

WEBVTT

1

00:00:00.895 --> 00:00:15.205

All right, thank you cat, so thank you all for joining us for 8 month of the champions of employment. So, today we're going to kind of talk about that creating comfort and exploring employment.

2

00:00:15.775 --> 00:00:29.335

So to get us all started just so we know who's in the audience please take a moment to complete the following poll question. So, what is your role? Are you a support coordinator? Are you a service provider?

3

00:00:29.964 --> 00:00:36.594

Maybe you're in office a regional office in play your chair or self directed supports or assistant director.

4

00:00:36.954 --> 00:00:50.695

Maybe you work for another state office, the Department of higher education, workforce development, rehab services for the blind. Maybe you're an individual or family member or some other roles.

5

00:00:50.695 --> 00:00:55.435

So you've got about 30 seconds left. Go ahead and let us know what your role is.

6

00:00:57.240 --> 00:01:08.819

Silence.

7

00:01:22.200 --> 00:01:35.459

Okay, I see the times up and so majority of you about 25 or 25 of you have said, you're all support coordinator. So thank you for joining us today.

8

00:01:36.355 --> 00:01:36.564

So,

9

00:01:36.564 --> 00:01:40.885

we're going to move forward and for today,

10

00:01:40.885 --> 00:01:44.094

we specifically want to focus on how can we,

11

00:01:44.094 --> 00:01:45.114

as support coroners,

12

00:01:45.415 --> 00:01:48.355

help parents or other family members,

13

00:01:48.355 --> 00:01:51.894

gain that confidence and comfort in their loved 1,

14

00:01:51.894 --> 00:01:52.974

exploring competitive,

15

00:01:53.034 --> 00:01:54.234

integrated employment.

16

00:01:54.265 --> 00:01:54.894

We.

17

00:01:56.609 --> 00:02:08.995

We all know that each 1 of us, you know, there's some amount of risk when you you think about work. Each 1 of us has our own little fears.

18

00:02:08.995 --> 00:02:16.555

And then when you think about a family member with a disability, sometimes that fear just gets magnified.

19

00:02:17.694 --> 00:02:32.574

So, what we want to kind of work through today, is is how we, as support partners can help those family members, feel a little bit more comfortable a little bit more relaxed about their loved 1, being able to explore employment.

20

00:02:35.219 --> 00:02:44.370

So, starting off today, I'm going to describe 1 of my coworkers. She is a parent.

21

00:02:44.370 --> 00:02:55.289

Of a adult child with a disability who recently graduated school. So this individual is already out of high school and now it's.

22

00:02:55.289 --> 00:02:59.250

It's the adult world, so this parent.

23

00:02:59.250 --> 00:03:09.330

Her biggest concern is safety things that she has mentioned about her child, her adult child to me.

24

00:03:09.745 --> 00:03:24.085

There is a fear of that lack of safety awareness. She has told me stories about where her adult child doesn't pay attention to oncoming cars and we'll walk why it costs a parking lot with a car coming straight at that person.

25

00:03:25.710 --> 00:03:38.250

She has also told me stories about her adult child wanting to be liked by everybody and seeing everybody as a potential friend. And that concern that, you know.

26

00:03:38.250 --> 00:03:48.840

For adult child could follow somebody out, you know, walk along with somebody and just keep walking and then end up lost or even worse yet that.

27

00:03:48.840 --> 00:03:52.740

Her adult child.

28

00:03:52.740 --> 00:03:57.840

Would even be taken advantage of that. Somebody would say, hey, come with us.

29

00:03:57.840 --> 00:04:06.210

And her adult child would do it and not realized that not everybody is your friend um.

30

00:04:09.870 --> 00:04:14.159

So, um, other concerns.

31

00:04:14.159 --> 00:04:26.848

For for Chris is her, her adult child's limited speech and communication so she and her husband often have to.

32

00:04:26.848 --> 00:04:33.298

Be detectives to figure out what exactly is going on.

33

00:04:33.298 --> 00:04:46.288

Especially if she was not there to see it. So if she didn't see the event, and she doesn't have any kind of context.

34

00:04:46.288 --> 00:04:54.149

It really means that she has to go out of her way to be that detective to really find out what's going on. And what her.

35

00:04:54.149 --> 00:04:57.209

Her offspring is trying to tell her.

36

00:04:57.209 --> 00:05:02.009

So, in my conversations with her.

37

00:05:02.009 --> 00:05:05.519

What she wants.

38

00:05:05.519 --> 00:05:18.238

She wants an environment that provides that protective oversight. She is very concerned about her, her child's safety, but with that, she also wants to have that.

39

00:05:18.238 --> 00:05:31.259

Communication point person that person that she can go to, to get kind of the scoop what happened today what may be a potential issue that.

40

00:05:31.259 --> 00:05:35.038

Her child might be frustrated or upset about, or.

41

00:05:35.038 --> 00:05:44.788

Really excited about and happy about so kind of have that what happened when I wasn't there that I might need to know um.

42

00:05:45.444 --> 00:05:59.184

Now, a preference for her, and her husband since both her and her husband work full time, and typically, 9 to 5 hours, she needs something for her child to do during that time.

43

00:05:59.184 --> 00:06:10.673

Because both she and her husband are not really able to provide that support that. He needs to engage in activities, learn things and other things. So.

44

00:06:12.209 --> 00:06:19.319

She is kind of looking at something that would kind of more mirror her own work schedule as well.

45

00:06:19.319 --> 00:06:28.048

So, strengths of her adult child, her adult child takes tremendous pride.

46

00:06:29.759 --> 00:06:36.119

In the work that that person does that person.

47

00:06:37.374 --> 00:06:49.584

Once that person has mastered password, learned how to do the tasks and knows how to do it. Well, no other prompts are needed that person can independently do that work.

48

00:06:50.634 --> 00:06:52.973

And this person has a desire to want to be busy.

49

00:06:53.278 --> 00:07:01.889

Wants to have things to do, doesn't want to just sit there and be bored all day. Um, so this person really.

50

00:07:01.889 --> 00:07:06.178

Wants to to have things to do that.

51

00:07:06.178 --> 00:07:09.449

Will make him or her feel valued.

52

00:07:09.449 --> 00:07:13.738

So, you can also see over in in the.

