

WEBVTT

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Do you so much cat so thank you all for joining me on this lovely Wednesday afternoon. So, as Kat mentioned today.

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Uh, we're taking a closer look at supported employment.

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00:00:14.483 --> 00:00:23.274

So, of course, just to get a feel of who's all in the audience, we have our very 1st poll question. So we're asking, what is your role?

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Are you a support coordinator, a service provider, maybe your regional office employee so, or maybe you work for another state office, maybe an individual or family member, or maybe some other role.

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00:00:36.774 --> 00:00:42.654

So we're going to get that pull up here. And you will have about a minute to respond to that. So.

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00:00:45.539 --> 00:00:51.240

There we go, you guys got a little under a minute to go ahead and let us know what your role is.

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00:01:47.155 --> 00:02:01.765

Okay, so the time is up and most of the people that answered, um, our support coordinators, we have a few service providers, and then a couple of regional office employees in there.

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So thank you for joining us.

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00:02:04.980 --> 00:02:09.030

All right, so now, um.

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You've you probably have seen this before this is our little graphic, that kind of shows that no matter where somebody is in their, their process of exploring work.

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00:02:21.354 --> 00:02:27.865

We have a service to help individuals no matter where they're at, you know, if they're trying to figure out.

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00:02:28.169 --> 00:02:35.580

What makes sense for them, what kind of jobs they might be interested in, or.

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00:02:35.580 --> 00:02:50.370

What jobs might suit their abilities or even just kind of exploring what what are the possibilities out there? Uh, we have career planning to kind of really take a look and kind of help guide us into.

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What makes sense for somebody and what.

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00:02:53.844 --> 00:03:08.335

Needs to happen to help that person achieve that employment outcome for individuals that are really kind of stuck and not able to to move forward because they need to develop some of those general workplace.

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00:03:08.580 --> 00:03:17.099

Uh, skills, those universal workplace behaviors that's needed for any and all types of employment. Uh, we have Pre, vocational services.

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00:03:17.099 --> 00:03:22.439

And then, of course, if somebody needs help with actually finding jobs and.

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00:03:22.439 --> 00:03:33.479

Getting connected with paid employment we have job development for getting the job and today we're gonna talk about that support. Somebody needs with.

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00:03:33.479 --> 00:03:44.694

Being able to, to maintain that employment to acclimate to that work environment and to be able to maintain their employment under support employment, the other service, which is brand new this year.

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00:03:45.564 --> 00:03:56.064

That kind of touches all the areas. Is that benefits planning so helping an individual kind of navigate the waters and figuring out.

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00:03:56.814 --> 00:04:10.974

What their options are, and, like I said, today, we're gonna focus on the left side of that graphic.

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00:04:10.974 --> 00:04:22.584

We're gonna we're gonna focus on the support to help 1 learn and maintain their their job that supporting employment service. So we're gonna focus on support employment.

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00:04:22.860 --> 00:04:33.894

When we're done, hopefully you guys will understand what the service provides. You'll have a better idea of who would benefit from the service.

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00:04:34.045 --> 00:04:38.004

You'll know what needs to be included in that request.

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00:04:38.668 --> 00:04:46.769

Um, and then also being aware of what things you need to look for.

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00:04:46.769 --> 00:04:51.209

Uh, when someone's receiving the service, so kind of that monitoring aspect.

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00:04:54.059 --> 00:04:58.858

So, now we have another quick pull question and.

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Curious to know how many individuals have you coordinated supported employment for. So have you had a lot of experience coordinating employment?

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Are coordinating the supported employment for individuals, you know, maybe 10 or more individuals that you've requested that service. Um, maybe you've had quite a bit of experience, but not a lot. So, maybe it's 5 to 9 individuals.

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Maybe you've had a little taste of what it's like to coordinate supporter employment. You've had 1 to 4 individuals that you requested, or maybe you haven't had any experience yet. So.

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00:05:33.899 --> 00:05:38.369

You'll have about a minute to answer that and.

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00:06:39.233 --> 00:06:41.303

Alright, so Time's up.

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00:06:43.134 --> 00:06:57.713

Basically, most of the people haven't had any experience yet we've had a good number of individuals that have had a little bit of experience of Corning it for 1 to 4.

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00:06:57.774 --> 00:07:11.754

and then, of course, we have a few people that have coordinated it for about 5 to 9 individuals, and a few people that have coordinated for 10 or more. So, uh, quite a bit of variety in the audience.

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00:07:13.528 --> 00:07:22.168

So now want to hear more about your experiences so, put something in the chat tell us what your experience has been. Did you find it.

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00:07:22.194 --> 00:07:28.223

Relatively easy to coordinate supported employment for individuals.

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00:07:28.793 --> 00:07:38.363

Have you had some difficulties what have kind of been your barriers if you've been having some difficulties so, tell us a little bit about your, your experience.

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00:07:48.988 --> 00:08:00.329

So 1 person is kind of stuff. They've only had experience doing job development, not any experience with coordinating support and employment yet. Okay. All right. What about some other people.

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00:08:15.238 --> 00:08:20.788

Okay, so 1 person kind of stuff and then saying, I'm not, I haven't had any experience yet.

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00:08:20.788 --> 00:08:31.319

And that's okay I, to get at least 1 more response before I move on.

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00:08:34.614 --> 00:08:48.323

Okay, uh, so we've got somebody mentioned that it can be very successful if the job, uh, match reflects vocational themes and effective BART, uh, business partnership has been developed.

