WEBVTT

1
00:00:00.000 --> 00:00:06.990
For joining us, so, um, as cat mentioned, today's topic.

2
00:00:06.990 --> 00:00:11.069
We're taking a closer look at job development, so.

3
00:00:11.724 --> 00:00:23.993
To get us all started, get an ideal for who's all in the audience. We
have a quick little pole. So what we want to know is what is your role?
Are you a support coordinator? Are you a service provider?

4
00:00:24.083 --> 00:00:33.473
Maybe you work for a regional office as you are chair PR, self, directed
supports. Maybe you're an assistant director.

5
00:00:33.750 --> 00:00:45.270
Et cetera, maybe you work for a different state office B R, Department of
higher education, workforce development. Maybe our division of behavioral
health. Maybe it's.

6
00:00:45.270 --> 00:00:53.880
Rehab services for the blind, maybe you're an individual or a family
member or some other roles. So real quickly with our.

7
00:00:53.880 --> 00:00:58.409
Um, Paul, let us know.

8
00:00:58.409 --> 00:01:05.219
So you've got about a minute, but we can stop it if everybody responds
quicker. So.

9
00:02:00.150 --> 00:02:11.789
Okay, so pulling has stopped and our results are majority of you are
support winner so that's great. We're, we're getting a good turnout from
support when you're is.

10
00:02:12.115 --> 00:02:25.074
But we also have a good number of service providers, kind of interested
in learning a little bit more. We do have a handful of regional office
employees. So, and we also have an individual or family member.

11

00:02:25.074 --> 00:02:28.585
So, thanks for joining us today. So.

12
00:02:30.689 --> 00:02:34.530
As I mentioned earlier, so, um.

13
00:02:34.530 --> 00:02:37.800
We have an employment service for.

14
00:02:37.800 --> 00:02:52.139
Every step of the way that somebody might might need support. So many of
you have already seen this graphic. So determining that destination is
kind of trying to figure out, you know, where, where do we need to go?
What.

15
00:02:52.735 --> 00:03:04.014
What experiences what skills do we need to have? What training do we need
to have to get where we want to end up and what's that going to look
like? So, uh, career planning covers that.

16
00:03:04.044 --> 00:03:15.534
So, last month we talked about how we have Pre vocational services to
really help people develop those skills they needed to be employed.

17
00:03:15.534 --> 00:03:23.395
So, and specifically we're looking at funding supports for developing
those universal.

18
00:03:23.759 --> 00:03:36.150
General workplace behaviors that are needed for all types of employment.
So, for individuals that are needing specific skill development, that
might be tied to a very.

19
00:03:36.150 --> 00:03:41.879
Uh, particular type of employment we might be having to look at, uh.

20
00:03:42.235 --> 00:03:47.094
Funding streams outside of the division so looking at,

21
00:03:47.485 --> 00:03:47.844
um,

22
00:03:47.875 --> 00:03:49.555

Department of higher education,

23
00:03:49.585 --> 00:03:58.194
or looking at vocational rehabilitation to help us connect to training
programs that work on developing those hard skills.

24
00:03:58.469 --> 00:04:02.009
So, um, today.

25
00:04:02.009 --> 00:04:05.759
We're going to be focusing down on the bottom of that.

26
00:04:05.759 --> 00:04:14.455
That graphic getting the job job development, the supports, and services
1 needs to actually obtain employment.

27
00:04:14.814 --> 00:04:27.535
So next month, we will finish talking about the cycle looking at support
employment. And how that helps individuals in that phase of learning, and
maintaining their employment.

28
00:04:28.105 --> 00:04:34.644
Of course, in the center, you will see about navigating work and
benefits. We discussed that back in.

29
00:04:36.119 --> 00:04:46.769
November, I believe, kind of kicking off and introducing everybody to our
newest waiver service, which is benefits planning.

30
00:04:49.379 --> 00:04:54.298
So, like I said, today, we're going to focus on the bottom of that
graphic.

31
00:04:54.298 --> 00:05:00.629
The supports a person needs to get that job so.

32
00:05:01.889 --> 00:05:14.699
We're going to focus on job development. We want you to understand what
that service provides kind of, get a feel for who would benefit from the
service, knowing what you need.

33
00:05:14.699 --> 00:05:26.399

To request that service and recognizing what to look for when 1 receives that service. So hopefully you guys will get that today.

34
00:05:26.399 --> 00:05:30.449
So, and to help me talk about.

35
00:05:30.449 --> 00:05:44.963
The service of job development I invited Richard Coleman, who is the director of employment services with heartland? He is also a board member of the Missouri chapter of associating association of people supporting employment.

36
00:05:44.963 --> 00:05:48.624
1st apci. So Richard is going to.

37
00:05:48.988 --> 00:05:54.959
Help and help explain, uh, what job development looks like. How.

38
00:05:55.913 --> 00:06:10.074
What people can expect to receive when they're getting that kind of support, and also providing some tips for how people can be more successful. So, Richard will quick. Do you want to introduce yourself?

39
00:06:10.194 --> 00:06:11.423
Tell us a little bit about, you.

40
00:06:12.144 --> 00:06:26.303
Yeah, thanks, Sandy and thanks for inviting me to join the webinar today and I look forward to talking about 1 of my favorite subjects. And that is job. Development is a passion of mine. I've been in the field for about 13 years.

41
00:06:27.113 --> 00:06:40.014
I come from prior to that, I come from a recruiting and employment background and then I was also a director for our print media platform for many, many years.

42
00:06:40.014 --> 00:06:53.934
So, I kind of understand employment from both sides and I'm excited to share a little bit of my knowledge and and help some of your case managers or understand what employment is all about. And what job development specifically is all about.

43
00:06:57.478 --> 00:07:01.348

All right, thank you, Richard. Um, so.

44
00:07:01.348 --> 00:07:10.048
Before we dive into the topic too deeply, we want to get a feel for what your experience has been. So we're going to have quick poll.

45
00:07:10.048 --> 00:07:20.519
Tell us how many individuals you have coordinated job development for so specifically we're looking at individuals that you have requested waiver funded.

46
00:07:20.519 --> 00:07:23.848
Job development for so.

47
00:07:23.848 --> 00:07:31.108
We can get that pull up. All right, you've got about a minute. Go ahead and tell us.

48
00:07:31.108 --> 00:07:37.528
Is it 0, individuals, 1 to 4 individuals 5 to 9 or 10 or more?

49
00:08:30.749 --> 00:08:34.828
Okay, and the results are so, um.

50
00:08:34.828 --> 00:08:41.129
Basically, individuals have had a minimal experience. So, um.

51
00:08:41.754 --> 00:08:56.693
17 individuals or 17 respondents reported that they've had 1 to 4 individuals that they have coordinated waiver funded job development for and about 16 indicated that they haven't had anybody yet.

52
00:08:56.693 --> 00:09:00.984
So, hopefully after today, you guys will.

