

WEBVTT

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00:00:00.000 --> 00:00:08.009

Everyone and thank you for joining me on this wonderful Wednesday afternoon. So.

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00:00:08.009 --> 00:00:17.969

You are taking part in the champions of employment webinar taking a closer look at Pre, vocational services.

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00:00:17.969 --> 00:00:21.239

So, to get us started.

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00:00:21.239 --> 00:00:34.829

We just want to know who's in the audience so if you wouldn't mind take a moment to complete the pole, once it becomes available, you've got about a minute. So, or actually, I'm sorry 18 seconds.

5

00:00:34.829 --> 00:00:45.179

So, are you a support coordinator service provider, regional office, employee, other state office, employee, individual, a family member or others so, about 5 seconds left.

6

00:00:48.869 --> 00:00:51.929

All right and the pole has ended.

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00:00:51.929 --> 00:00:55.229

And our responses please.

8

00:00:58.854 --> 00:01:00.534

It looks like,

9

00:01:00.564 --> 00:01:01.134

um,

10

00:01:01.375 --> 00:01:04.495

most of the people who answered our support corners,

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00:01:04.495 --> 00:01:07.644

we also have a good number of service provider,

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00:01:07.644 --> 00:01:15.295

joining service providers joining us today and there are a handful of regional office employees and other states.

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00:01:15.780 --> 00:01:23.909

Employees as well, so thank you hope you are able to get something out of this webinar. So.

14

00:01:26.430 --> 00:01:32.430

Now, what you'll kind of notice here you've probably seen this before.

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00:01:32.430 --> 00:01:38.159

The message that we want to get out here is that we have a service.

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00:01:38.159 --> 00:01:41.430

No matter where a person is in that.

17

00:01:41.430 --> 00:01:49.465

Process of employment, so we've already kind of talked about that determining the destination that career planning.

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00:01:49.704 --> 00:02:01.734

We've also talked about our newest service of benefits planning, which fits within that navigating work and benefits kind of circle in the center that touches.

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00:02:02.010 --> 00:02:06.239

You know, all stages of employment.

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00:02:08.550 --> 00:02:19.229

So, today we specifically want to focus on that Pre vocational services. So that part of the.

21

00:02:20.669 --> 00:02:27.145

The cycle where 1 is developing the skills they need to become employed.

22

00:02:27.685 --> 00:02:41.634

So, when you leave this webinar, we hope that you understand what the service provides that you have an idea of who could benefit from the service. What what individuals might be best served by this service.

23

00:02:42.449 --> 00:02:54.150

We definitely want you to know how do you request the service and also understanding what to, to look for when 1 receives the service.

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00:02:58.224 --> 00:03:09.685

So perception, check, just to have an idea of your own experiences we want to know how many individuals you've coordinated Pre, vocational services for.

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00:03:09.685 --> 00:03:21.324

So we're specifically looking at just the Pre vocational services. Have you coordinated that for 10 or more individuals? Maybe, it's only been about 5 to 9 individuals.

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00:03:21.719 --> 00:03:34.289

Maybe you've had a little bit experience, a taste of it, maybe wonderful or maybe you have not had any experience requesting Pre, vocational services yet. So, um.

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00:03:34.289 --> 00:03:40.139

You've got about a minute go ahead and let us know what your experience has been.

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00:04:03.509 --> 00:04:09.599

Okay, it looks like our time has ended and our response is.

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00:04:29.908 --> 00:04:32.574

Can't I'm not seeing the responses yet.

30

00:05:00.564 --> 00:05:01.254

Okay.

31

00:05:24.449 --> 00:05:27.569

Give it another 2nd to see if cat.

32

00:05:27.569 --> 00:05:31.889

Comes in here and gives us the answers.

33

00:05:35.608 --> 00:05:47.968

Oh, okay. We are having technical difficulties. Our guru behind the scenes has somehow gotten locked out. Um, so, um.

34

00:05:50.069 --> 00:05:53.548

We're just gonna move on, um.

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00:05:56.608 --> 00:06:00.928  
And it looks like the, uh.

36  
00:06:00.928 --> 00:06:09.298  
Okay, it's back in progress. It looks like all right, so, um.

37  
00:06:09.298 --> 00:06:23.483  
Follow up question for those of you that have some experience, whether it's small or a lot. Let's hear about it. So, tell us about your experience in the chat box.

38  
00:06:25.079 --> 00:06:34.949  
So, again, make sure that you've actually got it going to everyone, all attendees or that you have it. Um.

39  
00:06:36.838 --> 00:06:44.038  
Going to the panelists, so have all panelists so that I can.

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00:06:44.038 --> 00:06:58.019  
See your responses and, of course, for those of you who have not had the pleasure of participating in 1 of these trainings with me, I don't move on until I get at least 1 response.

41  
00:07:07.858 --> 00:07:14.278  
Okay, um, we are starting to get some responses, so great. So.

42  
00:07:14.278 --> 00:07:19.528  
1 person kind of mentioned hasn't had any experience yet. Um.

43  
00:07:19.528 --> 00:07:27.119  
Another person has said that they found it to be a simple process.

44  
00:07:27.119 --> 00:07:34.288  
Um, so, um.

45  
00:07:38.129 --> 00:07:43.829  
Some are saying that they're having no no experience yet. Um.

46  
00:07:44.968 --> 00:07:56.879  
Person has worked with individual's 3 per revoke and has found the service to be very stand. Fantastic. And working on those much needed soft skills. Um.

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00:08:00.088 --> 00:08:11.668

So all right, thanks for sharing your experiences. Um, also, I want to make sure real quick that you guys are able to see me.

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00:08:11.668 --> 00:08:21.538

Advanced the screens, so if somebody could please put in the chat box, if they are seeing the slide on Pre vocational services.

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00:08:43.793 --> 00:08:55.134

Okay, good. I'm seeing from people. Yes, they are. Okay. So talking about Pre, vocational services so we're looking at helping individuals, develop the skills.

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00:08:55.134 --> 00:08:58.884

They need to be successful and employment and specifically.

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00:09:00.413 --> 00:09:14.124

We are talking about developing those universal workplace behaviors or traits that are needed to succeed in any type of employment. So the focus is on developing those non jobs.

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00:09:14.399 --> 00:09:19.828

Uh, specific skills, so we're talking about interpersonal decision making.

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00:09:19.828 --> 00:09:32.099

Work ethic that kind of stuff. Um, it is limited to 2080 units per plan year. This is a change this year. So, under our.

