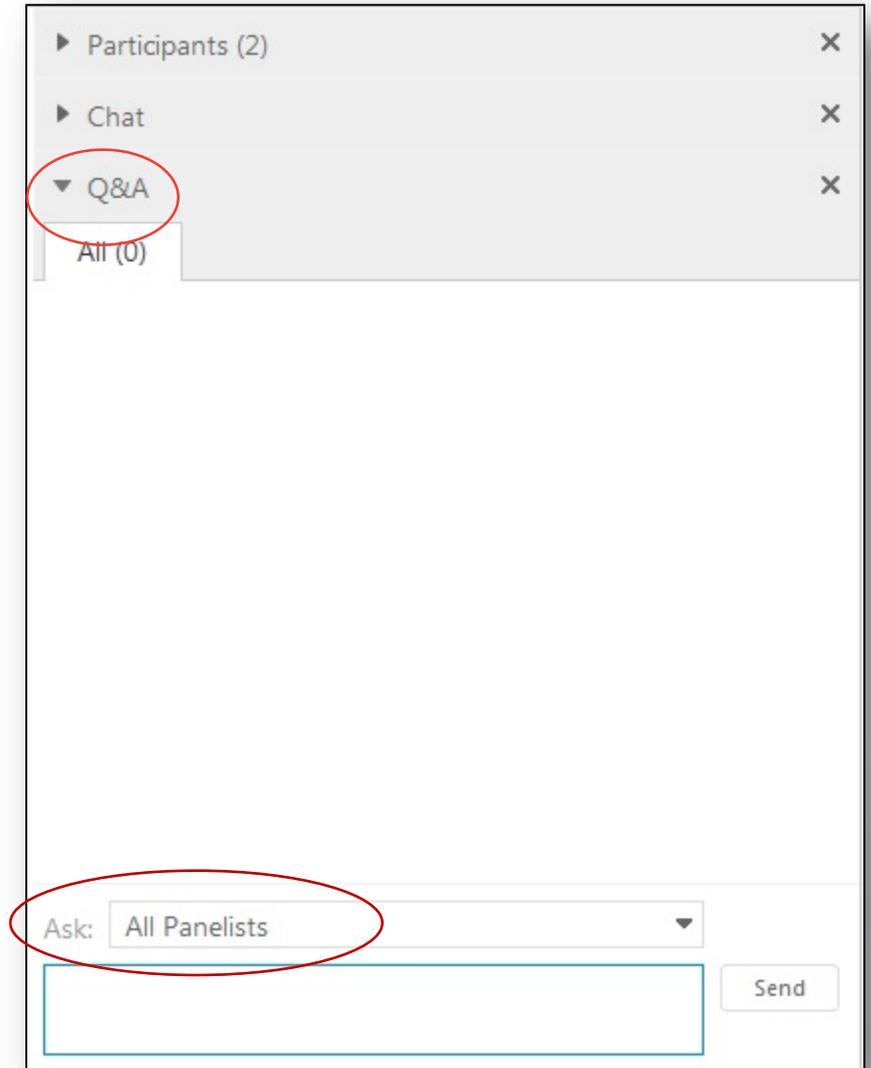
- ✓ Conduct a thorough Needs Assessment Analysis using the VAD
- ✓ Create an OSOT evaluation mechanism to assess the effectiveness of OSOT during and at the end of OSOT
- ✓ Identify a set of icebreakers and energizers to be included meaningfully and timely during the OSOT process
- ✓ Continuously monitor the successfulness of your OSOT and adapt to the needs of your VISTAs and organization accordingly

Evaluation

- Please take a few moments to share your feedback through the quick poll on the right side of the screen.
- How can we improve these sessions? What topics should we include in future webinars?
- Thank you very much for your time and participation!

Questions ?

- To ask a question verbally, call in using the number on this slide and press *1
- To ask a question electronically, use the Q&A feature located in the bottom right corner of the screen. Please ask “All Panelists”



Thank You for Your Participation!

If you have further questions or for more information, contact us: VISTAwebinars@cns.gov

Our next webinar:

Supervisor Circle: Focus on Recruitment

August 18th

2:00pm Eastern

Visit the Supervisor Webinars page on the VISTA Campus for a schedule of upcoming webinars and recordings of past webinars