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00:08:48.774 --> 00:08:49.614

Um.

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00:08:50.724 --> 00:09:04.764

Okay, so somebody mentioned, you know, hey, 1 of the things that they're running into is that they can't get it through the uar process without exploring be our 1st. So yes. And you'll understand why in a moment here.

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00:09:08.308 --> 00:09:15.298

So, let's take a look at our support employment so this service H2 0, 2, 3.

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Is providing the assistants needed for 1 to learn.

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Perform and maintain their job, and we're specifically talking about individuals who are employed are have a pending job offer that is considered competitive, integrated employment.

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So, and for competitive integrated employment, we are looking at a work environment that allows the person to, uh.

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00:09:41.818 --> 00:09:54.509

Work alongside those who may or may not have disabilities so it's kind of that variety with the coworkers.

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It is paying them at least minimum wage or whatever the prevailing wage is. So, for example, some industries we know that the prevailing wage is higher than the minimum wage.

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So, we would be expecting that whoever is working in that environment is making it whatever that prevailing wages. And, of course, as we all know that.

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00:10:20.339 --> 00:10:23.938

Those jobs also.

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00:10:23.938 --> 00:10:29.068

Provide every employee with opportunities to advance within that.

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00:10:29.068 --> 00:10:33.899

That industry within that company too so.

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We're looking at that people with disabilities are having the same opportunities as other people.

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00:10:41.578 --> 00:10:51.538

Regardless of whether or not, they have a disability. So then when we look at, what does the support employment service provide what is it? What can it do.

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So, again, this can be the support that somebody needs to enhance their skills. So both.

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00:10:58.168 --> 00:11:04.528

Soft skills, those interpersonal skills basically, those work ethic those.

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00:11:04.528 --> 00:11:16.889

Universal workplace behaviors, but it's also the hard skills, the job specific skills it's integration into the workplace. So again, you know, we kind of look at like.

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00:11:16.974 --> 00:11:27.683

Are they being considered an employee just like everybody else? Are they embraced into that work environment? Are they participating in staff meetings?

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00:11:27.714 --> 00:11:34.374

Are they getting to participate in social things that might be happening in the workplace?

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00:11:35.634 --> 00:11:49.464

As well, as work meetings, it might be helping people acclimate to the workplace. So organizing their skills and work flow. So individuals might have the skills to do.

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00:11:49.769 --> 00:12:00.658

Each step independently, but as we know, sometimes it's putting it all together and how the company or how the employer wants to see the job done.

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00:12:00.658 --> 00:12:10.139

So, it could be development of those natural supports again. We want to maximize independence. So it's looking at.

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Natural supports that are available in any workplace, which could also include technology too.

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It could be increasing that job performance. So, again, making somebody.

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Batter more satisfaction with the job, it's as much or as little as needed for as long as needed as long as it's justified.

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So, typically we're going to expect that as the person is becoming more independent their reliance on paid supports is gonna decrease some.

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However, we know that was some individuals we, we get to that level where it's like, we, we just can't decrease it anymore. If we try and decrease it anymore, sometimes individuals might be having more issues at work.

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00:12:57.114 --> 00:13:00.774

There might be more concerns and things start to unravel.

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So, sometimes we get to that.

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Safety net level that it's like, nope, we've got to keep this amount of paid support in because that just helps keep everything even keel and and Tom waters.

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So, new this year, we added in support to help report those earnings to Social Security and Medicaid.

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So now, job coach can assist individuals with getting their pay stubs and organizing their paste up.

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00:13:33.774 --> 00:13:40.884

So that when it comes to reporting that income to Social Security and Medicaid, they've got the documentation they need and.

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Um, that employment specialist can also help.

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00:13:45.058 --> 00:13:50.009

Make that report, you know, help them with reporting that if needed.

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00:13:50.009 --> 00:13:57.269

Support unemployment can be provided 1 on 1 or in a small group. So 1 to 4.

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00:13:57.269 --> 00:14:08.639

Type ratio so now let's talk about that. Um, let me make sure that I did not.

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All right that for a 2nd, maybe I advanced it 1 to many slides. Sorry about that. So, now let's talk about the difference between 1 to 1.

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And 1 to 4, so group support employment.

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That's that 1, too for ratio. So a group of individuals, a group of 2 to 4 individuals are going to share that job coach and typically.

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It's gonna be at the same place of employment during the same time frame. So it may be 4. people are working at.

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00:14:42.178 --> 00:14:47.188

Uh, company a, you know, their shift is.

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Monday through Friday, 12 to 4, and during that time, their job coach is there. So typically the individuals might be performing the same type of work tasks as well. So, um.

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Whereas with individual support, employment.

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00:15:05.788 --> 00:15:19.078

It's 1 job coach, 1 person so that job coach is typically only providing support to that 1 employee at that 1 time.

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Individual support employment.

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Is considered the preferred delivery of on the job support um, as you could tell it's, it's highly individualized. It's 1 person 1 job. So.

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00:15:35.693 --> 00:15:46.104

We kind of look at that as being the gold standard how however, there are some benefits of group support employment at time.

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So, groups of poor employment could be useful as a transitional approach. So.

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For some individuals that,

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you know,

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00:15:56.063 --> 00:16:02.033

may need to work on some skills to to be more successful to then move on,

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00:16:02.033 --> 00:16:14.394

to more of that individualized job that group support employment could help that individual with developing both those soft and hard skills needed to be more successful employment.