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00:09:32.099 --> 00:09:43.408

Previous service definitions, we had a 6 month limit. We had a 20 hour per week limit that is gone now. So now, individuals have.

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00:09:43.408 --> 00:09:53.519

The entire year, if needed, but they are still limited to that 2080 units. So it can be provided.

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00:09:53.519 --> 00:10:02.519

1, to 1, or it can be provided in a small group up to 4 individuals. Now 1 thing.

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00:10:02.519 --> 00:10:14.844

That we often stay with best practices is that best practices indicate the settings closely resembling actual work settings,

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00:10:15.203 --> 00:10:17.604  
promote faster learning of skills.

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00:10:17.908 --> 00:10:30.778  
Better retention of learned skills and easier generalization to other environments. So, just something to be aware of that the more.

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00:10:30.778 --> 00:10:39.089  
Hands on teaching an actual work environments that is going to again.

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00:10:39.089 --> 00:10:46.678  
Lead to that faster learning of needed skills, it's going to learn to a stronger.

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00:10:46.823 --> 00:11:01.224  
Retention of learned skills, and it's also going to most likely result in an easier generalization to other environments.

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00:11:02.124 --> 00:11:03.083  
Okay,

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00:11:09.323 --> 00:11:17.634  
so 1 of the things we want to kind of talk about is also what Pre vocational services is not.

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00:11:18.053 --> 00:11:26.423  
So it's not a prerequisite or requirement for all. We know a lot of people can benefit from it.

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00:11:26.668 --> 00:11:32.578  
But does it mean everybody has to go through Pre vocational.

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00:11:32.578 --> 00:11:44.249  
1st, it's not just a standard curriculum or a group class that all must go through. Now, that might be a component.

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00:11:44.249 --> 00:11:56.908  
Of it, so sometimes what we see is that that group class or that curriculum might be a piece of Pre vocational services, but it's not the entire T.

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00:11:56.908 --> 00:12:01.078

Of that service, it's not.

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00:12:01.078 --> 00:12:04.078

Just working on.

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00:12:04.078 --> 00:12:11.938

Job specific skills, so, while job specific skills might be incidentally learned.

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00:12:11.938 --> 00:12:22.048

It's not the focus of the service and is not the reason 1 should receive this service. So if somebody is needing work on those.

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00:12:22.048 --> 00:12:33.028

Hard skills as we call them, you might need to be looking at other services or other ways of learning those skills versus.

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00:12:33.028 --> 00:12:45.599

Thinking about Pre, vocational again, Pre vocational is intended to develop those soft skills. Those underlying debilitating skills that are universal for.

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00:12:45.599 --> 00:12:48.869

All jobs.

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00:12:48.869 --> 00:13:00.058

It's not an ongoing service so what we have seen is Pre, vocational services is most effective when use, like, a behavioral support.

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00:13:00.058 --> 00:13:03.658

Targeted purposeful data driven.

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00:13:03.658 --> 00:13:07.349

So, it it's kind of like get in there.

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00:13:07.349 --> 00:13:12.298

Fix what's holding the person back and get out of the way and let them.

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00:13:12.298 --> 00:13:16.828

Let them fly, let them succeed. So.

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00:13:16.828 --> 00:13:25.349

Is for the purpose of developing needed skills if you're looking for a job trial.

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00:13:25.349 --> 00:13:29.129

Again, we need to be thinking about different services.

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00:13:29.129 --> 00:13:34.708

So, Pre, vocational services is not just about providing that job trial.

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00:13:38.609 --> 00:13:45.119

I do see a question in the chat box about Pre, vocational individual.

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00:13:45.119 --> 00:13:56.519

And Pre, vocational group, being 2 different codes and rates and yes, you are correct? So, it's still under that.

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00:13:56.519 --> 00:14:03.479

Umbrella, but h205 with no, modifier is for individualized.

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00:14:03.479 --> 00:14:14.543

Pre vocational services, and it is at a higher rate. I want to say it's about 10 dollars and 8 cents per per unit group.

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00:14:14.573 --> 00:14:20.453

Pre vocational has a modifier of so H2 0, 2 5.

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00:14:21.269 --> 00:14:25.739

H, Q. means that we are talking about group.

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00:14:25.739 --> 00:14:30.839

Pre vocational, and the rate for that is about 5 dollars.

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00:14:30.839 --> 00:14:35.068

Per unit so yes, you are correct different codes.

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00:14:35.068 --> 00:14:38.369

Different rates. Good catch.

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00:14:44.668 --> 00:14:51.989



So, something we want you to be aware of, um, again, can't say it enough.

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00:14:51.989 --> 00:15:04.259

Pre vocational is to develop those general, Universal workplace behaviors needed for any, and all types of jobs. Um.

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00:15:04.259 --> 00:15:10.109

We cannot be using Pre vocational to develop those jobs.

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00:15:10.374 --> 00:15:19.344

Tasks specific skills so if you're saying, hey, somebody needs Pre vocational, cause they have to learn how to count money so that they can get a job as being a cashier.

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00:15:20.364 --> 00:15:29.933

We, that would not be the purpose of Pre, vocational Pre, vocational again is intended for working on those general.

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00:15:30.389 --> 00:15:34.078

Universal workplace behaviors that are needed for.

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00:15:34.078 --> 00:15:41.278

Any, and all types of employment so somebody who needs assistance with developing job.

100

00:15:41.278 --> 00:15:48.389

Task specific skills, you know, we might we might need to be looking at, um.

101

00:15:49.678 --> 00:16:03.298

Other sources, like higher education V R job centers to kind of look at where there might be some opportunities for working on those job specific skills.

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00:16:03.298 --> 00:16:07.619

So, as I mentioned earlier.

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00:16:07.619 --> 00:16:15.688

We are limited to 2080 units and again, not everybody is going to require Pre locations.

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00:16:15.688 --> 00:16:19.139

Services, so.

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00:16:19.139 --> 00:16:31.558

The other thing under, we have to adhere to department of labor regulations. So, Department of labor has some very specific criteria regarding the U. S.

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00:16:31.558 --> 00:16:35.759

Of terms like volunteering internships.

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00:16:35.759 --> 00:16:37.943

And unpaid work experiences.

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00:16:38.693 --> 00:16:53.634

1 of the things that you need to know with unpaid work experiences is that department of labor doesn't recognize individualized support plans as meeting the criteria for unpaid work experience.

