



Improving lives THROUGH
supports and services
THAT FOSTER self-determination.

Champions of Employment

Increasing Independence in Employment through Technology



Promoting Employment First

Who's in the Audience?



Poll Question #1

What is your role?

- Support Coordinator
- Service Provider
- Regional Office Employee (UR, PR, CLC, SDS, AD, etc.)
- Other State Employee (VR, DHEWD, DBH, RSB, etc.)
- Individual/Family Member
- Other

Today's Topic



Exploring how technology can make an individual more independent in employment:

- Seeing possibilities
 - Technology does not require someone to be pretty independent to begin with it
 - Technology can be used in conjunction with other supports – Technology as a supplemental service
- Gaining confidence in coordinating tech
 - Tools & resources to help with identifying possible tech solutions
 - Assistance available to request tech supports

AT Codes for Waiver

- ***Consultation*** ***A9999 UA***
 - Functional evaluation of the need-1 per ISP year
 - OT, PT, Certified REATS, BA with nationally recognized AT assessment curriculum, BA with the technology specific expertise* •**Must be employed by specific technology provider for at least 1 yr.*
- ***Equipment*** ***A9999 UB***
 - The initial lease, purchase, warranty (stand-alone & one time purchases)
- ***Service Delivery*** ***A9999 UC***
 - Monthly service implementation (PERs, MERs, Medication Administration, Application Subscription)
- ***Support*** ***A9999 U9***
 - Education, training, consultation (40 hours per ISP year) when not part of Remote Supports
- ***Remote Support*** ***A9999 GT***
 - Includes all the above and the response center

Perception Check



Poll Question #2

How much experience have you had coordinating technology with other services?

- Quite a bit
- Some
- None

What is Technology?



Any electronic device or system that allows an individual more independence and autonomy.

Examples include, but not limited to:

- Alarm clocks
- Automatic door openers
- Voice controlled software (Siri, Alexa, Bixby, etc.)
- Calendar reminders
- Screen readers
- Communication devices/apps
- Medication dispensing devices

Bottom line... *technology is a tool!*

Why talk about technology?

“For most people, technology makes things easier. For people with disabilities however, technology makes things possible.”

- A quote from Mary Pat Radabaugh, former Director of IBM’s National Center for People with Disabilities and often repeated by David Baker, Executive Director of Missouri’s Assistive Technology (MO-AT)

Dignity of Risk

- The ability to have the opportunity to take risks, make mistakes, and learn.
- “Take chances, make mistakes, and get messy!” Ms. Frizzle



Examples of Barriers Addressed with Technology



** Taken from Employment First Missouri Community of Practice on “Accommodations and Technology” hosted on 11/16/21.*

Communication

- All types
- Choice Making

Learning Tasks & Performance

- Reducing prompting
- Increasing accuracy
- Task initiation
- Task completion
- Focus
- Memory

Attendance/Scheduling

- Being on time
- Scheduled breaks
- Completing work on time

Soft Skills

- Appearance & hygiene
- Attitude
- Social interactions
- Managing stress
- Self-management & behaviors

Technology Tips



** Taken from Employment First Missouri Community of Practice on “Accommodations and Technology” hosted on 11/16/21*

- “Keep it simple and stay focused on the barrier.”
- “Often ideal to start with low tech options first.”
- “10% knowing the tech & 90% creativity.” – David Baker, MO-AT
- “Be willing to try new things, take some risks, and have fun.”

Perception Check



Poll Question #3

Do you talk about what technology the individual already uses during planning?

- Yes
- No
- What do you mean by “technology”?

Meet Carla

- Carla is a 28--year-old woman currently living with her aging parents. She works part-time at a local library three days per week and enjoys community activities like volunteering at the local animal shelter and going shopping with her sister.
- Has some physical disabilities, Carla communicates well through verbal language
- Carla's priorities for her life include:
 - living with roommates in an apartment or house
 - maintaining employment at the library but learning new skills like scanning books for check in/out
 - using public transportation on her own to go to work and community events
 - having more privacy and independence in her home

Carla's Employment:

- Carla has worked at the library for over a year. She typically sits behind the desk and greets people, but she would like more responsibility. She is interested in scanning the books as they are checked out or turned in. She is also wondering if she could use a tablet and apps to support her while she's on the job.
 - She has a job coach who visits one time per week to observe Carla onsite and assess skills and next steps.

