

Event ID: 2940871

Event Started: 5/3/2016 2:55:53 PM ET

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Good afternoon everybody. This is Norine. Speaking to you from the University of North Texas for sustainable employment. This afternoon we have our presenter with us, Marcia who is with pivotal assistance technology and training. Marshall has presented for us in the past. From previous work with go wise which is employment services in the Seattle Washington area. Marshall will be spending the next hour with us. Speaking about technology solutions for work support. She has lots of wonderful information to share with us. I won't go through a long introduction because you can read that on our website. But I will remind everybody that if you look down your control panel, you should see a box that says questions. If you go to that question box, and I see already we have 1 person who cannot hear us. Marcia do you want to say hello to everybody and see if they can hear your voice?

Good afternoon everyone.

We can hear now -- you are magic. So good -- so far so good. Also they will take on other topics in regards to technology and use of technology. So Marcia I think it is best for you to just take over from here.

Great -- thank you. Thank you Maureen and Shannon. Shannon is behind the scenes assisting and hosting our platform as well. So thank you to you both.

Technology -- is it going to replace job coaching? Now it is not. Does it need to be a part of job coaching? Yes it does. Because technology is existing so brightly in our world and so many people are benefiting from it, who have not used technology in the past we cannot separate technology from good support of people in the workplace. If it assist people, we are responsible for including it. We are not responsible for knowing every device that is out there. We are not responsible for knowing every app -- in fact I don't think there is a way we could. I certainly don't. We are responsible for adding some information about technology to our toolkit. And we are responsible for being open to people coming into employment services with their devices or people who could benefit from using devices and as employment specialist, or transition specialist we need to be open to figuring out how the device works. To learning how it benefits somebody and having that be a part of how the person is supported in the workplace. So it is not going to replace job coaching but it will change job coaching. It is going to expand the supported employees doable tasks, expand the level of

independence and therefore what we're seeing, the number of hours they might be working. This is especially in the case of people who need one on one employment support staff -- so sometimes they can only work a few hours. If we can get them to be independent even some of the time, we are able to Mexico -- to maximize the number of hours they can work.

I have to tell you Marcia I just love this picture. When I saw the PowerPoint and I saw that picture come on it just made me smile. That is just -- it means so many things to me. Thank you for sharing it.

I have been a part of many situations of people -- not this exact one -- people who just love their equipment and is working for them. So what if jobseekers could easily share about themselves, but ideas together easily, present and communicate those ideas -- be more organized and stay on task and be on time and have everybody in a loop and in communication? What if they could be less anxious and more centered while they worked? What if they can have fun and interesting things to do and a way to share about themselves with coworkers when they are on break or if they arrive early to work? This becomes a teachable moment. If people are learning to share photos and videos about themselves just as we all do with coworkers they will need the opportunity to learn when that is appropriate and how to do that. I think that is something that employment specialist should be looking at teaching as well.

There assistants on so many levels. There is assistants keeping calm and being your best at work. And how to become -- have ways to deal with anxiety and that is becoming a very big issue in the workplace. People should have assistants in their devices of ways to deal with their anxiety. So by having more clarified activities, and tasks to do and breaks that have calming apps to use people are staying more on an even keel. We are more easily at their best. So communication -- gone is the [Indiscernible]. Here is talk tablet -- those are robust apps. [Indiscernible] is only for iOS or Apple devices but talk tablet is for Apple devices and all types of android devices as well. And here is the new iPad Pro that this fellow is holding an hour photo. If you have not seen it is large -- a 13 inch screen. Nobody should ever get an iPad that large unless you need it. I have been working with someone recently who really needed that larger surface. Because she needed a larger icon to try and touch. It had to do with his mobility issues and his vision issues. So he got an iPad Pro. He got a stand -- for that to be on. So it can be next to his workstation. He wanted his desktop to be as free as possible for other things. You can also get desktop holders -- we got one that was on a stand to use. When I'm looking for cases and stands and that sort of things I usually just go to Amazon. You can go online -- because there is a demand for these things there is someone who will sell them to you.