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00:16:55.104 --> 00:16:56.663

So, and.

110

00:16:57.989 --> 00:17:07.858

Something to know the unpaid work experience can take place in for profits as well. So they are not limited to nonprofits.

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00:17:07.858 --> 00:17:13.439

So, but in order for somebody to meet the criteria for.

112

00:17:13.439 --> 00:17:20.669

Unpaid work experience, they either have to be receiving funded services so working with.

113

00:17:20.669 --> 00:17:30.328

We're still in school and that unpaid work experience is part of their. I, so those are the only 2.

114

00:17:30.328 --> 00:17:40.348

Conditions under, which somebody can meet the criteria for unpaid works experience in, for profit companies.

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00:17:40.348 --> 00:17:50.818

So, basically, what we see is when we're talking about Pre vocational services, when we're talking about getting that hands on.

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00:17:50.818 --> 00:18:01.828

Experience doing job tasks, you know, performing work activities. We're really talking about volunteering for our a lot of our individuals.

117

00:18:01.828 --> 00:18:08.699

So, and Department of labor regulations for volunteering.

118

00:18:08.699 --> 00:18:14.159

Requires that it takes place in nonprofit organizations.

119

00:18:14.159 --> 00:18:17.759

So that would mean that we're limited to non profits.

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00:18:17.759 --> 00:18:28.739

Also note that people volunteering in nonprofits can't volunteer in a position that is a paid.

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00:18:28.739 --> 00:18:35.878

Position even when using nonprofit, so if a nonprofit hires off the staff.

122

00:18:35.878 --> 00:18:43.888

We can't have that person volunteer as an office staff. That is a paid position. Even though that company is a non profit.

123

00:18:43.888 --> 00:18:47.068

So, um.

124

00:18:50.068 --> 00:18:55.648

Wish the slide that you guys are seeing should have a caution.

125

00:18:55.648 --> 00:18:59.939

Sign on it, it should start with please be aware.

126

00:19:02.608 --> 00:19:06.838

So, please, let me know if you guys are not seeing that slide.

127

00:19:10.169 --> 00:19:16.288

Okay, I'm seeing that's what is being said. Okay, awesome. Good stuff.

128

00:19:16.288 --> 00:19:21.058

I'm going to move on to the next slide here.

129

00:19:23.878 --> 00:19:29.519

Okay, so now we've got a question for you guys to kind of gauge.

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00:19:29.519 --> 00:19:37.138

Are we are we grasping the limitations of the criteria here with Pre vocational.

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00:19:37.138 --> 00:19:43.439

So, can Pre vocational services be used for developing one's reading abilities?

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00:19:50.759 --> 00:19:55.888

Okay, I'm seeing a couple people I want to see a few more responses.

133

00:20:09.568 --> 00:20:15.989

Okay, um, I'm seeing slightly more nose than I am yeses, which is.

134

00:20:15.989 --> 00:20:21.808

Good to hear, but I'm also seeing a few yeses. So let's talk about this a little bit here.

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00:20:24.598 --> 00:20:37.169

So, the answer is really no. So while reading is a life skill that can benefit.

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00:20:37.169 --> 00:20:49.858

Everyone, it's not typically considered an expanded debilitating skill that is covered under Pre, vocational services. So, um.

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00:20:53.459 --> 00:20:59.489

I've got a link here in the slide that can take you to some, some guidance.

138

00:21:00.173 --> 00:21:00.564

Actually,

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00:21:00.564 --> 00:21:02.814

this is our comp,

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00:21:02.993 --> 00:21:05.963

waiver renewal application so it,

141

00:21:05.993 --> 00:21:07.673  
it's specifically from there,

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00:21:08.364 --> 00:21:16.493  
but that's based on guidance that centers for Medicare and Medicaid  
Services has issued.

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00:21:16.769 --> 00:21:20.878  
Regarding the use of.

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00:21:20.878 --> 00:21:24.929  
Pre vocational services, so.

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00:21:25.463 --> 00:21:26.183  
Basically,

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00:21:26.334 --> 00:21:27.923  
from our waiver,

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00:21:27.923 --> 00:21:34.733  
renewal application services are intended to develop and teach those  
expanded debilitating skills,

148

00:21:34.733 --> 00:21:37.703  
such as communication work,

149

00:21:37.703 --> 00:21:39.263  
appropriate conduct,

150

00:21:39.263 --> 00:21:48.503  
which can also complete include hygiene and dress workplace problem  
solving workplace safety skills.

151

00:21:48.778 --> 00:21:52.979  
So those are the type of.

152

00:21:52.979 --> 00:22:02.489  
Expanded ability of skills that were really looking for when utilizing  
Pre, vocational services.

153

00:22:02.489 --> 00:22:16.769

Please note that it's not for job task specific skills. The other thing that I want to note specifically with our example of reading, is that a lot of times there might be accommodations.

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00:22:16.769 --> 00:22:24.058

That can help a person who has difficulty reading using screen readers using text.

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00:22:24.058 --> 00:22:34.138

Beach apps, um, a lot of a lot of those accommodations could be utilized for someone who has difficulties with reading.

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00:22:37.558 --> 00:22:49.378

So, let's try another 1 here and this question is, can an individual volunteer, add a local restaurant as part of Pre, vocational services.

157

00:23:02.159 --> 00:23:05.338

And I'm going to wait for a few more responses here.

158

00:23:06.598 --> 00:23:14.759

Okay, I am glad to see as many notes as I am seeing.

159

00:23:14.759 --> 00:23:20.429

Um, in the chat box, so.

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00:23:20.429 --> 00:23:31.949

You guys are correct here that typically, with the restaurant, we think of most restaurants as being a, for profit.

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00:23:32.243 --> 00:23:41.784

Um, business, so again, what I mentioned earlier, we have to adhere to department of labor regulations.

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00:23:42.233 --> 00:23:51.144

So, and as I mentioned earlier, Department of labor makes certain distinctions between volunteering internships.

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00:23:51.689 --> 00:24:02.759

And unpaid work experiences. So volunteering is that hands on experience where somebody is practicing work behaviors while not.

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00:24:02.759 --> 00:24:07.979  
Being paid so therefore.

165  
00:24:07.979 --> 00:24:11.068  
It it must be done at a nonprofit.

166  
00:24:11.753 --> 00:24:23.304  
And it must be performing work that is typically considered volunteer work for that company and somebody noticed that and mentioned that in the chat.

