

WEBVTT

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00:00:01.889 --> 00:00:09.419

All right excellent. So I'd like to welcome everybody to today's call and celebration. The National disability awareness month.

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00:00:09.419 --> 00:00:14.548

Today's call, we're calling employment, an action, a celebration of success.

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00:00:14.548 --> 00:00:18.149

This year in 2020 is the 75th observance.

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00:00:18.149 --> 00:00:27.780

Of the National disability employment awareness month the US Department of labor identified this year's theme as increasing excess and opportunity.

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00:00:27.780 --> 00:00:34.710

The division of developmental disabilities, and its partners have excitement of priority as we desired and narrow the gap.

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00:00:34.710 --> 00:00:38.759

Between those who want to work, and those who are actually able to do.

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00:00:38.759 --> 00:00:45.780

Achieve that desired outcome on the screen and just recognizing a few of our many partners.

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00:00:45.780 --> 00:00:49.170

But I'd like to do a special shout out.

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00:00:49.170 --> 00:00:53.250

To implement 1st, Missouri, which is the collaborative.

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00:00:53.250 --> 00:00:56.310

Appointed division developmental disabilities and.

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00:00:56.310 --> 00:01:03.899

Um, nicole's Jessie and David Hoff at the mass Boston recruiting.

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00:01:03.899 --> 00:01:07.049

I'd also like to recognize mark.

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00:01:07.049 --> 00:01:10.439

And the network of Mark and all the providers.

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00:01:10.439 --> 00:01:14.250

That it supports individuals with achieving the employment outcomes.

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00:01:14.250 --> 00:01:19.469

Also, Missouri DD council as well as Matt.

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00:01:19.469 --> 00:01:23.489

And their continued support with making employment priority.

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00:01:23.489 --> 00:01:27.989

As we know all the individuals have the talent and skills necessary.

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00:01:27.989 --> 00:01:31.920

In supporting our community businesses of meeting their work.

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00:01:31.920 --> 00:01:38.280

An order of ending we wanted to highlight 5 success stories across the state of Missouri.

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00:01:38.280 --> 00:01:43.620

Representing each kind of region in Missouri, so we have 5 different.

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00:01:43.620 --> 00:01:48.060

Success communities that we will be hearing from today.

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00:01:48.060 --> 00:01:51.480

Uh, I definitely would encourage folks to utilize the chat box.

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00:01:51.480 --> 00:01:54.719

We want this to be a very kind of organic discussion.

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00:01:54.719 --> 00:02:00.900

Um, do not hesitate to post your question so.

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00:02:00.900 --> 00:02:04.349

Just a couple of housekeeping things.

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00:02:04.349 --> 00:02:08.849

If you would please make sure that your line is mute. If you're not speaking.

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00:02:08.849 --> 00:02:14.009

If you're a panelist, I just encourage you to make sure your cell phones are muted.

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00:02:14.009 --> 00:02:20.849

So, that way, they don't bring while you maybe talking, if you are asking a question or offer a comments.

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00:02:20.849 --> 00:02:26.520

For the panelists to see please select all panelists in the chat box.

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00:02:26.520 --> 00:02:30.870

As either, excuse me actually, presenter.

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00:02:30.870 --> 00:02:34.530

Uh, so, uh, I'm sorry no, it's it's all tables.

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00:02:34.530 --> 00:02:39.539

So, please select all panelists because otherwise if you select host.

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00:02:39.539 --> 00:02:43.710

I could John too, as a host is the only 1 that will see it and so, um.

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00:02:43.710 --> 00:02:46.710

We want to make sure that all the people that are part of the panel.

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00:02:46.710 --> 00:02:50.430

Are able to see any questions or comments or feedback that you may.

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00:02:50.430 --> 00:02:54.719

So, again, thank you all for your participation.

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00:02:54.719 --> 00:02:58.680

We will start off before we introduce our community.

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00:02:58.680 --> 00:03:06.479

Was just a quick question. So what we'd like to know is who is participating in today. So we see that we have about.

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00:03:06.479 --> 00:03:10.139

Almost 70 individuals participating today.

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00:03:10.139 --> 00:03:14.159

So, if you want to just please identify your role as either.

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00:03:14.159 --> 00:03:19.409

So many involved with support coordination, whether you're working with a service provider.

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00:03:19.409 --> 00:03:24.000

A state agency staff evoke rehab.

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00:03:24.000 --> 00:03:30.810

E, counsel or other state agency account, or an advocate, or participating today and to.

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00:03:30.810 --> 00:03:34.530

And we will give you about 15 seconds.

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00:03:34.530 --> 00:03:38.400

To answer that question.

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00:03:42.210 --> 00:03:51.240

Hey.

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00:04:01.224 --> 00:04:06.235

All right, so it looks like our participation today that we have 17.

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00:04:06.539 --> 00:04:09.659

Individuals representing support coordination.

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00:04:09.659 --> 00:04:15.569

We have 16 representing service providers. We do have 6 state agencies staff.

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00:04:15.569 --> 00:04:21.269

We have 1 self advocate 1 who has identified as a parent or advocate.

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00:04:21.269 --> 00:04:25.740

And then about a 3rd, uh, we don't have a response for so.

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00:04:25.740 --> 00:04:30.509

Well, I'll assume that you're globally distributed across each of those roles.

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00:04:30.509 --> 00:04:34.019

Well, at least that helps the pain was know the audience to, you.

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00:04:34.019 --> 00:04:38.459

Next question, if you will, and this will just kind of help us.

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00:04:38.459 --> 00:04:42.749

As we go through the panel and have them maybe address some of the questions.

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00:04:42.749 --> 00:04:46.288

That you all may experience in a day to day basis.

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00:04:46.288 --> 00:04:51.689

And if you want, please, let us know if you have experienced obstacles and supporting employment.

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00:04:51.689 --> 00:04:54.869

Success, if you have have a.

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00:04:54.869 --> 00:05:00.209

Readily present themselves, you occasionally have hospitals or we do.

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00:05:00.209 --> 00:05:11.428

Have obstacles and we'll give you about 10 more seconds to answer that question.

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00:05:11.428 --> 00:05:21.149

That whole.

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00:05:21.149 --> 00:05:34.709

So it looks like from the responses that the majority of individuals talk about, um, occasionally having some obstacles.

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00:05:34.709 --> 00:05:41.939
Unfortunately, it doesn't look like about 25% individuals, talk about frequently experience and option.

64
00:05:41.939 --> 00:05:46.649
And only 5% indicating rarely having any obstacles.

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00:05:46.649 --> 00:05:50.069
So this is 1 of the reasons why we do want to have success for.

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00:05:50.069 --> 00:05:53.369
Because what we find many times are that the hospitals.

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00:05:53.369 --> 00:05:58.738
Outweigh the opportunity and so hopefully success stories like the ones that you go here today.

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00:05:58.738 --> 00:06:02.608
And the feedback that you're seeing today, and we'll help you in your local level.

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00:06:02.608 --> 00:06:05.668
I'll be able to overcome some of the obstacles that experience.

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00:06:05.668 --> 00:06:13.439
And then our last poll question, if you could change 1 thing to facilitate greater employment opportunities, it would be.

71
00:06:13.439 --> 00:06:18.059
With the employee benefits planning, solve transportation barriers.

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00:06:18.059 --> 00:06:23.939
So, busting having a better understanding of the employer, the.

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00:06:23.939 --> 00:06:28.379
Other, if you choose other, please make a comment and chat box.

74
00:06:28.379 --> 00:06:31.858
Or nothing, you're already know employment he will.

75
00:06:46.769 --> 00:06:50.759
Hi can go ahead. And in that 1.

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00:06:52.559 --> 00:07:02.968

Okay, it looks like, uh, the majority of individuals identified solving transportation and.