53
00:09:01.259 --> 00:09:05.339
Have a better feel for.

54
00:09:05.339 --> 00:09:16.798
What this service provides, who could benefit from it and and how to request it. So, for those of you, that have had some experience, whether it's been minimal.

55
00:09:16.798 --> 00:09:21.568
Or more, or even for those of you, that don't have any, um.

56
00:09:21.568 --> 00:09:35.938
We want to know about your experience so, for those of you, that have had some experience. What was it like, for those of you who haven't had an experience yet? What what's the hold up? What's holding you back? Um.

57
00:09:35.938 --> 00:09:49.739
What's being a barrier for you? So anybody who's used to participating in these webinars knows that I won't move on until there's at least 1 comment in the chat box. So.

58
00:09:50.573 --> 00:09:52.283
I'm looking for that comment folks.

59
00:10:08.333 --> 00:10:20.514
Alright, so we are now starting to get some responses. So, finding that individual's just aren't ready or sometimes the hurdle is individuals not.

60
00:10:20.818 --> 00:10:29.668
Going through the step of checking with me our 1st to see if can assist them. So.

61
00:10:29.668 --> 00:10:33.089
Um, okay, um.

62
00:10:35.668 --> 00:10:39.869
Let's see, I'm looking through to see some others. Um.

63
00:10:49.469 --> 00:10:55.889
So, I see a comment that, you know, sometimes basically feeling that.

64
00:10:55.889 --> 00:10:59.129
Most individuals are kind of.

65
00:10:59.129 --> 00:11:04.408
Getting locked into certain fields, so yeah.

66
00:11:04.408 --> 00:11:11.849

I mean, you you think about our own pathway, unemployment, our own journey um.

67
00:11:11.849 --> 00:11:17.759
And all the different jobs that we may have held, um.

68
00:11:17.759 --> 00:11:30.538
So, making sure that individuals with disabilities are afforded the same opportunities to explore employment that we have, you know, to, to take advantage of employment options that.

69
00:11:31.558 --> 00:11:38.788
May not be the same for everybody.

70
00:11:40.078 --> 00:11:48.869
So, um, from some of our service providers, you know, the, the hurdle is fear of, of, um.

71
00:11:49.918 --> 00:11:58.528
Adhering to our, our service definitions, so, making sure that they are providing the service correctly.

72
00:11:58.528 --> 00:12:02.818
Um, so, um.

73
00:12:02.818 --> 00:12:05.879
Great thanks.

74
00:12:05.879 --> 00:12:15.359
Once a pro career said, hey, a lot of people are having success with so not needing to have to request job development through the waiver. Um.

75
00:12:15.359 --> 00:12:25.438
So, great feedback folks. Uh, so I want to move on to keep us on time. So, job development.

76
00:12:25.438 --> 00:12:39.119
Job development is getting that help needed to get the job. Typically it's limited to about 240 units, but more can be given if needed.

77
00:12:40.193 --> 00:12:54.413
It's focused on securing individual employment and integrate settings, making at least minimum wage. So you think about we're, we're talking

about competitive, integrated employment. It's the employment that we all kind of strive for.

78
00:12:54.443 --> 00:13:08.033
It's jobs that is going to have us interacting with our community members. It's going to have us interacting with other employees that may or may not have disabilities. It's making at least minimum wage or whatever.

79
00:13:08.033 --> 00:13:21.984
The prevailing wage is for that industry and it's also providing us opportunities for growth and advancement within that that field. So that's kind of what we all look for.

80
00:13:22.553 --> 00:13:26.663
We want to look at jobs that match that person's interest.

81
00:13:26.938 --> 00:13:38.969
Their abilities and needed conditions. So it's kind of looking at all those things. And it's the same thing with us when we think of those jobs that we've really excelled at versus those jobs that we.

82
00:13:39.053 --> 00:13:51.264
Really didn't like too much you know, what we can tell is there was something off. So, with the jobs that we didn't like, either the job didn't fully match our interest.

83
00:13:51.293 --> 00:13:56.033
Maybe it pushed just out of our comfort zone and and really didn't.

84
00:13:56.308 --> 00:14:08.668
Match with our buildings that well, or or maybe it was the needed conditions, maybe it conflicted with other things we wanted in our life like family time. Um.

85
00:14:08.668 --> 00:14:17.399
So, kind of looking at all those, uh, those jobs that we've been most satisfied with are going to be jobs that really.

86
00:14:17.399 --> 00:14:29.818
Kind of they're, they're in line with our interest. They're in line with our abilities they are in line with our, our needed conditions. Richard. Do you have anything you want to add?

87

00:14:29.818 --> 00:14:39.778
Yeah, and I would just say, you know, going back to the comment, uh, that someone made that the frustration over people being locked into just retail jobs.

88
00:14:39.778 --> 00:14:49.048
You know, I think 1 of the mistakes that we make, when we're dealing with people within individuals with disabilities, especially their 1st jobs.

89
00:14:49.313 --> 00:14:55.734
If we all think back to the 1st jobs that we had most of them were probably in retail fast food,

90
00:14:56.063 --> 00:15:04.553
those basic early entry level type jobs and I think it's okay for people with disabilities to start in those entry level type jobs as well.

91
00:15:04.974 --> 00:15:13.254
I totally agree with Sandy we, we want to try and find something that matches their interest, their skills, their abilities. That's crucial. Um.

92
00:15:13.528 --> 00:15:26.994
And you'll hear me say this, as we go throughout this presentation, that job matches the ultimate end, all be all when we're doing job development. But it's also okay for individuals with disabilities to start.

93
00:15:26.994 --> 00:15:34.673
Like, we all started at an entry level. Um, basic job to start building some work skills to start building a resume.

94
00:15:34.889 --> 00:15:40.078
And those types of things, so I just didn't want that to kind of go and notice that.

95
00:15:40.078 --> 00:15:50.724
Where I think we get stuck is we put somebody in a retail job and think that's all they can do. And then, and we expect them to stay there for a lifetime. That's where I think we need to kind of change our mindset a little bit.

96
00:15:50.844 --> 00:16:05.783
But it's okay for individuals with disabilities, because we want to treat them and we want them to I think they want to be treated like everybody

else to start at those entry level jobs. But at the same time, we don't just want to throw them into something that they're not interested in or that they don't want to do.

97
00:16:08.729 --> 00:16:12.149
Good point Richard and again, kind of looking at.

98
00:16:12.149 --> 00:16:18.839
The thought that really we shouldn't be treating with people with disabilities any different than.

99
00:16:18.839 --> 00:16:31.558
We want to be treated ourselves, um, and you made a very good point. None of us got a job, you know that very 1st job. Instead. I am going to stay here forever.

100
00:16:31.558 --> 00:16:37.859
We may have stayed there for 6 months. We may have stayed there for a year or or 2 years.

101
00:16:37.859 --> 00:16:44.908
Or, maybe we did like it a lot and we stayed there a little bit longer, but we constantly revisited.