167  
00:24:23.304 --> 00:24:29.544  
So, kudos to that person 1st saying, hey, they can't work in a paid position either. So.

168  
00:24:30.148 --> 00:24:34.348  
Um, with internships.

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00:24:34.348 --> 00:24:40.558  
Internships can be paid or unpaid, but they are typically tied to an academic.

170  
00:24:40.558 --> 00:24:46.798  
Calendar and our part of a formal education program.

171  
00:24:46.798 --> 00:24:56.278  
So, uh, and of course, just like I mentioned earlier, the unpaid work experiences are allowed for those who are working with.

172  
00:24:56.423 --> 00:25:11.183  
Or still in school, and part of their department of labor does not currently recognize as meeting their criteria for unpaid work experiences, which means we're limited to.

173  
00:25:11.608 --> 00:25:16.709  
You know, adhering to guidance for volunteering.

174  
00:25:22.229 --> 00:25:26.818  
All right, so now, let's talk about who makes a good.

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00:25:26.818 --> 00:25:41.784

Candidate for this service, so typically we're looking for individuals who need support in developing those general, Universal expanded debilitating workplace behaviors.

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00:25:41.999 --> 00:25:51.449

So, we're looking at people who might need help in developing some communication um, those.

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00:25:51.449 --> 00:25:58.229

Workplace, um, uh.

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00:26:00.808 --> 00:26:06.509

Workplace appropriate conduct workplace problem solving.

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00:26:06.509 --> 00:26:14.278

Workplace safety skills, so that's kind of what we're looking for. We're looking for individuals who have.

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00:26:14.278 --> 00:26:18.959

To develop some specific skills.

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00:26:18.959 --> 00:26:27.239

To be more successful employment, but again, when we think of the specific skills, therefore, any type of employment.

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00:26:27.239 --> 00:26:35.338

So, this may have been determined through some kind of an assessment process.

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00:26:35.338 --> 00:26:40.769

Such as career and exploration.

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00:26:40.769 --> 00:26:55.259

Process maybe it was determined through waiver, funded career planning or maybe it was determined through an process based on observations and assessments that the school has conducted.

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00:26:55.259 --> 00:27:02.338

So the planning team may feel strongly that these skills are.

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00:27:02.338 --> 00:27:08.308

Need some required development or refinement uh, based on.



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00:27:08.308 --> 00:27:12.148

Other experiences again, looking at.

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00:27:12.148 --> 00:27:16.979

Observable measurable. What's been documented?

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00:27:16.979 --> 00:27:31.679

Individuals currently receiving job development, but needing to refine their skills in order to maximize their independents might also make some good examples. So, we think of individuals that might be on the, the cost. We, we.

190

00:27:31.679 --> 00:27:39.148

Think they're about ready, but they just need a little bit of finishing touches. Maybe a little bit more.

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00:27:39.148 --> 00:27:47.094

Practice with certain skills to really feel confident that yeah this person's going to be successful.

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00:27:47.753 --> 00:27:59.993

So basically what that becomes an example of where we might be able to use services concurrently. So while somebody's looking for a job, we're.

193

00:28:00.298 --> 00:28:11.124

Fine tuning their skills, we're, we're refining those soft skills so that they will be more successful. Once they get offered that job.

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00:28:11.963 --> 00:28:21.564

Um, these might be individuals that are transitioning from a congregate settings. So it could be individuals that have said, uh.

195

00:28:22.554 --> 00:28:34.253

That they want competitive integrate employment, but they're currently employed in a sheltered workshop. It could be individuals that are in day have and again expressing an interest in in getting a job.

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00:28:34.253 --> 00:28:42.743

And so we're trying to to help them transition from that congregate setting to that competitive integrate employment.

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00:28:43.199 --> 00:28:56.278

Thing to note here is just because somebody's coming out of congregate settings, just because they're coming out of day hab, or coming out of shelter workshop doesn't mean that they require.

198

00:28:56.278 --> 00:29:00.028  
Pre vocational services, um.

199

00:29:01.558 --> 00:29:08.128  
It it's basically saying, hey, if we think we need to refine some skills.

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00:29:08.128 --> 00:29:17.338  
For them to be more successful as we're doing some job development, or maybe, you know, we want to kind of start this step. 1st.

201

00:29:19.019 --> 00:29:31.618  
Provoke might be an option for that person. I'm seeing a question in the chat about when somebody has supported employment and there was also an earlier comment where somebody mentioned about.

202

00:29:31.618 --> 00:29:37.318  
People being employed, but also, maybe possibly needing preview.

203

00:29:37.318 --> 00:29:40.588  
If somebody's employed the.

204

00:29:40.588 --> 00:29:49.138  
The place to provide them that support would be in their job. It would be under that support employment, cause under support employment.

205

00:29:49.138 --> 00:29:59.189  
You can, you can be teaching them the hard skills, but you can also be teaching them the soft skills. So, ideally, when somebody is employed.

206

00:29:59.189 --> 00:30:07.709  
Teach them in that job however, we know that there are some times.

207

00:30:07.709 --> 00:30:21.023  
That an individual might be working so few of hours that there's really not a lot of opportunity to to practice those skills.

208

00:30:21.683 --> 00:30:27.173  
Um, and we might be having to to look outside of that. Um.

209

00:30:27.449 --> 00:30:30.538

With our service definitions, we don't.

210

00:30:30.538 --> 00:30:33.929

Say in our service definitions that they cannot.

211

00:30:33.929 --> 00:30:38.429

Be doing provoke while also employed.

212

00:30:38.429 --> 00:30:45.628

However, I will tell you guidance from our federal programs unit has been that if they're employed.

213

00:30:45.628 --> 00:30:50.459

We should really be using support and employment. Um.

214

00:30:50.459 --> 00:30:56.519

To provide that support so if somebody is needing above and beyond.

215

00:30:56.519 --> 00:31:06.419

What can be provided under supporter employment then you really need to make that case for why they need provoke on top of supported employment.

216

00:31:12.989 --> 00:31:17.338

So some things to consider here.

217

00:31:17.338 --> 00:31:30.929

So, if you remember the division, we have the employment 1st, philosophy, which is the presumption that everyone is capable of working.

218

00:31:30.929 --> 00:31:33.959

So, ideally.

219

00:31:33.959 --> 00:31:39.118

Why not get him a job and help support them in that job.

220

00:31:39.118 --> 00:31:42.269

So sometimes though.

221

00:31:42.269 --> 00:31:48.058

We know there is a huge need for developing some, some.