53

00:07:13.738 --> 00:07:21.869

The picture on the slide, you know, when you look at this, okay is this parent kind of in the red zone?

54

00:07:21.869 --> 00:07:31.348

Um, where it's like, no, not interested in work or is this parent in the yellow zone kind of like, okay, I'm I'm cautious.

55

00:07:31.348 --> 00:07:41.728

Uh, or in that green zone, like, okay, yeah, I'm all for it. Let's go. And what you can see is, Chris, is not necessarily opposed to competitive in great employment.

56

00:07:41.728 --> 00:07:53.819

But she's not certain, it's the best option for her child. She's more kind of on that borderline of the, the yellow red. So, in my conversations with her.

57

00:07:54.384 --> 00:08:08.093

She has basically said that if it's the right fit, if she feels like her child is being supported appropriately, then she's on board with it. So, it's kind of a matter of trying to figure out.

58

00:08:08.093 --> 00:08:11.483

What is that going to look like? So.

59

00:08:13.019 --> 00:08:22.019

Now, what we are going to do this is where we are going to try something new today so we're going to open it up to you guys to.

60

00:08:22.019 --> 00:08:33.173

Provide some ideas of what you would do what would that conversation look? Like? What options would you offer that parent? What resources or tools might you use?

61

00:08:33.173 --> 00:08:39.354

So, let's go ahead and try this go ahead and try and mute yourself and give us some input.

62

00:08:40.073 --> 00:08:41.663

How would you help Chris?

63

00:09:04.589 --> 00:09:08.729

Silence.

64

00:09:10.344 --> 00:09:21.774

Okay, okay I'm hearing some background. So does anyone have any thoughts on the work environments?

65

00:09:21.774 --> 00:09:33.594

Like small know each other? The less likely for someone that maybe not something wasn't working with the same.

66

00:09:41.543 --> 00:09:55.163

What I'm hearing from you is, you would kind of start to focus in. Okay. Let's let's look at what that environment looks like. And if we can't identify what that looks like.

67

00:10:01.344 --> 00:10:05.933  
Others of my families,

68

00:10:05.933 --> 00:10:06.864  
we were talking about,

69

00:10:07.014 --> 00:10:07.224  
like,

70

00:10:07.344 --> 00:10:10.764  
learning with the fire or what to do,

71

00:10:11.634 --> 00:10:16.073  
or to learn to identify who would be a safe person,

72

00:10:16.344 --> 00:10:17.153  
safe person.

73

00:10:18.833 --> 00:10:19.374  
Okay.

74

00:10:19.553 --> 00:10:29.333  
So knowing concerns and might have the fear of her child,

75

00:10:29.333 --> 00:10:39.594  
not being able to respond appropriately and so kind of helping work  
situations where you're say people go to people that you.

76

00:11:02.903 --> 00:11:15.953  
I will ask if you not wanting to offer a thought right? Please possibly  
we're hearing some round information.

77

00:11:20.543 --> 00:11:27.114  
So I want to make sure we're only hearing those 2 are and give us some  
thoughts here.

78

00:11:34.644 --> 00:11:44.214  
Sandy, I'm going to go ahead and mute everybody again on mute it  
everybody. So then I'm just going to go ahead and mute everyone and if  
they want to participate, they need to on mute.

79

00:11:59.908 --> 00:12:03.089

Sandy, I know 1 of the things that we talked about.

80

00:12:03.089 --> 00:12:08.129

Was that any decision you make? Doesn't have to be final.

81

00:12:08.129 --> 00:12:11.249

So, if you try out.

82

00:12:11.249 --> 00:12:15.778

Something and it doesn't work move on to the next.

83

00:12:16.073 --> 00:12:17.124

Possible option,

84

00:12:34.494 --> 00:12:37.553

so someone mentioned kind of making.

85

00:12:38.458 --> 00:12:44.278

Of referral to to assist with determining what kind of employment would recommend. Um.

86

00:12:44.278 --> 00:12:56.788

And, uh, I think that's a kind of a perfect segue kind of to what's happened in this individual situation. So I'm gonna move on, but I would encourage.

87

00:12:56.788 --> 00:13:03.479

People, if you have other thoughts, please put them in the chat. So.

88

00:13:03.953 --> 00:13:18.624

This individual in his last year of high school was connected with so was involved in those discussions. And at that time, it was determined that this individual was not ready to move forward with.

89

00:13:20.333 --> 00:13:22.823

And, of course, the special ed teacher.

90

00:13:24.298 --> 00:13:29.219

Felt fairly strongly that, um.

91

00:13:29.219 --> 00:13:35.278



Sheltered employment was probably the best option for this individual, so that.

92

00:13:36.719 --> 00:13:42.928

The, uh, special education teacher kept talking about sheltered employment to the family and, of course, that's.

93

00:13:42.928 --> 00:13:49.288

At the end of this, that's what the family was thinking they were thinking, hey, shelters, employment, um.

94

00:13:49.764 --> 00:14:04.644

You know, protective oversight, the whole time he's at work, it would be during the hours that we're working. So that would meet that preference of being during our work schedule as well. So.

95

00:14:04.979 --> 00:14:15.328

And, of course, this parent had also told me that her child would be happy, no matter where he or she was working.

96

00:14:15.328 --> 00:14:30.298

Again, this person takes tremendous pride in the work that they do. So the, the setting, whether it's competitive employment or shelter, unemployment probably not a big deal for this person.

97

00:14:30.298 --> 00:14:33.298

So, um.

98

00:14:33.298 --> 00:14:36.839

This parent has.

99

00:14:36.839 --> 00:14:44.038

Excuse me this parent has.

100

00:14:44.038 --> 00:14:49.438

Helped applied for sheltered employment.

101

00:14:49.438 --> 00:14:53.129

But.

102

00:14:53.129 --> 00:15:03.719

In conversations with her, and as Stephanie mentioned, it's not, we're locked in kind of thing.

103

00:15:03.719 --> 00:15:15.778

I had numerous conversations with Chris over several years, talking to her about different options and what that would look like and.

104

00:15:15.778 --> 00:15:18.869

What what could be done?

105

00:15:18.869 --> 00:15:21.958

Um, so.

106

00:15:23.038 --> 00:15:29.308

You know, having numerous conversations, and any time, you know, her opinion could change.