102
00:16:44.908 --> 00:16:48.833
That and decided is now the time to move on yes.

103
00:16:48.864 --> 00:16:49.344
Or,

104
00:16:49.344 --> 00:16:49.734
no,

105
00:16:49.734 --> 00:16:56.364
and what's that next step going to look like so again making sure that we're having those conversations with individuals,

106
00:16:56.693 --> 00:16:57.114
um,

107
00:16:57.144 --> 00:17:08.693

along the way that we're constantly revisiting how satisfied they are with their current employment and if it's time to take that next step and I think too often we.

108
00:17:09.384 --> 00:17:23.844
Think people with disabilities once we find them something we people think well, they're lucky to have that, so let's just keep them there because it'll be hard to find something else and that's just not the case. They should those individuals should be able to advance, move up change careers.

109
00:17:23.844 --> 00:17:25.314
Just like everybody else does.

110
00:17:28.138 --> 00:17:35.489
So, let's look at what job development is. So best practices.

111
00:17:35.489 --> 00:17:48.659
Is going to show us that those who are actively engaged with potential employers are more successful in finding employment. So, the more that they get out there and interact.

112
00:17:48.659 --> 00:17:52.469
With potential employers, 1, it it.

113
00:17:53.699 --> 00:18:06.683
Presents them as as good candidates, you know, having a lot of skills having things to bring it showcases their abilities having them interact with employers.

114
00:18:07.673 --> 00:18:10.253
It also broadens their awareness.

115
00:18:10.499 --> 00:18:16.919
As to what's out there a lot of times some individuals have heard me talk about.

116
00:18:17.453 --> 00:18:18.023
The,

117
00:18:18.203 --> 00:18:18.713
um,

118

00:18:19.104 --> 00:18:20.483
looking at office support,

119
00:18:20.483 --> 00:18:20.723
work,

120
00:18:20.784 --> 00:18:35.693
clerical jobs and that not all jobs are created equal even though we can
agree on what are the basic set of skills or job duties 1 might be doing
it

121
00:18:35.693 --> 00:18:37.253
in clerical position.

122
00:18:37.528 --> 00:18:45.269
The environments can be so different in 1 office. It could be a very.

123
00:18:45.473 --> 00:18:59.874
Laid back social atmosphere where everybody's talking about what their
plans are for the weekend family happenings, this, that and the other,
but they're still working at the same time. That they're socializing in
another environment.

124
00:19:00.023 --> 00:19:06.413
It might be extremely quiet. Where people only socialize in the break
room.

125
00:19:06.443 --> 00:19:17.153
And on break times, so sometimes you're not going to know those subtle
differences in environments until you actually go out there and see the
environments.

126
00:19:17.394 --> 00:19:25.794
So, again, interacting with perspective employers, finding out about
those open positions. And the other thing that we know is a lot.

127
00:19:26.098 --> 00:19:29.909
Of open positions are never advertised.

128
00:19:29.909 --> 00:19:33.538
You heard about them by knowing the right people.

129
00:19:33.538 --> 00:19:38.578

Being there at the right times the right locations. So, um.

130
00:19:38.578 --> 00:19:43.618
Interacting with those prospective employers, it's not only going to
allow you to find out more about.

131
00:19:43.618 --> 00:19:48.509
That potential workplace, but it's also going to help you find out about
those.

132
00:19:48.509 --> 00:19:51.659
Um, didn't.

133
00:19:51.659 --> 00:19:54.719
Opportunities, um.

134
00:19:54.719 --> 00:19:58.528
Networking with people to connect to prospective employers.

135
00:19:58.528 --> 00:20:07.588
Again, kind of finding out who knows who to go and talk to other people
get tips, get advice.

136
00:20:07.588 --> 00:20:07.949
Uh,

137
00:20:07.973 --> 00:20:09.023
from employers,

138
00:20:09.443 --> 00:20:15.624
but it's also completing those traditional job search activities that we
all know about completing applications,

139
00:20:15.624 --> 00:20:16.884
creating the resumes,

140
00:20:17.604 --> 00:20:19.493
including video resumes,

141
00:20:20.034 --> 00:20:21.773
participating interviews,

142
00:20:22.163 --> 00:20:24.203
which could be working interviews.

143
00:20:24.233 --> 00:20:30.534
It could also be practicing interview skills and it's also researching
those potential jobs and companies.

144
00:20:31.223 --> 00:20:44.153
Richard, do you have anything you want to add? Yeah, and Cindy, I just I
love these 3rd, 2 bullet points as I'm training my team of job developers
to go out and be good job developers or employment specialist.

145
00:20:44.153 --> 00:20:50.784
1 of the things I talk about is these 1st, 2 bullet points are the most
important things I call it.

146
00:20:50.784 --> 00:21:00.473
Business development in job developing is building that connection
building a Rolodex of networked contacts within the employment world.

147
00:21:00.473 --> 00:21:11.273
Unfortunately, I think it's 1 of the hardest things for Java developers
to find the time to do because there's so many other aspects to the job
that kind of the 3rd bullet point gets into.

148
00:21:11.273 --> 00:21:25.673
But networking getting to know employers getting to know the employment
markets, understanding the jobs that are in the market, I think will also
help you with case managers or job developers have those.

149
00:21:27.804 --> 00:21:38.874
Some of those conversations with your clients about what's realistic
what's not what the market looks like what's available in those types of
things but Sandy hit the nail on the head.

150
00:21:38.874 --> 00:21:41.364
The more you're interacting with employers,

151
00:21:41.364 --> 00:21:42.713
the more connections you have,

152
00:21:42.713 --> 00:21:55.943

the more access you have to those jobs that are never advertise the easier it is going to be to ask an employer to come in and let a client job shadow for a day,

153
00:21:56.933 --> 00:21:58.253
or maybe take a tour,

154
00:21:58.523 --> 00:21:59.064
um,

155
00:21:59.123 --> 00:22:03.743
building that network in that Rolodex of connections is going to help with all of those things.

156
00:22:04.584 --> 00:22:14.663
And then again, completing the job search activities, I mean, that's just jumped searching 1 on 1, um, a lot of times as job developers we have to help our clients fill out the applications.

157
00:22:15.054 --> 00:22:22.614
So many of the applications, these days are done electronically and through an system, electronic or, um, applicant tracking system.

158
00:22:23.634 --> 00:22:38.483
And if you're not filling them out correctly, um, your application never gets seen by the employer. So, it's crucial. That we're helping our clients, especially on the developmental side, um, do those applications and a lot of cases. We have to do those for them.

159
00:22:38.814 --> 00:22:48.894
Um, because again, if you're doing an application through an, um, it's very easy to get your application booted and you never know why you're not getting phone calls.

160
00:22:49.374 --> 00:22:57.534
Um, and then obviously building the resumes and helping them with interview skills. And all of that is part of the job development process.