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00:16:15.749 --> 00:16:30.269

Sometimes, what we see with some employers is that they want employees to go through a staffing agency for that probationary period. So.

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00:16:31.823 --> 00:16:39.744

This could be an example where that group support employment if there's more than 1 employee going through that staffing agency,

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and going to be working at that company at the same time,

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00:16:43.703 --> 00:16:48.413

where they could share a job coach during that probationary period.

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00:16:48.624 --> 00:16:49.344

Um.

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00:16:51.269 --> 00:16:56.188

So those could be some benefits of using.

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00:16:56.604 --> 00:17:00.234

Groups per employment so,

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00:17:00.234 --> 00:17:12.773

what does a job coach do regardless of whether it's group or individual support employment a job coach is going to provide the support needed for that person to be able to perform his or her duties duties.

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00:17:12.773 --> 00:17:22.943

Excuse me, his or her duties and acclimate to that workplace culture. So the support can be provided directly to the employee.

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00:17:23.219 --> 00:17:36.719

Or it could be to the employer, or even a CO worker. So, where that job coach is acting more as a consultant and providing more consultative type of support.

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00:17:36.719 --> 00:17:48.959

Um, that support could be in person. So you see the employee, you see the job coach, or you see the employer and you see the, the job coach they are.

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00:17:48.983 --> 00:17:58.013

In the same vicinity, they're together, they're in person, but that job coach could be doing things behind the scenes as well.

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00:17:58.523 --> 00:18:07.523

So that job coach could be completing a job task or job analysis to kind of identify areas that.

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00:18:07.798 --> 00:18:10.828
An employee might need more support.

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00:18:10.828 --> 00:18:20.489
Or, even to identify possible accommodations, that person might need. So, again, when we talk about, you know, 1 of the.

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00:18:21.233 --> 00:18:26.273
The goals is to help that person be as independent as possible.

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00:18:26.544 --> 00:18:41.094
It's kind of exploring what natural supports are available and when can they be used and how can they be used to help this person become more independent and don't forget technology

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00:18:41.243 --> 00:18:42.294
is also.

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00:18:42.568 --> 00:18:55.588
A natural support, so looking at what technology is available, and how the person might be able to utilize technology to reduce that dependence on a paid.

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00:18:55.588 --> 00:19:08.848
Support so 1 of the things that you need to be aware of, and somebody had mentioned this earlier that what they were seeing is.

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00:19:08.848 --> 00:19:13.949
Getting it through the, your process you are was kicking it back going. Hey, what about.

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00:19:13.949 --> 00:19:26.159
Br, you need to address here so support employment is offered through so per our service definitions. If somebody is eligible for.

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00:19:26.159 --> 00:19:34.138
Should be providing the support, so we can't just say, oh, we're going to do it instead of.

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00:19:34.138 --> 00:19:43.229
We have to show why the person is not using for the support. So that's 1 thing you have to be aware of if you're requesting.

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00:19:43.229 --> 00:19:46.679
Support employment make sure you're addressing.

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00:19:46.679 --> 00:19:57.989
That availability of awesome something to be aware of not everyone is going to require paid support, not everyone is going to require that supported employment.

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00:19:59.068 --> 00:20:05.189
So, we want to be cognizant of that and then the 3rd thing is.

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00:20:06.328 --> 00:20:19.078
Support employment in, and of itself is not really intended to solely provide that protected oversight for non workplace supports like, how.

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00:20:19.078 --> 00:20:29.249
Just because it's not intended, doesn't mean we can't have that be a part of the service. So, for example.

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00:20:29.249 --> 00:20:40.709
If somebody needs that protective oversight, but they also need supports with acclimating to the workplace with organizing work tasks and work flow.

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00:20:41.963 --> 00:20:55.973
And interpersonal interactions with coworkers and others, then, of course, you know, that that job coach can be providing that protective oversight in addition to.

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00:20:58.588 --> 00:21:07.618
Providing the supports need it. However, if we get to the point where the person's not needing those, um.

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00:21:09.473 --> 00:21:22.013
Job supports their, they're not needing assistance with, um, the workflow anymore. They're, they're not, you know, maybe they've gotten completely independent. They're not needing any sports. The only thing that they need is that protective oversight.

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00:21:22.253 --> 00:21:28.193
That's when we may want to kind of go. What what else do we need to try here? What maybe we need to do.

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00:21:32.213 --> 00:21:46.673

So, um, who would make a good candidate for this service. So, who are the individuals that are really going to benefit from the service could be someone who's employed and who's expressing a need for supports to sustain employment.

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00:21:46.703 --> 00:21:57.054

They're telling you about areas that they're struggling or, you know, they're, they're telling you that their hours are getting cut and they don't understand why. Um, so.

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00:22:00.443 --> 00:22:12.683

Individuals who might be struggling with something and they're saying, hey, I need some additional support. It could be someone who is seeking employment with assistant but we know they're going to need ongoing supports.

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00:22:13.074 --> 00:22:19.044

So, maybe has mentioned that that. Hey, we're, we're going ahead and doing this, but.

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00:22:19.318 --> 00:22:27.148

We need to make sure there's ongoing supports lined up for when we're done.

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00:22:27.173 --> 00:22:38.753

It could be someone who is receiving funding for career, planning, prebook or job development. And this is where we can be a little proactive in anticipation of them.

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00:22:38.753 --> 00:22:44.364

Possibly getting offered a job or them, getting employment through this process.

