

WEBVTT

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00:00:00.000 --> 00:00:05.429

There are now recordings, so welcome everybody. This is our 2nd.

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00:00:05.429 --> 00:00:13.798

Uh, champions of employment lab on our for 2021 and if you weren't able to join us last month.

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00:00:13.798 --> 00:00:24.929

A little glimpse into why we started the champions of employment. So, in the St Louis area, I've been working with a number of support printers.

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00:00:24.929 --> 00:00:28.320

From each of our St Louis regional office teams.

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00:00:28.320 --> 00:00:32.009

Providing some mentoring and guidance.

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00:00:32.009 --> 00:00:42.539

Into coordinating, employment supports and best practices around what support corners can be doing to provide their individuals with.

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00:00:42.539 --> 00:00:48.119

Employment options, so, in during the summer.

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00:00:48.119 --> 00:00:53.130

With all the changes we started talking about how we can.

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Take this concept of what I've been doing in St Louis and make it statewide so that we can reach even more.

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00:01:01.109 --> 00:01:07.349

The poor corners from across the state and provide that that mentoring and guidance and just.

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00:01:07.349 --> 00:01:16.590

Helping each of us to share best practices and scale up our efforts in helping more people with disabilities become employed.

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00:01:16.590 --> 00:01:25.620

So that was our concept of the champions of employment. So we've started off 2021. this is our 2nd webinar. So, um.

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00:01:26.155 --> 00:01:41.034

You'll notice at the end, you'll get a survey. We definitely recommend that survey. That feedback is invaluable to us. We are using that feedback to help make this even more beneficial.

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00:01:41.340 --> 00:01:48.420

For you all so we do listen to what you have to say about how we can make this better.

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00:01:48.420 --> 00:01:56.730

So with that in mind, today's topic, we want to focus on finding solutions during the 19.

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00:01:56.730 --> 00:02:03.959

Pandemic, so.

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00:02:06.239 --> 00:02:12.150

Steven, you want to start us out with the poll question here.

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00:02:12.150 --> 00:02:21.150

If this the 1st question what it is, your role so I'm going to give these to.

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00:02:21.150 --> 00:02:35.550

Once you can choose from support coordinator, service, provider, regional office employee like you are PR, CLC, et cetera other state employees are.

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00:02:35.550 --> 00:02:38.550

The TB H.

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00:02:38.550 --> 00:02:53.159

Et cetera, individual and family member or other. So people choose 1 of those and then we'll give you about 2 minutes to respond. And then Sandy will tell you what the results are of that is.

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00:03:39.895 --> 00:03:41.784

It looks like maybe the.

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00:03:42.090 --> 00:03:45.719

Paul has stopped do you have the results for us?

24

00:03:54.389 --> 00:04:02.460

All right, so it looks like the majority of people are support coordinator so over half.

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00:04:02.460 --> 00:04:06.300

Mentioned that they are support whenever we have about 6.

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00:04:06.300 --> 00:04:18.449

Individuals who are service providers, um, about 3 individuals set other. So thank you that allows us to get a feel for who's in the audience.

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00:04:18.449 --> 00:04:26.009

Oh, now, Steven, you want to talk to us about a recap from January.

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00:04:37.108 --> 00:04:51.024

Steven, we're not hearing you, you hear me now I can hear you now. Okay. I love you to start over. So, this is a recap from our January webinar that we've done so you can see that.

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00:04:51.024 --> 00:04:53.093

There's a paragraph.

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00:04:53.548 --> 00:05:06.629

And the 1st, 1 is changes in interest and employment. So the 1st, 1 is hard to tell is 31% of 50% is yes and no 19%.

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00:05:06.629 --> 00:05:10.559

Then the other grabs shows.

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00:05:10.559 --> 00:05:18.869

Found useful tools and resources to use during the pandemic and it says yes. Is it 1%?

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00:05:18.869 --> 00:05:23.848

No, yeah, he has 41%.

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00:05:23.848 --> 00:05:29.338

No 34% and not sure. 25%.

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00:05:29.338 --> 00:05:34.439

So those are the results that we got in January. So that's kind of.

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00:05:34.439 --> 00:05:37.978

1 of the reasons we like to have.

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00:05:37.978 --> 00:05:41.158

A survey, because that kind of have so show.

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00:05:41.158 --> 00:05:45.809

How things were going and, like Sandy said earlier, what we need to maybe improve on.

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00:05:48.298 --> 00:05:54.718

So, as you can see, just from our poll responses during last month's.

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00:05:54.718 --> 00:06:09.478

Webinar about 60%, so just under 60% said that they had not found any useful tools or resources and having discussions around employment with people during this pandemic.

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00:06:09.478 --> 00:06:19.588

So that is really why Steven and I wanted to focus on that topic this month. We really wanted for each of you all to feel like.

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00:06:19.588 --> 00:06:28.528

You can walk away knowing some kind of tip or strategy or a resource that you could use today.

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00:06:28.528 --> 00:06:33.119

And having those discussions around employments, and from.

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00:06:33.119 --> 00:06:38.189

The feedback from the surveys, a lot of you told us that's what you want.

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00:06:38.189 --> 00:06:52.199

In these future webinars you said, we want to have a tool or a resource, some kind of take away that we can put into action and be able to use. So that's what we wanted to deliver for you today. What you.

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00:06:52.199 --> 00:07:00.809

Find out hopefully kind of a little interesting tidbit as Steven, and I were planning for.

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00:07:00.809 --> 00:07:10.108

Today's topic, both of us were thinking about going in a certain way. We were focusing on trying to find that 1 tool.

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00:07:10.108 --> 00:07:15.389

That you all can use that's going to be like it's the Holy Grail.

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00:07:15.389 --> 00:07:22.139

But we found in having discussions with other support grants around the state is.

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00:07:22.139 --> 00:07:28.019

There's not just 1 tool and we'll talk about it more.

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00:07:28.019 --> 00:07:39.149

But it really focuses on the strategies that you guys are using. So you'll probably see that today that we're, we focus a little bit more on the strategies than the tools. And the reason being is.

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00:07:39.149 --> 00:07:42.209

When we talk to you guys about.

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00:07:42.209 --> 00:07:49.439

What you're doing and what's leading to increased interest and employment.

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00:07:49.439 --> 00:07:56.399

That's what we heard back. It was more in what you were doing. Not so much what you were using.

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00:07:56.399 --> 00:08:02.848

So, we're going to go forth with a few more pull questions.

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00:08:02.848 --> 00:08:06.928

Just to kind of see where we're all at. So.

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00:08:08.278 --> 00:08:13.348

I'm going to let you introduce the poll question the options.

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00:08:13.348 --> 00:08:17.278

And then, hopefully, I'll be able to report back on the responses.

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00:08:22.199 --> 00:08:35.698

Steven, we can't hear you. Okay. I'm still not hearing you Steven.

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00:08:40.048 --> 00:08:51.359

Okay, I'm not sure what's happened to Steven.

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00:08:51.359 --> 00:08:55.828

But in the interest of keeping us moving along.

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00:08:55.828 --> 00:09:01.678

Hopefully hike, you can kind of find out what happened with Steven, and I'll just move forward with the.

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00:09:01.678 --> 00:09:08.969

The whole question, so, this whole question we're wanting to know what tools and strategies are you currently using.

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00:09:08.969 --> 00:09:17.249

So, you have 5 different options? Yes. It's kind of small. Are you using the return to work and community activity tool or the.

