

INNOVATIONS IN EMPLOYMENT SUPPORTS

Beyond Discovery



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About today...

- Today's schedule
- Sign in and sign out
- Site details
- Engage!



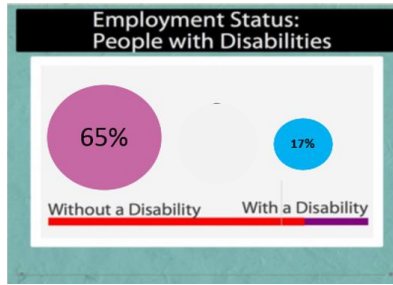
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|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ol style="list-style-type: none"> 1. Introduction to Employment 2. Discovery: Assessment and Planning 3. Creating Connections: Developing Opportunities and Engaging Business 4. Advanced Job Coaching Skills 5. How to Deliver the OPWDD Designed Work Readiness Curriculum 6. Pathway to Employment: OPWDD Required Training | <ol style="list-style-type: none"> 7. Supporting Employment: Medicaid Service Coordinators & Brokers 8. Quarterly Director's Meeting 9. Employment Training Program (ETP) 101 10. Beyond Discovery 11. Management Skills for SEMP Leaders |
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WHY?



2016 United States Dept. of Labor: Bureau of Labor Statistics

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TODAY...

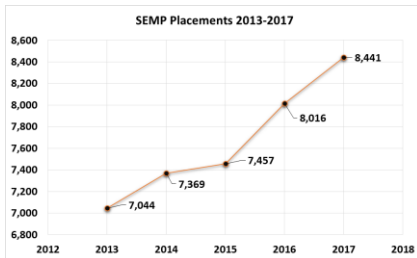
Purpose: Link **Discovery** practices to stronger job matches

Process: Discussion, practice and application

Payoff: Enriched **Discovery** practices
Enhanced job matches
Effective positive planning

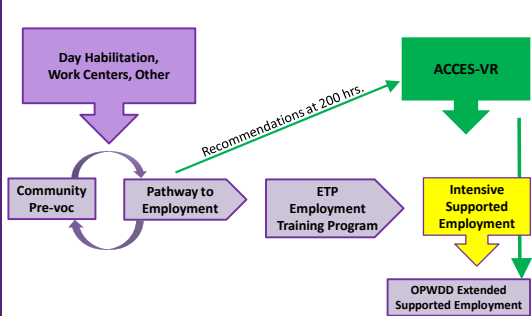
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SUPPORTED EMPLOYMENT STATISTICS



OPWDD Transformation Agreement April 1, 2014 Quarterly Update and Annual Progress Report

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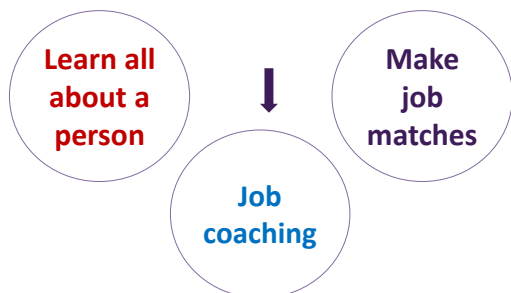


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The Tools in our Toolbox

Community Pre-Voc	Pathway to Employment	Employment training Program (ETP)	Supported Employment (SEMP)
Waiver service: Prepares people for paid employment or meaningful activities in 2 years or more	Waiver Service: Prepares people for paid work in approximately 1 year	Program: Employed in 1 year or less	Waiver Service: Coaching, Job Development Life-Long Support on a Job
Community based volunteer opportunities	Activities to introduce the possibility of work and develop a vocational goal	Internship opportunity	Community based, competitive, integrated employment
Unpaid/Volunteer Experiences	Unpaid/Volunteer Experiences	Wages paid by OPWDD	Paid by business at minimum wage or higher

What are we trying to do?



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The **Discovery** process:

- Creates allies
- Impacts action plans
- Improves job matches

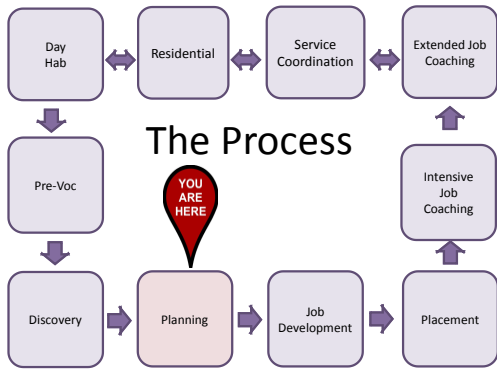
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Remember the journey?
It's time to plan the route:



- Translation
- Transformation
- Research
- Planning and Preparation

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The Covenant Concept

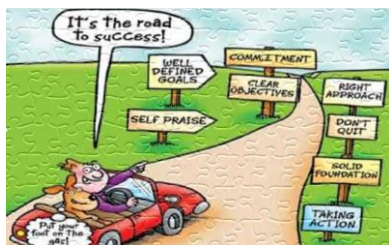
The term "covenant" is of Latin origin (*con venire*), meaning a coming together. It presupposes two or more parties who come together to make a contract, agreeing on promises...and responsibilities.



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From Discovery to Employment, the next steps:

1. Prepare
2. Plan
3. Pursue

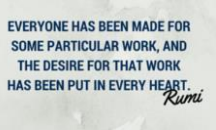


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Customized Employment

Utilizing a proven approach to employment which offers the promise of welcoming all persons with life complexities who wish to work into competitive employment and into a job that fits their needs.