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00:07:02.968 --> 00:07:08.759

1 of the things that they would love to be able to resolve. So as a, as we have our, uh.

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00:07:08.759 --> 00:07:13.709

Pilot communities, success communities today, if you did have presentations of murder.

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00:07:13.709 --> 00:07:17.189

If you will please make sure you kind of hit on that as you're presenting.

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00:07:17.189 --> 00:07:20.639

And then we have a pretty equal number of people.

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00:07:20.639 --> 00:07:26.399

Identifying that if they can change 1 thing, it'd be about this thing.

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00:07:26.399 --> 00:07:29.579

Or having a better understanding of.

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00:07:29.579 --> 00:07:33.059

Business needs and just 1 or 2 people.

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00:07:33.059 --> 00:07:36.838

Uh, indicating benefits, planning and 1 or 2 people.

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00:07:36.838 --> 00:07:39.869

Uh, indicating that they are the.

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00:07:39.869 --> 00:07:45.718

Some, although the pope is maybe a year from now, we would be able to have all 65 responses.

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00:07:45.718 --> 00:07:49.199

Being as not needing to change anything that we're all.

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00:07:49.199 --> 00:07:52.738
And for the key, so with that.

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00:07:52.738 --> 00:07:58.738
I am going to put sharing our screen and can you mind.

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00:07:58.738 --> 00:08:01.798
Although.

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00:08:01.798 --> 00:08:05.369
We can drop the point.

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00:08:05.369 --> 00:08:09.629
Off from getting full screen.

93

00:08:14.788 --> 00:08:18.389
And while we're working on that, uh, what I'd like to do is just a brief.

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00:08:18.389 --> 00:08:25.559
Introduction of each of our success communities that we've identified. So what I will do is, uh.

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00:08:25.559 --> 00:08:30.389
Identify the community, and then if that community would have 1 individual.

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00:08:30.389 --> 00:08:35.038
Introduce everyone, and therefore we would appreciate that.

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00:08:35.038 --> 00:08:39.119
So, I will begin with question anyway.

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00:08:39.119 --> 00:08:52.019
And that's when everybody, my name's Andrea. So I am the executive director of links and today I have with me, Linda, who is an employee OCC link so, the whole life coach.

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00:08:52.019 --> 00:08:56.458
And then we also have decoder who's the individuals that support it?

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00:08:56.458 --> 00:09:02.219

Right, thank you. And your next learning opportunities probably works.

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00:09:02.219 --> 00:09:07.859

Hi, I'm Leanne. Belden with.

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00:09:07.859 --> 00:09:10.859

And with me today, I have Matty.

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00:09:10.859 --> 00:09:15.328

And she worked at the shelves in villa. Excellent.

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00:09:15.328 --> 00:09:19.769

Let's go next to summit future foundation.

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00:09:19.769 --> 00:09:26.818

Hi, everyone my name is Cathy Jo, by the executive director of summit feature foundation.

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00:09:26.818 --> 00:09:34.408

Yeah, Kansas City based nonprofits that support tooth and young adults. And I have with me today, Mary, who is the parent.

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00:09:34.408 --> 00:09:39.119

Samantha balding, or who is employed through our watch program.

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00:09:41.369 --> 00:09:45.418

And Mary, would you like to on mute and say, Hello?

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00:09:45.418 --> 00:09:49.198

Okay.

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00:09:49.198 --> 00:10:02.639

Gotcha. Hi, I'm Mary. And my daughter Samantha is involved, and the summit future foundation since last December of last year, and looking at a lot of those questions.

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00:10:02.639 --> 00:10:10.198

I don't think I would have answered what I did not having the support through the foundation.

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00:10:10.198 --> 00:10:20.428

I think it would be a heck of a lot harder road traveled without capacity and the whole, that whole foundation. So it's been.

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00:10:20.428 --> 00:10:27.328

It's been a wonderful experience. Thank you. You're welcome to move forward and learn more about.

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00:10:27.328 --> 00:10:31.379

What's going to and, uh.

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00:10:31.379 --> 00:10:43.798

Hi, my name is sack and I'm joined here by Dax and is 1 of our superstars who is employed now at pedestal foods in London with you all.

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00:10:43.798 --> 00:10:47.938

And last, but not least let's go to act.

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00:10:47.938 --> 00:10:51.058

And columbia with Corey and Josh.

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00:10:51.058 --> 00:10:55.619

All right.

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00:10:55.619 --> 00:10:59.698

I work at.

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00:10:59.698 --> 00:11:02.788

What's that? Tell me what I base.

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00:11:02.788 --> 00:11:07.048

All right, thank you. All.

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00:11:07.048 --> 00:11:11.849

So, let's start off, uh, what I'd like to do is have each of the community.

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00:11:11.849 --> 00:11:15.178

Just talk a little bit about the success story and.

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00:11:15.178 --> 00:11:19.318

As situations they would like to spotlight highlight.

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00:11:19.318 --> 00:11:22.769

And have folks across the state and majority for that.

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00:11:22.769 --> 00:11:26.729

So, let's go ahead and begin with question county.

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00:11:26.729 --> 00:11:38.219

Okay, thanks as we said earlier, my name is Andrea executive director of links and our board. We are on a 40 board down in Christian county.

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00:11:38.219 --> 00:11:51.298

Which is south of Springfield in North of Branson our board came up with some strategic plans a few years ago, focusing in, on employment services, transition services and transportation.

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00:11:51.504 --> 00:11:52.884

And through that process,

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00:11:52.913 --> 00:12:00.323

we hired Linda as our life coach to help really focus in on our individuals on that transition age,

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00:12:00.923 --> 00:12:08.244

where we just felt like there was just some gaps between the school environment and being ready for competitive employment.

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00:12:08.844 --> 00:12:18.714

And so I'm going to let Lynn then go into a little bit more information about her life skills, programming, and the summer leadership Academy, and how Dakota falls and with all of that.

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00:12:20.849 --> 00:12:26.489

Thanks Andrea. Yeah the.

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00:12:26.489 --> 00:12:31.139

1st of all, I do some classes and 1 of the classes that.

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00:12:31.139 --> 00:12:43.078

We were addressed earlier is the need for transportation and I have been offering for the last 2 and a half years. A driver permit class where we just study.

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00:12:43.078 --> 00:12:48.359

Questions that would be on the test and the Missouri test is 1 of the hardest to ask.

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00:12:48.359 --> 00:12:55.318

So that has been super helpful. We have had a success right around 20%.

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00:12:55.318 --> 00:13:01.229

Which I think is pretty good, considering that each class as full of 10 individuals, that's the limit.

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00:13:01.229 --> 00:13:10.198

I also put together the last 2 years, the summer leadership Academy, and it's designed to provide intensive.

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00:13:10.198 --> 00:13:16.168

Instruction and self determination, life management, incur exploration.

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00:13:16.168 --> 00:13:21.149

Have a student spend 6 weeks in the summer and approximately 50 hours.

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00:13:21.149 --> 00:13:24.568

Just identifying some person center goal.

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00:13:24.568 --> 00:13:31.859

Uh, that are very short term about 6 months and coming up with a plan to meet those goals.

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00:13:31.859 --> 00:13:41.399

And then we follow through with these individuals after graduation, just keeping them involved and motivated to reach those goals.

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00:13:41.399 --> 00:13:49.168

So this last summer, we definitely found some great outcomes. The last 2 years students are much more confident.

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00:13:49.168 --> 00:13:55.379

They seem to have a sense of purpose and I'm very motivated on those person's center goals because.

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00:13:55.379 --> 00:14:01.499

We've sent some intense time developing them and getting them ready to to succeed.