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00:09:17.249 --> 00:09:25.198

State employment, leadership, network guide for conversations are using peer to peer to peer.

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00:09:25.198 --> 00:09:29.458

Support influence or motivational interviewing techniques.

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00:09:29.458 --> 00:09:32.788

So, or maybe it's another tool or strategy that you're using.

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00:09:32.788 --> 00:09:38.038

Feel free to choose as many of these options that you're using.

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00:09:38.038 --> 00:09:42.658

And go ahead and do that.

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00:10:16.769 --> 00:10:29.278

Sandy back home, I can hear you now. Yeah, I just wanted to know at some reason, I got cut off come back.

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00:10:53.423 --> 00:10:57.803

Okay, it looks like our poll has now stopped. Hi. Can you show us the results?

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00:10:58.254 --> 00:11:11.933

All right so it looks like the majority of you are using other tools and strategies about 4 of you said, you're using the return to work and activities.

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00:11:12.208 --> 00:11:20.129

A tool that we develop the summer, nobody said that they're using the Ellen guide 1st conversations.

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00:11:20.129 --> 00:11:26.818

5 of you said that you're using motivational interviewing 7 said using peer to peer support.

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00:11:26.818 --> 00:11:34.019

But again, like I said, the majority 16 of you said that you're using other tools and strategies.

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00:11:34.019 --> 00:11:39.479

So all right, moving on to the next question that.

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00:11:39.479 --> 00:11:42.658

Okay, the next question.

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00:11:42.658 --> 00:11:49.499

Have you had any success in individuals interested and employment during the pandemic?

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00:11:49.499 --> 00:11:53.788

So, if you would just answer yes, no. Or not sure.

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00:11:53.788 --> 00:11:57.538

They will give you about another 2 minutes to answer that 1.

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00:12:54.298 --> 00:13:02.938

Okay, it looks like our whole has ended and interesting. So when we ask if you're having success.

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00:13:02.938 --> 00:13:14.818

Over half of you so, 17 said, yes, you are having success about 6 said no, and 3 said, I'm not sure yet. I'm still waiting to see.

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00:13:14.818 --> 00:13:20.729

No, what we'd like to do now those 17 of you who's.

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00:13:22.678 --> 00:13:26.999

That we want you to put in the chat box.

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00:13:26.999 --> 00:13:33.178

What you think is leading to that success is it a tool you're using? And if so what is that tool?

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00:13:33.178 --> 00:13:37.019

Or maybe it's strategies that you're using and again.

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00:13:37.019 --> 00:13:43.048

If it's if you think it's the strategies that are leading to that success, let us know what strategies you're using.

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00:13:43.048 --> 00:13:47.698

However, some of you might say, no, it's more something that the service providers doing.

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00:13:47.698 --> 00:13:59.308

Okay, that's okay. Let us know. So we're going to give me a minute or 2 to kind of let us know what you think is leading to that from getting people interested in an appointment.

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00:14:13.499 --> 00:14:23.278

Okay, so I'm seeing somebody said clients are ready to get out of the house and just do something. So we're sick of cobit yes, that cobit exhaustion.

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00:14:23.278 --> 00:14:28.139

You know, it's time to get out and move and do something. All right so.

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00:14:28.139 --> 00:14:36.479

Great yeah, individual who's just motivated. People are just motivated to get a job.

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00:14:41.578 --> 00:14:49.438

So, yeah, we're seeing again, the trend is, it seems like that people are just kind of motivated. They're, they're.

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00:14:49.438 --> 00:14:52.769

Showing that interest now, because it's, it's.

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00:14:52.769 --> 00:14:56.879

Like, yeah, I'm done with being stuck at home and I want to get out.

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00:14:56.879 --> 00:15:00.568

I want to be out and about and doing things.

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00:15:02.369 --> 00:15:10.048

Okay, oh, I love this continued conversation. So continuing to talk about it.

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00:15:10.048 --> 00:15:15.658

Sharing stories of other people getting jobs and and the enjoyment.

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00:15:15.658 --> 00:15:20.788

That they're getting out of working, so just constantly talking about employment.

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00:15:24.089 --> 00:15:27.298

Okay.

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00:15:27.298 --> 00:15:32.158

So, thank you guys love what I'm here and love what I'm seeing.

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00:15:32.158 --> 00:15:39.629

Keep it at now, I'm going to give it over to Steven to kind of.

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00:15:39.629 --> 00:15:42.899

Talk about what we learned.

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00:15:42.899 --> 00:15:49.889

As we planned for today's topic, and he's going to introduce our 1st guest speaker.

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00:15:49.889 --> 00:16:04.318

So, Steven. Okay, our 1st, guest speaker is Kayla. Jaeger. She's a support coordinator at the Kansas City regional office. So she's going to tell us.

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00:16:04.318 --> 00:16:08.788

Her experiences are what she uses.

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00:16:08.788 --> 00:16:17.818

With our individuals to talk about employment, so I will let her go ahead and do that at this time. For Kayla.

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00:16:19.078 --> 00:16:27.928

Hi, thank you. So kind of like a lot of what I have success with is a lot of actually what's.

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00:16:27.928 --> 00:16:38.759

On this slide so my strategy is it more strategy than a tool? And really what I've had success with is just continuing to.

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00:16:38.759 --> 00:16:46.109

Always have that conversation about employment. I think what's really important is even though sometimes I'll have.

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00:16:46.109 --> 00:16:53.249

Parents look at me, like, I'm kind of silly to even ask, but I, every, you know, we do those annual.

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00:16:53.249 --> 00:16:54.053

Planning meetings,

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00:16:54.323 --> 00:16:56.453

and we get to that employment section,

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00:16:56.453 --> 00:16:57.234

and for me,

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00:16:57.234 --> 00:16:58.494

no matter if it's,

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00:16:58.524 --> 00:16:58.734

you know,

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00:16:58.734 --> 00:17:07.493

we're working with people on a broad spectrum of abilities and needs so no matter if they are medically fragile and total care,

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00:17:07.493 --> 00:17:09.653

or if they're fairly independent,

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00:17:09.653 --> 00:17:12.653

I'm always bringing up employment as a potential.

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00:17:12.959 --> 00:17:23.249

Resource and service for them, depending on what their goals and interests and abilities are. So I think just always having those conversations and not.

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00:17:23.249 --> 00:17:30.419

Excluding anyone, because, like I said, even though sometimes parents look at me, like, I'm silly to ask, you know, they're like.

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00:17:30.419 --> 00:17:45.413

Well, my child's in a wheelchair and this, that and the other, you know, that doesn't mean that we can't work together. If employment is something that's a goal for them now, or in the future to find a way to make that happen. Whether it's waiver employment services or referral to.

123

00:17:46.044 --> 00:18:00.263

Volk rehab or a different resource. So, and also in those quarterly conversations, I'm having with people, if I'm hearing them have interests to be more independent or, like, a lot of people are saying they're just tired of being at home.

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00:18:00.263 --> 00:18:01.493

You know, I always bring up.

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00:18:01.798 --> 00:18:08.669

What are you interested in working? You know, is that something for me to share more information about and how, you know, maybe we can.

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00:18:08.669 --> 00:18:16.108

Take steps to make that happen, so just really in that conversation and then kind of the continued success that I've seen.

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00:18:16.108 --> 00:18:29.394

Specifically through coven. Really? What I try to do is just keep an open dialogue with providers with the specific employment staff that my individuals are working with just to make sure.

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00:18:29.394 --> 00:18:34.493

And, of course, my individual themselves to make sure that progress is being made and that I'm getting kind of.