222

00:31:48.058 --> 00:31:57.239

A basis, you know, of soft skills before being ready to, to take that next step. Um, however.

223

00:31:57.239 --> 00:32:10.558

Before you do that consider, is there a different way of achieving the same outcome? Can we partner with the job center to provide somebody with a temporary paid employment experience? So.

224

00:32:10.558 --> 00:32:24.298

Job centers across the state of Missouri, half funding available to provide youth under the age of 24 who meet their criteria with paid work experiences.

225

00:32:24.298 --> 00:32:29.548

Each area may be different, but I want to say most, um.

226

00:32:29.548 --> 00:32:36.929

Can provide up to 20 hours per week for somewhere between 3 to 6 months.

227

00:32:36.929 --> 00:32:46.078

So the job centers typically try to partner with sites that are going to be able to provide more assistance.

228

00:32:46.078 --> 00:32:52.588

To participants how ever typically that program is not.

229

00:32:52.614 --> 00:32:55.884

Able to provide that intensive job coaching.

230

00:32:56.453 --> 00:33:09.534

So if somebody is needing more ongoing or intensive support to be successful than what that program can provide, this may be an example where we can kind of partner with them.

231

00:33:09.534 --> 00:33:13.223

So they provide the job center provides that that wage.

232

00:33:14.003 --> 00:33:27.594

Um, that pay, and then we provide the job coaching um, and that would be under our supported employment service. So, H2 023 would be how we would fund that support. Um.

233

00:33:35.038 --> 00:33:39.989

So, we have a question that what if someone gets a job before completing and it.

234

00:33:39.989 --> 00:33:46.648

Um, preemployment program for 6 months so.

235

00:33:46.648 --> 00:33:53.878

With our service definitions, there is no minimum requirement. So when somebody is ready to move on.

236

00:33:53.878 --> 00:34:03.659

To employment, let's move on, there's nothing saying that somebody has to participate in, at least 6 months of prebook before they go and get a job.

237

00:34:03.659 --> 00:34:08.969

So, if somebody's ready at 2 months, let's move on. Let's.

238

00:34:08.969 --> 00:34:15.059

Let's get him a job, let's provide the support under support employment and.

239

00:34:15.059 --> 00:34:19.259

Leave Pre, vocational behind, um.

240

00:34:20.849 --> 00:34:32.608

If that person is getting the support in the job, then yes, it should be under supported employment. What I usually recommend is.

241

00:34:32.963 --> 00:34:47.364

Being proactive, so, if we're asking for Pre vocational, maybe we're also asking for a handful of support employment units. In case someone gets offered a job during the provision of that.

242

00:34:48.719 --> 00:34:59.273

Pre vocational services, so I saw this happen with an individual who was using prefix so the person was volunteering at habitat for humanity.

243

00:34:59.664 --> 00:35:06.173

And since habitat for humanity was a site that was used for the job centers.

244

00:35:06.809 --> 00:35:10.228

Paid youth work experience program.

245

00:35:11.309 --> 00:35:18.239

The, the manager at that habitat for humanity asked, why is this person? Not.

246

00:35:18.239 --> 00:35:24.148

Getting paid through the job center how come this person isn't part of that youth program.

247

00:35:25.134 --> 00:35:39.893

So the employment specialist working with that person, then help that person to apply for the job centers, use program. The person started making wages, and we switched from prebook to support employment.

248

00:35:39.893 --> 00:35:44.063

So that that person continue to work on those soft skills. But.

249

00:35:44.369 --> 00:35:48.509

Also receiving that wage during that time.

250

00:35:49.284 --> 00:36:04.224

So the other thing to ask, not only, you know, can we partner with somebody else to provide a temporary paid employee experience but can this individual be successful? If given.

251

00:36:04.498 --> 00:36:14.159

Accommodations so again, you kind of think of my example, earlier with somebody that, you know, might have difficulties reading.

252

00:36:14.159 --> 00:36:19.559

There's accommodations like screen readers and, um.

253

00:36:19.559 --> 00:36:22.858

Uh, text to speech.

254

00:36:22.858 --> 00:36:30.659

Apps that maybe, you know, there's another way of helping that person with that. Um.

255

00:36:30.659 --> 00:36:36.179

That skill, so same thing, if you think of, um.

256

00:36:36.179 --> 00:36:39.989

Individuals who, who might need help.

257

00:36:39.989 --> 00:36:49.528

To remember the tasks to do the steps to take in completing a job task, or even.

258

00:36:49.528 --> 00:36:53.128

Maintaining that task focus.

259

00:36:53.128 --> 00:36:56.219

Sometimes you gotta ask yourself, hey, are there.

260

00:36:56.219 --> 00:37:07.289

Accommodations is there a system technology could job coaching possibly help so if the person had a job coach, would they then be successful?

261

00:37:07.289 --> 00:37:12.088

In being able to to hold down a job with that support.

262

00:37:13.889 --> 00:37:24.568

So some things to kind of question, so how to request so, um.

263

00:37:26.338 --> 00:37:41.244

1, when you're requesting Pre, vocational services, you want to make sure that you are presenting that evidence that a person is not ready for paid employment. So, what skills are they lacking?

264

00:37:41.364 --> 00:37:43.344

What skills need to be developed.

265

00:37:43.648 --> 00:37:48.748

Or refined, how does that impede the person? So, how does that.

266

00:37:48.748 --> 00:37:53.099

That skill or a lack of skill um.

267

00:37:53.099 --> 00:38:04.079

Prevent that person from, from being successful in employment and what process was used to determine that person is not ready for employment. So, 1 of the things that.

268

00:38:05.128 --> 00:38:13.530

You'll you'll note is that under our home and community based services assurances.

269

00:38:13.530 --> 00:38:27.869

We'll say that, hey, it's based on assessed need. So that's 1 of our HTS s, assurances is that services and supports are based on assessed need.

270

00:38:27.869 --> 00:38:34.440

So, again, how did we determined that this person wasn't ready for employment?

271

00:38:34.440 --> 00:38:42.599

There needs to be a goal or an outcome. How does the service assist the individual with achieving that outcome?

272

00:38:42.599 --> 00:38:47.699

So, what is that desired behavior? What is the, that.

273

00:38:47.699 --> 00:38:51.630

Threshold or frequency that we're looking for.

274

00:38:51.630 --> 00:38:58.800

So, kind of when do we know that this person's going to be ready to move on and get a job.