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00:22:44.723 --> 00:22:59.663

We can say, hey, we're going to put about 480 units here just in case it's needed and it kind of allows for that seamless transition so that we're not having a gap in services or making somebody wait.

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00:22:59.663 --> 00:23:12.864

So 1 of the things that we know a lot of businesses don't understand our system. So when somebody gets offered a job, they're looking at, you're going to be starting soon.

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00:23:14.098 --> 00:23:20.608

And that that business is not going to understand hold on. We got to wait a month. We've got to get through this through the process.

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00:23:20.608 --> 00:23:26.699

So, that this allows us to have that safety net there.

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00:23:26.699 --> 00:23:31.108

Um, for us to to.

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00:23:31.108 --> 00:23:37.169

Do whatever is needed for that next step, whether it's requesting more supports, or? It's.

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00:23:37.169 --> 00:23:41.159

Getting somebody else to find something, um.

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00:23:41.159 --> 00:23:44.999

That 480 unit just provides us that safety net.

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00:23:44.999 --> 00:23:51.358

So, this last bullet really has to do with kind of, um.

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00:23:51.358 --> 00:24:01.469

Using different funding streams, so, um, something that they call braided funding. Um, so when someone wants to use.

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00:24:01.469 --> 00:24:13.943

Um, the job centers W, I. O. a youth program. This is typically a paid work experience for youth who are between the ages of 16 to 24.

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00:24:13.943 --> 00:24:17.903

there are some certain requirements for that and each.

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00:24:18.749 --> 00:24:25.949

Job center might have their own limits, but let's say the individual, um.

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00:24:25.949 --> 00:24:32.788

Has connected with the job center and they're like, yeah, I want to do this, um, temporary.

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00:24:32.788 --> 00:24:41.519

Work experience to get myself in the door to gain some skills to be ready to, to get.

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00:24:41.519 --> 00:24:49.469

A different job, so if somebody is taking advantage of the job centers work.

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00:24:49.469 --> 00:24:52.499

In for work.

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00:24:52.499 --> 00:24:57.088

Force innovation, opportunity, act, youth program.

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00:24:57.088 --> 00:25:09.719

Then, if they need that coaching support above and beyond what the program provides, this might be a good time to use support employment.

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00:25:10.074 --> 00:25:22.913

To assist that individual. All right so what needs to be in that so we need a statement of availability or unavailability of your funding.

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00:25:22.913 --> 00:25:34.433

So if somebody is eligible for funding, so said, we can't help them at all or they're not a good fit again. We are telling us no, we're not going to be able to support them.

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00:25:35.064 --> 00:25:39.624

Maybe they've already exhausted funding for this service. So.

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00:25:41.278 --> 00:25:49.499

Please keep in mind not a once in a lifetime thing. It it's not. Oh, you used this 5 years ago. Okay. You're done um.

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00:25:49.499 --> 00:25:57.449

If it's been more than 12 months that somebody has gotten help from BR, with.

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00:25:57.449 --> 00:26:01.288

Learning a new job then.

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00:26:01.288 --> 00:26:08.939

It's a possibility that they can get assistance again if it's been a while and it's a new job.

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00:26:09.294 --> 00:26:14.094

For them, so, service, not being available under.

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00:26:14.453 --> 00:26:16.253

So kind of that,

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00:26:16.344 --> 00:26:18.084

where I was going with this is,

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00:26:18.144 --> 00:26:20.963

if somebody has been in a job for a number of years,

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00:26:21.923 --> 00:26:25.493

typically is not going to provide that long term supports their,

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00:26:25.523 --> 00:26:32.304

their supports are more in the beginning to help that person acclimate and learn that new job,

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00:26:32.334 --> 00:26:33.354

and then get out of the way.

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00:26:33.534 --> 00:26:37.344

So if somebody's held a job for a while.

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00:26:37.648 --> 00:26:41.878

And they're just needing some additional supports.

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00:26:41.878 --> 00:26:45.419

Typically, we are not going to get in there and.

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00:26:45.419 --> 00:26:51.659

Provide it again, so it would only be if they've gotten a new job.

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00:26:51.659 --> 00:26:55.138

That V. R. would provide support.

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00:26:55.138 --> 00:27:09.689

So long term supports also does not fund group support employment. So, again, if somebody's using that group support employment to try and do it as a stepping stone.

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00:27:09.689 --> 00:27:13.919

And advance into more individual support employment.

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00:27:14.999 --> 00:27:23.219

There's not going to provide that group support implement as with any service that we're funding.

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00:27:23.219 --> 00:27:33.388

There needs to be our goal or an outcome for that service. So, how does that service assist that individual with achieving.

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00:27:33.388 --> 00:27:36.989

That outcome, um.

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00:27:39.114 --> 00:27:54.084

With that request, we need to make sure that we are aligned with the service definitions that what we're requesting fits within it so that the support provided is allowed within the service definition.

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00:27:54.358 --> 00:27:57.324

That it matches the intent of the service.

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00:27:57.864 --> 00:28:12.233

So specifically with supported employment since there is the expectation that natural supports are going to be developed and that paid support should be faded statement of how that's being done.

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00:28:12.538 --> 00:28:22.648

Um, and then again, a statement of what support is needed so, how is job coaching, helping the individuals? What skills.

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00:28:22.648 --> 00:28:26.548

Is that job coach helping.

184

00:28:26.548 --> 00:28:29.608

To develop and how are they doing it?

185

00:28:33.959 --> 00:28:42.388

So, give me a 2nd, here.