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00:18:34.798 --> 00:18:40.739

The full picture of what's going on, and that their needs are getting met and kind of what direction.

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00:18:40.739 --> 00:18:47.308

Their habit, so I always try to make that dialog and communication open with the service providers so that.

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00:18:47.308 --> 00:18:50.308

Um, you know, I can be of assistance.

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00:18:50.308 --> 00:18:54.058

To them in their process and success with employment as well.

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00:19:03.328 --> 00:19:07.409

All right, thank you. Kayla. So, um.

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00:19:07.409 --> 00:19:12.509

You know, we're doing pretty good on time right now. So I want to kind of asked.

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00:19:12.953 --> 00:19:27.263

Our attendees looking at this list. Is there anything that jumps out at you that you think we or yourself or your teams that we could be doing better?

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00:19:27.568 --> 00:19:32.878

Something that kind of struck you as oh, I'm not doing that. And I could be doing that.

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00:19:49.739 --> 00:20:03.148

If you can I jump in or do you want me to put it in? Okay 1 of the things I mean, I think I'm always trying to be conscious of it, but addressing barriers I think sometimes.

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00:20:03.148 --> 00:20:14.729

Maybe we've all been in those situations where we see how employment could be beneficial for the individual, or how it could be possible for the individual. And sometimes.

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00:20:14.729 --> 00:20:21.628

There are barriers in the way that the Guardian may feel, or the parents or family, or the individual themselves may feel.

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00:20:21.628 --> 00:20:28.318

Is too large to overcome for them to have successful employment. And I think.

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00:20:28.318 --> 00:20:32.308

That's something that I personally always need to be kind of.

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00:20:32.308 --> 00:20:37.499

Conscious of and not just necessarily leaving the conversation there and.

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00:20:37.499 --> 00:20:43.949

Addressing that and moving past it and making sure that I'm doing my part to.

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00:20:43.949 --> 00:20:49.078

Tell them how it could still be an option for them and.

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00:20:49.078 --> 00:20:52.769

Kind of push them a little bit if if that's appropriate.

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00:20:54.479 --> 00:21:00.628

So that's a good 1 Kayla.

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00:21:00.628 --> 00:21:10.679

Some of what I've been seeing in the chat box, so people are saying, you know, talking to people about whether they want to achieve a change.

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00:21:10.679 --> 00:21:15.209

And their level of employment, so kind of you've been working.

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00:21:15.209 --> 00:21:23.068

Do you want any change? Do you do you want to work more hours? Do you want a different job? So looking for those changes.

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00:21:23.068 --> 00:21:28.229

Uh, some individuals have said planning for future employment with the really young.

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00:21:28.229 --> 00:21:42.594

So and I know sometimes, that can be a difficult discussion. You're talking to a parent of a child who's 3, 4, 5, 6, years of age employment's way off into the future and you're kind of like going.

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00:21:42.594 --> 00:21:48.834

So, let's talk about employment. The parents looking at you like my kids in elementary school.

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00:21:49.644 --> 00:22:04.134

Or preschool, why are we talking about employment now? But setting that foundation talking about the future and what's going to be needed to get there can really help set somebody up for that future success.

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00:22:05.394 --> 00:22:11.423

We often talk about all those soft skills that are being developed from a very early age.

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00:22:11.669 --> 00:22:15.989

That responsibility of taking care of their own belongings.

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00:22:15.989 --> 00:22:26.368

Taking care of yourself just trying to be more independent dressing yourself brushing your teeth, taking care of your dishes after eating dinner.

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00:22:26.368 --> 00:22:29.578

All of those can can help.

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00:22:29.578 --> 00:22:34.949

And still those good work behaviors that are needed once they become.

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00:22:34.949 --> 00:22:42.838

181920 years of age, so even those interpersonal skills getting along with with their friends.

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00:22:42.838 --> 00:22:46.348

Again, it's going to translate to getting along with coworkers.

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00:22:46.348 --> 00:22:51.598

Later on, somebody mentioned.

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00:22:51.598 --> 00:22:55.949

Building partnerships with employers you're right.

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00:22:55.949 --> 00:23:04.108

I'm constantly telling support printers that there are employers out there that will hire and they're like, well.

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00:23:04.108 --> 00:23:10.769

Anybody all you've got to do is you've got to make the case for why this person makes a good fit for that job.

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00:23:10.769 --> 00:23:23.578

So, I think that's the thing, if you can show the benefits, the strengths that this person brings to the job that employer most likely is going to be willing to give him a chance.

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00:23:23.578 --> 00:23:28.919

1 of the ones that kind of struck out to me.

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00:23:28.919 --> 00:23:33.328

Was treating covet like any other health and safety concern.

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00:23:33.328 --> 00:23:38.788

You know, we all know that we're in the middle of a pandemic, and we've all been talking about, you know.

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00:23:38.788 --> 00:23:52.288

Coded protocols and how do we keep our staff safe? How do we keep ourselves? Say, do we get the vaccine? What's that? Roll out looking like, for our own organization so we're all dealing with.

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00:23:52.288 --> 00:23:56.159

Issues that sometimes.

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00:23:56.159 --> 00:23:59.578

It's very easy to think we're in a different.

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00:23:59.578 --> 00:24:06.388

Different time and age, you know, it's different circumstances, but what I found really interesting is.

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00:24:06.388 --> 00:24:12.419

The ones that are really finding success at having those employment discussions.

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00:24:12.419 --> 00:24:16.108

Are really treating cobit, like any other help or safety concern.

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00:24:17.278 --> 00:24:22.229

It's a new and different pandemic, but it's just kind of like, you know, what.

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00:24:22.229 --> 00:24:35.759

If we were talking about, how do you keep yourself safe on the workplace? How do you keep yourself from being taken advantage of what precautions? You know, what questions do we need to take? What supports do we need to be put in place.

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00:24:35.759 --> 00:24:39.838

How do we help you be safe on the at the work site?

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00:24:39.838 --> 00:24:43.348

Same thing when we're talking about cobit, it's just like, okay.

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00:24:43.348 --> 00:24:47.969

Here's a a health and safety concern that we need to plan supports for.

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00:24:47.969 --> 00:24:54.689

So, yeah, so Steven, I was going to ask.

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00:24:54.689 --> 00:25:08.669

Support coordinators feel that working with a provider. Did I find that that helps them? Helps their individuals with getting employed? Does anybody have any thoughts on that?

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00:25:14.219 --> 00:25:24.808

And tell me that that's something that she tries to do is work closely with the providers. And that seems to help.

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00:25:24.808 --> 00:25:31.048

The individuals will to get an employment to have that good relationship for the provider.

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00:25:45.118 --> 00:25:50.519

So things I'm seeing in the chat box team approach, always best.

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00:25:50.519 --> 00:25:54.419

If client is already working with the service provider.

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00:25:54.419 --> 00:26:02.159

Just having encouragements from that that service provider has really been very.

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00:26:02.159 --> 00:26:08.608

Beneficial and just making sure everyone's working towards the same goal.

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00:26:08.608 --> 00:26:15.388

1 of the comments made earlier was kind of.

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00:26:15.388 --> 00:26:20.969

Griffin in is doing as far as their approach to employments.

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00:26:20.969 --> 00:26:26.219

And Griffin ham is known for their customized employment approach.

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00:26:26.219 --> 00:26:33.479

And on the state level, we are really working to try and teach some of our service providers.