Settings and features -- these are some that are built into the iOS devices. Of course we all know about airplane mode -- you will not get text and emails, you won't be able to go to the Internet. We have had some employers that they said all of my workforce, I tell everyone when they are on the floor you cannot be using your smart phones. That is our standard policy. One of the ways we got around that is by people who have apps they need to use when they are working is, we say we will have it in airplane mode or have the Internet turned off and then people will be getting texts or emails. Only using the appropriate apps. Theory is working for some people -- of course you have to have a voice with a certain amount of ability -- a certain amount of voice level and output. Certainly that ability to speak to the screen and have it capture our words versus having to type something in is really working nicely for some people. Brightness is a feature and we will be looking at some of these in just a moment. I will show you where they are in the device if you don't know. The brightness feature is working not just for people with some visual disabilities, but also some people who experience autism are really finding they want the brightness level tempered down on the devices. That is working really well. Airdrop is a new feature -- if you have not used it is a way to very easily send any kind of documents or photo, a PowerPoint -- anything quickly from one device to another. So I can -- between my own devices for instance, from my iPad to my laptop or I can send it from my iPad to your iPad if you are in the room with me. I can find my iPad, by my iPhone -- we want that feature turned on for people. It is under the iCloud area in your devices. Then if the device is lost or left somewhere, as long as it is turned on, I can get into iTunes on a computer anywhere and it will show me where that iPhone or where that iPad is.

These are some of the built in accessibility features. In the Apple devices. There are accessibility features built into all of the other android devices, surface tablets, etc. There are not as many as there are in the Apple products. But whatever device a person has we want to go into those accessibility features and those ASIC features and customized the device for the person. Sometimes people need the ability to try different things. But let's look at some of these features. You should be seeing my iPad now.

Yes we see it.

Alright -- so I just opened up settings. And if I go to iCloud, that is where I turn on find my iPad. You see that on the bottle and I have that turned on. I want to leave it just that way. Under General, restrictions that I talked about -- two thirds of the way down and restrictions allows me to turn certain features off. I can turn off the Internet, using the camera, the ability to install apps, delete apps -- all sorts of things. And other thing I can do in restrictions is set the volume limit. So if I set the volume limit - - see where it says volume limit. If I wanted someone's device to only have a quiet

voice -- don't have the availability to go loud and we talk to the person about it and we realize if you're going to use this it needs to be soft. I could restrict the volume level right there.

Let's look at some of the accessibility features now. Under general I am going to touch this ability. Voice over is for people who are fully blind. If I go -- if you have a customer who is fully blind they can use voice over and where ever they touch the screen it will read exactly what is there. I think people who are blind use this device and it is really wonderful. Under speech there is a speech selection. Speech selection is for someone who is a non-reader but has vision. So I can touch and drag and have an email read to me, a website read to me -- whatever it is. I have to have a speech selection turned on. You will want to set -- see where it says speaking rate? You will want to set that right where you want it.

Also under accessibility, we have switch control. That came in probably a year or so ago. That is the ability to connect Bluetooth switches. So if someone uses a head switch, or those big primary color switches that somebody might touch and it can cause an electric current to do things. All sorts of switches can be connected with the iPad and it will go through the iPad, and when it is on a page or on a feature or something the person wants they hit the switch and it opens up that part.

In most all of this which is these days come in Bluetooth -- not just the old wired version. You would just go under there and that is where you turn switch control on. It will start -- see how it is scanning to my device. When I got to something I wanted, I would just hit my switch. I am going to turn it off. Also fairly new his hearing aid -- someone with hearing loss -- there are hearing aids that are Bluetooth connection with the devices. I am hearing from the audiology department from the University of Washington that those hearing aids are as good as anything else out there. They think this is the way things are going to be going. Here is guided access -- so it is down towards the bottom under the accessibility features. I have mine turned on. If you want to use guided access you have to turn it on and it will ask you to set up a pass code. It does not have to be the same passcode you use to connect onto your device. The way it works is that it walks you through an app. You cannot go anywhere else. So sometimes it that's an arrangement we might need to make with an employer. Of course we would never just use that feature without talking it through with the person. For my friend Colleen for instance she has fine motor control issues and she will accidentally leave her app -- and she has trouble getting back. So she wants to stay in her app. Guided access helps her stay in the apps you want to be in. If I open up an app for instance, if I want to use guided access I triple click the home button. I will push it 3 times. Is going to ask me to enter my code. And then I am in guided access. I cannot leave this app. If I want to, I can work in this app and use every feature but I

cannot go anywhere. To turn guided access off I triple click the home button again. I enter my password again and in the upper left corner use the end guided access and it is off.