161
00:22:59.459 --> 00:23:12.743
I also want to add, you know, comment earlier about, you know, individuals kind of getting stuck in certain industries like retail again by having that interaction with prospective employers and networking.

162
00:23:13.163 --> 00:23:15.803

Um, that's also going to help broaden.

163
00:23:16.108 --> 00:23:26.009
Our understanding of all the different entry level jobs. There are like,
Richard mentioned, you know, a lot.

164
00:23:26.009 --> 00:23:36.148
A lot of us didn't start out in a mid management type position. We
started out in entry level jobs, but.

165
00:23:36.148 --> 00:23:47.219
If we were to do a quick poll of what was your 1st, entry level job? What
we'd probably find is there's a wide variety of industries.

166
00:23:47.219 --> 00:23:51.088
That we all started out in.

167
00:23:51.088 --> 00:23:57.028
So, again, by having those interactions by people interacting with those.

168
00:23:57.028 --> 00:24:06.929
Uh, potential employers and neck working with others. Individuals can
kind of find out, you know, hey, if I'm interested in being a, you know,
uh.

169
00:24:06.929 --> 00:24:11.699
A video game designer, for example um.

170
00:24:11.699 --> 00:24:19.108
You know, maybe talking with somebody who is a video game designer and
looking at how did they start out.

171
00:24:19.108 --> 00:24:29.128
What was their entry level job? What got them into the industry to kind
of help people kind of identify that pathway for getting in there.

172
00:24:29.753 --> 00:24:42.773
Yeah, and Sandy, I just wanted to point out. I think, uh, Chris brought
up, he's still want to, or she I'm not sure if it's a here she is still 1
of my talking points for later on. They're building a business
partnership is really about meeting the needs.

173
00:24:43.013 --> 00:24:52.074

Not only of your client, but of the business as well. Um, and so interacting with employers. It's about telling them here. We're here to be a partner with you.

174
00:24:52.463 --> 00:25:05.814
We're here to help solve a problem for you, and we can be a resource for your business and be a partner with you. So it's not all about asking and taking from the employer, but it's kind of going back to what I was going to be.

175
00:25:05.814 --> 00:25:07.463
A theme for me is job match.

176
00:25:07.769 --> 00:25:19.794
It's not only a job match for the client, but is the client a good match for the employer? So we have to start treating employers as a valuable assets, and an equal partner in this endeavor.

177
00:25:20.094 --> 00:25:23.782
And the more that we do that, the more employers that we're going to have.

178
00:25:24.088 --> 00:25:31.739
In our Rolodex ready to, to pick up the phone and call and then being willing to give us a chance whether it's for an assessment.

179
00:25:31.739 --> 00:25:36.778
Um, a job shadow or possible job opening. All right.

180
00:25:36.778 --> 00:25:45.118
So, moving us forward, let's talk about some tips. So, Richard, I'm going to let you kind of take this on and.

181
00:25:45.118 --> 00:25:48.298
As a service provider, what tips.

182
00:25:48.298 --> 00:25:52.259
Do you feel are very important for support coordinators to now?

183
00:25:54.023 --> 00:26:08.544
Yeah, and I think there's some, a few of these are great tips, you know, we really rely on not just the individual 1st of all the individual has to be invested in the process. If they don't want the job, they're not invested.

184
00:26:09.054 --> 00:26:21.443
We're all kind of spinning our wheels. I don't know how many times the
parents come to us and say they're gonna get a job whether they want to
or not. Well, in reality, if the client doesn't want to work most of the
time, it's not gonna work out.

185
00:26:21.443 --> 00:26:30.743
Sometimes you can get lucky, but not always, but getting them invested is
crucial, but identifying the supports within their own network.

186
00:26:30.773 --> 00:26:38.334
Whether it's family members, pastors, churches, friends connections that
the family has.

187
00:26:38.634 --> 00:26:40.374
I was working with a client 1 time,

188
00:26:40.374 --> 00:26:41.034
and they 1,

189
00:26:41.034 --> 00:26:55.943
I forget what industry they wanted to work in and were 23 months in this
process and we're beating our heads against the wall and come to find out
the dad's brother has a business in that exact industry and we just
didn't know about it and we

190
00:26:55.943 --> 00:27:03.773
ended up getting a job through that connection and it could have happened
much sooner had I realized that there was a connection within their own
personal network.

191
00:27:03.773 --> 00:27:13.584
So getting as many people involved that know. And that are invested in
that client is going to be extremely helpful down the road. Um.

192
00:27:15.834 --> 00:27:30.354
And then again, I think, making sure that we're understanding that career
planning piece of really getting to know the client know their skills,
their strengths, their, their interest, um, what makes them tick what
gets them excited.

193
00:27:30.594 --> 00:27:34.463

Um, what are they good at where do they struggle? What are their learning styles?

194
00:27:34.618 --> 00:27:44.338
All of those things are going to help to make a good job match again. I'm using that term job matching the best job match possible.

195
00:27:44.338 --> 00:27:48.749
Any time 1 of my staff comes to me and said, hey, I just made a placement.

196
00:27:49.733 --> 00:28:00.054
They can almost predict my question is going to be. Is it a good job match it? And so now they come to me and say it's a good job match because, and they list it off because they know that's the question. I'm going to ask.

197
00:28:00.413 --> 00:28:08.183
It has to be a good job match for the client they've got to like it they've got to want to do it and then it's got to be a good job at for the employer.

198
00:28:08.183 --> 00:28:19.074
Because the reality is, if we put a job, make a bad job, match the client's going to quit that employers can say, oh, there we go I knew in hiring these people are not it's not a good idea.

199
00:28:19.523 --> 00:28:29.124
And that employers not going to want to take give a chance to somebody else down the road. So, making a good job matches crucial but getting to know the person is going to help you.

200
00:28:30.118 --> 00:28:34.858
Uh, tremendously as you go forward, looking for jobs.

201
00:28:35.999 --> 00:28:43.943
And you've got to get them engaged in the process. This job development is not a process where the job developer just sits and does the whole thing for them.

202
00:28:43.943 --> 00:28:58.644
I mentioned earlier about a lot of times, we have to fill out the applications, which is true, but I make them get involved. I make them come to the table each week with the ideas of places that they want to go to explore that they want to work in.

203
00:28:58.644 --> 00:29:00.894
If they're not engaged in the process.

204
00:29:01.769 --> 00:29:12.538
Then they kind of can get a flipping attitude about well, if this doesn't
work out, they'll just find me another job. I want them engaged and I
always tell them the client that's more engaged. That calls me.

205
00:29:12.894 --> 00:29:27.084
A couple times a week with ideas or places that they want to explore the
harder I'm gonna work for them. If I don't have a client engaged as a job
developer quite honestly they fall to the bottom of, uh, the caseload
again.

206
00:29:27.114 --> 00:29:36.144
That's all relative to someone's abilities. Um, and depending on their
disability, but get them engaged in any way that you possibly can.