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00:26:33.479 --> 00:26:40.078

Some of those strategies that Griffin handles uses in their customized employment approach.

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00:26:40.078 --> 00:26:43.138

So that we can also incorporate.

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00:26:43.138 --> 00:26:46.199

That kind of mentality those strategies.

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00:26:46.199 --> 00:26:49.199

Into our employment services as well.

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00:26:49.199 --> 00:26:52.469

So, definitely.

197

00:26:52.469 --> 00:26:56.878

Close relationship with providers is very important.

198

00:26:56.878 --> 00:27:03.088

Can't agree more, you know, lots of opportunities do develop from those partnerships.

199

00:27:07.284 --> 00:27:21.624

So, moving on 1 of the, the strategies that I learned from a provider down in the southeast corner of the state in Perry county is using employment as a means to achieving outcome.

200

00:27:21.929 --> 00:27:31.769

Now, for those of you that have a major or a background and education or psychology, this is going to look very familiar to, you.

201

00:27:31.769 --> 00:27:37.858

Uh, so mass, those hierarchy of needs and what this TCM provider has done.

202

00:27:37.858 --> 00:27:46.528

Is they've really gone to great lengths to show support coordinators that employment can be used to achieve.

203

00:27:46.528 --> 00:27:51.269

Each level of those, those hierarchy of needs.

204

00:27:51.503 --> 00:28:06.173

So, and in talking to some support corners out of standard County, there were some really great examples that the support coordinator had. And unfortunately, at the last minute due to the weather, she was not able to join us today.

205

00:28:06.894 --> 00:28:07.824

But I think.

206

00:28:08.759 --> 00:28:11.788

You guys really would have loved.

207

00:28:11.788 --> 00:28:19.019

Cheering her talk about this, she had an individual that wanted to learn how to play guitar.

208

00:28:20.398 --> 00:28:25.348

And what she did is she used that goal of wanting to learn how to play.

209

00:28:25.348 --> 00:28:29.788

Guitar contributed to employment, so she used employment.

210

00:28:29.788 --> 00:28:37.588

As a strategy to achieve that outcome. So it was basically this person wanted to learn how to play guitar.

211

00:28:37.588 --> 00:28:40.919

Well, 1st thing he needed was a guitar. You didn't have 1.

212

00:28:40.919 --> 00:28:44.219

So, she's like, how are you going to get a good time? You don't have 1.

213

00:28:44.219 --> 00:28:49.679

You need money to get a good well, how are you going to get money? Oh.

214

00:28:49.679 --> 00:28:52.739

Gotta get a job to get money.

215

00:28:52.739 --> 00:29:01.648

To save up to buy guitar and then okay, now that you've got the guitar now what oh, you need lessons to actually learn how to play it.

216

00:29:01.648 --> 00:29:08.128

Okay, how are you going to afford the lessons? You still need money? Oh, okay. How are you going to get the money?

217

00:29:08.128 --> 00:29:18.118

Oh, you guy get a job that was 1 example another 1 she had an individual that went into NY Pat again not interested in an employment.

218

00:29:18.118 --> 00:29:24.209

But 1 of the night pad, and it was well, how are you gonna afford? And I, I can get 1.

219

00:29:24.209 --> 00:29:28.439

Gotta have money, how are you going to get the money? Got to work.

220

00:29:28.439 --> 00:29:35.128

So, now, with both of these individuals, it wasn't just decided in 1 conversation.

221

00:29:35.128 --> 00:29:42.509

So, it wasn't like they sat down at the meeting and these individuals said, okay, here's my goal. And she said, okay, how are you going to.

222

00:29:42.509 --> 00:29:55.709

How are you going to get the money for that? And they all decided well work it is. Let's do this. It was several conversations. So it was that continuing to talk about employment and.

223

00:29:55.709 --> 00:30:00.419

And talk about that to get these people on board with. Okay. All right.

224

00:30:00.419 --> 00:30:03.538

What do I am going to achieve? This is through employment.

225

00:30:03.538 --> 00:30:12.419

Now, Kayla, you had a similar, but slightly different situation, I think, with the individual that you were telling me about this morning.

226

00:30:12.419 --> 00:30:18.509

Employment was the end goal, so it wasn't a strategy to achieve something but.

227

00:30:18.509 --> 00:30:28.888

The way that you guys looked at employment and the options for this person met several of these different needs. So Kayla I'm going to let you talk about at.

228

00:30:28.888 --> 00:30:32.848

Yeah, absolutely. So I have an individual who.

229

00:30:32.848 --> 00:30:38.278

Um, like she said, employment was the conversation.

230

00:30:38.278 --> 00:30:48.659

However, I think she also started community integration services as well. So I think there was a broader conversation about her needs as a young adult and kind of.

231

00:30:48.659 --> 00:30:53.038

And what she wanted to work on as well as the.

232

00:30:53.038 --> 00:31:02.513

You know, employment benefits. So what ended up happening is she loves animals and so she actually got a an interesting opportunity to work.

233

00:31:02.513 --> 00:31:16.163

If any of you are familiar with the Kansas City area, we have a business down here called and it is a dog park bar restaurant, all rolled into 1. it's 1 of my favorite places. You can imagine.

234

00:31:16.943 --> 00:31:27.084

So, she is able to work there have competitive employment. And then, prior to working, kind of, I think, what spurred this whole conversation of employment and community integration.

235

00:31:28.138 --> 00:31:39.088

She graduated from high school, she's a young adult in her early twenties, and she really wasn't socializing with anyone outside of her family. She really wasn't leaving the house and left with.

236

00:31:39.088 --> 00:31:50.189

Family on errands or outings and things like that. So she was looking for an independent. She was looking for that sense of belonging in friendship. She also.

237

00:31:50.189 --> 00:31:56.939

He needs a little assistance with, like, social interaction and social skills and so really through getting.

238

00:31:56.963 --> 00:32:11.153

A job at, which is so directly tied to 1 of her biggest interests, as you can imagine people who work at are also big animal lovers. I don't think you can work and clean up after animals all day.

239

00:32:11.153 --> 00:32:25.013

If you're not an animal lover. So, she is able she's been able to create those work relationships, which really have turned into friendships and she goes on her days off and hangs out coworkers and also.

240

00:32:25.348 --> 00:32:30.689

Um, has made relationships with some of the owners that come in and bring their dogs and she's.

241

00:32:30.689 --> 00:32:42.148

You know, learning problem solving and independence. And again, biggest thing is that sense of self esteem, building those social connections and that sense of belonging. She's kind of found.

242

00:32:42.148 --> 00:32:48.388

Through employment, a group of people that she really connects with really well, so.

243

00:32:48.388 --> 00:32:51.538

That's been super successful for her and.

244

00:32:51.538 --> 00:32:57.239

That confidence, she's also building as an employee has kind of taken her.

245

00:32:57.239 --> 00:33:00.808

You know, further into exploring other.

246

00:33:00.808 --> 00:33:08.909

Opportunities and other social situations as well. So it's been fun to watch her kind of blossom in that way.

247

00:33:16.499 --> 00:33:25.858

All right, awesome. Thank you. Kayla. Just a few things I wanted to point out regarding the individual that wanted to.

248

00:33:25.858 --> 00:33:30.449

Learn how to play guitar. This program was telling me that.

249

00:33:30.449 --> 00:33:42.479

When asked about employment, this person had a very limited idea of what employment was and this person said that he wanted to own his own business. So he could wear a suit and tie.