I'm going to go back to the PowerPoints. So introducing devices to people. Over the last few weeks I have had the opportunity to work with people who have not used even a computer before. Much less used touchscreen devices. Some people had no idea what those devices were. I had to bring it to life for them. The first thing the SCHMIDT a desert the opportunity for me to step beside them and use the device so they can see it does things. That I touch it and things happen and so forth. I oftentimes will use photos and the camera as a way to introduce devices. And photos and cameras is something people are going to need when they are filling in their apps. It is a great skill to learn as well. Simple puzzles is a way for people to learn to move things around on the screen. Not just touch it but move it around. Some of you might know there are very complex puzzles we can get is apps through the App Store. And on our devices. People love to see videos of themselves, so that is another way I might introduce. I'm really trying to tap into what interests them so that they can see what these devices do. I bet some of you out there know the pinterest app -- you might do pictures on your computers but you can get the app through the App Store. Pinterest -- people have collections of things. I can collect photos of all sorts of things. Anything that interests me. It is a hobby and something I can have on the device -- also a way in which I introduced devices to people.

Ways to communicate -- remotely. We too often assume that people are not going to be able to text, email or use FaceTime. But guess what 1st that is not true. There are so many ways that we can text information. It is not just by creating sentences on the spot. We can have saved sentences, you can have those on the notes page. Notes is right on your home screen -- open it up and you have sentences there I can go into and I can copy and paste right over into texting. I can text small videos, pictures, I know people that text their employer or job coach a photo and that photo says in essence, I finished my work and I need more work to do. Or they have decided what those photos mean and they use those to communicate back and forth.

Emailing is the same thing -- we can email pictures, all sorts of things, photos, messages can be kept in a photo and then emailed. FaceTime is becoming a way to do natural support. Race time is becoming a way to fade from the workplace for job coaches. Is a very fine employment organization in my area called truly am. They are now using FaceTime quite regularly with people in the workplace. FaceTime is the same as Skype. So if you have android devices, or if you are on a laptop and the person has a handheld device you would be using Skype. FaceTime is the same as Skype but only for Apple devices. You are able to actually speak with each other and

see each other which works better for some people than something like a simple phone call. Of course if they have an iPad they will not be calling you. But they can text, email or use FaceTime from that iPad. We need to think about these as ways to assist people and support people on the job but not necessarily be present when you don't have to.

Career and video portfolios. Employment specialist are telling me this is a game changer. They are telling me that employers are telling them this makes such a difference. When we are using career portfolios, video portfolios -- it demystifies what a person can do. It demystifies what it might be like to have someone in the workplace. Because we know many of our jobseekers are not great at interviews. But if they can share their career video portfolio it shows what they can do. Do we have to be careful and edit when we put these together? Please don't put photos of the person that are not good photos into their video portfolios. If you need to come back for a second day and do shoots let's do that. Sometimes you are better to use photos and videos. Just be careful and decide based on who that job seeker is what balance of things you want.

iMovie is what is built into the Apple devices. There are apps, at the App Store -- you look up a video there is a number of apps. Some of those can go into the devices, android devices. There will be other sorts of moviemaking apps that you can use outside of iMovie. iMovie is free and your newer Apple devices -- if you have iPad 2 you will have to pay for it. But I am going to show you an example of one of those in just a minute. PowerPoint -- we know we can go to the App Store and get PowerPoint. And have that is an apt on our devices. Many people learn to use PowerPoint when they were in school. So that is something they know how to operate and we can certainly make portfolios with that. [Indiscernible] is what comes built into the equipment -- it is the same thing as PowerPoint but for the Apple devices. You can always go to the App Store and get PowerPoint. Sketch is one of many apps you can get where I can get text and arrows and circles -- I can write and draw put things on top of photos. There is a number of them out there and there are also some for android devices. It is free, it is good and I like it. It is in the Evernote family. That is the one I use and I will show you an example of sketch and photos to make a picture portfolio and I will show you a video portfolio of a young man as he was leaving the school transition program. That he and his transition teacher put together. Let's take a look at that one.

Now depending on your bandwidth it is possible that this video might be jerky but I heard -- I hope not.

This was made with iMovie.

[video being shown]

That is cool.

And I think Marshall didn't you mention that when you see the iMovie is actually a lot smoother. That is because of bandwidth if it is jerky?

Yes -- on my end it was not jerky at all. If it was jerky for you I apologize. But that has to do with the bandwidth between you and I and the distance between us. If I want to send that iMovie to an employer ahead of time, when I do -- there are a few ways to do that. I upload it to you to. I do not choose public -- I choose unlisted. That gives me a link which I can send to an employer or the person's parents and so forth. That is a way of sending it to other people so that I don't have to have my device right there.

Let's look at one that is just done with photos with sketch over the top.