186

00:28:42.388 --> 00:28:46.798

So, now let's do a little bit of some practice here.

187

00:28:46.798 --> 00:28:50.848

So, Blaine is 20 years old.

188

00:28:50.848 --> 00:29:00.749

He recently graduated high school, he's fascinated by cars and can tell you details about every car ever made.

189

00:29:00.749 --> 00:29:03.838

He would love to get a job working around cars.

190

00:29:03.838 --> 00:29:12.509

So, he recently completed discovery and exploration where it was determined that he would need long term, supports to succeed in employment.

191

00:29:12.509 --> 00:29:16.769

So, he is now receiving assistance from to.

192

00:29:16.769 --> 00:29:27.173

To get that job, matching his interest and abilities, and they will also provide that initial job coaching that he's needed for that job. So has already gotten on board.

193

00:29:27.173 --> 00:29:34.794

They're saying this what we're doing, we're gonna do job development and then we're gonna do that initial support employment. So, my questions for you.

194

00:29:35.068 --> 00:29:38.548

Would Blaine be a good candidate for support employment?

195

00:29:38.548 --> 00:29:44.398

And what additional information would you need before requesting support employment?

196

00:30:04.374 --> 00:30:19.013

Okay, I'm seeing 1 comment where somebody is saying, okay, that additional information. How long is, is we are willing to provide that support for, um, so having an idea might be helpful. Okay. What else?

197

00:30:19.288 --> 00:30:20.933

What do the rest of you guys? Think?

198

00:30:33.144 --> 00:30:47.183

Okay, so we've got some additional comments. So somebody's saying, hey, we'd need to be until they close the funding, but then somebody's saying, hey, they're going to need longterm supports. Yeah, we can kind of already be there, but.

199

00:30:47.459 --> 00:30:50.818

When will be our fade out um.

200

00:30:50.818 --> 00:30:59.009

Oh, somebody kind of mentioned what are those soft skills that this person has so let's go on and.

201

00:30:59.009 --> 00:31:11.459

See, what we thought here. So, at this point, we don't have a lot of details about what blain's job tasks will be since he's still in the process of seeking appointment. We've got an idea of what.

202

00:31:11.753 --> 00:31:21.294

What industry what kind of things to go forth, but we, we don't have details about what he's going to have to do in in the job yet.

203

00:31:21.923 --> 00:31:33.534

So we do know from the D and E process from discovery and exploration process that Blaine is going to need some ongoing support to maintain this employment.

204

00:31:33.564 --> 00:31:39.473

So, knowing that he's going to need those long term supports again, this is where, we can be proactive.

205

00:31:39.894 --> 00:31:49.523

So, in anticipation of needing that support, we could go ahead and request 480 units of support employment basically saying, hey, when has ended their support.

206

00:31:51.324 --> 00:32:03.864

Then we already have this in place and what that does for you as support corners. So, let's say, you know, says, hey, we're gonna go ahead and close this case. April.

207

00:32:03.864 --> 00:32:06.624

1st well, we know it's.

208

00:32:06.838 --> 00:32:14.519

Already March night, um, and then the process of oh, wait a minute now, I got to write that amendment. I gotta get it through.

209

00:32:14.519 --> 00:32:26.939

You are chances are it it might be difficult to get everything lined up by April. 1st so, by having that 480 units now, you know, it's like, okay, wait a minute.

210

00:32:26.939 --> 00:32:35.608

480 units over there that's going to kind of help why I have a little bit more time to get more details.

211

00:32:35.608 --> 00:32:41.608

And complete this app amendment and get it through the process.

212

00:32:41.608 --> 00:32:44.848

So, but as.

213

00:32:44.848 --> 00:32:52.108

Another person had mentioned if more support is going to be needed, we're going to need a little bit more details.

214

00:32:52.108 --> 00:33:00.179

What tasks are Blaine required to complete? What support is the meeting on the job and somebody asks.

215

00:33:00.179 --> 00:33:10.588

Hey, don't forget the soft skills so the support needed, not only to do those job specific skills, but also the support needed to.

216

00:33:12.209 --> 00:33:15.719

To be able to fit into that company.

217

00:33:15.719 --> 00:33:19.588

What number, you know, how many hours is Blaine working?

218

00:33:20.669 --> 00:33:34.949

So knowing a bit more about his work situation, and his support needs are going to help with requesting above and beyond that 480 units that.

219

00:33:35.453 --> 00:33:49.614

Can be in place. All right. Let's talk about another 1, Amelia. She's 25 years old. She recently obtained a part time job doing data, entry, clerical type work. She makes about 13 dollars an hour.

220

00:33:49.614 --> 00:33:59.453

She got the job with the help of her neighbors. So, basically, she helped her neighbor out, created a spreadsheet for her neighbor and her neighbor.

221

00:34:00.358 --> 00:34:04.528

Becoming aware of Amelia's.

222

00:34:04.528 --> 00:34:09.119

Data entry and computer skills was like, whoa, we could use somebody like.

223

00:34:09.119 --> 00:34:16.619

That at my work, so that neighbour basically said, you know, hey, Amelia, we've got a job and I.

224

00:34:16.619 --> 00:34:20.159

Think you would be good at this job, so.

225

00:34:20.159 --> 00:34:24.688

Amelia now works 3 days a week at our neighbor's place of business.

226

00:34:24.688 --> 00:34:28.798

She likes her new job in the work environment, but.

