

WEBVTT

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00:00:00.000 --> 00:00:10.528

Oh, welcome everyone. Uh, this month, our topic is affording individuals an opportunity to explore employment.

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00:00:11.034 --> 00:00:25.853

So before we dive into our topic, we are doing our standard pull question to get things rolling and to find out who's in the audience. So, let us know what your role is. Are you a support coordinator or a service provider?

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00:00:26.153 --> 00:00:34.524

Regional office, employee, other state employee, an individual or family member or other and of course, if you mentioned other.

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00:00:34.799 --> 00:00:36.715

Please put it in the chatbox

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00:01:24.834 --> 00:01:38.334

and it seems like the majority of us fall in that support coordinator there are a few service providers and a couple of people mentioned that.

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00:01:38.730 --> 00:01:45.659

They really don't fit in any of those roles. Um, 1 of the comments in the chat box, was that.

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00:01:45.659 --> 00:01:51.209

Support coordinator 3 roles, so kind of that mentor support coordinator role.

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00:01:52.650 --> 00:01:53.694

All right,

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00:01:53.754 --> 00:01:54.295

so,

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00:01:54.564 --> 00:01:55.105

um,

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00:01:55.435 --> 00:01:56.064

of course,

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00:01:56.155 --> 00:01:58.765
October is national disability,

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00:01:58.795 --> 00:01:59.484
employment,

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00:01:59.515 --> 00:02:00.204
awareness,

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00:02:00.204 --> 00:02:13.375
month and a lot of times what we see during the month of October is all
this messaging to businesses about the value of having a diversified
workforce that includes people of.

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00:02:13.680 --> 00:02:26.340
All abilities, but I also think this is a perfect opportunity to
recognize the work and effort each and every 1 of us does to promoting.

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00:02:26.844 --> 00:02:28.314
Employment awareness,

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00:02:29.514 --> 00:02:31.615
so support coordinators,

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00:02:31.974 --> 00:02:46.974
you guys are key about talking about goals about employment talking about
those expectations for being employed connecting people to the services
and supports they need to achieve that type of outcome.

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00:02:47.335 --> 00:02:57.835
Of course, we can't do it without our service providers being out there,
providing that front line of support to help people get connected with
the jobs to succeed in those jobs.

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00:02:58.254 --> 00:03:05.514
Um, and to even explore what their employment interests are. So, it's all
of us pulling together.

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00:03:05.789 --> 00:03:15.509
That helps make employment a possibility for a lot of individuals. So,
um, we all have a role to play.

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00:03:15.509 --> 00:03:18.539

And we all, um.

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00:03:18.539 --> 00:03:24.330

Should take a little bow for all the work we do and the individual's themselves do.

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00:03:25.680 --> 00:03:30.775

So, um, what is the stage a little bit now?

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00:03:30.775 --> 00:03:45.324

So we know from our own national core indicator surveys and if you're not familiar with the national court indicator surveys, these are surveys that are conducted with individuals who have waiver.

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00:03:45.599 --> 00:03:48.115

Funding goes out every year,

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00:03:48.564 --> 00:03:49.014

uh,

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00:03:49.044 --> 00:03:54.175

and there's usually some standard questions that are asked 1 of the standard questions asked is,

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00:03:54.235 --> 00:03:55.854

are you employed in competitive,

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00:03:55.914 --> 00:03:58.705

integrated employment meaning that,

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00:03:58.764 --> 00:03:59.275

um,

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00:03:59.275 --> 00:04:00.625

the employment is.

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00:04:00.900 --> 00:04:15.780

Integrated so the person may be working alongside others who may or may not have disabilities they're making it at least minimum wage or whatever the prevailing wage might be for that industry. Uh, and of course.

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00:04:15.780 --> 00:04:22.319

There's those opportunities for growth within that company.

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00:04:22.319 --> 00:04:27.478

So of the individuals who are not.

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00:04:27.478 --> 00:04:34.649

Currently competitive, integrated, employed, uh, that how waiver funding about 41% said.

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00:04:34.649 --> 00:04:42.059

But they would like to, they would like to have that outcome. So we know the interest is pretty high.

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00:04:42.059 --> 00:04:46.019

A big chunk, um.

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00:04:46.019 --> 00:04:51.088

Of people are interested in competitive, integrated employment.

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00:04:52.499 --> 00:05:07.379

However, when we look at our own empowering through employment data, we know that only about 9% of individuals are being connected with waiver funded employment supports.

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00:05:07.379 --> 00:05:10.408

So, 41% have an interest.

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00:05:10.408 --> 00:05:15.028

Only 9% are taking advantage.

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00:05:15.028 --> 00:05:24.569

Of waiver funding to help them achieve that outcome. So it kind of begs the question what's going on with the other 32%.

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00:05:24.569 --> 00:05:28.709

What's happening there? So.

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00:05:28.709 --> 00:05:38.819

Uh, with you guys, being on the front line, we want to do a quick little reality check. I'm sorry.

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00:05:38.819 --> 00:05:42.778
That's it.

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00:05:42.778 --> 00:05:49.709
So we want to do a quick little reality check and see.

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00:05:49.793 --> 00:05:57.444
Why, it is, why that disparity. So, uh, from your perspective, are most of the people using V.

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00:05:57.504 --> 00:06:08.274
R and not meeting waiver funded, supports our individuals using programs or supports outside of waiver funding. Maybe they're doing sheltered employment.