107

00:15:29.308 --> 00:15:35.908

So, uh, right now she's comfortable with kind of exploring competitive employment.

108

00:15:35.908 --> 00:15:48.658

Uh, she's willing to start with that career planning to really try and identify what would make that good fit. So, as 1 person had mentioned, trying to identify what.

109

00:15:48.658 --> 00:16:01.948

Is that ideal work condition? What does that look like? Does that look like a a somewhat closed environment where you don't have a lot of people outside the business?

110

00:16:01.948 --> 00:16:06.568

That comes in, maybe it's not open to the public.

111

00:16:06.568 --> 00:16:10.288

Is it that type of environment? Is it.

112

00:16:10.288 --> 00:16:16.828

Small setting where people really know each other. Really well. Um.

113

00:16:16.828 --> 00:16:24.749

You know, what exactly is that ideal condition? Ideal environment going to look like also with that?

114

00:16:24.749 --> 00:16:27.958  
Could really give us an idea of what.

115  
00:16:27.958 --> 00:16:38.759  
What skills does he have? What interest does this person have that can really help to kind of? Bring that.

116  
00:16:39.869 --> 00:16:47.759  
All the points together, so looking at what the ideal environment would look like, and what this person's.

117  
00:16:47.759 --> 00:16:55.433  
Interest are this person's hobbies what? This person likes doing what? This person is really skill that and looking at.

118  
00:16:55.433 --> 00:17:09.294  
Where does where do all those points come together intersect that we could really find that good job match and, like, somebody else was talking about, you know, kind of identifying or helping.

119  
00:17:12.118 --> 00:17:26.513  
The individual to kind of figure out who are the safe people. So we already know some of the barriers to employment the, the safety awareness concerns. We know that this person's.

120  
00:17:27.449 --> 00:17:32.788  
Pace is also an issue. This person has 1 pace.

121  
00:17:32.788 --> 00:17:44.124  
Um, it works for that person, but may not always work for all employers. Um, so kind of those, those skills that you need in any and all types of employment.

122  
00:17:44.124 --> 00:17:52.644  
So, with Pre, vocational services, we can kind of work on trying to get a little bit faster, but we can also work on.

123  
00:17:53.128 --> 00:17:58.979  
How do you identify those safe people? Um.

124  
00:17:58.979 --> 00:18:11.939  
So, and then, of course, at the end of the day, she still has some reservations about competitive. So, just because she's willing to give career planning and Pre vocational services.

125

00:18:12.413 --> 00:18:20.093

I try to say, okay, let's see what we can find out here and what other doors it might open up.

126

00:18:20.963 --> 00:18:29.423

She's also going I still reserve my right to maybe favor sheltered employment if, if that would be better. So.

127

00:18:30.088 --> 00:18:35.729

Um, just knowing that it's not a 1 or done.

128

00:18:35.729 --> 00:18:41.729

So, what kind of tips does Chris have for support printers?

129

00:18:42.114 --> 00:18:42.564

So,

130

00:18:42.683 --> 00:18:50.064

1 of the things that helped her get more comfortable with being willing to try career planning and Pre,

131

00:18:50.064 --> 00:19:01.433

vocational services is is having somebody she could go to that was able to discuss the options and explain the process confidently.

132

00:19:02.874 --> 00:19:03.534

So.

133

00:19:03.808 --> 00:19:10.888

When she would talk to me, she would feel my calf and issued, like, okay, Sandy knows what she's talking about.

134

00:19:10.888 --> 00:19:15.689

I feel like I get I got an idea of what this is going to look like and.

135

00:19:15.689 --> 00:19:23.098

How we're going to progress from 1 thing to the next, and she can feel like, okay. All right. I'm on board with.

136

00:19:23.098 --> 00:19:26.249

With what you're talking about.

137

00:19:26.513 --> 00:19:39.923

However, you know, not everybody feels that confident, maybe your new support criteria. You're just learning about all the services. So, or maybe you haven't had that much experience coordinating those employment supports.

138

00:19:40.644 --> 00:19:45.114

So you're kind of like when I think I know this, but I'm not quite.

139

00:19:45.388 --> 00:19:54.778

Positive, I'm not certain so what helped Chris was knowing that there was an expert that.

140

00:19:54.778 --> 00:20:01.409

Her support coordinator could go to so if you're new or not experienced or you, you're just.

141

00:20:01.409 --> 00:20:04.828

Not that confident have that expert.

142

00:20:04.828 --> 00:20:11.278

That you can go to and that you can go ask questions and don't be afraid to let those parents know.

143

00:20:11.278 --> 00:20:15.689

That you're going to an expert, um, that was 1 thing that.

144

00:20:15.689 --> 00:20:30.358

Chris found comforting is that her support courier was willing to reach out to me when she didn't know the answer or she didn't feel confident, you know, and she's like, well, I don't know the answer, but I think Sandy does let me go to Sandy and the.

145

00:20:30.358 --> 00:20:34.618

That gave that parent some, some comfort.

146

00:20:34.618 --> 00:20:44.338

Eva, so.

147

00:20:46.493 --> 00:20:56.213

Right thing in the chat box. So somebody put as a provider of wavered services finding helpful to review with the parents, the 4 components of employment services.

148  
00:20:56.213 --> 00:20:56.394  
So,

149  
00:20:56.394 --> 00:20:58.733  
talking about the 4 different options,

150  
00:20:59.124 --> 00:20:59.483  
so,

151  
00:20:59.483 --> 00:21:01.943  
career planning to determine those strengths,

152  
00:21:02.124 --> 00:21:05.243  
interest skills and preferred conditions of employment,

153  
00:21:05.513 --> 00:21:06.443  
including self,

154  
00:21:06.443 --> 00:21:08.334  
discovery and job exploration,

155  
00:21:09.443 --> 00:21:13.284  
resulting in those vocational themes that become that road map.

156  
00:21:13.854 --> 00:21:14.544  
Um.

157  
00:21:14.878 --> 00:21:19.138  
Looking at the.

158  
00:21:19.138 --> 00:21:27.358  
Person's comfort their pace, so all that good things. So, uh, thanks for putting that in the chat box. So.

159  
00:21:27.358 --> 00:21:31.919  
As Stephanie mentioned, keep revisiting things like I said.