275

00:38:58.800 --> 00:39:11.489

The request also needs to align with the service definition. We need to make sure what we're requesting fits within that service definition. So.

276

00:39:11.489 --> 00:39:18.840

Remembering our unit limits so again, the service is limited to 2080 units.

277

00:39:18.840 --> 00:39:22.530

Total that the support we're providing.



278

00:39:22.530 --> 00:39:30.750

Is allowed within the service definition so again with Pre vocational, we are looking on at those expanded.

279

00:39:30.750 --> 00:39:45.239

Facilitative skills that are needed for any and all types of employment. So looking at problem solving communication, workplace behavior, you know um.

280

00:39:46.619 --> 00:39:51.059

Appropriate workplace conduct safety.

281

00:39:51.775 --> 00:39:52.195

So,

282

00:39:52.494 --> 00:39:55.074

those are the kinds of things that we're looking at,

283

00:39:55.795 --> 00:39:57.324

we're looking that,

284

00:39:57.355 --> 00:39:57.684

you know,

285

00:39:57.684 --> 00:39:59.545

what's being used or,

286

00:39:59.574 --> 00:39:59.934

you know,

287

00:39:59.934 --> 00:40:14.155

what kind of site we're using for developing those skills is within Department of labor regulations that we're partnering with those nonprofits that the skills somebody's or the.

288

00:40:14.489 --> 00:40:20.849

The jobs someone's going to be using to develop those skills are.

289

00:40:20.849 --> 00:40:26.820

Typical volunteer type job tasks uh.

290

00:40:28.079 --> 00:40:33.150

We need to make sure that the support provided matches the intent of the service.

291

00:40:33.150 --> 00:40:45.210

And again that the skills to be developed are those generic workplace behavior. So we cannot purchase this service to work on job specific skills.

292

00:40:46.980 --> 00:40:52.050

So lets kind of go on and do some practice here. So.

293

00:40:52.050 --> 00:41:01.405

Dane Dane is expected to graduate high school in May of 22, so he's still in school right now.

294

00:41:01.405 --> 00:41:15.144

He would love to get a job working in a sports club where he can make sure that the players have the right equipment and the equipment is in good condition. Um, he, he's a sports fanatic loves sports.

295

00:41:15.144 --> 00:41:26.335

So, in his, it is stated that he requires constant prompting to complete each task during work based learning activities.

296

00:41:26.394 --> 00:41:30.295

So, um, if he's not being given us, um.

297

00:41:31.260 --> 00:41:36.690

A prompt, he's kind of standing around and looking at everybody.

298

00:41:36.690 --> 00:41:46.889

It's also noted that when he's not able to complete a test, if he didn't understand the instructions or something's missing. Um.

299

00:41:46.889 --> 00:41:49.949

He just kind of stands there. He doesn't.

300

00:41:49.949 --> 00:41:55.920

Ask for more help, he doesn't ask them by for clarification as to what he's being.

301

00:41:55.920 --> 00:42:04.079

He's supposed to be doing, or he doesn't ask for somebody to say, hey,  
Where's more paper? I can't finish this. Um.

302

00:42:05.125 --> 00:42:10.164

It's also noted that during the team member team members,

303

00:42:10.195 --> 00:42:10.375

or,

304

00:42:10.375 --> 00:42:22.704

excuse me meeting team members discussed observations where occasionally  
Dane would state phrases from movies when he was feeling overwhelmed.

305

00:42:22.735 --> 00:42:27.054

Usually it was more likely to happen. If he was feeling of rushed.

306

00:42:27.329 --> 00:42:35.489

Or if he wasn't allowed chaotic environment, didn't happen that often.  
Very, very, um.

307

00:42:35.489 --> 00:42:36.420

Sporadic,

308

00:42:37.465 --> 00:42:38.755

but when it did happen,

309

00:42:38.755 --> 00:42:40.795

there was kind of concerns of OO,

310

00:42:40.974 --> 00:42:43.315

if supervisors within your shot,

311

00:42:43.344 --> 00:42:45.744

they might think he's talking back to them,

312

00:42:46.135 --> 00:42:55.554

or depending on what movie he decides to pick a phrase from might not be  
appropriate for other people to over here.

313

00:42:56.394 --> 00:42:58.014

So my questions for you.

314

00:42:58.409 --> 00:43:01.739

Do you think Pre vocation would be appropriate for Dane?

315

00:43:01.739 --> 00:43:12.900

And if so, do we feel like there's still more information that might be needed what, what information might still be needed to request.

316

00:43:12.900 --> 00:43:20.730

This service, so go ahead and put something in the chat there.

317

00:43:53.219 --> 00:44:00.179

Okay, so I'm kind of seeing a mixture here. I've got half the people responding. Um.

318

00:44:00.179 --> 00:44:05.309

Saying yes, half the people saying, no, you, you could.

319

00:44:05.309 --> 00:44:09.960

Be achieving this in other ways. Um.

320

00:44:09.960 --> 00:44:17.789

Quite a few of viewers are saying, hey, I think we still need some more information. Um.

321

00:44:19.650 --> 00:44:23.190

So, let's kind of go on and look at.

322

00:44:23.190 --> 00:44:31.260

Um, what I thought here, so.

323

00:44:31.260 --> 00:44:35.070

While Pre, vocational services might appear to be what.

324

00:44:35.070 --> 00:44:38.760

Dane may need again.

325

00:44:38.760 --> 00:44:43.139

Question to ask yourself is, can we work on this.

326

00:44:43.139 --> 00:44:48.389

In other ways. So when you think about.

327

00:44:48.389 --> 00:44:59.699

Dane needing prompting to complete a task to stay focused to ask for help. Um, those are all general workplace behaviors.

328

00:44:59.699 --> 00:45:12.840

But yet, you know, it's like, what, if we gave him accommodations? What if we had a job coach with them? What do you start to pick on it with the job coach? What? If we were using assistive technology?

329

00:45:13.525 --> 00:45:27.804

You know, giving him task lists. Would that help him to remember what tasks need to be done? The order that they need to be done those kinds of things? So you you start going. Okay what about accommodations?

330

00:45:27.804 --> 00:45:39.505

What accommodations could we provide him that might set him up for more success? The other thing is with his age, he's under the age of 24, he's just.

331

00:45:40.440 --> 00:45:52.019

Getting ready to graduate high school so if we really felt like, Ooh, we want to practice these skills more before before we're ready to to move on to getting him a job.