250

00:33:42.479 --> 00:33:48.088

Every day and that just that struck me as so interesting. You know.

251

00:33:48.088 --> 00:33:52.709

That, you know, how many individuals do we know on our case loads?

252

00:33:52.709 --> 00:33:57.719

That have a limited idea of what employment is and might come up with.

253

00:33:57.719 --> 00:34:11.938

Some of the things we're kind of like, okay, that's not going to have, but again, it's kind of like, okay, what can we do and luckily we have an option we can connect them with career planning so that they can get an idea of.

254

00:34:11.938 --> 00:34:23.849

All of the different employment options that might be available to them so that maybe they can find something that is more tailored to their interest and abilities and needed conditions.

255

00:34:23.849 --> 00:34:27.119

The other thing that was really interesting with this individual.

256

00:34:27.119 --> 00:34:30.418

Is after getting connected with employment services.

257

00:34:30.418 --> 00:34:34.259

This person has also decided that.

258

00:34:34.259 --> 00:34:44.818

He needs to hold himself to a higher level of accountability and cannot engage and problematic behaviors because he has the set.

259

00:34:44.818 --> 00:34:50.639

Is standard he has to exhibit good behaviors for to emulate.

260

00:34:50.639 --> 00:34:54.989

And that's another thing that kind of stuck out at me too. How many of us.

261

00:34:54.989 --> 00:35:02.039

Basically sit there and go. Okay. We've got to address these behavioral issues before we can move into employments.

262

00:35:02.039 --> 00:35:08.849

But yet, here was somebody that by moving into employment, it helped address some behavior issues.

263

00:35:08.849 --> 00:35:13.498

So, just a few things that kind of stuck at at me, I want to move us along.

264

00:35:13.498 --> 00:35:20.759

And talk about addressing those barriers and how many of us haven't heard.

265

00:35:20.759 --> 00:35:25.768

Fear of losing 1, social security benefits as a potential barrier.

266

00:35:25.768 --> 00:35:31.409

So, I have Tanya Hudson from county on with us.

267

00:35:31.409 --> 00:35:42.384

And she's going to walk us through how her team uses that forum letter from social security, showing how one's is reduced by work income.

268

00:35:42.384 --> 00:35:47.454

So, Tonya walk us through how you use this example and other ones like this.

269

00:35:47.909 --> 00:35:58.318

Right yeah, we have a client that has a part time job. So every month he sends in his stubs to Social security, and every month he gets 1 of the statements.

270

00:35:58.318 --> 00:36:02.518

Selling 1 is much have a calculated his income.

271

00:36:02.518 --> 00:36:11.878

Or they reduced it, and we can talk to our clients and tell them to go to the DB, 1 on 1 and we can explain to them how they don't take.

272

00:36:11.878 --> 00:36:16.079

You know, it's not a dollar for dollar. They removed from.

273

00:36:16.079 --> 00:36:20.639

Your, it's very hard for them to see that.

274

00:36:20.639 --> 00:36:28.318

So, this client in particular has been giving us his monthly statements and you see, this is the most current 1 from February of 202021.

275

00:36:28.318 --> 00:36:37.949

And it really kind of helps to be able to show this as an example and it has none of his personal information on it but it shows his wages how they reduced it.

276

00:36:37.949 --> 00:36:41.458

And so he brought home actually 455 dollars.

277

00:36:41.458 --> 00:36:53.128

But they only counted 185 with that. So, at the end of the month, even though his was reduced, he still brought home more. And if he had not a job, and that has become really helpful to be able to show that to them.

278

00:36:53.128 --> 00:36:56.639

In black and white, and not just be able to explain it as a concept.

279

00:36:56.639 --> 00:37:00.509

So, we have pretty this has been valuable for us quite a bit.

280

00:37:07.409 --> 00:37:16.829

All right thanks. I know if you happen to have it too.

281

00:37:17.454 --> 00:37:26.784

Monopoly money also goes a long way. So, sometimes just seeing the numbers on a piece of paper doesn't really resonate for for individuals.

282

00:37:26.784 --> 00:37:40.733

So having monopoly money and basically, maybe starting off, giving them that 794 dollars in monopoly money. Then asking them to make some decisions with that. Okay. How much is rent pay that? Okay. How much do you need prepared?

283

00:37:42.389 --> 00:37:46.679

Okay, now let's talk about your once, you know.

284

00:37:46.679 --> 00:37:53.458

Maybe be seen by the time they get to the ones, it's like there's very little money left if any.

285

00:37:53.458 --> 00:37:56.789

And then maybe talking about, okay, what.

286

00:37:56.789 --> 00:38:00.688

If you could work, what, what would you like to work? How many hours.

287

00:38:00.688 --> 00:38:04.469

You know, figure out what their wages would be.

288

00:38:04.469 --> 00:38:11.309

And then using this formula, kind of figure out how their assets would be reduced. Now, give them the.

289

00:38:11.309 --> 00:38:21.150

The monopoly money based on that, Here's what you would get and work. Here's what you would get an, and then kind of go through those same kind of questions.

290

00:38:21.150 --> 00:38:32.670

Unless you got to pay for rent how much you got to pay for food utilities. Okay. And now let's talk about to once and individuals can say oh, wow. I've got a little bit more money now to go around it.

291

00:38:32.670 --> 00:38:36.360

Possibly address some of those ones that I have.

292

00:38:36.360 --> 00:38:41.039

So.

293

00:38:41.039 --> 00:38:47.940

So now, another thing that I learned from our, our friends in Perry county.

294

00:38:47.940 --> 00:38:51.989

Is talking about informed choice.

295

00:38:51.989 --> 00:38:55.829

And interesting.

296

00:38:55.829 --> 00:38:59.130

With informed choice.

297

00:39:00.989 --> 00:39:05.190

You know, it's ensuring that people have that.

298

00:39:05.190 --> 00:39:11.250

Frame of reference. So what is foreigners in theory? County?

299

00:39:11.250 --> 00:39:17.159

She would constantly be asking people. Hey, do you want a job in the community? Do you want to work out in the community?

300

00:39:17.159 --> 00:39:21.840

And she wasn't getting too many people saying yeah, that's what I want to do.

301

00:39:21.840 --> 00:39:29.489

And what dawned on her as she became more and more familiar with informed choice.

302

00:39:29.489 --> 00:39:37.409

Is that maybe these individuals that she was asking that question? They didn't know what she meant.

303

00:39:37.409 --> 00:39:42.869

By do you want to work out the community? They didn't have any concept of what she was asking.

304

00:39:42.869 --> 00:39:47.730

So she started asking about where do you like to go? What what do you like to do?

305

00:39:47.730 --> 00:39:54.809

And if the people said what I like to eat at Burger King, or I like to go to the movies.

306

00:39:54.809 --> 00:39:58.289

Then she use that to then ask little.

307

00:39:58.289 --> 00:40:07.349

Would you like to work there? So you think something that they already had an idea? I like to go to this place. I know what this place is.

308

00:40:07.349 --> 00:40:12.420

She then turn it around and asked about employment.

309

00:40:12.420 --> 00:40:16.079

Using that frame of reference that they had.

310

00:40:16.079 --> 00:40:22.500

And she found that that that that more positive results just making sure that she.

311

00:40:22.500 --> 00:40:30.719

Was tying it to something that they knew about. So I know you're not going to be able to read this. So.

312

00:40:30.719 --> 00:40:41.519

Uh, let's see here.

313

00:40:41.519 --> 00:40:48.840

And I am not have any left, so.