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00:14:01.499 --> 00:14:08.999

So this last summer, even though it was an odd shutdown summer, we actually had decoded.

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00:14:08.999 --> 00:14:16.558

With us, and before that, he had worked a little bit with 1 of our local providers doing some discovery.

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00:14:16.558 --> 00:14:20.759

Is that right? So you want to tell us a little bit about your journey.

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00:14:21.144 --> 00:14:34.313

To get your current job, which is that low preferred employee recruit them I got I got I got a job at Lowe's.

152

00:14:34.703 --> 00:14:42.923

I went for to be the 1st thing to do for a job and at that, I will be a private match for 2nd hand bandwidth. For front loaded.

153

00:14:43.288 --> 00:14:46.649

And when I do is, I help people go to vehicle.

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00:14:46.649 --> 00:14:50.908

Produced 2 kinds of and she starts.

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00:14:50.908 --> 00:14:56.068

And I ran like, a lot a lot of new things. That's true.

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00:14:56.068 --> 00:15:01.739

How many interviews that you go on before you received the.

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00:15:01.739 --> 00:15:10.619

Okay, so you just interviewed twice and the 2nd 1 I got the government asked me.

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00:15:10.619 --> 00:15:13.859

Very good.

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00:15:13.859 --> 00:15:26.698

And where you had answered 1 of your barriers of transportation so I tell about your next goal, you're working on my guys call right now I'm working on studying.

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00:15:26.698 --> 00:15:30.058

The question.

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00:15:30.058 --> 00:15:35.578

Sure.

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00:15:35.578 --> 00:15:39.028

Okay, we'll hand it back to you to.

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00:15:39.028 --> 00:15:43.769

All right, thank you. And we'll also have more questions for each each.

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00:15:43.769 --> 00:15:50.639

Part of the panel, but again, the folks on the call would like to ask questions feel free to.

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00:15:50.639 --> 00:15:57.629

In the chat box, so let's go next to rianne and Maddy at learning opportunities. And if he were to serve.

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00:15:57.629 --> 00:16:08.339

A little bit about Matty success and kind of a bookstore. Yeah, Graham Sophie years ago we were able to start a work experience program.

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00:16:08.339 --> 00:16:13.349

With the local school with a local business as a senior living facility.

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00:16:13.349 --> 00:16:17.879

Called the shall bind and villa 40 board in service coronation as well.

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00:16:17.879 --> 00:16:25.739

So, it was really great collaborative effort and so for 2 years, her junior, senior year, Mattie was able to work.

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00:16:25.739 --> 00:16:31.318

Official von and Bill for a couple hours a day and really get hands on work experience.

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00:16:31.318 --> 00:16:41.068

And this was something Maddie was really excited about her 1st job, right? Yeah. And she was able to kind of get in there and learn what it needs to go to work every day the clock in.

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00:16:41.068 --> 00:16:45.028

Um, and work in every department, they kind of figure out what she likes.

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00:16:45.028 --> 00:16:48.448

And what was your favorite place towards the middle of Mattie?

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00:16:48.448 --> 00:16:54.239

The dietary, especially you found that she really loved the dietary. Is there a certain reason why.

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00:16:54.239 --> 00:17:01.889

Because I've been around the residents and going out in the kitchen.

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00:17:01.889 --> 00:17:08.038

Because he really liked being like, kitchen work at the resident. So she found that she really wanted to.

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00:17:08.038 --> 00:17:19.858

Work there, and that was her goal and so after graduation that Matty was able to interview at the, with the administrator, Kim Thompson and then, do you remember that interview? Maddie?

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00:17:19.858 --> 00:17:26.368

Yes, I know. Are you nervous? Yeah. But do you think that program is stuck on help prepare you for that? Yeah.

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00:17:26.368 --> 00:17:32.159

So, through the program, plus you have some experience, you got to know towns and a lot of our future employees.

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00:17:32.159 --> 00:17:38.999

And so she was able to be hired on and so now, Mattie works there twice a week in the evening yes.

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00:17:38.999 --> 00:17:45.088

Which is really cool and we, 1 of the things we talked about as a group, and with the program before she graduated.

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00:17:45.088 --> 00:17:51.749

Was transportation, it looked like she was gonna get a job offer and because she did so great during the program.

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00:17:51.749 --> 00:17:55.528

So, how do you get to work Mattie? My golf cart?

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00:17:55.528 --> 00:17:59.038

So, Mattie graduate golf cart and from work.

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00:17:59.038 --> 00:18:06.358

Every week, which is really cool so she's always on time and ready to go and it's just really neat. So that was her fix.

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00:18:06.358 --> 00:18:11.578

Was that she was able to get a golf cart, save up purchase that and.

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00:18:11.578 --> 00:18:18.808

Take back to work, so that's kind of maddie's story and start and how she got there and her experience through the work experience program.

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00:18:18.808 --> 00:18:22.828

That really gave her that hands on initiative and start.

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00:18:22.828 --> 00:18:33.233

To help find her dream job and then talk from there. Sorry you know, what's really awesome about that.

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00:18:33.233 --> 00:18:38.124

And 1 of the reasons why we look at different regions is obviously creativity and innovation.

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00:18:38.429 --> 00:18:46.138

Bubbles up at the local level, uh, although driving a golf cart down to 70 in St. Louis wouldn't be a solution.

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00:18:46.138 --> 00:18:49.138

In somewhere like shell binder and Larry.

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00:18:49.138 --> 00:18:52.439

Uh, you know, that becomes a very realistic.

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00:18:52.439 --> 00:18:55.618

And creating a solution to overcoming the, um.

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00:18:55.618 --> 00:19:01.528

Transportation, so I'll throw out a stories as you see how unique.

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00:19:01.528 --> 00:19:04.739

They are the each individual level.

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00:19:04.739 --> 00:19:09.659

So, let's go next to and back and back.

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00:19:11.124 --> 00:19:24.144

Yeah, so you see, I worked as an employment specialist and throughout coded. We've seen a lot of a lot of clients come in who were previously employed, because it totally kind of lost her job.

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00:19:24.953 --> 00:19:35.963

And that's kind of our historical. Excellent. I think he came to us in August with this awesome positive attitude.

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00:19:35.963 --> 00:19:47.304

Investors can come a little bit about what that journey to a new job was like yeah my new job I worked on that were universal.

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00:19:47.304 --> 00:19:54.413

They weren't going to Catherine area doing. Great.

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00:19:55.554 --> 00:20:00.324

Who are in chronic very soon and safer,

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00:20:03.743 --> 00:20:07.703

or in a game here we kind of had to go through some challenging energy to yeah,

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00:20:08.034 --> 00:20:21.144

because it became very difficult for us to actually go and do in person interview for Jackson and I worked together to do a lot of online interviews and that took some new interviewing skills

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00:20:22.554 --> 00:20:28.314

and through that through our pregnancy and these actions just incredible attitude.

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00:20:28.314 --> 00:20:33.173

He was always a very hard worker did everything and that he needed to do.

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00:20:33.413 --> 00:20:46.374

Just went above and beyond to help himself, do his job as well we were able to use an existing relationship a pedestal fleetcare who has been a very supportive employer of other individual disability.

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00:20:46.374 --> 00:20:53.874

And we've had a great relationship with the action online interview, and they invited them to come to campus.

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00:20:53.874 --> 00:21:08.034

And he met a supervisor chef Adam, and just kind of an instant early instant match therapist has made 1 of the biggest smiles ever. And I think it works. Now.

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00:21:13.078 --> 00:21:17.189

Excellent, thank you. All and.

211

00:21:17.189 --> 00:21:21.568

What's next go to it looks like we're getting really good Internet.

212

00:21:21.568 --> 00:21:24.838

Connection right now with Josh, because I know you guys have been.