160

00:21:31.919 --> 00:21:46.318

My conversations with Chris, I had numerous conversations with her over the course of a couple of years. Just again kind of letting her know the different options how those would look.

161

00:21:46.318 --> 00:21:49.979

Talking about what her concerns were.

162

00:21:49.979 --> 00:21:56.368

What kept her up at night and how we could address that so.

163

00:21:58.229 --> 00:22:04.078

The other thing that she mentioned was the small steps.

164

00:22:04.078 --> 00:22:14.249

So you want to meet the parent where the parent is at? Is that so again, kind of finding out what keeps that parent up at night.

165

00:22:14.249 --> 00:22:28.614

It's not all are done thing so you want to think of things as a continuum you want to ask what needs to happen for that parent, or that family member to feel more comfortable exploring employment in the next 3 to 5 years.

166

00:22:30.233 --> 00:22:32.574

And maybe we need to start with other services.

167

00:22:32.878 --> 00:22:37.199

And get them on the road to employment, too.

168

00:22:38.489 --> 00:22:42.269

So the other thing is parents.

169

00:22:42.269 --> 00:22:51.568

Family members, they are vital members of the team so while it's also important to remember what the person wants and keep that.

170

00:22:51.568 --> 00:22:59.278

In the forefront that their family becomes their good support system. So.

171

00:22:59.278 --> 00:23:03.209

Keeping them in their.

172

00:23:03.209 --> 00:23:13.199

And part of those conversations, and taking into consideration their concerns, their fears, and trying to address those, that's going to help make.

173

00:23:13.199 --> 00:23:19.888

Everyone more comfortable and a more that individual more successful as well. And, of course.

174

00:23:19.888 --> 00:23:27.298

Keep following up, so if you tell the parent, hey, I'm going to get you this information. Make sure do you do.

175

00:23:27.298 --> 00:23:30.449

So, any other thoughts.

176

00:23:30.449 --> 00:23:34.828

So, put it in the chat box, let us see what you're thinking.

177

00:23:34.828 --> 00:23:42.659

Any other beliefs that go ahead. Sorry, Sandy Kathy has for hand raised.

178

00:23:44.249 --> 00:23:48.509

Okay, I see if I can unmute her.

179

00:23:51.898 --> 00:23:55.259

okay can you want to talk sure can you hear me

180

00:23:55.259 --> 00:24:07.703

I can hear you. Awesome. I apologize. I was a little bit late getting on the meeting, but I'm listening and I love what you have to share and I love the way you share it.

181

00:24:07.943 --> 00:24:17.213

Especially talking about what keeps parents up at night. That that is such a great way to get them to open up and to.

182

00:24:17.759 --> 00:24:22.679

You know, give you options to explore how you can help.

183

00:24:22.679 --> 00:24:27.989

An individual I work with a company, we're new to Missouri.



184

00:24:27.989 --> 00:24:42.929

I just started getting on some of your webinars our company is safe and home, and we provide remote support and assistive technology mostly to folks on the waiver program.

185

00:24:42.929 --> 00:24:51.868

And a lot of people that we support, because we've been doing this for many years in Ohio and Indiana.

186

00:24:51.868 --> 00:25:00.959

Um, Virginia, Pennsylvania, Missouri, we just got our approval from CNS to provide services here.

187

00:25:00.959 --> 00:25:05.189

But what we do, we support people who.

188

00:25:05.189 --> 00:25:14.429

Work who go to a day program, or they work outside of their home, even though they're living independently or or partly independently.

189

00:25:14.429 --> 00:25:18.028

And there's so many options.

190

00:25:18.028 --> 00:25:28.108

You know, you were talking about bringing in other experts, and we are experts because.

191

00:25:28.108 --> 00:25:42.209

We were a person centered company, we go along with the program and we really work with the individual in their care circle to make sure that.

192

00:25:42.209 --> 00:25:57.144

Not only are they safe and home like our name, but safe in the community a couple of things that we provide that right off the top of my head I was thinking oh, wow. This fits in. So well, we have an emperor's device.

193

00:25:57.419 --> 00:26:10.588

That is like a I fall in and I can't get up button on steroids because there's 2 way communication with the remote support center or the care circle.

194

00:26:10.588 --> 00:26:20.548

And, um, let's see, we also do check ins by remote support, has a person left for work. So, Kathy learned.

195

00:26:20.548 --> 00:26:29.788

I'm going to stop you right here because I love what you're saying and that's something that we have. I mean, Missouri is a technology 1st.

196

00:26:29.788 --> 00:26:39.719

State, so we are all about looking at technology and, of course, with staffing shortages where they're at.

197

00:26:39.719 --> 00:26:45.749

Technology is a great way to make sure that people are still getting the support. They need.

198

00:26:45.773 --> 00:26:59.483

Even if they can't have a person right there and of course, sometimes that technology can even be a better support than an actual person because it allows a person to be even more independent.

199

00:26:59.784 --> 00:27:03.534

So yeah, I love that. You're mentioning that rate. Um.

200

00:27:03.838 --> 00:27:04.048

And,

201

00:27:04.044 --> 00:27:04.433

yeah,

202

00:27:05.304 --> 00:27:15.203

that's something that we definitely want to keep in mind is that we're talking about a parent's fears and what keeps them up at night kind of looking at,

203

00:27:15.233 --> 00:27:15.534

you know,

204

00:27:15.534 --> 00:27:15.983

hey,

205

00:27:16.193 --> 00:27:21.263

can technology help here can this be a win win situation?

206

00:27:21.263 --> 00:27:32.394

So, thanks for bringing that up I want to keep moving us on, though, because we've got another guest speaker here. So well, thank you so much. And I'm enjoying this. You guys are awesome?

207

00:27:32.669 --> 00:27:38.814

All right, thank you Cathy. All right.

208

00:27:38.844 --> 00:27:38.993

So,

209

00:27:40.074 --> 00:27:41.003

in the chat box,

210

00:27:41.003 --> 00:27:50.844

we had somebody else kind of mentioned that prior to adding employment services to an individual's this service provider has suggested,

211

00:27:50.844 --> 00:27:59.034

and even facilitated some separate planning meetings to specifically review those employment services and those 4 components.