314

00:40:48.840 --> 00:40:55.170

I am going to quickly.

315

00:40:55.170 --> 00:40:58.559

Trying to type this.

316

00:40:58.559 --> 00:41:09.000

Website into the box that we can kind of go to it and check it out.

317

00:41:40.469 --> 00:41:45.420

Okay, see.

318

00:41:49.619 --> 00:41:54.449

There.

319

00:41:54.449 --> 00:42:00.809

Now, seeing that web set that I just took us to so this is.

320

00:42:00.809 --> 00:42:11.039

The Institute for community inclusion, our own Nicole, who is 1 of our subject matter experts with our employment. 1st, Missouri.

321

00:42:11.039 --> 00:42:14.760  
He wasn't 1 of the CO, authors of this article.

322  
00:42:14.760 --> 00:42:21.000  
So, I'm going to take us through to the charts.

323  
00:42:21.000 --> 00:42:24.780  
And what I want to point out is.

324  
00:42:24.780 --> 00:42:29.820  
We all run into objections with employment.

325  
00:42:29.820 --> 00:42:42.025  
Some way along the line, somebody's gonna to have some concerns could be the individual could be the individual's Guardian and may be a family member, or it could even be a service provider.

326  
00:42:42.025 --> 00:42:54.324  
So somebody is getting supports residential supports, it might be the residential provider with some concerns. So messing up benefits concerned about safety.

327  
00:42:54.630 --> 00:43:01.619  
Missing friends, if they currently are in a workshop or a day program and you're talking about employment.

328  
00:43:01.619 --> 00:43:05.969  
Um, sometimes that fear trying something different.

329  
00:43:05.969 --> 00:43:09.599  
All have that, uh.

330  
00:43:09.599 --> 00:43:16.889  
You know, that fear of what if the job doesn't last, you know, we also have that fear of failure.

331  
00:43:16.889 --> 00:43:26.340  
1 thing I I often think about with the fear of failure, because we've all experienced failure and I had a teacher.

332  
00:43:26.340 --> 00:43:29.760  
Tell me that fail really just stands for.

333

00:43:29.760 --> 00:43:34.860

Future attempt in learning.

334

00:43:34.860 --> 00:43:38.940

So that's all it is.

335

00:43:38.940 --> 00:43:42.989

And if you look at that, as it being an attempt.

336

00:43:42.989 --> 00:43:54.030

In learning, then it's not a theory. It's not as bad if it doesn't work out, it was a learning experience.

337

00:43:56.099 --> 00:44:04.349

So, but what I like about this is this gives you ideas of how can you.

338

00:44:04.349 --> 00:44:09.389

How can you address.

339

00:44:10.469 --> 00:44:16.320

Some of those concerns, so, like, somebody who's like.

340

00:44:17.699 --> 00:44:25.349

You know, I, and you can talk about how, you know, you can still keep those friends.

341

00:44:25.349 --> 00:44:30.480

Make new friends 1 of the things that you could even suggest is.

342

00:44:30.480 --> 00:44:40.800

Why not look for a job outside of your, your day program hours so that you could continue to participate in day program activities and have a job on top of that.

343

00:44:40.800 --> 00:44:44.610

Maybe working weekends, maybe working some evenings.

344

00:44:44.610 --> 00:44:47.699

Different hours.

345

00:44:50.280 --> 00:44:55.380

So that's 1 of the things that I want to show you guys is that.

346

00:44:55.380 --> 00:44:59.909

This chart could be pretty handy and just.

347

00:44:59.909 --> 00:45:03.449

Familiarizing yourself with it to.

348

00:45:03.449 --> 00:45:10.139

To have discussions with those common objections.

349

00:45:10.139 --> 00:45:14.940

Um, real quick, because I don't want you guys to just be hearing from me.

350

00:45:14.940 --> 00:45:20.940

Tanya Kayla do you have anything you want to add about using this chart?

351

00:45:26.130 --> 00:45:31.409

This is Tanya I do like the chart and I think it definitely.

352

00:45:31.409 --> 00:45:39.989

Kind of puts it in front of us and us the support coordinators to give us as extra ideas and we're always facing while I can't work. Right you know, it sounds scary. All that stuff.

353

00:45:39.989 --> 00:45:44.880

That kind of gives us, you know, these are some answers is a way to approach it.

354

00:45:44.880 --> 00:45:49.800

I think it's a great tool. Thanks, Tanya.

355

00:45:49.800 --> 00:45:52.800

So, I'm going to here.

356

00:45:52.800 --> 00:45:58.650

Hello.

357

00:45:59.699 --> 00:46:14.215

To ensure that we're, we're making sure that people are getting that informed choice. So, just kind of like what we've talked about providing that information about the benefits of working integrated settings.

358

00:46:14.545 --> 00:46:16.585

So, just talking about those.

359

00:46:16.889 --> 00:46:22.349

What does work bring you and looking at that maslow's hierarchy of needs.

360

00:46:22.349 --> 00:46:28.469

Making sure that we're facilitating visits so don't forget.

361

00:46:28.469 --> 00:46:33.929

We've got career planning, so individuals that aren't sure that they want to work.

362

00:46:33.929 --> 00:46:38.130

This can be a great opportunity to expose them.

363

00:46:38.130 --> 00:46:41.159

To the different options, so just.

364

00:46:41.159 --> 00:46:46.019

Allowing them to go out and experience see it for themselves.

365

00:46:46.019 --> 00:46:51.659

Because maybe they don't have that frame of reference yet that they need.

366

00:46:53.309 --> 00:46:57.030

So, using those peer to peer discussions.

367

00:46:57.030 --> 00:47:00.690

Oh, we haven't really talked about it much, but.

368

00:47:00.690 --> 00:47:05.699

You know, using the experiences of others.

369

00:47:05.699 --> 00:47:17.130

Who have succeeded in unemployment and can talk about what it's meant for them, the benefits that they've received from working and how much they like working and using that to share with other people.

370

00:47:17.130 --> 00:47:24.360

Again, for my friends in standard County, 1 of the things that I heard from them is they've got a service provider.

371

00:47:24.360 --> 00:47:31.050

That basically has developed this, this work crew, this group employment.

372

00:47:31.050 --> 00:47:40.409

Situation and individuals seeing others go to work every day, just leaving the day program and going to work. They're kind of like.

373

00:47:40.409 --> 00:47:44.880

I want to do that. Hey, how do I get connected with that?

374

00:47:44.880 --> 00:47:49.679

So, getting to the other people actually engaging in work.

375

00:47:49.679 --> 00:47:53.550

Created that interest for others to want to go to work.

376

00:47:55.260 --> 00:48:00.869

So, addressing any of those objections.

377

00:48:00.869 --> 00:48:11.519

So again, kind of using it looking at that chart that we just reviewed identifying and address addressing those objectives. So, actively addressing those barrier.

378

00:48:12.570 --> 00:48:18.090

And then, of course, as you guys have mentioned regularly, revisiting that decision.

379

00:48:18.090 --> 00:48:21.539

So constantly talking about employment.

380

00:48:21.539 --> 00:48:25.769

We know that it's that.

381

00:48:25.769 --> 00:48:30.269

Constant conversation around appointments that is.

382

00:48:30.269 --> 00:48:40.230

Sometimes what helps most of us kind of get off that 5th and make a decision to to do something different.

383

00:48:40.230 --> 00:48:44.880

So, I'm going to stop sharing that.

384

00:48:47.489 --> 00:48:51.449

I was hold on.