227

00:34:29.034 --> 00:34:42.594

She's talking to you as her support corner, and she's saying that she's struggling with staying on top of the workflow at times and that while her supervisor hasn't complained about it media's kind of concerned that her performance could be lacking.

228

00:34:43.253 --> 00:34:45.713

So, and she's also expressing that.

229

00:34:45.989 --> 00:34:51.719

She may need some help with approaching her supervisor on that topic that she's.

230

00:34:51.719 --> 00:35:04.679

She's a little bit hesitant. So, question to you is, do you think Amelia would be a good candidate for support employment and what additional information would we need before requesting support and employment?

231

00:35:18.233 --> 00:35:31.284

So, I've got at least 1 comment somebody's saying, hey, maybe it's just possible. She needs some time management skills classes. Okay so, maybe not support employment. What about the rest of you?

232

00:35:46.829 --> 00:35:56.338

Okay, so we've got somebody else kind of thinking that maybe she doesn't need ongoing support employment. Maybe she just.

233

00:35:56.454 --> 00:36:05.063

Need somebody helping her talk with their supervisor so maybe since the neighbor is already a natural support there at the place of employment,

234

00:36:05.094 --> 00:36:12.143

maybe the neighbor might provide that natural support in helping her have that conversation with that supervisor.

235

00:36:12.653 --> 00:36:22.614

So, and of course, somebody else kind of mentioned basic job details, employer, goals, information on workplace, culture, benefits, possible conflicts.

236

00:36:24.358 --> 00:36:27.568

So, you know, some, some things to consider here.

237

00:36:29.548 --> 00:36:38.574

So, we know that Amelia has identified some areas that she could potentially use some additional supports.

238

00:36:38.963 --> 00:36:44.664

So, we know managing work flow to meet performance standards that was 1 of the things that she said that she struggled with.

239

00:36:46.103 --> 00:36:56.514

Also interactions with the supervisor so, even though she said, hey, I, I don't feel comfortable. I need some help with approaching my supervisor on this topic.

240

00:36:56.543 --> 00:37:05.153

There might be other topics that she has a little bit of difficulty, um, approaching her supervisor on too. So, um.

241

00:37:06.623 --> 00:37:17.094

We do believe that her current employment is considered competitive and gray employment she works at a place of employment doing the same kind of work as others with, and without disabilities.

242

00:37:18.083 --> 00:37:32.454

We believe she is earning the same rate of pay as others in her position with the same amount of experience. So kind of looking at going. Yep, this would meet that competitive, integrated employment standard. She needs more support, but, like, somebody mentioned.

243

00:37:32.728 --> 00:37:42.568

Before we request support employment, we really should find out if Amelia is eligible for support through. So, um.

244

00:37:42.568 --> 00:37:47.099

I mentioned, she just recently got this job.

245

00:37:47.099 --> 00:37:51.539

So, it's a brand new job if hasn't provided assistants.

246

00:37:52.224 --> 00:38:06.503

Before or maybe it's been a number of years, maybe they helped her with a job years ago, but this is a totally different job that she's doing. Maybe BR, might be able to get in there and provide that initial job coaching to help kind of.

247

00:38:06.989 --> 00:38:13.349

Make Amelia feel a little bit more secure in her employment. Um.

248

00:38:13.349 --> 00:38:18.659

Now, going to throw it on you, what if we said.

249

00:38:18.659 --> 00:38:33.204

Amelia has been employed for 5 years now, and she's just now expressing some concerns with her work. She, she is saying, hey, look, you know, I don't know that I'm doing that good anymore.

250

00:38:33.264 --> 00:38:38.664

I was doing good before, but I'm, I'm struggling now so.

251

00:38:38.969 --> 00:38:42.570

Putting that little change in there.

252

00:38:42.570 --> 00:38:47.010

Asking what what if Amelia has been in this job for 5 years.

253

00:38:47.010 --> 00:38:52.949

Does that change anything? So again I'm going to give you a minute to kind of, uh.

254

00:38:52.949 --> 00:38:57.929

Compose your thoughts and put it into the chat box. Let me know what you think if.

255

00:38:57.929 --> 00:39:04.349

It's just that detail of the length of time that Amelia has been in that point. If that.

256

00:39:04.349 --> 00:39:18.780

Any all right so somebody's like, hey, let's see what she needs assistance. Can we get more details about what.

257

00:39:18.780 --> 00:39:26.699

What it is, she feels like she's struggling with and then looking at. Okay. Would this be a short term or a long term?

258

00:39:26.699 --> 00:39:31.230

Support, um, and then if needed.

259

00:39:31.230 --> 00:39:42.960

Go in and looking at seeing if she she needs support with if it's a short term or, you know, if we're thinking, hey, nope, it's going to be more long term support employment. So.

260

00:39:42.960 --> 00:39:47.880

Yeah, I think having that conversation just to ask, you know, and.

261

00:39:47.880 --> 00:40:01.440

And if your says, no, she's been employed for 5 years, we're, we're not going to get in there and provide anything right now. Um, then again document that in the so that we can move forward with supported employment.

262

00:40:01.824 --> 00:40:14.125

So, let's do another 1 here. Casey, Casey is a freshman in high school, and has downs syndrome. She loves fashion and would ideally love to have a career in that industry.

263

00:40:14.724 --> 00:40:18.625

Her older siblings, all have jobs. And Casey would like to have 1, too.

264

00:40:19.769 --> 00:40:27.780

Her parents have stated that while she is in high school, her school work has to come 1st, but they're saying, hey, during the summer.