212

00:27:59.034 --> 00:28:13.314

So that's also a wonderful way to help a parent or a family, or even an individual feel more comfortable with taking that step hearing from somebody who actually provides those services.

213

00:28:13.614 --> 00:28:20.903

And it's like, okay, how are you going to help me or how are you going to help my loved 1 with progressing through.

214

00:28:21.209 --> 00:28:24.449

Employment, so.

215

00:28:24.449 --> 00:28:28.469

Great tech Thank you so much for putting that in there. Chris?

216

00:28:29.909 --> 00:28:30.503

All right,

217

00:28:30.743 --> 00:28:41.243

so now I want to move on to Stephanie since we've got Stephanie and stephanie's going to talk to us about her situation with her adult child,

218

00:28:42.294 --> 00:28:43.854

what her fears are,

219

00:28:43.854 --> 00:28:51.263

and where she is on that continuum of feeling comfortable with her adult child pursuing employment.

220

00:28:51.263 --> 00:28:54.923

So, Stephanie, go ahead and tell us about your situation.

221

00:28:55.199 --> 00:29:01.318

Hello everybody so my daughter is Claire and she's 18 years old.

222

00:29:01.318 --> 00:29:06.419

she just graduated from high school this year and she is working with vocational rehab

223

00:29:06.419 --> 00:29:09.479

And receiving unemployment supports.

224

00:29:09.479 --> 00:29:15.689

She did a summer work program between her junior.

225

00:29:15.689 --> 00:29:21.209

And senior year of high school, and she worked in a grocery store.

226

00:29:21.209 --> 00:29:26.519

And was able to work in the floral section.

227

00:29:26.519 --> 00:29:30.358

And she really found that she enjoyed that quite a bit.

228

00:29:30.358 --> 00:29:34.259

So, our focus has been on.

229

00:29:34.259 --> 00:29:39.538

Finding something a job, like possibly at a florist.

230

00:29:39.538 --> 00:29:42.778  
Or in another grocery store that has a floral section.

231  
00:29:42.778 --> 00:29:47.459  
For her, so of course, as a mom.

232  
00:29:47.459 --> 00:29:50.638  
You know, I've got all these fears for her.

233  
00:29:50.844 --> 00:30:04.253  
Leaving that little classroom that she was in, with all of the teachers that she knew and I knew and her friends and that little area and moving into the big world. The real world.

234  
00:30:05.669 --> 00:30:09.749  
1 of my greatest fears is for her safety.

235  
00:30:09.749 --> 00:30:13.949  
Worry that she'd be taken advantage of.

236  
00:30:13.949 --> 00:30:17.098  
She's very trusting.

237  
00:30:17.098 --> 00:30:27.209  
And easily makes friends so that's a huge concern of mine is everybody she works with. Are they going to.

238  
00:30:28.439 --> 00:30:34.078  
Not only respect her and not exploit her, but is she going to be bullied?

239  
00:30:34.078 --> 00:30:42.328  
That's something that's really an unrealistic fear because she is never expressed that she's been bullied.

240  
00:30:42.328 --> 00:30:50.729  
All through school, but yet it's a fear of mine. I, I've, I've seen that she's been left out so.

241  
00:30:50.729 --> 00:30:56.759  
You know, I take that as a form bullying, whereas she really does not recognize that.

242

00:30:56.759 --> 00:31:04.709

Herself so, obviously there's another fear, you know, is she going to be taking advantage of or is she going to be bullied?

243

00:31:04.709 --> 00:31:10.769

She does drive, so at 1st, when we were looking at jobs.

244

00:31:10.769 --> 00:31:13.888

We were, I.

245

00:31:13.888 --> 00:31:22.019

Was focusing on she needed to work in the town where we, where we live. Well, it's a small town of 1200.

246

00:31:22.019 --> 00:31:25.858

People, um, there's not many options.

247

00:31:25.858 --> 00:31:30.898

She can drive 25 minutes and be in Jeff city and have more options.

248

00:31:30.898 --> 00:31:34.709

So, after the few.

249

00:31:34.709 --> 00:31:37.979

Very limited options came up.

250

00:31:48.118 --> 00:31:54.239

Uh, oh, it looks like her Internet is having issues again. Um.

251

00:32:12.209 --> 00:32:13.193

Her daughter,

252

00:32:15.263 --> 00:32:16.403

what she ended up doing,

253

00:32:16.403 --> 00:32:31.284

she got her daughter some driving lessons and 1 of the things that I remember Stephanie telling me that really kind of helped to comfort her is when she 1st met up with the driving instructor and saw the

254

00:32:31.284 --> 00:32:37.433

car and the car was all full of dense and things and and all kinds of things.

255

00:32:38.273 --> 00:32:40.253

The driving instructor looked at.

256

00:32:40.558 --> 00:32:49.558

Her daughter and then basically said there's nothing you can do to this card that hasn't already been done.

257

00:32:49.558 --> 00:32:55.798

Um, and that just allowed Stephanie to kind of take that side like, okay.

258

00:32:55.798 --> 00:33:00.449

All righty. Okay. It's not going to be that bad.

259

00:33:00.449 --> 00:33:14.818

But then Stephanie also told me that she came across an app, a 360 app. So, as Kathy was talking about that remote monitoring those technology devices.

260

00:33:14.818 --> 00:33:25.288

Stephanie actually came across 1 of those assistive technology. Those, those remote supports that helped put her at ease. And Stephanie. Are you back with us now?

261

00:33:25.288 --> 00:33:28.499

I am okay, I'm going to let you take it back again.

262

00:33:30.749 --> 00:33:35.338

So, yes, I think you talked about how she got some drivers training.

263

00:33:35.338 --> 00:33:42.298

Which my husband and I for years thought, there's no way she's going to be able to drive.

264

00:33:42.298 --> 00:33:47.548

But then again, we had the we had to weigh the risk versus benefits.

265

00:33:47.548 --> 00:33:51.479

And are happy that she's.

266

00:33:51.479 --> 00:33:55.588

She's a fairly safe driver. She drives slow, but that's okay.

267

00:33:55.588 --> 00:34:01.348

That yes, the 360 app, as soon as she got her license and went off on her own.

268

00:34:01.348 --> 00:34:04.679

We got that installed on her phone.