207
00:29:36.628 --> 00:29:43.378
Get the buy in in the process. So 1 that I want to kind of point out, um.

208
00:29:44.124 --> 00:29:57.864
You know, connecting individuals to other supports and resources that may
be needed, you know, we often hear about benefits, planning
transportation, being 2 of the most biggest hurdles that individuals have
to overcome.

209
00:29:58.314 --> 00:29:59.213
So, again.

210
00:30:00.388 --> 00:30:05.278
As support is the, the more we're helping individuals to solve those
pieces.

211
00:30:06.233 --> 00:30:16.523
The more likely we're going to be able to to help that individual truly
be satisfied with the job that they get that.

212
00:30:16.554 --> 00:30:23.034
So helping connect to transportation resources that might open up more.

213
00:30:23.483 --> 00:30:24.503

Opportunities,

214
00:30:24.923 --> 00:30:25.493
um,

215
00:30:25.554 --> 00:30:33.864
helping them connect with a benefit specialists to kind of answer those
questions that might then help that person feel a little bit more
comfortable,

216
00:30:34.163 --> 00:30:35.544
working more hours,

217
00:30:35.753 --> 00:30:39.384
earning more money and becoming a little bit more self sufficient.

218
00:30:40.013 --> 00:30:40.644
Um.

219
00:30:40.919 --> 00:30:52.108
But it's also not just benefits planning and transportation. It could
include personal care assistants. Somebody needs that help. It could be,
um.

220
00:30:54.144 --> 00:30:54.443
Yeah,

221
00:30:54.473 --> 00:30:56.723
childcare resources with clothing,

222
00:30:56.723 --> 00:31:06.894
personal personal needs it could also be connecting that person to
resources through the job center classes,

223
00:31:08.064 --> 00:31:10.794
training opportunities that the job center might be able to provide.

224
00:31:10.794 --> 00:31:15.894
That's gonna help that person be more successful in getting a job.

225
00:31:16.169 --> 00:31:24.868

So, I want to move on because I know we are getting down to our last half
hour and we still have quite a few slides to go through. So.

226
00:31:24.868 --> 00:31:37.439
Things to be aware of. So, again I mentioned earlier job development is
typically limited to 240 units per plan year. However, if needed.

227
00:31:37.439 --> 00:31:47.848
Additional units can be requested, you just need to justify, why do we
need more? And, as Richard pointed out in an example, you know, if you
spent a lot of time trying to see.

228
00:31:47.848 --> 00:31:57.959
Jobs and not really get anywhere the justification. Maybe we still
haven't gotten the job. Yet. We need some more time to to get that job.

229
00:31:57.959 --> 00:32:09.864
So job development is offered through and, like, you guys mentioned, at
the beginning, you know, that's 1 of the hurdles, you have to go through
we have to address why a person is not using. Br.

230
00:32:10.433 --> 00:32:22.284
Um, so it could mean having that person go through the intake process. It
could mean just picking up the phone talking to, um, to find out whether
they are gonna be able to serve somebody.

231
00:32:22.284 --> 00:32:25.824
Sometimes what we find is that an individual.

232
00:32:26.128 --> 00:32:35.009
Doesn't necessarily need to go through that intake process. We find out
from a conversation with the counselor that we don't think we're going to
be able to support them. Okay.

233
00:32:35.009 --> 00:32:40.618
Let's not waste everybody's time. Let's just go ahead document that in
the and move forward.

234
00:32:40.618 --> 00:32:47.489
And, of course, the other thing to be aware of not everybody's going to
need job development.

235
00:32:47.489 --> 00:32:56.459

So, just being mindful that there are some individuals that may be very adept at getting jobs on their own and they're not really needing that.

236
00:32:56.459 --> 00:33:02.969
Job development specialist, so who might make a good candidate?

237
00:33:03.173 --> 00:33:09.413
Like, we said someone who wants a job, but for some reason is not able to get assistance through.

238
00:33:10.044 --> 00:33:21.324
So, either they're not eligible for they're not able to access via or they've already exhausted via our services. We kind of mentioned earlier, you know, that.

239
00:33:22.644 --> 00:33:34.614
We all if we look at our own work history, some jobs we stayed at with for a couple years, some jobs, much shorter time. So, again, being mindful that we've all had it happen to us.

240
00:33:34.644 --> 00:33:41.663
We've all gotten in a job and realized whoa, I don't like this job. I went out. So again, it's.

241
00:33:41.939 --> 00:33:47.068
Being cognizant that individuals with disabilities might have the same experiences.

242
00:33:47.068 --> 00:33:52.919
So, it's very well possible that if helped them get into that job.

243
00:33:52.919 --> 00:34:00.538
And 36 months, 3 or 6 months later, they're saying I hate this job. I don't like it.

244
00:34:00.538 --> 00:34:04.019
They are is not gonna be able to pay for another.

245
00:34:04.019 --> 00:34:09.599
Job placement, so a lot of times what we hear on those insights with oh, stick it out just.

246
00:34:09.599 --> 00:34:15.389

You know, 6 months, more or 9 months more to stick out a little bit
longer. However.

247
00:34:15.389 --> 00:34:19.918
We all know if you really hate your job, you're going to end it.

248
00:34:19.918 --> 00:34:29.429
1 way or another, it's stop it. Um, so this gives us another opportunity
for helping individuals that really are not satisfied with that
employment.

249
00:34:29.429 --> 00:34:44.369
So, someone needing job development is going to be someone who needs
support with contacting those potential employers, or doing those job
interviews, or completing that job application process. So you think
about.

250
00:34:44.369 --> 00:34:49.139
Everything we showed on what is job development that slide.

251
00:34:49.139 --> 00:34:57.688
Anybody needing help with any 1 of those steps might potentially need job
development. Typically.

252
00:34:57.688 --> 00:35:12.443
When an individual's ready for job development, they already know what's
gonna make a good job match for them. They already have an idea of what
their job interests are, what their job abilities are and what their
specific conditions.

253
00:35:12.719 --> 00:35:16.168
R, so, um.

254
00:35:18.143 --> 00:35:30.744
It's someone who might need a customized approach to employment. So when
we're talking about a customized approach, we're talking about
individuals who might need a more supportive employment environment.

255
00:35:30.744 --> 00:35:40.943
So, 1, that is more accepting of learning opportunities provides more
support than what we typically see in the usual employment situation.

256
00:35:41.994 --> 00:35:48.293

It might also be an opportunity where an individual is allowed more gradual.

257
00:35:48.568 --> 00:35:52.559
Growth into expanded job duties so, um.

258
00:35:52.559 --> 00:36:03.509
Sometimes when we look at those job duties, you know, we might have somebody that I can do some of those job duties, but not all of the job duties. Well, if it's going to take them.