So if I go to my photos, you can see -- there we go. It got a little better for you. I just have photos open in this iPad and I used sketch to put the words on their. It says I am looking forward to working and contributing. It has a job seeker -- and transition. This person has finished school and is now working at Microsoft. The same thing with the person I showed before -- Jacob is working full-time at Microsoft as well. Both of them had some [Indiscernible] while in the transition programs. And Eric had his job through the Rotary club -- a transition project that was working with Rotary club and they are employing people and transition programs. But here is Eric.

And there it is. It is just a photos but both of these, when I look at the photo portfolio of Eric or the video portfolio of Jacob, what does it do? It shows the person working. It shows them sitting in the work environment and it shows them -- we are more alike than different. Having me as a coworker is not that big of a deal. That is one of the things we really love about using visual portfolios. I strongly encourage you to try it. Do people want to be a part of putting their portfolios together versus the employment specialist doing so? Yes they do. So people really like to be involved.

That makes sense -- picking out the pictures that they want.

Exactly

Which one looks best -- what they want to say with the picture.

Their excitement about using it when they are actually in the interview and wanting to practice using it in the interview before they go -- all of that increases if people have been a part of putting those together. It is the same thing with spelling and some of these apps that we are going to look at name a few minutes. People want to be a part of filling and their apps and putting in their photos and making those choices.

Which makes sense -- but I have seen specialist it also excited and sit down and do them themselves.

So here are some -- there are certainly a lot more than this. Some scheduling, alarms, checklist apps. Visual planner which is an Apple devices -- it is a great app. Is a very robust app. You can set up schedules for the entire month. You can have some appointments for job task that I need to do. Let's say at 10:00 every day I am going to wipe down the freezer cases. I can have that run every day I am working. Maybe I have other sorts of things I am only supposed to do one day a week. That is put in there and repeated. I can pull in photos, videos, information sheets and documents to give me information if I am somebody who reads. I can pull in less. -- List. It is a very robust tools. A number of people who happen to experience autism find it works well to keep them organized, on task. It is probably got going to be -- is probably not going to be my job seekers with the highest challenges that are going to be using that. We will be looking at some for things like this works which works were a broader range of job seekers. Wonder list -- that comes in Apple or android devices. If someone can read, then wonder list is great. Clear -- that is for people that can read. Another mistake I see his employment specialist getting to know one, or two apps and trying to use that with all of their job seekers. We should never do that. We should look at the person, what abilities they have, what it is they are trying to get the advice -- device to do for them and then decide the app. Quite often I am sent out after problems in the work place. One of the things I will see is people who have good reading skills -- they had been set up to use just picture schedule. And I say -- what they prefer is a check off list and a written schedule right in their devices. And those are easy for employers to step in and use, easy for coworkers to work and. You have to look at who your support employee is. But wonder list and clear our great ones for people who have some reading ability. 3030 -- another one our people are finding helpful. It allows you to watch the seconds count down. So if I am studying -- setting an alarm with my task I know I have 15 minutes to go and get the grocery carts and bring them in. I can watch that countdown. It makes me complete on time and people like that feature. It is in Apple and android devices. To do list -- it is called something different in android, it is also a great one for people who are readers. Let's just take a look at visual planner and take a look at clear.

Just a second. Visual planner -- this is the very robust one. I can look at things over the course of a day, a week -- a month. I can have things that are reoccurring. I can pull in notes pages. I can pull in lists. And I can include videos. I can include sounds or images or pictures to go with those different appointments that I have. And the videos can show me how to do things. This is 3030 -- and there is that feature where I can watch the clock clicked down. Underneath the clock you would have all of the different tasks to do. What is up right now is the tutorial that tells you how it works. But your task would be in these colored bars. As you swipe them, when you have completed each one and it is removed and the next one comes to the top. I can watch it countdown. So that is 3030.

I can set a timer if I want to. And if I want to set a new one, I just touched and I can add whatever that new task is. I swipe these things when I completed it I just swipe it to the side and it disappears. And that is clear.

Back to the PowerPoints. These are some task or sequencing apps up now that jobseekers what higher challenges -- if they are working well for them. And that is visual scheduler. Bartolo has been around for a long time. We now have the ability to pull in video clips as well as pictures. Picks hollow was created for people to be able to tell stories. But we have seen people create visual resumes with it. I have also seen people do task sequencing with it as well. Choice Works works very similarly -- people have learned to use the picture exchange system. They take really easily to choice works. First visual scheduler is one of the ones that allows us to pull in videos and has a check off feature. This works -- that is a new thing for choice works. First and visual scheduler has been able to do it for quite a while. Visual scheduler is available for Apple or android devices. Let's take a look at choice works. And then for some bejewel -- visual scheduler.