213

00:21:24.838 --> 00:21:29.338

Cut out a little bit. So I'm assuming you all. I, we've got a good signal.

214

00:21:38.159 --> 00:21:44.398

I work at Lenore, and now I work at hobby.

215

00:21:44.398 --> 00:21:49.199

And I'm, like, really liking it because I'm doing really good with.

216

00:21:49.199 --> 00:21:52.348

Customers and other stuff.

217

00:21:52.348 --> 00:21:57.118

And it's really good.

218

00:22:03.509 --> 00:22:09.749

When he was a senior in high school.

219

00:22:11.038 --> 00:22:18.628

And he was working at me very escalate and wanted to.

220

00:22:18.628 --> 00:22:24.118

mcdonald's, then he worked at a, um.

221

00:22:24.118 --> 00:22:30.419

Nursing home local.

222

00:22:34.019 --> 00:22:40.169

He didn't wake him up because there's very family.

223

00:22:44.159 --> 00:22:50.009

Losing you Corey.

224

00:22:50.009 --> 00:22:54.179

Want to hear more about just starting to what we'll do is.

225

00:22:54.179 --> 00:22:57.628

Go ahead and move on to to Kathleen.

226

00:22:57.628 --> 00:23:00.959

And that keeps you on this.

227

00:23:03.443 --> 00:23:03.804

So,

228

00:23:03.804 --> 00:23:07.763

as we are talking about Sammy today,

229

00:23:07.763 --> 00:23:11.634

and Sammy is a participant in our watch my program,

230

00:23:11.634 --> 00:23:14.963

which is summit feature foundations please,

231

00:23:14.963 --> 00:23:16.913
vocational and career planning program,

232

00:23:16.943 --> 00:23:20.753
it support to use in young adults in obtaining workplace,

233

00:23:20.753 --> 00:23:23.634
learning experiences through a volunteer internship model.

234

00:23:24.023 --> 00:23:35.034
And semi is actually 1 of my most favorite success stories, because she was only a short 2 weeks into her internship. And I got a phone call from the director of preschool that she's at.

235

00:23:35.034 --> 00:23:46.973
And she said we no longer want Sammy to volunteer what we want to hire her. It was a really exciting phone call, and I remember vividly calling mom and saying your girls had a job.

236

00:23:47.394 --> 00:23:55.824
So, with that, I will turn it over to Mary to share what our experience was just kind of those 1st conversations about Sammy. Actually.

237

00:23:56.159 --> 00:23:59.519
Um, planning her 1st job.

238

00:23:59.519 --> 00:24:06.598
Okay, well it's probably harder for me than her.

239

00:24:06.598 --> 00:24:20.848
These sorted off 1 day a week and then within, like, a month or 2, we moved up to adding every other day. So she was working Monday, Wednesday, Friday.

240

00:24:20.848 --> 00:24:25.288
And it has just been a wonderful experience because.

241

00:24:25.288 --> 00:24:28.739
As a parent with a child with special needs.

242

00:24:28.739 --> 00:24:35.878
You're always way ahead of yourself in years wondering, you know what to do what, you know, when they get to a certain age.

243

00:24:35.878 --> 00:24:49.048

And so, in my head, I was thinking, how am I going to accomplish something? Because I want her out in the community. I want her to hone in on these skills that she has.

244

00:24:49.048 --> 00:25:00.419

And with Cassidy, like, opening the doors for me, it's just been, I mean, it's been a wait lifted off my shoulders. It's phenomenal. And.

245

00:25:00.419 --> 00:25:05.999

The facility that she's at is they're wonderful and.

246

00:25:05.999 --> 00:25:15.959

There's been some hiccups with, but we're going to work through those, but because we added actually another day. So now it's 4 days a week. So.

247

00:25:15.959 --> 00:25:30.689

She's just grown so much it's just been an awesome awesome bang. I mean, for these people to think about our kids, when they actually do become young adults, and they do it faster than we'd like them to.

248

00:25:30.689 --> 00:25:38.308

And we don't want to keep them hidden anymore. We want them to be out in this community and because they have a lot to offer.

249

00:25:38.308 --> 00:25:46.949

So this is this has just been a phenomenal thing for for myself, my family and Sammy does all the hard work.

250

00:25:46.949 --> 00:25:51.868

Yeah, but yeah, it's been nice.

251

00:25:54.269 --> 00:26:00.898

All right, thank you. So, Cory, we're going to try and come back to you. It looks like you guys have connection again. It's 1 of the.

252

00:26:00.898 --> 00:26:04.979

Challenges with the virtual meetings and.

253

00:26:04.979 --> 00:26:08.848

Living the Pangea index, and let's go back and see if we can connect with you all the.

254

00:26:08.848 --> 00:26:13.739

I was just can you hear me.

255

00:26:13.739 --> 00:26:17.848

Saying how we get that.

256

00:26:17.848 --> 00:26:21.538

Josh, we met him as in high school.

257

00:26:21.538 --> 00:26:33.929

You know, um, he was working at mcdonald's, pretty successful and wanted to add his. He started a job at, um, a nursing home here in Columbia.

258

00:26:33.929 --> 00:26:38.489

And very successful there, but for upward mobility, we're.

259

00:26:38.489 --> 00:26:43.439

And so he chose to give notice with that job.

260

00:26:43.439 --> 00:26:48.328

A player in the meantime, his sandwich.

261

00:26:48.328 --> 00:26:52.648

Location and he.

262

00:26:52.648 --> 00:26:57.118

We helped him update it and.

263

00:26:57.118 --> 00:27:01.138

Is to received.

264

00:27:01.138 --> 00:27:04.288

And, um.

265

00:27:04.288 --> 00:27:08.159

You very well, that's a fact.

266

00:27:08.159 --> 00:27:12.538

Growing up.

267

00:27:12.538 --> 00:27:18.118
So, um.

268

00:27:18.118 --> 00:27:22.229
Did you have something else you want to address.

269

00:27:22.229 --> 00:27:28.739
All right go, we'll come back to you guys in a 2nd.

270

00:27:28.739 --> 00:27:38.038
That is 1 of the comments that I was going to add is that I think what we've seen is just from the folks that are on the call.

271

00:27:38.038 --> 00:27:42.719
We've got individuals who are working in retail. We have some in health care.

272

00:27:42.719 --> 00:27:49.648
Uh, we have individuals and food service. We've had individuals that will come up with some solutions to overcoming.

273

00:27:49.648 --> 00:27:54.538
Transportation barriers and we've also seen individuals that.

274

00:27:54.538 --> 00:27:58.169
Um, have make choices to go from volunteering.

275

00:27:58.169 --> 00:28:01.318
To work and individuals who are army employee.

276

00:28:01.318 --> 00:28:04.499
That no different ways than individually thought disability.

277

00:28:04.499 --> 00:28:08.548
Made the decision that the job never currently doing meet the need.

278

00:28:08.548 --> 00:28:16.409
And that desire to move on to a new and different clear pathways. And I think that's 1 of the things that's important. Send them a lot of times.

279

00:28:16.409 --> 00:28:23.818

And our service delivery, what we will here, if someone's working, and folks are wondering, what can we really help them change jobs?

280

00:28:23.818 --> 00:28:27.269

And the answer to that is that we, we want.

281

00:28:27.269 --> 00:28:32.249

Individuals to aspire to different groups, different opportunities.

282

00:28:32.249 --> 00:28:35.519

Different options and delete those needs done differently.

283

00:28:35.519 --> 00:28:38.729

But any individual without a disability with.

284

00:28:38.729 --> 00:28:42.898

And things are life, employment, core pathway.

285

00:28:42.898 --> 00:28:47.068

So, let's go to the next question, and actually, before I ask my question.