Carla's Technology Use:

- Carla has a cell phone that her sister taught her to use with some accessibility features like talk to text. She also FaceTimes with her sister on occasion. She is able to use the controls on her wheelchair independently with her fingers and a joystick. She would like to know if she could use technology at work.
- Tara (DSP) and Cesar (Job Coach) have spoken with Sonia (employer) about Carla's technology interests. Even though Tara is comfortable with her own tech, she has expressed concern that it won't keep Carla safe as she navigates the community independently. Cesar has already begun talking with Sonia about training Carla on using the digital book scanner. Both of them think this is a natural next step for Carla.

What Types of Technology?

- 👤 Support Employment?
- 👤 Support Transportation/Mobility?
- 👤 Independence?
- 👤 Privacy?

Meet Jack

- Jack is 45 years old, who currently receives ISL supports. Jack works full time at the local accounting office.
- Jack communicates utilizing a communication device and has some behavioral support needs
- Jack's priorities
 - Live without staff
 - Maintain and advance career
 - Use Public transportation to independently access work and community

Jack's Employment:



- Jack has worked in the mail room for the last 5 years. He would like to improve his typing and data entry skills to move to a higher position within the firm.
- He has a job coach that visits 2 times per month to ensure that he is expressing his needs without aggression.
- He struggles with learning new tasks and tasks that require more than 3 steps.

Jack's Technology Use:

- Jack use a communication device and other technologies while on the job—such as the mailer machine and company email.
- Is interested and curious about technology and will often look at (while out shopping) or request to use co-workers, DCP, or roommates phones and tablet.
- Jack does have a history of becoming frustrated with devices “when they don’t work right”

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Meet Terry

- Terry is a 19 year old, who recently graduated high school & obtained a job at a local college where he works in the mailroom.
- Terry is capable of speaking, but often finds himself at a loss for words. He will communicate when he needs something or when asked a direct question, but does not typically engage in conversational speech.
- Terry's priorities include:
 - Succeeding in his new job
 - Making friends
 - Finding a love interest
 - Obtaining his driver's license
 - Becoming more financially self-sufficient
 - Living independently

Terry's Employment:



- Terry just started working at the local college within the past month.
- He is responsible for getting all the out-going mail from each of the departments and putting the appropriate postage on before the mail carrier arrives, delivering any received mail and packages, and distributing any needed office supplies to the different departments.
- Terry struggles with remembering all the steps required to complete these tasks.
- He is also still trying to learn the layout of the college campus and determine the quickest way to travel throughout the departments.
- Terry currently has a job coach working with him on a daily basis to assist with organizing the incoming mail and planning the quickest route for delivery. The job coach is also needed to help Terry remember the steps needed for completing his work tasks.
- On occasion, there will be some social events for staff to participate in (birthdays, work anniversaries, retirements, etc.). Terry has indicated he would like to participate in these activities, but is a bit hesitant as he does not feel confident with social interactions.

Terry's Technology Use:

- Terry has smart phone that he uses quite proficiently. He will use the alarm clock feature to help him remember important appointments. He will use the camera to take pictures of things he may want to talk to someone about, but may struggle with describing. He also has a map app that he will use when going someplace he has not been to often.
- In high school, Terry used Proloquo on a tablet to help with conversational language.

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Resources

- MO-AT
- Local Library
- UDAT
 - UDAT Lunch and Learns
 - Consultations
- No Wrong Door Series
 - July was all about Funding: [NWD MOD Finding Funds: Ways to Pay for Assistive Technology - YouTube](#)
- Tool Kit

Save the Dates



Champions of Employment Webinars
2nd Wednesday of each month

1:30 – 2:30

September 14th

October 12th

November 9th

Don't Forget



- Please answer the survey questions at the end of this webinar.
- You're feedback will be very useful in making these webinars worthy of your time.

Reach Out Anytime



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THANK YOU!