332

00:45:52.019 --> 00:45:57.900

Then, could we partner with the job center and get him a paid.

333

00:45:57.900 --> 00:46:01.019

Work experience, uh, before.

334

00:46:02.579 --> 00:46:10.559

Um, before going back to that Pre, vocational, so looking at doing, uh, paid work experience.

335

00:46:10.559 --> 00:46:17.130

And using support and employment to support him, or help, just helping him get a job.

336

00:46:17.130 --> 00:46:29.909

And again, under supported employment, providing those accommodations, he might need this 1 might be a good 1 where we're doing, kind of, in conjunction. So while Dana is in job development.

337

00:46:29.909 --> 00:46:42.809

We could do Pre, vocational wise and job development so do some, some refining and teaching of those skills. So that hopefully, once Dan gets offered job, he's.

338

00:46:42.809 --> 00:46:48.179

Got more skills, he's a little bit stronger and some of those skills, um.

339

00:46:49.559 --> 00:46:53.940

So, let's see looking at things in the chat box here.

340

00:46:55.440 --> 00:47:03.300

Um, so somebody making note about, um.

341

00:47:04.619 --> 00:47:11.130

How he how Dane responds when he gets overwhelmed um, so again.

342

00:47:11.130 --> 00:47:20.610

Um, what I think that comment, so the, the comment was talking to the team about being the best fit. So, to me.

343

00:47:20.610 --> 00:47:31.619

It's all about that job match so if we're getting Jane a job in allowed environment or an environment where he's, he's going to be rushed.

344

00:47:31.619 --> 00:47:35.250

That's going to set him up for for more.

345

00:47:35.844 --> 00:47:44.815

Times where he's probably going to be saying, certain phrases from movies so kind of looking at that environmental fit too.

346

00:47:44.934 --> 00:47:59.454

So it's about finding a job, not only that he's got the abilities to perform, but that environmentally might be a good fit for him as well. So, um.

347

00:48:02.460 --> 00:48:02.820

We,

348

00:48:02.844 --> 00:48:17.335

we've got somebody kind of reminding us of those assistive technology accommodations those devices that could possibly help an individual to to be more successful with

349

00:48:17.335 --> 00:48:17.994  
employment.

350

00:48:17.994 --> 00:48:19.735  
So, um.

351

00:48:26.039 --> 00:48:26.369  
So,

352

00:48:26.364 --> 00:48:26.695  
again,

353

00:48:26.695 --> 00:48:26.844  
I'm,

354

00:48:26.875 --> 00:48:27.775  
I'm seeing,

355

00:48:30.264 --> 00:48:30.505  
you know,

356

00:48:30.505 --> 00:48:31.855  
even while he's in school,

357

00:48:31.945 --> 00:48:34.164  
knowing that his is stating that,

358

00:48:34.193 --> 00:48:34.614  
you know,

359

00:48:34.614 --> 00:48:36.025  
here are some barriers it's like,

360

00:48:36.054 --> 00:48:36.625  
okay,

361

00:48:36.894 --> 00:48:45.804

so between now and may can we really focus on addressing those issues and trying to to teach him to be more independent,

362

00:48:45.804 --> 00:48:48.744

so that he will be more ready as well.

363

00:48:50.429 --> 00:48:54.989

So, good comments in the chat box guys.

364

00:48:58.019 --> 00:49:01.260

So, now let's talk about Susie.

365

00:49:01.260 --> 00:49:10.590

Susie is a very social or is very social loves talking with others about their personal lives.

366

00:49:10.590 --> 00:49:15.780

She would love a job where she could talk with others and get to know them on a personal level.

367

00:49:15.780 --> 00:49:23.610

Her mom reports that Susie tends to tell individuals too much personal information.

368

00:49:24.900 --> 00:49:32.730

Her concern is that Susie might get herself into a situation where her identity or safety would be compromised.

369

00:49:32.730 --> 00:49:37.860

So, do you think Pre vocational services would be appropriate for Susie?

370

00:49:38.940 --> 00:49:45.570

And if so, what information do you feel might still be needed in order to request this service?

371

00:50:10.920 --> 00:50:19.289

I'm seeing 1 response, but I want to wait and see, um.

372

00:50:19.735 --> 00:50:20.844

More responses.

373

00:50:36.684 --> 00:50:37.554



Okay.

374

00:50:38.219 --> 00:50:41.940

I'm seeing a lot of you are thinking that.

375

00:50:41.940 --> 00:50:50.099

Possibly, yes, but then I'm also seeing, um, there's, there's a number of people who have kind of.

376

00:50:50.099 --> 00:50:53.190

Jumped up and say, wait a minute.

377

00:50:53.190 --> 00:51:01.650

Could this not be addressed through through, on the job supports that support? Employment could a job coach.

378

00:51:01.650 --> 00:51:13.230

Help that help Susie to recognize what information she could share at work versus what information she can't.

379

00:51:13.230 --> 00:51:17.039

Share it work, um.

380

00:51:18.989 --> 00:51:29.280

So, let's kind of take a closer look here at what we said. So, again, while Pre vocational services might appear to be what Susie could benefit.

381

00:51:29.280 --> 00:51:33.030

Ask yourself is there another way of.

382

00:51:33.030 --> 00:51:36.300

Of doing this, can we.

383

00:51:36.300 --> 00:51:39.539

Achieve that outcome using.

384

00:51:39.539 --> 00:51:48.864

Other services, so can job coaching, help, Susie know what information can and cannot be shared.

385

00:51:49.135 --> 00:51:56.934

What about natural supports that might keep Susie safe? So, um.

386

00:51:57.269 --> 00:52:09.510

Could the environment potentially have an impact so just like somebody was mentioning with Dane about kind of like the no easy chaotic, overwhelming environment, you know, being a good fit.

387

00:52:09.510 --> 00:52:16.769

Kind of looking at okay, our certain environments more likely.

388

00:52:18.269 --> 00:52:21.960

To possibly lend themselves to where Susie might.

389

00:52:21.960 --> 00:52:25.860

Be be tempted to share too much information versus.

390

00:52:25.860 --> 00:52:29.639

Another environment, um.

391

00:52:30.445 --> 00:52:31.914

The other thing to note,

392

00:52:32.275 --> 00:52:39.204

Pre locational is about skill building so you have to ask yourself and susie's example,

393

00:52:39.414 --> 00:52:44.094

what specific habilitated skill is,

394

00:52:44.155 --> 00:52:46.675

are we needing to develop.