269

00:34:04.679 --> 00:34:08.248

And we can watch her when she's in route.

270

00:34:08.248 --> 00:34:12.208

We know when she gets to where she's supposed to be, and then.

271

00:34:12.208 --> 00:34:19.619

That she's safe, besides just the text that we request before she leaves and when she get someplace.

272

00:34:19.619 --> 00:34:24.268

So that's a that's been a big, a big relief.

273

00:34:24.268 --> 00:34:30.599

For us, so knowing that stephanie's fears are more of those fears that.

274

00:34:30.599 --> 00:34:37.318

All parents go through my kid's leaving my house. I'm not going to.

275

00:34:37.318 --> 00:34:50.728

Be there with them all the time, you know, it's it's the, what? Ifs when they're bullied what? If they have a bad day? What if they get into an accident? So instead of unmuting.

276

00:34:50.728 --> 00:34:54.179

I'm just going to ask you guys to put it in the chat.

277

00:34:54.179 --> 00:35:06.208

So, give us a thought or 2 of what you might do to help a parent like, Stephanie what what options would you offer? What tools might you use?

278

00:35:06.208 --> 00:35:09.719



What might those conversations look like? So.

279

00:35:09.719 --> 00:35:13.438

Um, once I get a chat.

280

00:35:13.438 --> 00:35:18.119

Something in the chat, I'll look at moving on.

281

00:35:42.748 --> 00:35:55.739

Okay, so, maybe connecting with having that job coach, would it would a job coach help? Um, of course that various technology mentor.

282

00:35:55.739 --> 00:36:08.009

Going through the motion, so kind of that job role, that role playing, uh, kind of knowing what to expect what are those expectations.

283

00:36:08.009 --> 00:36:11.938

So, yeah, sometimes that can help. Okay.

284

00:36:13.739 --> 00:36:19.378

Great thoughts every 1. so then Stephanie kind of moving on.

285

00:36:19.378 --> 00:36:22.858

What's the current outcome? Look like.

286

00:36:22.858 --> 00:36:28.259

So, Chris, I see that you ask if she has a job coach and she does.

287

00:36:28.259 --> 00:36:34.259

She has a job coach through an agency and they've been working together.

288

00:36:34.259 --> 00:36:41.369

On interviewing skills and filling out applications. That's that's the.

289

00:36:41.369 --> 00:36:46.318

Area that they're in right now, and she has.

290

00:36:46.318 --> 00:36:53.188

1, informal interview, she had yesterday at a florist and then she's got 1 tomorrow.

291

00:36:53.188 --> 00:36:59.009

I think it's more of an interview because it's scheduled for 2 o'clock tomorrow.

292

00:36:59.009 --> 00:37:02.699

Um, with with good prospects at both places.

293

00:37:16.739 --> 00:37:21.509

And then, ideally, once she gets the job, she will continue to have.

294

00:37:21.509 --> 00:37:30.059

Supports a job coach for a short period of time. It's not anticipated. She's going to need.

295

00:37:30.059 --> 00:37:33.809

Too much coaching.

296

00:37:33.809 --> 00:37:36.414

After she gets settled in,

297

00:37:46.554 --> 00:37:47.634

so I know Stephanie,

298

00:37:47.634 --> 00:37:52.434

you've kind of talked earlier about that.

299

00:37:52.708 --> 00:37:57.059

Risk versus benefit.

300

00:37:57.059 --> 00:38:07.139

You know, and 1 of the things that you kind of told me is not only do you have a fear of your daughter being bullied, or a fear of your daughter gain in an accident but.

301

00:38:07.139 --> 00:38:11.519

The other fear that kind of helps put things in balance is.

302

00:38:20.610 --> 00:38:29.820

I don't know if you froze on me or not. Um, so I'll just jump in there. But 1 of the fears that you had mentioned to me, was that fear of being left out.

303

00:38:29.820 --> 00:38:38.940

That that fear of not having the same experience as others, her own age. So I didn't know if you wanted to talk about that a little bit more.

304

00:38:40.170 --> 00:38:53.309

Sure, so her brother is 3 years older than her, and we really started thinking that we were going through a lot of the same things with him when he got a job after college. He.

305

00:38:53.309 --> 00:38:56.699

He moved to Kansas City and, um.

306

00:38:56.699 --> 00:39:03.389

He was only 20 years old and took off and moved away from us and.

307

00:39:03.389 --> 00:39:08.699

We had a lot of the same concerns for him, and he's been working.

308

00:39:08.699 --> 00:39:12.690

Successfully at his job for a year and a half and he.

309

00:39:12.690 --> 00:39:17.789

Knock on wood has not has not been any accidents.

310

00:39:17.789 --> 00:39:23.639

In Kansas City, so seeing that, he's been successful.

311

00:39:23.639 --> 00:39:29.250

Reminds us that she's going to be successful as well. We have to give her the chance.

312

00:39:33.960 --> 00:39:42.420

And then, of course, you know, again, kind of focusing on those actual experience and strength. So I know that was another thing that you told me that you were.

313

00:39:42.420 --> 00:39:50.010

Having to remind yourself of even though you had this fear of your daughter being bullied, you had to say, well, that hasn't been an issue.

314

00:39:50.010 --> 00:39:56.039

So, kind of looking at what her strengths are to kind of.

315

00:39:56.039 --> 00:40:03.929

Help keep that those fears and check and then, of course, we've already talked about finding those resources. So.

316

00:40:03.929 --> 00:40:12.239

Connecting with that driver's ad and then, of course, using that app that 360 kind of has helped.

317

00:40:12.239 --> 00:40:16.920

Bring down your your fear zone, your fear level there.

318

00:40:16.920 --> 00:40:20.159

Yes, so all right.

319

00:40:20.159 --> 00:40:25.500

So, moving on, kind of tell us what your tips are for support coordinators.

320

00:40:27.360 --> 00:40:33.300

Um, so, as I said, before, you know, give something to try and then.

321

00:40:33.300 --> 00:40:38.010

If it doesn't work out, have a plan B.

322

00:40:38.010 --> 00:40:47.070

You know, have that plan B, ready, even with the 1st thing that you that you try and and be realistic and know that things.