265

00:40:27.780 --> 00:40:37.469

Yeah, you can have a summertime job. Her sister is a manager, a department store, and is indicated that she thinks she can get there during the summer.

266

00:40:37.469 --> 00:40:51.449

However, we know from other experiences that Casey is going to need some assistance. So just because her sister can get her a job doesn't mean she's going to be great. She's going to need some supports to.

267

00:40:51.449 --> 00:41:05.280

Be able to kind of learn the workflow and be able to perform the job tasks and ensuring that she performs her work tasks to the employer's expectations. So.

268

00:41:05.280 --> 00:41:15.960

Questions would Casey be a good candidate for sort of employment and is there any additional information we would need before requesting support employment?

269

00:42:20.099 --> 00:42:24.719

I see 1 response, um.

270

00:42:24.719 --> 00:42:30.539

Still looking for some more. So, 1, individuals said that.

271

00:42:30.539 --> 00:42:36.780

She thinks that Casey could make a good candidate would need staff to keep her on task.

272

00:42:36.780 --> 00:42:46.889

Ah, thanks for the other opinion. So somebody is like, yeah, I think she could possibly be a good candidate but what about.

273

00:42:46.889 --> 00:42:52.679

So, let's see if I can get another response before moving on here.

274

00:43:01.855 --> 00:43:09.054

All right, so someone kind of asking, hey, would be our serve someone who is not 18 years or older.

275

00:43:09.715 --> 00:43:24.385

Um, so again, this is where I think it's important to have that conversation with BR, not necessarily that you have to have that person go through the intake process, but you might want to pick up the phone and ask. So, via.

276

00:43:25.195 --> 00:43:39.835

Can work with individuals, 16 and older. However, knowing that this is just going to be a summertime job, it's just going to be a temporary job and she may be having another job next year. Not necessarily coming back to the same job.

277

00:43:40.224 --> 00:43:43.554

The are may not feel like.

278

00:43:43.829 --> 00:43:53.460

It would be a good use of their funding so they might come back and say, nope, we don't think Casey makes a good fit yet. So just.

279

00:43:53.460 --> 00:43:58.019

Again, pick up that phone, have that conversation.

280

00:43:58.019 --> 00:44:01.230

So.

281

00:44:01.230 --> 00:44:08.699

Like I said, what we know from past experiences, we know that Casey is going to need some help with learnings.

282

00:44:08.699 --> 00:44:14.820

Work skills and making sure she is meeting her employer's expectation. How ever.

283

00:44:14.820 --> 00:44:24.809

Um, we would need more specific information regarding what tasks she's going to complete and what support she's going to need.

284

00:44:24.809 --> 00:44:33.750

To complete those tasks since it's going to be at the department store where her sister works, you know, we basically.

285

00:44:33.750 --> 00:44:48.594

Have the assumption that, yeah, it's gonna be competitive and agree employment she's going to be making at least minimum wage or what everyone else is that would be doing the same type of job duties that she has. And with the same type of experience.

286

00:44:48.840 --> 00:44:54.239

However, in this situation, just because her sister can get her job.

287

00:44:54.239 --> 00:44:59.400

And just because Casey is interested in fashion.

288

00:44:59.400 --> 00:45:10.769

We really don't know if this is gonna be a good match for Casey. So this may be 1 where it might be important to bring in.

289

00:45:10.769 --> 00:45:14.550

Um, the employment service provider.

290

00:45:15.264 --> 00:45:17.664

And have consultation with them,

291

00:45:17.664 --> 00:45:20.454

have a meeting with them to determine whether,

292

00:45:20.454 --> 00:45:26.724

or not they feel like this potential job is going to make a good job match for Casey,

293

00:45:26.724 --> 00:45:33.324

based on her skills and interest and what type of support they're going to recommend for her.

294

00:45:33.750 --> 00:45:40.289

So also keeping in mind support employment since it is funded by.

295

00:45:40.289 --> 00:45:49.949

We need to have that discussion with PR. Like I said, there could be a very good chance that due to Casey's age and the short term.

296

00:45:49.949 --> 00:45:58.440

Nature of this job that BR might say we can't we can't fund this, but.

297

00:45:58.440 --> 00:46:06.780

Again, having that discussion confirming that so that we can put that into the isb and make sure that is documented.

298

00:46:06.780 --> 00:46:10.409

All right, so.

299

00:46:10.409 --> 00:46:19.050

Little statement about the outcome requirements, so new this year, we, we strengthened some language about.

300

00:46:19.050 --> 00:46:23.730

Uh, what we expect to see from service providers, so.

301

00:46:23.730 --> 00:46:28.860

In what we call the monthly retention plan, which could just be the monthly summary.

302

00:46:29.454 --> 00:46:39.835

So we're saying that providers need to be giving a description of the results of that professional observation and assessment of the individual,

303

00:46:39.864 --> 00:46:44.574

and the needed paid and unpaid supports to sustain employment.

304

00:46:45.295 --> 00:46:52.255

We also want to see a summary of the implementation strategies to maximize employment, maximize their independence.

305

00:46:52.559 --> 00:47:04.769

Use of natural supports increasing job performance and identify potential risks associated with the reduction of paid support. So remember where I said that sometimes, you know, we get to that.

306

00:47:04.769 --> 00:47:13.739

Safety net where this is the minimal amount of support needed just to maintain that stable employment.

307

00:47:15.389 --> 00:47:19.619

Kind of like, what would happen if we reduce those paid supports even more.