Choice works. A great app -- it does a few different things. We will look first at the scheduling feature. And then I will show you some other things that it does as well. My things to do are along that left-hand column. I touch it and it will tell me what to do. You can also have a video that comes up behind it and shows you what to do. You can set a timer if you want to. When you finish that you just slide it over with your finger to the all done side. Tidy up all of the computer [Indiscernible]. When that is completed I move it over.

Now I can use that timer feature if I want to or if you don't want to use the timer feature it just won't appear. And you have that option. It has built in icons of pictures and most all of these apps do. Those are not real for people. People prefer pictures and videos taken in their real work environment. You also have the ability to pull photos off of the Internet. Off of Google images. That is an option as well. But the best thing

is to take the pictures and the videos in the person's real work environment. That will make more sense to people. They also tend to enjoy that.

Then I like that it lets me know when either completed my task. And I have some choices at the bottom.) Colleen -- if she does not know when it is in her schedule she will be able to have some iced tea she might ask you every five minutes. What this app does is it clarifies -- she has to get through her tasks and after she has done them all, then at the bottom one of her choices might be have iced tea.

And that also has a timer with it. If it was during my break I would know when to go back to work. Now I mentioned there are some other things that -- choice works can do. It also has something to help you -- waiting is very difficult for some people.

It has a timer. And it lets you know some things you can do while you are waiting.

And also has some feelings pages for people who have difficult dealing with feelings and understanding them.

So there are just ways to deal with feelings. Someone could help themselves during those difficult times. Another great things about choice works.

I am going to switch and look at visual schedule HD. A lot of very -- not a very catchy name.

Not easy to remember. You will see it referred to as first and visual HD. Which I think is even worse. But it is first and visual schedule HD.

You can have as many different schedules in here -- the same with choice works. Can have as many different schedules and there as you want for people so not just one schedule. The same with this. You can have many different schedules as you want. I just touched the screen anywhere, and I don't have to use one single finger -- is my hand -- I can only have three or four fingers out that will work just fine.

And then I can check that off I go to my next task. I touch anywhere on the screen.

So it automatically opens up to the video. I don't have to do anything differently to get it to do that. I just have to touch the screen once. People like that it has the check off feature. It has different ways in which I can look at this. And you can customize those for people as well. And this is first and visual scheduler HD. It is very easy to put this together. If I have already taken my photos and video clips it will take about 10

minutes to put one of these together. The same with choice works -- it is very easy once you try it.

Show me QR is another task manager -- what I like about it is let's say with first and visual scheduler and choice works, if my task change, I have to go to the iPad to change those. With show me QR manager -- shows my task change. I can remotely change that information in their device for them and I don't have to go to the device. So that is a big deal for people. And for job coaches obviously. How it works is, QR codes are generated that are associated with the app. Someone stands that code using the scanner app. It causes a video to automatically open which shows me what I have to do. And then after I watched it, if I am still confused and the video has not given me enough information -- if I have it in my iPhone or android phone, I can push the question mark in the green bubble and it goes to my contacts and I can call my job coach. If it is in a iPad it opens up Skype and I can Skype with my job coach as well. So let's look at this one real quick. Self-management app -- habits Pro I like a lot. It is not intended for people who experienced disability necessarily the people who have things they are trying to work on. If I am working on making eye contact with customers, having short conversations with people I can set those up and I contract those. I can sit down and decide myself how I did that. Or I can sit with my job coach to my boss. -- Of -- I have things I am working on, getting to work on time. Each day I can say how I did on that and work towards a goal I set up myself. It is a simple timer app where I can watch the pieces of the pie disappear. If I am someone -- a digital clock or a clock with hands does not mean anything for me, time timer will work well for me.

Is look at show me QR, go to Dr. and habits Pro -- goal tracker and habits Pro. Show me QR -- (up. You don't necessarily have to have the Internet to use show me QR. If you have already uploaded videos. If it is going to be a brand new one you would need access.

Along the top, if I touch on the QR icon it will open up my camera. So here I am with my camera. I am going to focus the camera towards the QR code. And that causes a video to come up. I touch on that video and it gives me a [Indiscernible] So you see how that works -- this is another one of those that might have been jerky for your. And it was not for me. It opened up the video and showed me how to feed the chickens. If I am still confused, I just touch on the green bubble and it opens up Skype and I would be able to Skype with my job coach or boss and say I watched the video but I'm still confused. That video associated with that QR code can be changed remotely if my task for that day change.