323

00:40:47.070 --> 00:41:00.000

Probably aren't going to go as you plan and that's that's really just life you know, there's not always the straight narrow way is not always the best way.

324

00:41:00.000 --> 00:41:04.349

So just being flexible and being realistic.

325

00:41:04.349 --> 00:41:08.550

Not setting your expectations too high.

326

00:41:08.550 --> 00:41:13.260

Um, again, you know, know what if.

327

00:41:13.260 --> 00:41:24.929

Your child or your client starts a job and there's issues and or they get fired or they don't like the job that.

328

00:41:24.929 --> 00:41:28.829

There's going to be another job right now. There's a lot of jobs available.

329

00:41:28.829 --> 00:41:32.280

And competitive employment, um.

330

00:41:32.280 --> 00:41:37.199

Again, I think just being flexible is super important.

331

00:41:37.199 --> 00:41:45.059

And being realistic giving giving everybody a chance to have a many meaningful day.

332

00:41:51.360 --> 00:42:01.500

You know, I know 1 of the things that we talked in preparation for this webinar, this presentation is also.

333

00:42:01.855 --> 00:42:14.875

The fact that yes, we deal with people with disabilities, but they're people. 1st, and if you think about that, we all have hopes we all have dreams. We all have fears, we all have strengths. We all have weaknesses.

334

00:42:15.625 --> 00:42:17.155

We all have support needs.

335

00:42:18.025 --> 00:42:30.594

Um, so it's, it's treating individuals with disabilities the same as we treat those without disabilities it's looking at them as a person. 1st, and trying to find out what's important to them.

336

00:42:30.594 --> 00:42:33.144

What makes them tip what makes them smile.

337

00:42:34.739 --> 00:42:42.239

What makes them feel good about themselves and then going. Okay. All right. So how do we make that happen?

338

00:42:42.239 --> 00:42:50.849

What are the support needs going to look like, uh, for each person is going to be different dignity of risk that.

339

00:42:50.849 --> 00:42:57.989

That's what that's all about. Is you think about it, we all have learned from trying and failing at something.

340

00:42:57.989 --> 00:43:04.230

Whether it's been writing that bike in the 1st time, the, the training wheels came off.

341

00:43:04.230 --> 00:43:13.739

We fell down and we realized, oh, wait a minute. I got to balance myself a little bit better here or I've got a stop before I hit.

342

00:43:13.739 --> 00:43:16.829

That car.

343

00:43:16.829 --> 00:43:21.539

Um, so we've all learned from from.

344

00:43:21.539 --> 00:43:30.269

Mistakes we've all learned from having not the best outcome there. So it's that dignity that.

345

00:43:30.269 --> 00:43:38.820

We all have from learning from that, though. So, are we giving people with disabilities the opportunities to learn from their mistakes?

346

00:43:38.820 --> 00:43:46.980

Um, very important provide people with the voice during those planning stages.

347

00:43:46.980 --> 00:43:59.099

So, yes, it's definitely important that we, we listen to them listen to what they want to. But again, you know, when we're talking about.

348

00:43:59.099 --> 00:44:09.210

Families and the loved ones, and the fears they might have, it's also listening to what their fears are and going. Okay.

349

00:44:09.210 --> 00:44:18.780

why do we need to address these so what does that look like so like you've mentioned make sure to acknowledge and address those parents for fears and of course

350

00:44:18.780 --> 00:44:26.670

Earlier you said it, no decision has to be final you can always come back and revisit and make revisions.

351

00:44:27.840 --> 00:44:32.820

So so some resources, so.

352

00:44:32.820 --> 00:44:39.090

Dignity of risk. This is an article again that kind of really talks about.

353

00:44:39.090 --> 00:44:43.920

How we all learn from our own mistakes and that.

354

00:44:43.920 --> 00:44:49.980

Everybody regardless of whether or not, you have a disability should be allowed that opportunity to.

355

00:44:49.980 --> 00:44:57.090

To learn to grow now, of course, it doesn't mean set, setting them up for failure.

356

00:44:57.090 --> 00:45:08.519

But it may mean that letting them try something. Oh, burn the macaroni. Okay. What did we learn? We can't watch TV and cook at the same time.

357

00:45:08.519 --> 00:45:12.929

We've got to do 1 or the other, or we've got a set a timer.

358

00:45:12.929 --> 00:45:24.960

As far as tools that might be useful in having those in depth discussions, charting the lifecourse tools. They have a number.

359

00:45:24.960 --> 00:45:31.980

Of tools that are very useful and having those very, um.

360

00:45:31.980 --> 00:45:38.340

Very personal discussions, so, you know, kind of looking at.

361

00:45:38.340 --> 00:45:42.690

When we talk about employment employment's not separate from other things.

362

00:45:42.690 --> 00:45:54.750

Employment intersects with everything it intersects with where you live and it intersects with who your personal relationships are safety needs financial.

363

00:45:54.864 --> 00:46:06.744

All those different things, so having that discussion with that person and their family about, you know, kind of what those concerns are with those different areas.

364

00:46:07.195 --> 00:46:18.534

And how important is that someone might have a concern of oh, yeah, I have a concern of them them not being liked by their coworkers.

365

00:46:18.869 --> 00:46:25.050

But when you look at that, you know, that might be on a scale of 1 to 10 that might be down around a 2.

366

00:46:25.050 --> 00:46:29.039

Whereas the fear of somebody.

367

00:46:29.039 --> 00:46:33.239

You know, being financially taken advantage of.

368

00:46:33.239 --> 00:46:36.510

Now, that fear might be up at an 8.

369

00:46:36.510 --> 00:46:43.409

So kind of taking a look at. Okay. Where's that? Where's that? Fear? And how.

370

00:46:43.409 --> 00:46:53.215

How pressing is that? And then when we look at kind of, okay, what are all the resources to kind of help address this fear.

371

00:46:53.215 --> 00:47:01.315

So I know Stephanie and I talked about with her fear of her daughter being bullied kind of using that.



372

00:47:02.514 --> 00:47:15.804

Integrated support star where she could put, like, all of her daughter's personal attributes that, you know, all those strengths that she wanted to focus on and then, as the relationships look at. Okay.

373

00:47:15.894 --> 00:47:20.335

Who does your daughter go to? So, if your sister, or if your daughter got bullied.