308

00:47:20.670 --> 00:47:28.860

So, in plain language, what we're looking for is what skills are being developed or still need to be developed.

309

00:47:28.860 --> 00:47:34.590

What does success look like? How are we trying to develop those skills?

310

00:47:34.590 --> 00:47:44.070

And what progress has been made so far that in a nutshell, that's what we're what we're saying that the provider needs to.

311

00:47:44.070 --> 00:47:49.889

Um, let us know, so.

312

00:47:53.400 --> 00:48:00.000

What do you need to feel more confident and requesting support employment? So, as you go out here.

313

00:48:00.000 --> 00:48:09.300

After this webinar, what do you feel like you still need to to feel a little bit more comfortable little bit more confident in requesting support employment.

314

00:48:15.119 --> 00:48:25.380

And while you guys are composing what you think, you, you need to feel a little bit more confident. I did see a question in the chat box that somebody was asking. Okay. If.

315

00:48:25.380 --> 00:48:34.170

Going back to our example of Casey, if Casey was not able to to utilize, um, once she graduates.

316

00:48:34.170 --> 00:48:42.809

From school would she then be able to to access via and yes, typically chances are she could. So, um.

317

00:48:42.809 --> 00:48:46.320

The is aware that things change all the time.

318

00:48:46.320 --> 00:48:51.239

So, just because somebody wasn't able to utilize funding.

319

00:48:51.239 --> 00:48:55.380

1 time doesn't mean that's always going to be the case.

320

00:48:55.380 --> 00:48:59.940

Things may change situations may change so.

321

00:49:01.079 --> 00:49:07.800

Yeah, you, you'll as things change, you'll probably want to be checking with if it's a new situation.

322

00:49:07.800 --> 00:49:14.579

Check with PR, so I see that we've gotten 1 comment so somebody is like, okay.

323

00:49:14.579 --> 00:49:27.000

Need some job seeking consumers need to identify those individuals who are interested in employment. Um, so, yeah, getting that experience that hands on experience, being able to identify those people.

324

00:49:27.000 --> 00:49:41.969

Um, other thoughts, maybe some of you who have had some experience coordinating some employment supports, maybe you have some chips or strategies for identifying individuals who are interested in employment, too.

325

00:50:05.670 --> 00:50:12.809

Okay, so I'm seeing somebody asked about list of requirements, report employment to compare and possibly talk about some.

326

00:50:12.809 --> 00:50:15.929
To someone okay. Um.

327

00:50:15.929 --> 00:50:27.030
So that there something to get us thinking about what, what tools we could provide you to help you with having those conversations.

328

00:50:29.155 --> 00:50:43.344
All right, so, uh, just a reminder champions of employment webinars we hold this on the 2nd, Wednesday of each month from 130 to 330 or 13,230. excuse me 1 hour only 130 to 230.

329

00:50:43.344 --> 00:50:44.574
uh, so our next webinar.

330

00:50:48.809 --> 00:50:57.659
Will be April 13th, and then the 1 after that will be May 11th and June 8. so, um.

331

00:50:58.644 --> 00:51:08.215
Again, just a reminder, so today we wrapped up the last of our deep dive into each of our employment services.

332

00:51:08.215 --> 00:51:08.454
So,

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00:51:08.454 --> 00:51:10.554
we started in November with benefits,

334

00:51:10.554 --> 00:51:15.054
planning career planning was covered in December Pre,

335

00:51:15.054 --> 00:51:19.284
vocational services was covered in January and of course,

336

00:51:19.315 --> 00:51:20.394
last month,

337

00:51:20.425 --> 00:51:25.525
we did job development and today we did support employment.

338

00:51:25.525 --> 00:51:34.195

So, if you happen to have missed any of these, and you want to go back and see 1 of those topics.

339

00:51:35.760 --> 00:51:44.550

You can visit it on our website. So if you go to our website mode dot Gov, and go to developmental disabilities.

340

00:51:44.550 --> 00:51:49.500

Over on the right is a quick link.

341

00:51:49.500 --> 00:51:59.849

Box you want to go to Webinars and you want to look up previous webinars. So, again, we started in November so.

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00:51:59.849 --> 00:52:10.469

Between November and March, those are going to be the champions of employment topics that were all specifically on 1 of our employment services.

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00:52:12.715 --> 00:52:20.934

So don't forget as you leave today please answer those survey questions at the end of this webinar.

344

00:52:21.474 --> 00:52:36.114

So, I do take a look at that, your thoughts, your suggestions of how we can make these webinars better and more meaningful for you really do help me to, to make sure that you're getting what you want out of these webinars.

345

00:52:36.389 --> 00:52:40.079

So, please make sure to leave me that feedback.

346

00:52:41.579 --> 00:52:48.719

And then any time you have any questions, please don't hesitate to reach out. To me. My phone number is 6, 3, 6.

347

00:52:48.719 --> 00:52:54.059

906 1229 you can also.

348

00:52:54.059 --> 00:53:00.119

Uh, contact me via email at Sandy that Kaiser K. E. Y.

349

00:53:00.119 --> 00:53:03.150
S. E. R. at.

350

00:53:03.150 --> 00:53:15.235

Dat, Mo dot. Gov. And with that, I thank you all for taking time out on this lovely Wednesday afternoon to discuss support employment with me.

351

00:53:15.235 --> 00:53:22.644

So hope you all have a great day and the rest of your week goes. Well, I'll see you next month. Take care.