385

00:48:56.820 --> 00:49:05.219

Okay, so now back to our slide show.

386

00:49:05.219 --> 00:49:12.150

So, Steven, I'm going to let you talk about where to find.

387

00:49:12.150 --> 00:49:19.500

Some of these useful tools. Okay. So, as you can see on the screen.

388

00:49:19.500 --> 00:49:28.074

We have some other tools that you can go to that will help you when working with individuals about employment.

389

00:49:28.525 --> 00:49:35.304

So the 1st, 1 is saying charting the lot to link our tools and there's the.

390

00:49:36.090 --> 00:49:42.269

Linked to that, then the other 1 is return to work and community activity tool.

391

00:49:42.269 --> 00:49:47.849

Another link and then 19 publications.

392

00:49:47.849 --> 00:49:56.519

The link for that. 1. S. E and got for conversations in the link.

393

00:49:56.519 --> 00:50:00.929

As a brief will inform choice.

394

00:50:00.929 --> 00:50:10.320

In the link for that 1 informed towards tools from other states, Minnesota, and the link to go to that 1.

395

00:50:10.945 --> 00:50:23.335

New Jersey and Virginia, and both of those links for those. So using these will be very helpful, I think, and working with your individuals and talking about employment.

396

00:50:24.355 --> 00:50:33.534

These are some tools that will be very helpful. So hopefully you will try some of these and be successful.

397

00:50:35.610 --> 00:50:43.769

So, we did have questioning a chat box asking complacency and individuals.

398

00:50:43.769 --> 00:50:49.980

So, parent or guardian may want that individual to have a job, but the person themselves.

399

00:50:49.980 --> 00:50:53.039

Are apathetic they're, um.

400

00:50:53.039 --> 00:50:57.210

Kind of indecisive not really for or against it.

401

00:50:57.210 --> 00:51:02.730

So, Kayla, Tanya, do you have any.

402

00:51:02.730 --> 00:51:13.409

That's how do you address that? Generally for me, at least.

403

00:51:13.409 --> 00:51:27.329

Um, I do take it seriously, because I have had individuals in the past that we've set up services for and then they've been apathetic about them and it hasn't. It's it's I don't want to call it a waste, but it's been.

404

00:51:27.329 --> 00:51:30.840

You know, more difficult than it needed to be to.

405

00:51:30.840 --> 00:51:37.619

Um, make progress with it and so I do kind of address that part of it that, um.

406

00:51:37.619 --> 00:51:40.679  
You know, we want the individual to be.

407  
00:51:40.679 --> 00:51:43.829  
And engaged and involved part of that.

408  
00:51:43.829 --> 00:51:49.650  
Um, but I think again it's just a continued conversation so I'll usually try to.

409  
00:51:49.650 --> 00:51:56.130  
Um, you know, address the guardians wants and needs and then kind of put them in perspective for the individual.

410  
00:51:56.130 --> 00:52:10.704  
And, um, you know, make help to make them see, maybe a different perspective from an outsider. Not sometimes guardian's parents can just be like, you need to get a job and they're tired of hearing that. So, I kind of try to spin it in a way.

411  
00:52:10.704 --> 00:52:11.335  
That's like.

412  
00:52:11.699 --> 00:52:17.340  
You could have more money and if you like, if you have these certain interests, you know.

413  
00:52:17.340 --> 00:52:25.079  
These are the types of maybe jobs or skills that we could work on through services and, you know, just re, addressing and.

414  
00:52:25.079 --> 00:52:31.019  
And they may come around to it, or they may not in my experience at least from what I've dealt with.

415  
00:52:34.860 --> 00:52:47.369  
Sonia, do you have anything you want to add on that? 1? Alright, I have our time I meet myself. Yeah, I mean, we do run into that. We run into the ones that just.

416  
00:52:47.369 --> 00:53:00.690  
I want to work or tell us their only interest is playing video games all day and it's, you know, it's very difficult sometimes to encourage them

and, you know, we tried to Zen it. Well, we all have, you know, we all have to work if we can work, we should work.

417

00:53:00.690 --> 00:53:06.150

And, you know, that every, we try to name people in our lives and in their lives that we all have jobs.

418

00:53:06.150 --> 00:53:16.949

And know what benefit those jobs of course, bring to us being productive members of society, those kinds of things. And we tried to point that out that we can all contribute something.

419

00:53:16.949 --> 00:53:23.159

It can be difficult when you have the ones that are very, just dead sent against. Nope, I'm not working.

420

00:53:23.159 --> 00:53:34.829

You know, my checks. Fine and I'm good. So that's 1 of those things that we just kind of keep slowly bringing it back up and just keep talking about it each meeting and letting them.

421

00:53:34.829 --> 00:53:41.280

I've tried to do some pier 1 on 1, letting them see where maybe some of their peers are working and enjoying it and getting, you know.

422

00:53:41.280 --> 00:53:49.679

They earn a little bit more money buying the things they want to buy those kind of things and getting to meet new people. So we just kind of slowly keep making that in every time conversation.

423

00:53:49.679 --> 00:53:53.429

But at the end of the day, it is the choice. So sometimes it can be difficult.

424

00:53:53.429 --> 00:53:59.369

But we just always tell them most of our plan, it's something that we have to ask. So, let's discuss it for a few minutes and.

425

00:53:59.369 --> 00:54:04.019

We just always keep trying to bring it up to him, I think, gets on yet.

426

00:54:04.019 --> 00:54:08.099

So, we haven't really talked about it during this.

427

00:54:08.099 --> 00:54:11.579

Webinar, and it will be a future.

428

00:54:11.579 --> 00:54:14.760

Topic that we hope to to present about.

429

00:54:14.760 --> 00:54:19.559

But, uh, using strategies for motivational interviewing too. So.

430

00:54:19.559 --> 00:54:26.789

Uh, just kind of asking the question on a scale of 1 to 5. how interested are you and possibly wanting to.

431

00:54:26.789 --> 00:54:33.119

And, you know, maybe somebody who's count Willy nineish. So they might say, 1.

432

00:54:33.119 --> 00:54:36.570

Uh, and then you could as well, what would it take.

433

00:54:36.775 --> 00:54:51.445

To get you to a 3 or 4, or get you closer to that 5, and just hearing what they have to say about what it might take to get them more motivated, more interested and then maybe following up on that.

434

00:54:51.445 --> 00:54:51.864

So.

435

00:54:52.170 --> 00:54:55.320

If it's something that they were kind of like, well.

436

00:54:55.320 --> 00:55:00.750

If, you know, if I knew more people who were working or.

437

00:55:01.800 --> 00:55:06.750

You know, I saw more friends that were actually making a lot of money. I might be more interested.

438

00:55:06.750 --> 00:55:15.510

Okay, then, can we then connect them to some peers and use some of that peer to peer support or that peer to peer influence?

439

00:55:15.510 --> 00:55:19.619

Uh, to help them get more interested so just a thought.

440

00:55:19.619 --> 00:55:22.650

We're going to move on here.

441

00:55:23.909 --> 00:55:29.190

So we want to kind of give you a little teaser, some more things to come.

442

00:55:29.190 --> 00:55:36.570

So that we have a support coordinator toolkit that is in the making, it is being developed with our partnership through.

443

00:55:36.570 --> 00:55:44.099

U. M. A. C. so hopefully, sometime this year, we'll see that come out and you'll be hearing more about that.

444

00:55:44.664 --> 00:55:58.405

Also, I'm sure you guys have already been hearing a lot about the case that is currently in development. So I think that is supposed to come out later this year around the end of 2021.

