INNOVATIONS IN EMPLOYMENT SUPPORTS

Beyond Discovery

About today...

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

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
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
WHY?

TODAY...

Purpose: Link Discovery practices to stronger job matches

Process: Discussion, practice and application

Payoff: Enriched Discovery practices
Enhanced job matches
Effective positive planning

SUPPORTED EMPLOYMENT STATISTICS
The Tools in our Toolbox

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

What are we trying to do?

**Learn all about a person**

**Make job matches**

**Job coaching**
The **Discovery** process:

- Creates allies
- Impacts action plans
- Improves job matches

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

- Translation
- Transformation
- Research
- Planning and Preparation
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.

From Discovery to Employment, the next steps:

1. Prepare
2. Plan
3. Pursue
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)

The Discovery Guide

What did you notice & wonder?
### Considerations

Is the Discovery Report:
- Person focused
- Outcome driven
- Well written

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### The Planning Meeting - Purpose

**Discovery Information**

**Job Development**

**Tools and Techniques**
The Planning Meeting

- Job Seeker
- Family
- Paid Professionals
- Funding Partners
- Friends
- Allies

- Anyone else?

“Blank Canvas”

The Planning Meeting

- What Works/What Doesn’t
- Potential Employers
- Conditions
- Potential Tasks
- Interests
- Contributions
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

The Planning Meeting

Conditions

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

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

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

The Planning Meeting

Contributions

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

Adapted from Merriam-Webster Dictionary
The Planning Meeting

Contributions

• Personality characteristics
  • Skills
  • Experiences
    • Credentials
    • References

The Planning Meeting

Potential Tasks

An individual list of job tasks that the job seeker can offer the business.
The Planning Meeting

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.

Potential Businesses

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

After the Planning Meeting:

- Planning Meeting Worksheet
- Gather/create tools
  - Resume – traditional, visual, video
- Map our actions
Next step.......The Action Plan

Resumes
- Traditional
- Visual
- Video Resumes

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

<table>
<thead>
<tr>
<th>Refined Task List, Assigned to New Employee</th>
<th>Benefits to the Business as a Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Receives and unpacks shoe shipments</td>
<td>• Work flow of shipments reorganized so all shoes are always in the right place and everyone can find the right shoes</td>
</tr>
<tr>
<td>• Sorts shoes into size categories</td>
<td>• Fewer customer complaints about the department</td>
</tr>
<tr>
<td>• Puts sensors and tags on shoes</td>
<td>• Improved customer satisfaction</td>
</tr>
<tr>
<td>• Delivers shoes to proper rack</td>
<td>• Increased sales</td>
</tr>
<tr>
<td>• Retrieves returned shoes</td>
<td></td>
</tr>
</tbody>
</table>

**The “art” of customizing**

**Community Pre-Voc**

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