259
00:36:03.509 --> 00:36:03.748
A,

260
00:36:03.744 --> 00:36:09.233
while to get up to where they're going to be able to do all of those job duties,

261
00:36:09.534 --> 00:36:18.143
that might be somebody who needs that customized approach who needs that opportunity to grow into an existing position even though,

262
00:36:18.143 --> 00:36:22.193
at the beginning they may not be able to fit into an existing position.

263
00:36:23.514 --> 00:36:38.094
Um, that last bullet, so someone participating in career planning or Pre, vocational services, or is already known that is not able to support them. So, this kind of allows us to be a little bit more proactive.

264
00:36:38.514 --> 00:36:41.153
So this allows us to request.

265
00:36:41.429 --> 00:36:54.449
Career planning, or I'm sorry, request job development when we're participating in career planning or participating in Pre, vocational services kind of knowing that it's like, hey, we're, we're doing this step right now.

266
00:36:54.449 --> 00:37:06.054
But the next step is going to be job development and we already know that is not going to be able to fund it. So we're gonna go ahead and request job development while we're in this other stage.

267
00:37:06.503 --> 00:37:15.653
So that it's a seamless transition from 1 stage to the next, and we're
not having to stop and hold things up to get an amendment through.

268
00:37:16.643 --> 00:37:28.793
Yeah, I'm glad you brought that up Sandy a lot of times when I'm, if I'm
meeting with a support coordinator, and we know we're going to start with
quarter planning. But the assumption is that we're going to find goals
and move on.

269
00:37:28.824 --> 00:37:41.514
I will ask for really all 3 to be kind of approved at once for planning
job development and supported employment for that. Very reason. So that
we're not pausing between 1 service.

270
00:37:41.514 --> 00:37:55.344
And another 1 of the worst things that can happen is we get into job
development. We get a job and then we have to say, okay, well, we can't
start the job because we can't get supported job coaching or job supports
approved for 3 weeks or whatever.

271
00:37:55.673 --> 00:38:08.813
So, a lot of times. And so, for case managers don't be surprised. If
providers will ask to to bundle all 3 of those again, depending on the
individual, but to request that those to be bundled together.

272
00:38:09.208 --> 00:38:12.719
Good 1. all right so.

273
00:38:12.719 --> 00:38:16.260
What do we need to put in that? How do we request it?

274
00:38:16.260 --> 00:38:31.110
So, obviously, since also funds job development, we need that statement
of the availability or unavailability of funding. So you need to put in
that. rsp. Why aren't we using? Is it? Because the person's ineligible.

275
00:38:31.110 --> 00:38:36.360
Is it they're not an appropriate referral or is it they've already
exhausted the service.

276
00:38:36.360 --> 00:38:45.000
We also need a goal or outcome. So, how is this service going to assist
that person with achieving that outcome? So.

277
00:38:45.000 --> 00:38:49.590
As Richard you mentioned, you know, even if we're right now in career
planning.

278
00:38:49.590 --> 00:38:55.349
We know that eventually the next step is going to be getting them that
job.

279
00:38:55.349 --> 00:39:07.199
You know, once we identify what's going to make that good job match, we
want to not stop. We want to keep going. We want to help them get that
job. So the outcome is gonna be what what his job development can do.

280
00:39:07.199 --> 00:39:10.889
How is job development going to help them in that process?

281
00:39:10.889 --> 00:39:18.869
So you want to make sure that what you're requesting aligns with our
service definition.

282
00:39:18.869 --> 00:39:25.170
So you want to make sure that why you are requesting it? What you're
requesting is.

283
00:39:25.170 --> 00:39:30.929
Fits within that service definition and its intent. So again.

284
00:39:30.929 --> 00:39:35.760
At the offset, you're, you're only asking for 240 units.

285
00:39:35.760 --> 00:39:43.230
Now, you might know that, hey, we might need a little bit more, but at
the beginning you might just be asking for 240.

286
00:39:43.230 --> 00:39:48.539
Um, you want to make sure that the support you're requesting.

287
00:39:48.539 --> 00:39:53.639
Fits within that service definition is allowed within that service
definition.

288

00:39:54.204 --> 00:40:06.385
Um, and you want to make sure that it matches the intent. So if you go
back and look at these slides, we've kind of laid it out for you. So
support being provided you're helping them get the job.

289
00:40:06.414 --> 00:40:14.094
You're helping them with the job search activities applications
interviews. You're, you're helping them with.

290
00:40:14.699 --> 00:40:19.260
That working and interacting with prospective employers.

291
00:40:19.260 --> 00:40:31.795
Um, so, and again, intent of the service, we're seeking employment that
is considered competitive, integrated employment, it allows access to
your community.

292
00:40:31.824 --> 00:40:45.594
It allows you to be with coworkers, who may, or may not have
disabilities. It allows you to earn that minimum wage or whatever that
prevailing wages. We know some industries.

293
00:40:46.019 --> 00:40:56.639
Their starting pay is above the minimum wage so we want to make sure that
when an individual is seeking that type of employment, they're getting
paid the same as their, their coworkers.

294
00:40:56.639 --> 00:41:00.690
So, if starting pay is 16 dollars an hour.

295
00:41:00.690 --> 00:41:09.030
It should be 16 dollars an hour for the person with a disability as well.
And of course, we're seeking employment that allows.

296
00:41:09.030 --> 00:41:13.500
For that opportunity for growth and advancement.

297
00:41:16.110 --> 00:41:19.710
So, now, let's do a case study, we're going to try and.

298
00:41:19.710 --> 00:41:31.945
Put to practice some of what we've learned so miles is a 20 year old
young man he loves working with his hands. He is also very active and
cannot stand sitting in 1 spot for very long.

299
00:41:32.425 --> 00:41:37.914
He likes helping his dad with yard work, working on Motors, cars and
woodworking.

300
00:41:38.485 --> 00:41:50.994
So, his team feels that he would really succeed working part time in an
autobody shop, but he would need a very understanding boss and would need
an environment that allows him to grow into that position.

301
00:41:52.344 --> 00:42:06.565
Miles we know has limited communication. He can state his immediate wants
and needs, but would need help to answer interview questions. He would
also need help completing applications. His reading and writing is is a
bad 2nd grade level.

302
00:42:07.074 --> 00:42:07.494
So.

303
00:42:07.800 --> 00:42:12.929
1st question, do we think miles would be a good candidate for job
development?

304
00:42:12.929 --> 00:42:16.320
I want to see a yes or no response in the chat box.

305
00:42:16.320 --> 00:42:26.039
So right got 1 do I get another response?

306
00:42:27.659 --> 00:42:33.420
Okay, starting to see more. Okay. Um.

307
00:42:33.925 --> 00:42:46.494
Oops, just lost that. All right so possibly, yeah, we know that miles is
going to need support with getting a job with completing applications and
interviews.

308
00:42:46.704 --> 00:42:51.775
We also know that he is going to need a customized approach.

309
00:42:51.804 --> 00:43:03.264
We we mentioned earlier that he's going to need a more supportive and
nurturing environment to grow within his, his job duties. Um.