374

00:47:21.119 --> 00:47:31.554

Who could she lean on? Who could she go to to help work through that? So looking at those relationships looking at community resources.

375

00:47:31.644 --> 00:47:38.724

Hey, what kind of community resources are there are there and 1 of the things that I see with.

376

00:47:39.690 --> 00:47:50.579

10 of the schools, the anti bullying websites. Okay. Are there some online resources? Some community resources out there that.

377

00:47:51.750 --> 00:47:59.070

Stephanie could provide her daughter to kind of help educate her daughter about the signs of being bullied and where to go.

378

00:47:59.070 --> 00:48:03.570

To get assistance if she feels like she's being bullied.

379

00:48:03.570 --> 00:48:17.400

Kind of those technology of course, Stephanie kind of mentioned that 360 apps putting her at ease, but also looking at. Okay. Are there technology resources to help with bullying?

380

00:48:17.400 --> 00:48:30.449

As well, so again, that integrated support start can help you really kind of identify what are all the resources available to help address this particular fear or this particular concern.

381

00:48:30.449 --> 00:48:39.179

So, before we move on, I think you guys have a great deal of.

382

00:48:39.179 --> 00:48:47.039

Of expertise yourself, I mean, just seeing what was put in the chat box and earlier some of us you guys have.

383

00:48:47.039 --> 00:48:50.940

Are there any other thoughts.

384

00:48:50.940 --> 00:48:56.429

Suggestions tools tips that you guys have that you would like to share with each other.

385

00:48:56.429 --> 00:49:01.320

And I'm looking for, at least 1 in the chat box before I move on.

386

00:49:02.460 --> 00:49:10.619

Sandy, Chris, Chris made the remark, you know, that it's obviously what we need to remember. It's important to provide the individual's.

387

00:49:10.619 --> 00:49:18.090

With a voice during their planning meetings, or during the planning stages, period and for our situation.

388

00:49:18.090 --> 00:49:24.599

That's hard for me to do as the support coordinator, which seems odd and the mother, you know.

389

00:49:24.894 --> 00:49:33.625

Because Claire is so used to me making decisions for her and my husband's even kind of like that, too. Like, well, you're the social worker.

390

00:49:33.864 --> 00:49:47.724

So, you know, what's best for her and players gotten used to that herself and as she ages we just reminder you're 18. now, and you, you can make decisions for yourself. We're here to help you.

391

00:49:48.480 --> 00:49:54.090

But she honestly would be very happy staying in her pajamas staying at home every day.

392

00:49:54.090 --> 00:49:59.760

You know, honestly, if it were up to her, that would be fine with her. So.

393

00:49:59.760 --> 00:50:03.989

I have to encourage her to go out and get a job.

394

00:50:03.989 --> 00:50:08.664

Yeah, have a meaningful day. Well, and kind of looking at Chris this situation.

395

00:50:08.664 --> 00:50:22.164

So earlier, when we were describing Chris and her fears, you know, 1 of the things that we know about her adult child, is that the communication difficulties? Yes.

396

00:50:22.409 --> 00:50:30.960

Most people do not understand, or can't understand what her adult child is trying to say.

397

00:50:30.960 --> 00:50:40.585

Now, they have tried over the years to to teach their child how to use communication apps, and it's, it's been hit or miss.

398

00:50:41.125 --> 00:50:48.985

And the reason it's been hit or miss 1, their adult child wants to talk. So before.

399

00:50:49.554 --> 00:51:02.875

Going to the, the communication device. Their adult child is going to try and and say it with words. Um, and of course then the other thing is, you know, families, they have a knack for picking up on their loved ones communication.

400

00:51:03.144 --> 00:51:14.215

That sometimes those apps aren't needed as much cause. It's like, okay, I know what you mean. When you say it like that or when you say that sound I know what you're talking about. But again, I think.

401

00:51:14.730 --> 00:51:21.059

You know, like you, her adult child just recently graduated high school, so.

402

00:51:21.059 --> 00:51:25.980

Again, used to mom and dad always making the decisions, so.

403

00:51:25.980 --> 00:51:32.429

To some degree, her adult child is like mom what do you think.

404

00:51:32.429 --> 00:51:35.880

And it does it, it puts a.

405

00:51:36.775 --> 00:51:47.005

Another added layer on that parent to be mindful of. Okay, wait a minute. Let me try and bring this out. Let me have my child's voice heard and Chris, I love that.

406

00:51:47.005 --> 00:51:53.425

You put in there, those self advocacy skills, because you know yes, that is especially important.

407

00:51:53.425 --> 00:51:55.494

Especially when we're talking about employment too,

408

00:51:55.585 --> 00:51:59.155

because it's that ability to speak up for what you need,

409

00:51:59.155 --> 00:52:04.974

whether it's accommodations on the job or things that you might need out of your employer,

410

00:52:04.974 --> 00:52:10.795

you're your manager being able to advocate for what you need to make you a good employee.

411

00:52:11.099 --> 00:52:15.480

So, definitely.

412

00:52:17.010 --> 00:52:22.650

All right, folks, we're getting close on time, so just a reminder.

413

00:52:23.034 --> 00:52:35.965

These webinars are the 2nd, Wednesday of every month. So our next 1 will be September 8th and then we've got October 13th and November and so we hope to see you back here again and joining us for the next topic. So.

414

00:52:38.755 --> 00:52:52.135

Don't forget to answer that survey when you leave. So, that survey is very helpful in helping us determine what future topics. What do we need to do differently to make this a worthwhile event for you.

415

00:52:52.135 --> 00:53:04.105

So, please take the time out to fill out that survey and let us know what worked, what didn't and what changes we may need to make, including what topics we need to focus on.

416

00:53:06.300 --> 00:53:21.175

So, right now I am the only employment for specialist in the state of Missouri. Here's my contact information. You can reach me at (636)926-1229, or by email at Sandy dot Kaiser and that is spelled K. E. Y. S.

417

00:53:21.175 --> 00:53:23.784

E. R. D. and H. Mo dot. Gov.

418

00:53:31.110 --> 00:53:39.150

And again, thank you all for joining us. I hope you all have a great Wednesday and thank you, Stephanie for sharing your experiences.

419

00:53:39.150 --> 00:53:42.612

Thank you Sandy.