286

00:28:47.068 --> 00:28:50.128

I see the chat box that we have a question.

287

00:28:50.128 --> 00:28:53.729

Um, for Zach and then.

288

00:28:53.729 --> 00:29:00.778

Zach, and and that is, what are some of the strategies that you all used to overcome.

289

00:29:00.778 --> 00:29:04.348

The change of the interviewing process during program.

290

00:29:05.814 --> 00:29:06.173

Yeah,

291

00:29:06.653 --> 00:29:21.324

so 1 of the things that we found during this interview process was a lot of our interviews the 1st interview was there was no person on the other side of the computer and we would have to record our answers to these

292

00:29:21.324 --> 00:29:22.163

interview questions.

293

00:29:22.163 --> 00:29:31.193

And that was a little bit of a change for for the accent. Vaccines are pretty sociable guy. He likes being able to read other people.

294

00:29:32.364 --> 00:29:47.094

So, for us, it became again a sentence or 2 prompts on a question and you would have to record yourself answering. So, for us, they definitely be made was kind of scripting. Now how do you answer answering this question?

295

00:29:47.634 --> 00:30:00.594

So we would write scripts. So we would crack this, these common questions that they would ask on these interviews proposal. We would actually recall going into that. We're ready with our answers and we practice them, or we know how to remove her.

296

00:30:00.594 --> 00:30:08.513

So we're clear we know how we're going to answer. The other thing we learned is just having a really stable Internet connection, because sometimes.

297

00:30:09.443 --> 00:30:10.493

When you're on these things,

298

00:30:10.493 --> 00:30:13.313

you can't if you're goes out and I happened to,

299

00:30:13.313 --> 00:30:13.854

I was wondering,

300

00:30:13.854 --> 00:30:20.064

I went out and we had a scramble to get back on but I think the thing that was really helpful for us,

301

00:30:20.064 --> 00:30:21.683

the scripting question,

302

00:30:22.614 --> 00:30:25.554

scraping answers they gave us more kind of practical.

303

00:30:29.368 --> 00:30:33.388

Okay, well you guys are unmuted I will go ahead and.

304

00:30:33.388 --> 00:30:38.459

Ask you all not including the pandemic we're going to take the pandemic off the table for our body.

305

00:30:38.459 --> 00:30:42.659

Um, but what for you.

306

00:30:42.659 --> 00:30:46.618

What did you all see as the biggest obstacle?

307

00:30:46.618 --> 00:30:50.729

What concern and going to work and how did you ever come up.

308

00:30:52.223 --> 00:30:59.544

What do you think, I think was the biggest obstacle there how to get there? Yeah.

309

00:30:59.604 --> 00:31:12.804

So that he drives himself to work, but the 1 of the things that we, we didn't want to go that far and he was very specific about the kind of environment that would support himself.

310

00:31:13.618 --> 00:31:27.624

So, it really became a challenge of how do we find a way where we can get to that within 20 minutes with this call, but still having to be a fairly supportive environment. And we're really, really thankful for pedestal here.

311

00:31:27.624 --> 00:31:38.003

At women would do is that support of inspire, they really take care of their employees. They really support individuals that have disability. And it's as simple as for us.

312

00:31:38.638 --> 00:31:53.128

Just having a conversation with Jeff Adam, the supervisor on the phone, the phone assured us that it might take appointments to get here. We're going to support you very well. Excellent.

313

00:31:53.128 --> 00:31:59.219

Definitely, 1 of the big keys is making sure you have a good job option and not only means.

314

00:31:59.219 --> 00:32:02.278

Somebody and John has.

315

00:32:02.278 --> 00:32:05.278

But also having that supervisor who is.

316

00:32:05.278 --> 00:32:08.878

Supporting and encouraging, so it sounds like you all were able to make.

317

00:32:08.878 --> 00:32:13.739

Thank great job match so let's go to CC link.

318

00:32:13.739 --> 00:32:18.358

Dakota, and when and Andrea welcome to all of identifying, asks from 1 of the.

319

00:32:18.358 --> 00:32:32.189

Itself, and how did you all overcome that issue in trying to get their.

320

00:32:32.189 --> 00:32:38.548

Yeah, thanks for taking the biggest obstacle. And so how are you handling that right now that bye.

321

00:32:38.548 --> 00:32:45.179

I'm going to head, they're working to find me to get some actual notes around to work.

322

00:32:45.179 --> 00:32:54.989

I am thinking the plan in the range, right? That way. I haven't run into work.

323

00:32:54.989 --> 00:32:58.378

Yeah.

324

00:32:58.378 --> 00:33:02.788

The actual job maps plane was saying.

325

00:33:02.788 --> 00:33:10.528

Do you feel like you get along well with your supervisor again?

326

00:33:10.528 --> 00:33:16.858

Mean, I highlight.

327

00:33:16.858 --> 00:33:23.939

Very good yeah, transportation, but he's working on places and you go take the test Monday.

328

00:33:23.939 --> 00:33:27.538

How are you going to get a car if you get a license?

329

00:33:27.538 --> 00:33:31.739

No.

330

00:33:35.034 --> 00:33:45.534

Plan I think I'll also add in there that our county has felt transportation is a good obstacle for employment services.

331

00:33:46.493 --> 00:33:56.124

So, what we've done as a county is, we have 2 funded routes throats for competitive employment opportunities for individuals with disabilities in Christian county and our board.

332

00:33:56.124 --> 00:34:11.003

Actually, just approved for January 1, a 3rd route for transportation, because we want our individuals to be able to get 2 employments. We've identified that as the biggest barrier for employment services.

333

00:34:11.034 --> 00:34:14.003

And so we want to try to limit that as much as possible.

334

00:34:14.309 --> 00:34:21.659

Okay, excellent. So so so far we've heard transportation it's been resolved through.

335

00:34:21.659 --> 00:34:25.949

Natural support has been resolved through utilizing hosts.

336

00:34:25.949 --> 00:34:31.048

It's been resolved through a golf course, and it's also been resolved.

337

00:34:31.048 --> 00:34:36.659

We're looking at a proximity of work to the individual and being flexible.

338

00:34:36.659 --> 00:34:42.838

What was work out? So again, there's no single solution to overcoming transportation. It's really.

339

00:34:42.838 --> 00:34:47.309

What works best for each of the business so starting to.

340

00:34:47.309 --> 00:34:52.139

Back to reanne and Mattie and learning opportunities, implement, take.

341

00:34:52.139 --> 00:35:00.329

Transportation, I'll disable the assignment, the barriers since you've already kind of talked about that. What was another barrier that you all experienced and having to overcome that?

342

00:35:00.329 --> 00:35:04.588

Yeah, so what would you say was an obstacle.

343

00:35:04.588 --> 00:35:13.858

People find me a job I was talking to earlier and stuff that she said, finding a job that she had liked and that would be important to her.

344

00:35:13.858 --> 00:35:19.768

Because she wanted to make sure she was not only.

345

00:35:19.768 --> 00:35:27.539

Getting pain and stuff to earn money, but you wanted to be enjoyable company that made you want to go to work, right?

346

00:35:27.539 --> 00:35:37.168

Just like everybody else and living in a rural area sometimes that can be a little difficult to find because of transportation and things like that.

347

00:35:37.168 --> 00:35:46.259

But working as a team, and with everybody, and through the work experience program, she was able to get on the villa.

348

00:35:46.259 --> 00:35:53.998

And she is able to find a job she works with her great grandmother. The residents there is that critical Matty.

349

00:35:53.998 --> 00:35:59.608

Yeah, that was really awesome. So really, it's just a great fit and it just took a lot of.

350

00:35:59.608 --> 00:36:07.168

Uh, opportunities that she had to, like, kind of reach out to, but yeah, it worked out really well.

