

EXPLORE EVERY AVENUE

Journey to Employment

*Judy Grainger & Joe, UCP Heartland
Jessica Mahon & consumer, ACT*

Session Objectives

1

Learn how 2 individuals accessed DMH funds to obtain employment

2

Understand the provider's toolbox for individualized services for these 2 cases

3

Realize some individuals' outcome of unemployment without DMH funds



JOE'S JOURNEY

Joe's take-aways

Attempted to obtain competitive employment through Vocational Rehabilitation services without success



Alternative Community Training

ONE CONSUMER'S JOURNEY

ACT's take-aways

Attempted to maintain employment through the sheltered workshop system without success

My employment journey

2008

Graduated

Wanted to start working

2009-
2010

Sheltered
Workshop

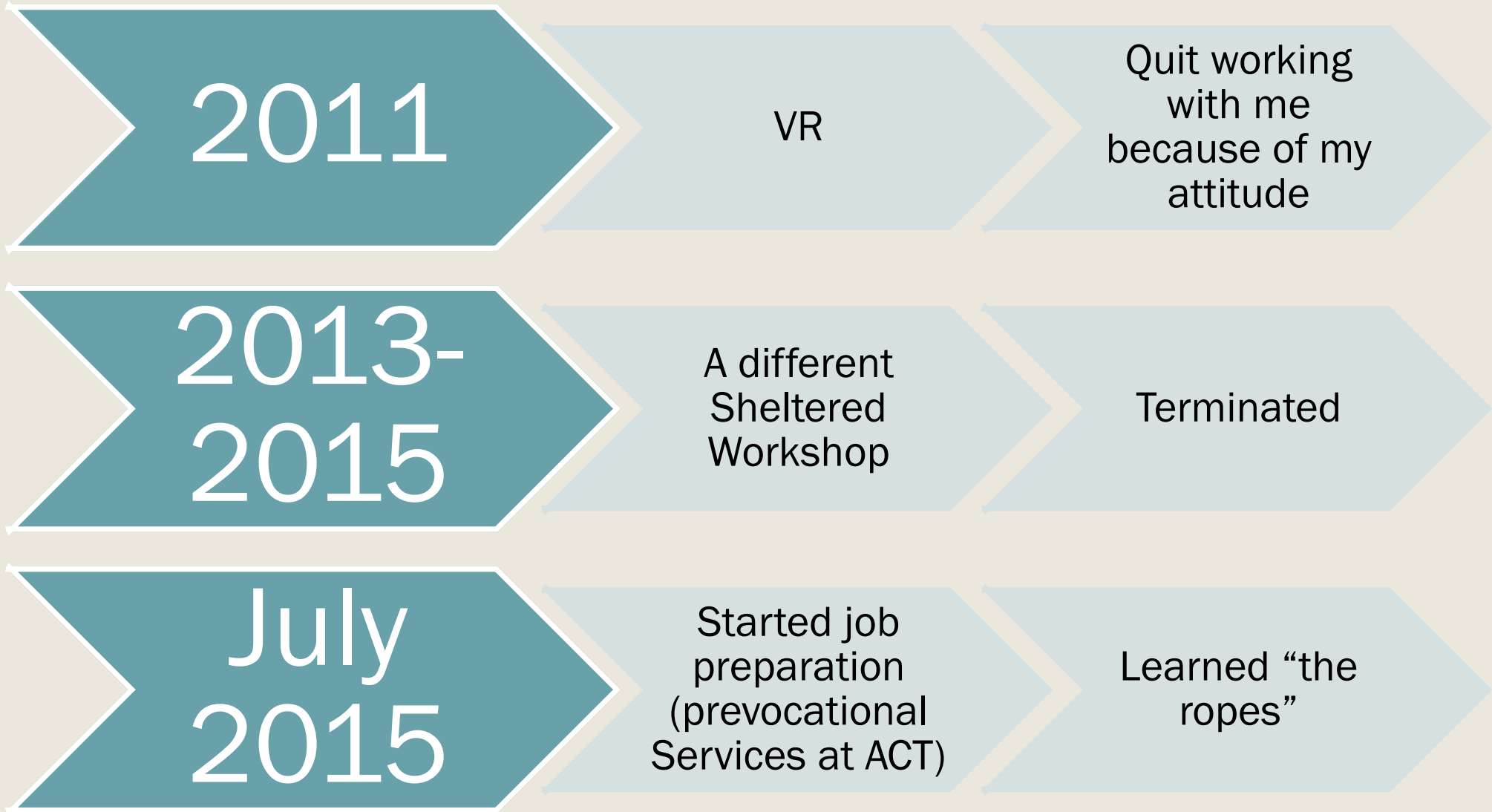
I decided to
quit

2011

VR

Quit working
with me
because of my
attitude

My employment journey



My employment journey

July
2015

Started job
preparation
(prevocational
Services at ACT)

Learned “the
ropes”

January
2017

Started VR
services, kept
doing job prep

Found what I
wanted!!

April
2017

Started “ideal”
job

Still working.
ACT comes by
sometimes. My
bosses love me.

Session take-aways

Accessing DMH career planning to refine vocational goals

- The goal of Career Planning is a documented career objective and a career plan describing the steps and activities necessary to meet that objective.
- It is a focused, time limited service engaging an individual in self-discovery.
- Incorporates activities to help the individual evaluate interests, opportunities in the community, and to identify the employment skills and challenges they face through:
 - *Job exploration,*
 - *Job shadowing,*
 - *Informational interviewing,*
 - *Assessment of interests,*
 - *Labor market research*
 - *Informal or formal assessment and consultation*

Session take-aways

Partnering with the right employer for pre-vocational services can lead to competitive employment

- The goal of Prevocational Services is to develop the individual's general, non-job-task-specific skills necessary to succeed in paid employment, including (but not limited to):
 - *Ability to communicate effectively with future supervisors, co-workers and customers;*
 - *Generally accepted community workplace conduct and dress;*
 - *Ability to follow directions;*
 - *Ability to attend to tasks;*
 - *Potential workplace problem solving skills and strategies;*
 - *Potential general workplace safety and mobility training.*

Session take-aways

Obtaining competitive employment

- The goal of Job Development is the acceptance by the individual of a job offer that meets the individual's personal and career goals:
 - *Helps the individual find and obtain the specific job goal identified in the ISP.*
 - *Focuses on developing the greatest degree of integration, independence and autonomy for the individual; All the help required, and no more than is necessary.*
 - *Promotes integration into the workplace and interaction between individuals and people without disabilities in those workplaces*
 - *Is limited to seeking only potential employers who would compensate at or above the minimum wage, not less than the customary wage and level of benefits paid by the employer for the same or similar work performed by individuals without disabilities.*

Session take-aways

Maintaining competitive employment

- The goal of Supported Employment is sustained employment in a competitive and integrated setting. Models of service delivery include individual and group support.
 - *Uses on-the-job training in work and work-related skills; (i.e. job coaching) to facilitate*
 - o Initial training of the essential job skills*
 - o Ongoing performance of the essential functions of the job and*
 - o Development of natural supports.*
 - *Can include ongoing supervision and monitoring of the person's performance on the job by:*
 - o promoting attendance*
 - o promoting social inclusion in the workplace*
 - o promoting use of community resources and public transportation*
 - o evaluating self-maintenance strategies,*
 - o evaluating work production and*
 - o evaluating the effectiveness of natural supports (i.e. fading)*

QUESTIONS?