We are going to look at habits. So I can have all different habits list that I am working on. If I choose Papa John's -- at Papa John's did I have short conversations with customers? I am going to say yes. Now I can see how many pizza boxes did I fall today. I'm trying to do 25 -- let's say I do 23. I can also have those other categories that I am looking at. The other thing I can do is I can send this information remotely or I can track it and view it. This information can be sent to my boss or my job coach. It can be tracked over the course of a week and graft -- it can be tracked and graft over the course of a month. And I can sit down and go -- I never do very well on Mondays. Or I can look at my progress. It becomes a way to gather that data and to work on the things I want to work on. I can have social goals, task goals, all sorts of goals and track those in different lists. Decide how it is I am doing, share it with others and look at it across time. Let's look at goal tracker.

So goal tracker is Mike I said it up -- I set up different goals I am tracking for myself. May be one of it is arriving to work on time. Each day if I did a good job at that I can give myself a star. You will notice the thermometer at the top moves across as I am doing things and getting those stars. You see how it causes the thermometer to go across -- it is working towards whatever I have set up as my reward for myself. This person decided lunch with Mac at the red Robin was going to be there reward if they have worked on the goals and completed down. This is something -- if the person set up for themselves and the employment specialist might help them with it. It is not something you do for them -- they set it up themselves. People are more motivated to use this. That is called goal tracker. People like that one as well.

Cruising to the end -- relaxation and censoring apps., Colored dots are 2 a lot of people are using for relaxation and to calm themselves down. Another one that I have some people using -- because it made sense to them is Vanguard in. It has water in it and a number of people like water and having their hands and water but they cannot really do that when they are at work. That is something that does not work for them. This garden app allows them to in essence play with water during their break and it causes them to calm down. We will look at those in just a minute. So might go to list for supports at work -- choice works, first and video scheduler -- topped tablet. Those are Michael to list. You are going to be customizing them. My built-in accessibility is go to list with photos and albums -- find my iPAQ, brightness Control, sound, guided access. Think about how you introduced the devices. And key and to what people are interested in. Some other things that work as accessories with devices, some people use noise reduction headphones. With their devices -- compression tests are out there. You can use the iPad to set the compression in the best. Cameras -- we have to be careful how we use cameras. It is a way people can be more independent and get feedback on how they are doing. And smart devices for people who cannot get up and

control things -- they can use these devices to control things and their environments from their iPad.

Let's look at Bloom, color and then garden -- Zen Garden.

First will be blown -- Bloom.

When I touch the screen it causes a sound.

I touch it again and it layers.

So that is Bloom -- Bloom.

Do you select the colors and the design or is that something there are several to choose from?

And Color Dot you don't have those choices. There are some other apps where you have those kind -- kinds of choices. This is Color Dot -- a number of people enjoy playing this. I also use this as a way to introduce cause and effect to people when they are first learning about devices as well. It starts with 1 and I have to pop it. Then it will give me 2 -- there is no time feature, it does not timeout. I have as long as it takes for me to do these.

That is Color Dot. There are all kinds of games out there people might want to do on their break. Whatever works for them. Here is one that has water in it. A number of people I am meeting enjoy that. But they cannot really have water in the workplace. Working with someone -- at a very large employer and they have lots of [Indiscernible]. They could not stop themselves from going out and getting into the fountain. So we used this app for them to have that same [Indiscernible].

That is a very calming and relaxing. That is Zen Garden.

Marsha I can't believe it but we are already at three o'clock.

-- 3:00

I had one more slide which was a photo of an iPad learning cohort. I encourage people to build cohorts in their own communities of employment specialist who want to learn about technology and me together over time. You can do it remotely, in person or bring in guest speakers remotely or in person. That was my last remaining slide.

Thank you for an absolutely wonderful hour of lots of great information. I know I have already downloaded a couple of apps. I certainly hope our listeners did as well. I want to remind all of our listeners you will receive an evaluation of this webinar as soon as we close out. When you respond to that evaluation and send it back, that is when your credit will be put into the portal. Also next week, Tuesday, May 10 -- Marshall will be back talking about I OS devices and work and wellness. Marshall thank you so much for the time you gave us this afternoon.

Thank you Norine and Shannon

Goodbye everybody you all have a great day and a great week. Goodbye.