351

00:36:07.168 --> 00:36:20.099

But we would definitely just say, it's probably obstacles finding a job that she wanted and sometimes yeah. A little more than just money. Right? There's something that you wanted to really enjoy and learn to be able to grow and do different things.

352

00:36:23.518 --> 00:36:29.458

Excellent sense really does speak to. There's opportunity to have some of those worst experiences and.

353

00:36:29.458 --> 00:36:33.179

I'm taking experiences and 1 of the other common themes that I'm hearing.

354

00:36:33.179 --> 00:36:39.958

For folks is really doing a lot of those transition experiences as individuals have been.

355

00:36:39.958 --> 00:36:45.509

Exiting at a high school and, uh, having an opportunity to kind of really finding what.

356

00:36:45.509 --> 00:36:50.668

Take you a career and job task really aligned with the interest and.

357

00:36:50.668 --> 00:36:54.509

And the preferences, so let's go to Mary and Kathy.

358

00:36:54.509 --> 00:36:59.639

On biggest obstacle and how you all overcame it from the feature.

359

00:36:59.639 --> 00:37:05.728

So, I will go 1st, and I think that.

360

00:37:05.728 --> 00:37:17.518

Not necessarily unique to Sammy, but to 1 of the biggest obstacles that we faced in our organization is finding businesses that are open to customized employment.

361

00:37:17.518 --> 00:37:24.539

And really job carving things out that are very specific to the individual's unique skills and talents.

362

00:37:24.539 --> 00:37:32.458

In sammy's case, that was not a barrier because she has a very unique skill set and she loves housekeeping and doing laundry.

363

00:37:32.458 --> 00:37:38.309

And her where Sammy is employed, that's actually what she does. Um.

364

00:37:38.309 --> 00:37:46.889

And so I think that, for just generally speaking, as our biggest thing is really finding those business partners that are willing to do that job harping with us.

365

00:37:46.889 --> 00:37:50.699

Right. Did you have any obstacles that you wanted to share?

366

00:37:56.009 --> 00:37:59.099

Nope, I think you're right just finding.

367

00:37:59.099 --> 00:38:11.699

I'm trying to navigate through this just like you said, finding more employers that are more open and understanding about this community and.

368

00:38:11.699 --> 00:38:21.179

I had something else. I apologize. It just went out on my head. Oh, gosh. I don't know. I can't remember.

369

00:38:21.179 --> 00:38:29.340

I don't know and we're also I also would like her to kind of.

370

00:38:29.340 --> 00:38:40.769

So, out of her comfort also with, I know that she loves to do what she's doing now. But as a parent, I kind of want, I don't know if that's going to.

371

00:38:40.769 --> 00:38:51.840

Cause other things, but maybe going in a different direction to see if there's other things out there that she may not tell me that she likes. But until she's put in that position.

372

00:38:51.840 --> 00:38:59.550

Then she's like, oh, I do like this. I'd like to try that and I will see.

373

00:38:59.550 --> 00:39:05.969

And I'm really glad that you shared that Mary. I know that you and I have had frequent conversations about not limiting her potential.

374

00:39:05.969 --> 00:39:09.750

And even though she has a employment.

375

00:39:09.750 --> 00:39:17.250

Not stopping there and continuing to expand upon her skills and and generalize those to other environments. And that's.

376

00:39:17.250 --> 00:39:28.230

You know, there's another individual on this call that shared that there wasn't the upward mobility. And I love that. That language is part of this conversation because those expectations for every person.

377

00:39:28.230 --> 00:39:31.920

It's something that we should all have, and I love to hear just kind of that.

378

00:39:31.920 --> 00:39:34.980

That being talked about on this call.

379

00:39:34.980 --> 00:39:42.809

I agree. Yes, thank you. Catherine, the question came in as you were talking about opportunities to.

380

00:39:42.809 --> 00:39:48.480

Volunteer and do work trials. Have you seen that the more difficult.

381

00:39:48.480 --> 00:39:57.869

In the pandemic environment that we're currently in it and what types of strategies are you liking to create those new opportunities?

382

00:39:57.869 --> 00:40:07.349

Definitely, they have dynamic has impacted our ability to engage business partners. 1 of the things that we have done.

383

00:40:07.349 --> 00:40:15.659

That has really supported us being in the nonprofit sector. We've really been heavily on our other local nonprofit.

384

00:40:16.585 --> 00:40:29.485

Organizations within our community, and I think that we all come from a very philanthropic background and understand the need for these experiences for other use that we support regardless of the pandemic. Something else that we've done is really focused more on.

385

00:40:30.690 --> 00:40:41.250

Businesses that maybe don't have as much human interaction built into their construct. So we're not having to worry about capacity limits and things like that.

386

00:40:43.230 --> 00:40:46.769

Okay, excellent.

387

00:40:46.769 --> 00:40:50.340

So, Josh and Corey.

388

00:40:50.340 --> 00:41:00.150

Obstacle that you all had to overcome and I always go back because you guys have such a good consistent video. They don't want to continue that and then it begins to cut out on that.

389

00:41:00.150 --> 00:41:04.500

But an obstacle that you had to overcome and and, uh, how did you overcome.

390

00:41:04.500 --> 00:41:09.510

The biggest for.

391

00:41:09.510 --> 00:41:12.929

With the learning new positions.

392

00:41:12.929 --> 00:41:18.480

Cause I know it was not.

393

00:41:18.480 --> 00:41:31.170

Exactly what I was hoping for. So that's why I'm thinking my big obstacle is learning new positions and cooperation with more people.

394

00:41:31.170 --> 00:41:38.070

Some other stuff, or not sure. I was.

395

00:41:38.070 --> 00:41:42.659

Into 1 position here and.

396

00:41:42.659 --> 00:41:48.119

He wanted to do more and when he gave him a little frustrating. Yes. Yes.

397

00:41:48.119 --> 00:42:00.385

Um, pretty quickly and you wanted to get potential. Excellent. Thank you guys.

398

00:42:00.385 --> 00:42:03.954

So, 1 of the things I think that Josh talks about there is.

399

00:42:04.260 --> 00:42:08.460

Feeling empowered to be able to exercise your own choices.

400

00:42:08.460 --> 00:42:11.699

But also having that sense determination to take that risk.

401

00:42:11.699 --> 00:42:14.940

Passing up on a job that you already have.

402

00:42:14.940 --> 00:42:19.440

They don't find a job that you think we'll fit even better with you and.

403

00:42:19.440 --> 00:42:25.679

That important so, self, advocacy, self determination employment is just absolutely.

404

00:42:25.679 --> 00:42:29.039

Critical and empowering individuals who exercise.

405

00:42:29.039 --> 00:42:36.059

That's ROI and to have that voice. So I think we have covered everybody on that question.

406

00:42:36.059 --> 00:42:42.420

I know we only have about 15 minutes 1 up. I do want to leave a few minutes.

407

00:42:42.420 --> 00:42:47.489

At the end for anybody attending that to a post questions.

408

00:42:47.489 --> 00:42:51.420

So, what I'm going to do is collapse the last couple of questions that I had.

409

00:42:51.420 --> 00:42:55.800

Into 1 and so what I would ask each of the community.

410

00:42:55.800 --> 00:43:01.079

If you would please identify what you think that single biggest factor was.

411

00:43:01.079 --> 00:43:05.219

For you and going to work or keeping your job.

412

00:43:05.219 --> 00:43:08.880

And what would you say to others and you can circumstance.

413

00:43:08.880 --> 00:43:12.329

And let's start off with a.

414

00:43:12.329 --> 00:43:16.019

We'll start off with warming opportunity.

415

00:43:20.400 --> 00:43:24.000

Goodbye.