310
00:43:03.510 --> 00:43:06.510
And we have an idea of what might make a good job match.

311
00:43:06.510 --> 00:43:15.179
But is there information still missing what information is still missing
for us to actually request the job development service?

312
00:43:36.780 --> 00:43:41.340
Ah, okay.

313
00:43:41.340 --> 00:43:50.429
So, we've got a couple people that are saying, hey, we need to know about
that. So you guys are correct in order to request.

314
00:43:50.429 --> 00:44:01.320
The service we need to know about that availability of funding, and we
have to address that in the or the amendment requesting employment
services.

315
00:44:01.320 --> 00:44:04.619
However.

316
00:44:04.855 --> 00:44:14.034
Richard, you could probably attest to this for the person to be
successful with job development. We need more specific information about
regarding potential job matches.

317
00:44:14.485 --> 00:44:20.184
We said part time, but part time can be anywhere from 1 to to 35 hours.

318
00:44:21.505 --> 00:44:34.885
Right, yeah, we need to get we need to drill down a little bit more of
the specifics on. Exactly. How many hours is he wanting to work? What
shifts are they willing to work? Is there transportation situation?

319
00:44:34.885 --> 00:44:46.014
Can you get to home from work? Is he open to working inside or outside?
Can they be around people? Can they not be around people?

320
00:44:46.644 --> 00:44:56.125

Is there any medical restrictions that he might have that? We need to know about? So, there's we've got a good start. But in order to really develop that plan.

321
00:44:56.125 --> 00:45:02.485
And to make a good job match, there's a lot more information that we need to get and gather before we can start the job search process.

322
00:45:02.909 --> 00:45:06.360
Now, the thing for support winners to know, is.

323
00:45:06.360 --> 00:45:12.719
That detailed, specific information may, or may not be in the isb.

324
00:45:12.719 --> 00:45:15.719
But typically.

325
00:45:15.719 --> 00:45:24.900
Provider is gonna have that information provider is gonna have that documentation. So if the person just came out of career planning, or came out of that discovery and exploration process.

326
00:45:24.925 --> 00:45:39.864
It should be included in there. We should know a little bit more like, what Richard's saying, how many hours, what shifts climate controlled, or can the person be inside outside what accommodations are gonna be needed on the job.

327
00:45:41.215 --> 00:45:41.724
So.

328
00:45:42.030 --> 00:45:54.925
And I would also say if they had been through V. R really helps the provider to know kind of what, what was the outcome there? Did they go through a discovery exploration?

329
00:45:54.925 --> 00:46:04.824
And, and can we get that paperwork? Not that that's gonna be the end all be all, but that can give us a lot of insight into moving forward with this individual.

330
00:46:04.824 --> 00:46:10.614
And, and instead of having to figure all that stuff out, that has been already explored.

331
00:46:15.239 --> 00:46:22.710
So, before I move on from miles, is there anything else you guys in our audience want to add.

332
00:46:22.710 --> 00:46:25.739
That you think maybe we, we didn't address here.

333
00:46:31.980 --> 00:46:37.170
Okay, so transportation yeah kind of going into those needed conditions.

334
00:46:37.170 --> 00:46:40.769
Um, do we have transportation lined up?

335
00:46:40.769 --> 00:46:44.190
What's that gonna look like, um.

336
00:46:46.739 --> 00:46:50.400
So also kind of mentioning that.

337
00:46:50.400 --> 00:46:57.510
Individuals desire, so, yeah. Um, I mentioned the team has determined.

338
00:46:57.510 --> 00:47:00.960
But where does miles stand on that? You know.

339
00:47:00.960 --> 00:47:11.875
Is MYLES all on board with that? And, of course, you know, what are those natural supports? What about benefits? Do we have to be mindful?

340
00:47:11.875 --> 00:47:16.764
Do we need to know you know, is it going to be working any or using any work incentives?

341
00:47:17.250 --> 00:47:23.070
So all right. Good ones I'm going to move on so we can get done on time here.

342
00:47:24.630 --> 00:47:36.144
So outcome requirements, so, with the renewal of our waiver application in 2021, we have added some more specific language about outcome requirements.

343
00:47:36.144 --> 00:47:50.905
So with job development upon completion of that job development. So, on completion, meaning, somebody's received that job offer the provider is responsible for creating that completed job retention plan.

344
00:47:50.905 --> 00:48:00.925
That is going to guide the ongoing support needs. It's going to address, you know hey, what is this person's job title gonna be. How much is this person?

345
00:48:00.925 --> 00:48:01.405
Gonna be making,

346
00:48:01.405 --> 00:48:16.284
what are the hours this person's gonna be working each week and then what are those implementation strategies we need for paid and unpaid supports what is needed for personal

347
00:48:16.284 --> 00:48:16.855
assistance transportation skill,

348
00:48:16.855 --> 00:48:17.244
acquisition,

349
00:48:17.244 --> 00:48:17.815
employment.

350
00:48:17.815 --> 00:48:18.715
Onboarding.

351
00:48:21.989 --> 00:48:28.920
Workplace integration, all of that good stuff Richard do you have anything you want to add?

352
00:48:32.094 --> 00:48:46.945
Yeah, I think, you know, understanding what the long term goal is kind of maybe projecting out. Um, how long is he going to need support? So, is this going to be supports that are going to be needed ongoing because of maybe a medical issue?

353
00:48:46.945 --> 00:48:54.835

Or do you think supports can be faded? I think just kind of projecting what that retention plan is going to look like.

354
00:48:54.835 --> 00:49:02.364
What are some of the goals that you're going to be working on as we move through supported employment and retention services.

355
00:49:02.969 --> 00:49:06.989
And again, stressing this is something that the service provider.

356
00:49:07.014 --> 00:49:17.635
Is creating they, they are doing this now. Um, I also want to be very clear, because I've had some support partners thinking. Okay now we need to see specific retention plan.

357
00:49:18.295 --> 00:49:25.494
The division is not saying that service providers have to use a specific template or call it a specific thing.

358
00:49:25.764 --> 00:49:28.434
So you might as a support coordinator,

359
00:49:28.585 --> 00:49:38.094
see different variations among the different service providers and how they document this what we're saying for support corners is,

360
00:49:38.155 --> 00:49:43.494
here's the basic information you should expect to see in that.

361
00:49:43.769 --> 00:49:57.659
Outcome requirement, so as support corners, whichever format that the service providers are designed to use or whatever, they're deciding to call it, you should be seeing these basic pieces of information.

362
00:50:00.659 --> 00:50:05.460
All right, so question for you guys.

363
00:50:05.460 --> 00:50:12.179
What do you feel, or what do you need to feel more confident and requesting job development?

364
00:50:44.699 --> 00:50:54.179

Okay, so I'm seeing, you know, confusion about how to address, or Y,
wouldn't work for a person. So.