(adapted from "Customized Employment" Marc Gold & Associates and Employment for All)



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Customized Employment Solutions for Employers



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The Discovery Guide

What did you notice & wonder?



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What I Noticed	What I Wonder
<ul style="list-style-type: none"> ▪ Statements can be misunderstood. 	<ul style="list-style-type: none"> ▪ How do I translate?
<ul style="list-style-type: none"> ▪ Goals seem open ended. 	<ul style="list-style-type: none"> ▪ How do I support goals to be measurable?
<ul style="list-style-type: none"> ▪ Activities don't appear to follow a roadmap. 	<ul style="list-style-type: none"> ▪ What steps will lead to the next phase?
<p style="text-align: center;">What else?</p>	

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Considerations

Is the Discovery Report:

- Person focused
- Outcome driven
- Well written



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The Planning Meeting - Purpose



Job Development Tools and Techniques

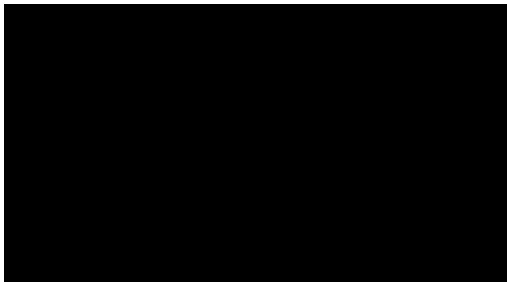
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The Planning Meeting



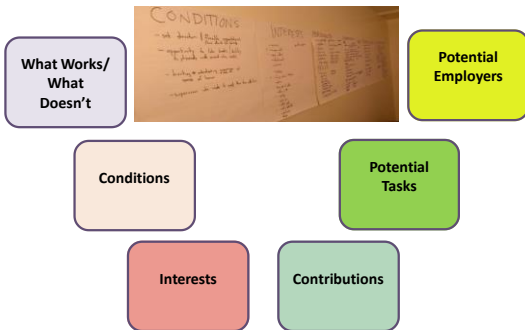
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“Blank Canvas”



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The Planning Meeting



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The Planning Meeting

Translation and Transformation

What Works/ What Doesn't

What works:

1. Being organized
2. Helping in childcare setting
3. Following a visual schedule
4. Reading
5. Mornings (up at 6am)
6. Taking the bus

What doesn't work:

1. Unorganized situations
2. Being touched by others
3. Someone standing behind
4. Working in hot setting
5. Stern corrections
6. Losing at games
7. Stormy weather

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The Planning Meeting

Conditions

Features that have been identified as essential to the success of any job to be developed by the job seeker.

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The Planning Meeting

Conditions

- Days of week
- Benefits
- Location of worksite
- Environment
- Time of day
- Length of shift
- Hours per week
- Potential supports

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The Planning Meeting

Interests

Things identified during the *Discovery process*. They identify what the job seeker enjoys doing or learning more about. This will give direction towards a type of industry or career.

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Interests

- Working with plants
- Working with tools
- Retail settings; especially home improvement and hardware stores
- Working in groups
- Star gazing

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The Planning Meeting

Contributions

A gift; a notable capacity, talent, or endowment; a special ability.

Adapted from Merriam-Webster Dictionary

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The Planning Meeting

Contributions

- Personality characteristics
 - Skills
 - Experiences
 - Credentials
 - References

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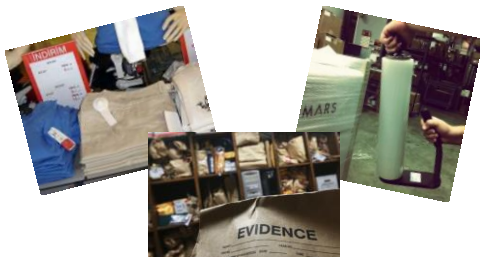
Potential Tasks

An individual list of **job tasks** that the job seeker can offer the business.

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Potential Tasks



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Potential Businesses

Potential businesses are identified by looking for a match between the job candidate's expressed interests and skills, and the nature of the business.

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The Planning Meeting

Potential Businesses

- Survey the meeting attendees
- Community mapping
- Utilize business partnerships; Creating Connections

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After the Planning Meeting:

- Planning Meeting Worksheet
- Gather/create tools
Resume – traditional, visual, video
- Map our actions



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Next step.....The Action Plan



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Resumes

- Traditional
- Visual
- Video Resumes



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Creating Connections

- What is your goal?
- Is your business introduction ready?
- Have you explored the unmet needs?



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Creating Connections

Refined Task List, Assigned to New Employee	Benefits to the Business as a Result
<ul style="list-style-type: none"> Receives and unpacks shoe shipments Sorts shoes into size categories Puts sensors and tags on shoes Delivers shoes to proper rack Retrieves returned shoes 	<ul style="list-style-type: none"> Work flow of shipments reorganized so all shoes are always in the right place and everyone can find the right shoes Fewer customer complaints about the department Improved customer satisfaction Increased sales

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The "art" of customizing



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Community Pre-Voc

- Create a plan
- Measurable goals
- Monitor progress
- On-going follow up



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The Covenant

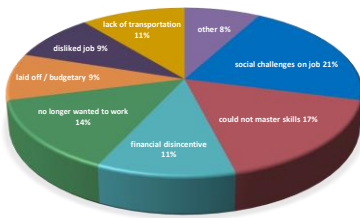
Commit to:

- ✓ Engaging in positive planning
- ✓ Using the **Discovery Report** purposefully
- ✓ Encouraging thoughtfulness
- ✓ Focusing on assets



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Reasons People Quit



Data from self/agency reported reasons leaving job 2012-2015

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Contact Information



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