445

00:56:00.389 --> 00:56:08.070

So, we just kind of make sure you guys are aware of those projects in development. So more to come out on that.

446

00:56:08.070 --> 00:56:12.869

Steven, you want to tell us about our future topics for the next 3 months.

447

00:56:12.869 --> 00:56:26.489

Is on it for the next month the 10th how looking to the future continue promising practices beyond other pandemic?

448

00:56:26.489 --> 00:56:34.199

And then on April, 14 of the importance of employment planning, self advocates perspective.

449

00:56:34.644 --> 00:56:48.864

And then on, may the 12nd overview of employment services. So those are things that we're looking at for the future topics. So hopefully you guys will be able to join in those.

450

00:56:49.195 --> 00:56:50.275

Hopefully in the future.

451

00:56:51.269 --> 00:57:03.119

So, we have another question come in in the chat box. Somebody wants to know how do you support families that are scared of it and don't allow the consumer to work.

452

00:57:03.119 --> 00:57:07.829

Because of it so, Tonya Kayla I'll let you take the 1st stab.

453

00:57:13.469 --> 00:57:22.500

I will say at this point, I know to a certain point last year we had families, I had families concerned about that.

454

00:57:22.500 --> 00:57:30.599

And so some of my individuals, whether in employment services or not, I took some time off of work, but I.

455

00:57:30.599 --> 00:57:32.755

I think everyone is back to work now.

456

00:57:34.255 --> 00:57:46.554

I don't know if Tanya, if she has more specific experience with dealing with that but I think, I mean, I, I understand that's a difficult thing because you want to be.

457

00:57:46.860 --> 00:58:00.594

I'm respectful of how they're feeling and all the craziness, but you have to gauge how much that is potentially the same individual that progressing.

458

00:58:03.295 --> 00:58:09.355

I think maybe just my suggestion, or was that situation would just be to.

459

00:58:09.690 --> 00:58:18.090

Address all of the precautions, all of the, or depending on what type of work, or what stage they're at.

460

00:58:18.090 --> 00:58:21.480

In the employment process, you know.

461

00:58:21.480 --> 00:58:32.340

Some things may be a concern, and some things may not be a concern if they're only at the career planning stage or job development, then they aren't necessarily going to be.

462

00:58:33.715 --> 00:58:47.844

Around a bunch of people, or, you know, the situation can kind of be controlled a little bit differently. So I think, kind of depends but yeah anything you want to. I'm sorry Kayla didn't mean to cut you off there. Oh, no, it's okay.

463

00:58:47.844 --> 00:58:53.724

I was just gonna say, I think the point earlier about treating it, like another health and safety concern, and just kind of going through.

464

00:58:54.030 --> 00:58:59.190

What that individual is going to need to follow precautions and what professions are in place is.

465

00:58:59.190 --> 00:59:02.639

Is kind of the basics of what you have to do I guess.

466

00:59:03.925 --> 00:59:08.905

I agree with Taylor, we do a lot of that just kind of what does this individually? What do we need to keep them safe?

467

00:59:09.445 --> 00:59:19.885

It's like, if they're going out to the community at any time and then if they're still pretty adamant about not going out and doing those job searches, and we try to suggest, okay, let's go back and do a little bit more prep work.

468

00:59:20.155 --> 00:59:31.675

Let's do some more of our interviewing skills and filling out paperwork and those kinds of things and doing a little bit of role play a little bit that kind of stuff those skills going until we're ready.

469

00:59:31.980 --> 00:59:36.449

Go out and get into the community and start actually looking for the job.

470

00:59:37.284 --> 00:59:51.684

So, thank you 1 thing I would, as you look at what we're dealing with. So, a lot of us have moved to working remotely during this pandemic. So it would be thinking about it in that perspective for that individual.

471

00:59:52.079 --> 01:00:00.210

What conditions need to be met for that family to be more comfortable with their loved 1 working during this.

472

01:00:00.210 --> 01:00:13.710

Pandemic and and maybe they might be completely open to okay if this person can work from home. Yeah. We're fine with that. And then maybe, do we need to do some career planning to look at what kind of.

473

01:00:13.710 --> 01:00:19.590

Current options exist for remote working that this person might be able to do. So.

474

01:00:19.590 --> 01:00:27.510

Just a thought, so I know we are now over time, so we're going to quickly go through these last few slides.

475

01:00:27.510 --> 01:00:34.320

So, I'm trying to thank our guest speakers, Tanya. Caleb, thank you so much.

476

01:00:34.320 --> 01:00:39.570

For sharing your experiences with everyone on the call today.

477

01:00:40.375 --> 01:00:48.175

So that we can all learn. Thank you have been very invaluable and making this happen.

478

01:00:48.474 --> 01:00:55.375

I also want to thank those support printers and TCM providers that we're not able to join us.

479

01:00:55.469 --> 01:01:08.909

Today, but did provide us a lot of detailed information to put this presentation together. So, Katie love it and Alicia Myers from started county. And then Pam from Eric on.

480

01:01:08.909 --> 01:01:21.085

They all of Kayla, Tanya, Katie, Alicia and Pam we could not have put this presentation together without them. So thank you so much.

481

01:01:22.344 --> 01:01:25.494

So, Steven, you want to give us a reminder about the survey.

482

01:01:33.000 --> 01:01:36.570

Steven, okay, I don't know if we've lost Steven.

483

01:01:37.704 --> 01:01:47.005

Can you hear me now? Okay, I can hear you now. Sorry? Just want to make sure that everybody does a survey questions at the end of the webinar, because that's very important.

484

01:01:47.815 --> 01:02:01.494

Be useful to making these webinars worthy of your time and help us make sure we need to changing things to make things better. So, just please do that.

485

01:02:04.255 --> 01:02:17.304

So and again, just an idea. So last month, you guys told us that you wanted to hear more from support foreigners, and you wanted actual takeaways you wanted something to leave the webinar with you could use right away.

486

01:02:17.335 --> 01:02:25.795

So we use that information and developing. So, we are listening, so please fill out that survey.

487

01:02:26.099 --> 01:02:40.500

We want to make sure that you have the contact information for getting in touch with Steven and myself anytime. So I cover mostly the eastern side of the state. So Clarksville, Hannibal.

488

01:02:40.500 --> 01:02:54.570

St. Louis area Rolla down to the Southeast so popular bluff and so you can reach out to me email Sandy that Kaiser and that is spelled K. E. Y. S. E. R.

489

01:02:54.570 --> 01:02:58.739

At, or you can call me at 6, 3, 6.

490

01:02:58.739 --> 01:03:13.739

92612 2. 9. Steven? Yes I cover Albany, satellite office, Kansas City, regional office, central Missouri, regional office Springfield.

491

01:03:13.739 --> 01:03:24.449

Hospice and Joplin, and I can be reached at 8168896920T and Emma.

492

01:03:24.449 --> 01:03:33.030

You could reach him about email Steven, whether they got Taylor that Mo dot. Gov.

493

01:03:38.130 --> 01:03:46.230

So, and then thinking to all of you for joining us today. Great conversation, love the.

494

01:03:46.230 --> 01:03:56.070

Participation in the chat box, and we will look forward to seeing you guys again next month, March tech, 130 to 230.

495

01:03:56.070 --> 01:03:59.280

Thanks to have a great day. Everybody stay warm and safe.

496

01:03:59.280 --> 01:04:01.769

Thanks bye.