365
00:50:54.179 --> 00:51:09.085
Typically, yes, for most individuals probably is going to be able to fund
that support. However, our provider bulletin number 9. see, if I can pull
it up real quick.

366
00:51:10.710 --> 00:51:14.610
This is a document that kind of.

367
00:51:14.610 --> 00:51:21.599
Tries to explain where we know may not be able to.

368
00:51:23.099 --> 00:51:29.639
Uh, assist a person, so, give me a 2nd here.

369
00:51:33.114 --> 00:51:47.304
And while she's looking that up 1 thing, I would say about V. R. a lot of
times the clients that have gone through discovery and exploration with
PR and a provider had says, maybe they're not ready for employment for
whatever reason a lot of times.

370
00:51:47.304 --> 00:51:56.364
Then they will come in and try the the route. What I would say is don't
take that discovery and exploration as 1100%gospelthat was just 1
viewpoint.

371
00:51:56.784 --> 00:52:10.675
I don't know how many clients that have come to our agency after after
another agency has denied them moving forward because keep in mind
definition of eligible for services

372
00:52:11.635 --> 00:52:13.735
is can they become independent.

373
00:52:13.735 --> 00:52:27.235
So, if they can't become independent, meaning fading to beyond with no
coaching. We are not going to say that they're eligible for their
services, or is, is their definition is more broader.

374
00:52:27.235 --> 00:52:36.324

They can provide that longterm coaching. So, just because we are assist, they're not eligible doesn't mean that they're not eligible and can't go to work.

375
00:52:38.309 --> 00:52:47.039
Good thing and again, that's a reminder. That's why we have job development. So when says, hey, we're not able to fund it right now.

376
00:52:47.039 --> 00:52:50.159
Doesn't mean, we have to stop there.

377
00:52:51.264 --> 00:53:01.494
It means, you know, okay, maybe we're switching funding streams. Maybe we're using dmhc. Instead I did put in the chat box, the link to provider bullet to number 9.

378
00:53:02.184 --> 00:53:07.105
so what's great again about provider bulletin number 9 is it.

379
00:53:07.380 --> 00:53:10.559
Describes when we know.

380
00:53:10.559 --> 00:53:15.869
Br, wouldn't be able to to support a person. So, uh.

381
00:53:15.869 --> 00:53:26.159
You know, if we're looking at a service that is not funded by well, job development's funded by beer. So we have to address the. So, then it's going to be. Okay. Have they already exhausted it?

382
00:53:26.159 --> 00:53:34.559
Has it already been determined has reset we're not going to be able to support it. Richard also mentioned a lot of times.

383
00:53:34.559 --> 00:53:47.094
In that process, uh, we are trying to determine whether or not they can fund it, they're looking for evidence that the supports a person who's going to need those paid supports, is going to be able to fade.

384
00:53:47.485 --> 00:53:54.295
Well, sometimes as support carriers, we already have evidence that no, we're not going to be able to feed those supports.

385

00:53:54.295 --> 00:54:08.244
Maybe, it's because that person's going to need longterm line of sight
supervision or, like, Richard said, maybe there's medical conditions that
require a lot of oversight and support with.

386
00:54:09.204 --> 00:54:13.554
So, again might be looking at that and going. Ooh. We're not gonna be
able to fund.

387
00:54:14.699 --> 00:54:19.769
Paid the funded supports therefore we're not.

388
00:54:19.769 --> 00:54:24.599
Certain that this person would be a good candidate for our funding for
this.

389
00:54:24.599 --> 00:54:35.550
Doesn't mean, we have to stop just means maybe we're switching and using
a different funding stream. Maybe we're using dmhc and we're documenting
why they're not a good candidate for.

390
00:54:36.625 --> 00:54:37.494
Um,

391
00:54:41.965 --> 00:54:53.664
so I did see a comment about more information on and I love that please
put that into the survey at the end because I do look at those to try and
figure out future topics and,

392
00:54:53.695 --> 00:54:54.175
you know,

393
00:54:54.175 --> 00:54:56.454
hearing that you guys are interested in this.

394
00:54:56.880 --> 00:55:06.030
Maybe a future guest speaker might be somebody from talking about funding
and what they look like, look for.

395
00:55:06.030 --> 00:55:15.239
So that we can maybe help provide you guys a little better clarity on
when we know individuals are going to be good fits for versus when they.

396

00:55:15.239 --> 00:55:27.869
Potentially might not be, I do see a question about requirements for
documenting placement, 30 days, 90 days, et cetera. Right now I want to
say, as far as dmhc goes.

397
00:55:27.869 --> 00:55:32.159
Our service providers are just required to doing that monthly.

398
00:55:32.159 --> 00:55:37.349
Summary not saying that that won't change.

399
00:55:37.349 --> 00:55:40.920
Over time, but for right now.

400
00:55:40.920 --> 00:55:49.440
What I can tell you is just the monthly summary that's kind of what we're
looking at and that's going to document those outcome requirements.

401
00:55:49.440 --> 00:55:53.909
So.

402
00:55:53.909 --> 00:55:57.659
Moving on, so, as you guys know.

403
00:55:57.659 --> 00:56:08.489
We do this the 2nd, Wednesday of every month. So our next meeting will be
March night. And as I mentioned earlier.

404
00:56:08.934 --> 00:56:21.204
We're going to be focusing on that support and employment piece, so
supports and services available to individuals who are in that learning
and maintaining the job phase of that cycle.

405
00:56:21.684 --> 00:56:27.744
So, April 13th, we will be moving on to new topics. And then, of course,
may 11th will be after that. So.

406
00:56:31.260 --> 00:56:34.860
Keep an eye out for for those announcements.

407
00:56:34.860 --> 00:56:47.429

And again, don't forget at the end, the survey please take a moment to complete that survey. We do look at that feedback to look at what we need to change.

408
00:56:47.429 --> 00:56:52.920
So, uh, please, please, please, don't be shy.

409
00:56:52.945 --> 00:57:07.465
Let us know your honest opinion and anytime please feel free to reach out to me. I'm here to help you guys. So, my number is (636)926-1229 and my email is Sandy dot Kaiser and that spelled. K.

410
00:57:07.494 --> 00:57:08.304
E. Y.

411
00:57:12.840 --> 00:57:17.880
S. E. R. at dot Gov.

412
00:57:17.880 --> 00:57:22.980
And I want to give a huge thank you to our guest speaker, Richard Coleman.

413
00:57:22.980 --> 00:57:29.280
Thank you Sandy, I enjoyed visiting with everybody and I did put my email and.

414
00:57:29.280 --> 00:57:38.219
A phone number in the chat as well if anybody has any questions about anything I talked about, or would like to just engage in conversation.

415
00:57:38.219 --> 00:57:41.369
Um, I would love to chat with you, so feel free to reach out.

416
00:57:42.989 --> 00:57:51.911
All right, everyone, thank you for joining us and we hope to see you next month, have a great 1. everyone.