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
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

2011
VR
Quit working with me because of my attitude

2013-2015
A different Sheltered Workshop
Terminated

July 2015
Started job preparation (prevocational Services at ACT)
Learned “the ropes”
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.
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**

https://dmh.mo.gov/dd/docs/newservicedefinitionbooklet.pdf
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.

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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.
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
  - Initial training of the essential job skills
  - Ongoing performance of the essential functions of the job and
  - Development of natural supports.
- Can include ongoing supervision and monitoring of the person’s performance on the job by:
  - Promoting attendance
  - Promoting social inclusion in the workplace
  - Promoting use of community resources and public transportation
  - Evaluating self-maintenance strategies,
  - Evaluating work production and
  - Evaluating the effectiveness of natural supports (i.e. fading)

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QUESTIONS?