416

00:43:24.000 --> 00:43:30.780

You need to find a job like, you can find a job.

417

00:43:30.780 --> 00:43:34.199

So you said that.

418

00:43:34.199 --> 00:43:37.800

Um, it's possible and not to give up and that it's.

419

00:43:37.800 --> 00:43:42.150

Doable if you have the right support and right. Team, right? Yeah.

420

00:43:42.150 --> 00:43:47.159

And that really most important thing is don't give up keep asking, keep getting experience.

421

00:43:47.159 --> 00:43:53.340

Start early do you think it helps you starting in high school to find a job and get those skills? Yeah.

422

00:43:53.340 --> 00:43:59.130

Yep, and through that, and through her support, she was able to work through the entire pandemic.

423

00:43:59.130 --> 00:44:02.820

Which is awesome. So she's just been central worker.

424

00:44:02.820 --> 00:44:06.960

And she's made a lot of great friends and coworkers.

425

00:44:06.960 --> 00:44:11.610

And against her administrator, and boss can talk to us and phenomenal.

426

00:44:11.610 --> 00:44:17.940

What's helping create a diverse workforce for everybody and supports and things that just really make.

427

00:44:17.940 --> 00:44:21.960

Their team run very slightly off the shelf for everybody involved.

428

00:44:21.960 --> 00:44:25.650

Um, which is really great, so, definitely I think the advice.

429

00:44:25.650 --> 00:44:34.590

From both of us, if you want to work, it's definitely possible. And if there's people that will be out there and support you and that, it's worth it. Right? Yep.

430

00:44:34.590 --> 00:44:38.550

All right Thank you. Guys.

431

00:44:38.550 --> 00:44:42.510

Let's go to Corey and Josh.

432

00:44:42.510 --> 00:44:48.059

And again, what would you say to other individuals?

433

00:44:48.059 --> 00:44:53.760

We may be considering about going to work and what do you think made the biggest difference for you?

434

00:44:53.760 --> 00:45:00.480

You want me to tell him I think Josh.

435

00:45:00.480 --> 00:45:06.059

Are your advocates with.

436

00:45:06.059 --> 00:45:09.929

Will be nice.

437

00:45:09.929 --> 00:45:13.980

I think I've heard of advocate.

438

00:45:13.980 --> 00:45:19.380

And tell your team much, you.

439

00:45:22.679 --> 00:45:28.590

Drive that post process, um, frequently and and, uh.

440

00:45:28.590 --> 00:45:35.460

Make your money work right Josh. So, let's let's go to a Christian telling links.

441

00:45:35.460 --> 00:45:40.500

Hi.

442

00:45:40.500 --> 00:45:46.199

So, what was your question? The question is, what would you say to other individuals families.

443

00:45:46.199 --> 00:45:50.130

Or businesses that may be contemplating employment.

444

00:45:50.130 --> 00:45:59.699

Your advice to them, and kind of what was the thing that the single biggest factor for you that, uh.

445

00:45:59.699 --> 00:46:11.760

So your 1st success change work and stay focused and don't normally log in.

446

00:46:11.760 --> 00:46:26.364

When you're doing the job, are you frustrated during the process? But I knew I, the patient.

447

00:46:28.380 --> 00:46:35.969

Yeah, let's take a look at those worth.

448

00:46:35.969 --> 00:46:45.840

Patients and advocacy, that sounds like a wonderful piece of advice.

449

00:46:45.840 --> 00:46:55.170

And I'm also saying that Josh type in the chat box was able to get it fully across the microphone. Top was.

450

00:46:55.170 --> 00:46:59.670

The exact words will tell your team and advocates what you want even if it changes.

451

00:46:59.670 --> 00:47:02.909

So, let's go to, um.

452

00:47:02.909 --> 00:47:07.409

Uh, calcium and very.

453

00:47:07.409 --> 00:47:11.190

What would you say all others as parents and, uh.

454

00:47:11.190 --> 00:47:15.780

It really what's the biggest factor in your favorite?

455

00:47:15.780 --> 00:47:20.519

I was the 1st thing I would say is make an appointment and expectations.

456

00:47:20.519 --> 00:47:24.690

An expectation in your family and expectation in your organization.

457

00:47:24.690 --> 00:47:28.980

And when you start from that place, then when you're looking at outcomes.

458

00:47:28.980 --> 00:47:33.750

Definitely research shows us with those expectations, drive everything.

459

00:47:33.750 --> 00:47:38.849

And Mary, I will have you share what you would tell other parents or other individuals?

460

00:47:38.849 --> 00:47:42.539

I agree with.

461

00:47:42.539 --> 00:47:52.260

Then we knew we wanted her to work so that was the 1st thing. And then the 2nd thing was finding a.

462

00:47:52.260 --> 00:48:01.289

Like you said, an advocacy, but not only that, like, a job coach that would be with her. And that way there'd be a line of communication between the employer.

463

00:48:01.289 --> 00:48:06.900

Samantha, and what they expected, and for the job coach, so that there would be a communication.

464

00:48:06.900 --> 00:48:11.880

And knowing that she was safe to wherever she would be at.

465

00:48:11.880 --> 00:48:26.699

Yeah, but I think that would be like, has to be said the number 1 thing is if your child wants to have a job and my daughter really doesn't want to have a job I could do that. She likes the leisure like.

466

00:48:26.699 --> 00:48:40.019

But, yeah, so, but definitely, I think in my, and I feel so much more comfortable and hopefully that that will go away in a few years but I think by having the job coach.

467

00:48:40.855 --> 00:48:55.795

With her, it just, it's, it's a good thing. I mean, for me right now as a parent, and then I think it's just been a wonderful experience for her. She's really Boston and grown and.

468

00:48:56.489 --> 00:49:00.150

It's been super, Super.

469

00:49:00.150 --> 00:49:06.360

So, Mary, and if you want to jump in and answer this, also as a parent advocate.

470

00:49:06.360 --> 00:49:12.480

What would you say in those other parents that are 1 of the things we frequently hear from support coordinator?

471

00:49:12.480 --> 00:49:16.619

The service providers is that the some time.

472

00:49:16.619 --> 00:49:21.150

Having difficulty with balancing that risk and that concern of.

473

00:49:21.150 --> 00:49:25.079

Individuals potentially being exploited or.

474

00:49:25.079 --> 00:49:30.659

Uh, you know, harass Miller play, so, you know, that concern about keeping benefits I mean.

475

00:49:30.659 --> 00:49:36.389

How how what advice would you give to the other 60 people on the call?

476

00:49:36.389 --> 00:49:40.230

How to go about having that discussion with parents to.

477

00:49:40.230 --> 00:49:43.380

Considering that way and what was.

478

00:49:45.085 --> 00:49:58.375

I think they kind of the top 3 things that come to my mind the 1st, is if you're in a service coordination or a service provider role, taking the time, to really educate the family about what those supports look like at the workplace.

479

00:49:59.485 --> 00:50:01.105

That's something that I know Mary,

480

00:50:01.105 --> 00:50:03.445

and I have very specific conversations about,

481

00:50:03.474 --> 00:50:17.994

and they had similar concerns about her overall safety and really understanding that the job coach can help support those safety behaviors to help support the advocate the personal advocacy that's going to keep the individual safe.

482

00:50:18.300 --> 00:50:25.110

And then you're kind of the 2nd, part of your question about the benefits. I think that that also goes to.

483

00:50:25.110 --> 00:50:38.130

You know, education and training about really how earned income impacts other support systems and that's way beyond the scope this conversation obviously but there are so many resources that has out there.

484

00:50:38.130 --> 00:50:48.505

And tapping into those and making them digestible for families and for self advocates, because it's pretty, it's a kind of an intense process, but really breaking it down for them.