395

00:52:46.920 --> 00:52:57.719

Is she needing to work on communication? Is she needing to work on appropriate conduct workplace problem solving skills? Workplace safety.

396

00:52:57.719 --> 00:53:06.030

What specific skill and I'm seeing people kind of jump in and say well, yeah, it's safety skills so.

397

00:53:06.030 --> 00:53:10.260

Then, the, the next thing I, I go back on that.

398

00:53:10.260 --> 00:53:16.079

Assessed need our assurances.

399

00:53:16.079 --> 00:53:24.360

Um, are that services and supports are going to be based on assessed meet so, in susie's example.

400

00:53:24.360 --> 00:53:28.980

What is the assess need how was it determined? So.

401

00:53:28.980 --> 00:53:33.570

It's mom's concern, it's mom's fear, but do we have.

402

00:53:33.570 --> 00:53:37.739

Concrete examples of Susie.

403

00:53:37.739 --> 00:53:41.639

Giving too much information recently.

404

00:53:41.639 --> 00:53:50.099

Um, you know, this also could be 1 where we kind of work on. Okay. Let's.

405

00:53:50.099 --> 00:53:53.639

Let's work on getting her a job we can provide that.

406

00:53:53.639 --> 00:54:08.394

Support through job coaching through support employment, but while she's looking for a job, we're also doing some Pre vocational to kind of again help refine.

407

00:54:08.730 --> 00:54:16.380

Help her to understand what's appropriate to say what's not appropriate to say.

408

00:54:16.380 --> 00:54:24.300

In in a work environment, so we could possibly do that. But again, when you're requesting that service.

409

00:54:24.300 --> 00:54:28.079

You need to be addressing what what skill are we developing?

410

00:54:28.079 --> 00:54:37.289

What's the benchmark? What? How are we going to know when we've developed that skill? At what level? Um.

411

00:54:37.289 --> 00:54:40.289

And then that assess need.

412

00:54:40.289 --> 00:54:43.829

So, how does it impede the person.

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00:54:43.829 --> 00:54:53.369

What is the assess need so good discussion? Folks? I love it.

414

00:54:53.369 --> 00:55:00.809

All right, so now let's talk about the outcome requirement for this service.

415

00:55:00.809 --> 00:55:04.260

So, with our renewal.

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00:55:04.260 --> 00:55:10.650

Of our waiver, um, 1 of the things that we specifically put.

417

00:55:11.155 --> 00:55:11.605

In Pre,

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00:55:11.605 --> 00:55:26.155

vocational services is that service providers are expected to create that monthly plan that is going to document progress on skill acquisition and that ongoing development needed to be prepared for

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00:55:26.155 --> 00:55:27.025

employment.

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00:55:27.175 --> 00:55:31.224

So, basically, what we're looking for is what skills.

421

00:55:31.469 --> 00:55:35.940

What skill or skills are being developed.

422

00:55:37.559 --> 00:55:51.030

Defining that success when do we know that a person's ready to get a job?  
So what what are we saying, you know, if the person's got to be able to  
example, for example.

423

00:55:53.369 --> 00:56:04.590

Um, you know, if, if we're talking about following workplace safety, um,  
so person's gotta.

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00:56:04.590 --> 00:56:13.050

Follow workplace, safety protocols, you know, maybe we're saying, hey,  
70% of the time, they've got to be independent.

425

00:56:13.050 --> 00:56:17.880

In this, so that's our, our criteria.

426

00:56:17.880 --> 00:56:23.730

That's what we're defining as as success that 70% of the time they are.

427

00:56:23.730 --> 00:56:27.420

Following safety protocols.

428

00:56:27.420 --> 00:56:38.519

Then we want to know, okay what's the progress? Where is this person? So  
we're providing Pre, vocational services. We're working on developing,  
um.

429

00:56:38.519 --> 00:56:50.010

Safety skills, how is this person doing? So you want to make sure that  
you are using observable and measurable.

430

00:56:50.010 --> 00:56:54.690

Um, standards.

431

00:57:01.920 --> 00:57:06.119

So question for you guys.

432

00:57:07.139 --> 00:57:12.719

What do you need to feel more confident and requesting Pre vocational  
services?

433

00:57:12.719 --> 00:57:17.010

I know several people have been asking for the, the.

434

00:57:17.010 --> 00:57:21.300

Presentation and his cat mentioned at the beginning.

435

00:57:21.300 --> 00:57:31.739

The presentation, the PowerPoint along with this recorded webinar will be available on our website later this month. So.

436

00:57:31.739 --> 00:57:35.130

You should be able to access it.

437

00:57:35.130 --> 00:57:43.079

Through our our Web site. So other than that.

438

00:57:43.079 --> 00:57:48.449

What do you need to feel a little bit more confident and requesting Pre vocational services?

439

00:57:57.210 --> 00:58:04.500

And knowing that we've got about 1 minute, I'm going to go ahead and move on, but please put those.

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00:58:04.500 --> 00:58:11.670

Those ideas, those suggestions in the chat box, we do save this. I do take a look at it.

441

00:58:13.710 --> 00:58:28.344

So we are going to be continuing with talking about our employment services so we still have job development and supporter employment to touch on. So, February 9th will be about job development. March 9th will be about support employment.

442

00:58:28.344 --> 00:58:39.445

If you happen to miss the 1 on benefits, planning or career planning, or you just want to go back and re review today's.

443

00:58:41.519 --> 00:58:47.340

These are being recorded, they are available on our website.

444

00:58:48.690 --> 00:58:52.559

And I'm putting that in the chat box.

445

00:58:57.269 --> 00:59:04.050

So the link is in the chat box of where you can catch these webinars. So you can go back.

446

00:59:04.050 --> 00:59:09.960

Download the presentation you can go back and review the.

447

00:59:09.960 --> 00:59:15.659

Recording, so you can capture information.

448

00:59:15.659 --> 00:59:22.679

Um, so please don't forget.

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00:59:22.679 --> 00:59:27.780

Answer the questions at the end of this webinar. So when you go to to get out of here.

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00:59:27.780 --> 00:59:40.320

There's going to be a survey that immediately pops up. Please answer those questions. That feedback is very valuable in making sure that, um, I'm designing these so that.

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00:59:40.320 --> 00:59:48.329

They are worthy of your time. All right folks.

452

00:59:49.980 --> 00:59:53.880

Thank you so much.

453

00:59:57.210 --> 01:00:06.570

And I hope you guys have a great day.