485

00:50:48.505 --> 00:50:53.454

And the biggest thing is just the kind of frequent message join that I've heard you share is.

486

00:50:53.820 --> 00:50:57.780

You know, you can work and make a livable wage and still keep your benefits.

487

00:50:57.780 --> 00:51:03.389

So those are 2 things, or those are things I would term or do you have anything that you would like to echo?

488

00:51:03.389 --> 00:51:09.719
Yes, it is a lot to digest. There's a lot of information and.

489
00:51:09.719 --> 00:51:13.469
And my number 1 thing is, like, if you have a case manager.

490
00:51:13.469 --> 00:51:17.010
Then, if you're not getting the information that.

491
00:51:17.010 --> 00:51:22.469
Sometimes you don't even know what you're not even asking for. You don't even know the questions.

492
00:51:22.469 --> 00:51:36.090
Just because living living through this, there have been things like, it's like, why didn't they tell me that, you know, why wasn't I exposed to that? Or I didn't even know what I don't even know to ask.

493
00:51:36.090 --> 00:51:47.849
So, I would just say, just either you keep asking and you go above heads and you just find out and you just read read and you just try to connect with yourself with people that.

494
00:51:47.849 --> 00:51:59.039
Um, can give you the information, and usually it's parents just parents talking to parents and sharing their path and what they're doing and how they're doing it. But.

495
00:51:59.039 --> 00:52:08.880
But, yeah, and I would agree with that just the support. I mean, I, I would not feel comfortable Sammy going into what she does know.

496
00:52:08.880 --> 00:52:12.659
6, 6 months ago, but.

497
00:52:12.659 --> 00:52:18.420
Um, I agree, it's just the support and having that an advocate.

498
00:52:18.420 --> 00:52:29.340
And just advocating for yourself and your child and defining the right resources and the people to help you along this journey. So, because it's everlasting.

499

00:52:29.340 --> 00:52:33.059
Excellent, thank you for being willing to share that because I know.

500
00:52:33.059 --> 00:52:36.090
Again, as we had done surveys in the past.

501
00:52:36.090 --> 00:52:41.309
Some of the top barriers or transportation, which we kind of ironically hit on today.

502
00:52:41.309 --> 00:52:44.369
It's the news around benefits.

503
00:52:44.369 --> 00:52:48.269
And then 1 of the other obstacles frequently identified, and it's not a.

504
00:52:48.269 --> 00:52:51.809
Not a negative no, but it's really sharing.

505
00:52:51.809 --> 00:52:55.619
That opportunity, but parents to develop that trust and confidence.

506
00:52:55.619 --> 00:53:01.949
That their son or daughter has that ability to be successful out there and not.

507
00:53:01.949 --> 00:53:05.699
Be taking advantage of some of the, the.

508
00:53:05.699 --> 00:53:09.869
Things that we frequently see in our surveys at some of the obstacles.

509
00:53:09.869 --> 00:53:15.090
So, let's go to back in back and in before you all.

510
00:53:15.090 --> 00:53:21.719
Answer that question again, if people have questions, please type them in the chat box we have about 3 minutes left.

511
00:53:21.719 --> 00:53:26.579
Uh, I see 1 question that I'll ask everybody or anybody's. Welcome to jump in and answering.

512

00:53:26.579 --> 00:53:32.039

But before I asked that question, let's go back to Zach and back on.

513

00:53:32.039 --> 00:53:35.070

What would be your advice to other individuals?

514

00:53:37.704 --> 00:53:44.664

What are your thoughts on your advice on my job?

515

00:53:45.894 --> 00:53:57.445

But you could give anyone any advice that you want your job to be successful in getting to God that you have now well, good way.

516

00:54:00.894 --> 00:54:14.695

Yeah. Yeah. I think it's to be ready to put in the effort going. I think the outcomes, only the outcome is really going to be based on how much effort, how much work.

517

00:54:15.570 --> 00:54:23.994

Advocate exam clients or clients, children, whoever it is, are willing to put in themselves. And that was the thing that we felt was actually what he was.

518

00:54:23.994 --> 00:54:36.925

So on the ball, where it's, you know, when we're not meeting and he's applying for jobs, reaching out to me, it's constant desires. And this is really what I, I really want that job.

519

00:54:37.224 --> 00:54:46.045

I'm going to do everything in my power to set myself up for success. All right guys.

520

00:54:46.380 --> 00:54:49.769

So 1 of the questions in the chat box.

521

00:54:49.769 --> 00:54:59.250

Is has anybody on the phone use accommodations or a specific technology.

522

00:54:59.250 --> 00:55:03.539

As part of promoting health and safety and.

523

00:55:03.539 --> 00:55:08.699

Individuals performing a job, so any, anyone on the panel.

524

00:55:08.699 --> 00:55:13.650

And if you use the system technology or.

525

00:55:13.650 --> 00:55:17.610

Some type of creating a combination.

526

00:55:27.744 --> 00:55:37.735

I could jump in and answer that. Yeah, you see, we work a lot with our clients, their families and vocational rehabilitation or whoever. Thunder me.

527

00:55:38.605 --> 00:55:41.664

That's an ongoing discussion that we're constantly having when we're looking,

528

00:55:41.664 --> 00:55:55.614

even before what are the accommodations that they might need if we go into specific businesses or technology or what accommodation are they going to need to make sure they're safe?

529

00:55:56.065 --> 00:56:08.184

Especially right now, when we're in some individual might need extra precautions take, and it's a coughing conversation that we're having anyone else.

530

00:56:10.289 --> 00:56:18.539

So, 1 thing that I, we just Mary, and I literally just had the conversation about, is.

531

00:56:19.074 --> 00:56:27.295

Sammy has voice that she wants to be more independent on the job, and that she doesn't want to have as much time with her job coach. But there are still supports that she needs.

532

00:56:27.295 --> 00:56:38.784

And so we are specifically looking into technology at this point, as her, as we kind of fade out that job coach and fading in more technology. So that she can have that independent and still be successful.

533

00:56:39.119 --> 00:56:42.780

All right and.

534

00:56:42.780 --> 00:56:47.130

1, last time anybody else in the panel want you to answer on that, or have the experience.

535

00:56:47.130 --> 00:56:54.900

All right, well, we all at 4 o'clock, I'm sure we can speak for another half hour or more, but, um.

536

00:56:54.900 --> 00:57:01.829

We will prepare to conclude that what I would like to say 1st off is, um.

537

00:57:01.829 --> 00:57:07.440

Again, thank you to each of the pilot communities or the pilot, or the success community.

538

00:57:07.440 --> 00:57:10.650

For being willing to carbon hour out of the day.

539

00:57:10.650 --> 00:57:15.960

Uh, share with us your experiences and the obstacles you have, and and.

540

00:57:15.960 --> 00:57:24.059

What you've done to overcome them and so, um, to to each of you all, thank you for your advocacy Thank you for your own self determination.

541

00:57:24.059 --> 00:57:28.769

Those of you, who are the workers that the system supports?

542

00:57:28.769 --> 00:57:31.860

Thank you for exercising you choice.

543

00:57:31.860 --> 00:57:35.760

And continuing to exercise yourself, the combination.

544

00:57:35.760 --> 00:57:38.909

And so with that, I'd like to.

545

00:57:38.909 --> 00:57:42.239

Thanks each of you all for participations day.

546

00:57:42.239 --> 00:57:48.329

And thank you each of the families for providing this opportunity for the press, Missouri.

547

00:57:48.329 --> 00:57:53.699

To develop some ideas and strategies and assistants to support the people.

548

00:57:53.699 --> 00:57:57.210

Welcome Thank you. All.

549

00:57:57.210 --> 00:58:01.320

Thank you thank you. Thank you.