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00:06:08.334 --> 00:06:20.423
Maybe they're taking advantage of college or training programs, or supports available through the job center, or maybe they're just going out and getting jobs on their own with the assistance of friends and family.

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00:06:21.238 --> 00:06:33.593
Uh, maybe they're using waiver funded, supports for other things like skill development, community integration they have, they're just not using waiver funding for employment support that.

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00:06:34.314 --> 00:06:39.774
Maybe your experience is that not many people are interested in employment or that.

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00:06:40.079 --> 00:06:46.588
Maybe you've got a younger caseload, um, or maybe, um.

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00:06:46.588 --> 00:06:50.369
Most of the people on your caseload, in your opinion uh.

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00:06:50.369 --> 00:06:54.088
You feel that they're not quite ready.

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00:06:54.088 --> 00:07:05.129
So, take a moment to let us know what your experience is, you can select all that apply and what kind of report back after we have the results.

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00:07:58.524 --> 00:08:01.463
Okay, and now the results are.

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00:08:03.269 --> 00:08:15.418
So, we, we've got quite a few people saying that, um, individuals are using so they're not quite needing waiver funded supports um, there's the next.

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00:08:15.803 --> 00:08:24.684
Most popular 1 is that people are using those programs of sports that aren't waiver funding so they might be going to a sheltered workshop.

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00:08:24.983 --> 00:08:31.613
They might be, uh, participating in a college or a training program, or using job center.

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00:08:31.949 --> 00:08:45.479
Uh, supports or getting a job on their own. So, uh, we did have somebody put in the chat box that, uh, their caseload is younger individuals. So, uh, their response might have been that.

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00:08:45.479 --> 00:08:49.469
Most of the individuals on my caseload are not quite ready. They're too young.

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00:08:49.469 --> 00:08:57.479
Um, so thank you for helping us, kind of trying to take a deeper dive into.

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00:08:57.479 --> 00:09:04.499
Why what's going on with that? Other 32%? So now we want to.

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00:09:04.499 --> 00:09:11.639
Dive in, and have a closer look with how 1 of our service agencies are.

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00:09:11.639 --> 00:09:15.239
Approaching employment, so I've asked Chris.

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00:09:15.239 --> 00:09:18.239
Lags me Chris.

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00:09:18.239 --> 00:09:31.619

Who is the employment coordinator for the nervous center of the Ozarks? They are down in the Springfield area I believe it's green county. Right Chris. So he's gonna talk to you about how.

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00:09:31.619 --> 00:09:37.739

He is approaching employment and the impact it's having.

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00:09:37.739 --> 00:09:43.318

In his community, so just to kind of.

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00:09:43.318 --> 00:09:47.698

Lay the groundwork here.

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00:09:48.833 --> 00:09:58.884

So, back when we kicked off the empowering through employment initiative back in the end of 2016, they're in green county.

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00:09:58.884 --> 00:10:13.433

Um, they only had about 6.1% of individuals between the ages of 16 to 64 with a partnership for hope, community support or comprehensive waiver slot. That were using their waiver for employment support so about 45 individuals.

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And as of September 2021 that number has now grown to about 61 individuals or 7.5. so they've had a net increase of about 36%.

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In the number of individuals accessing employment supports, they're in green county. So again, Chris is gonna kind of walk us through.

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What his organization has done that has kind of helped.

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00:10:49.139 --> 00:10:53.339

Um, helped with that change.

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00:10:55.979 --> 00:11:00.089

So.

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00:11:00.089 --> 00:11:04.499

Risk go ahead and take it away. Tell us about your approach.

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00:11:04.499 --> 00:11:11.129

Very good, thank you, Sandy. And thanks to all of you for allowing me to be a part of.

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00:11:11.129 --> 00:11:16.589

Discussion conversation this afternoon yes, we are a provider.

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00:11:16.589 --> 00:11:21.298

In various areas of services and support in the Springfield area.

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00:11:21.298 --> 00:11:27.688

Uh, like other providers in this area, and throughout the state, obviously, our focus today is.

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00:11:27.688 --> 00:11:32.908

Unemployment services, and the aspects that are attached.

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00:11:32.908 --> 00:11:37.589

To those programs, and I'd like to give you just an overview of some of the.

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00:11:37.589 --> 00:11:40.859

Tools and strategies that I've used that I have.

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00:11:40.859 --> 00:11:47.489

Seen benefit planning committee members and teams as well as support coordinators.

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00:11:47.489 --> 00:11:50.729

And I think I'm speaking today as a practitioner.

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00:11:50.729 --> 00:11:55.678

Do all of you who are practitioners and I think it's a very collegial and.

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00:11:55.678 --> 00:12:00.808

Very much of a team approach is Sandy implied. I think it's very much of a.

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00:12:00.808 --> 00:12:05.729

The partnering experience and, uh, certainly that, uh, team effort.

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00:12:05.729 --> 00:12:09.629

This afternoon with the the time we have.

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00:12:09.629 --> 00:12:17.188

And I could spend a lot of time on this, but I certainly want to be brief and respectful of everyone's.

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00:12:17.188 --> 00:12:20.278

Time today, I think.

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00:12:20.278 --> 00:12:28.168

What I would like, for the takeaways to be would be either to gain some new information or increase awareness.

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00:12:28.168 --> 00:12:33.058

Among those of us that are here today, or maybe a different perspective.

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00:12:33.058 --> 00:12:36.808

Or, perhaps strategies that might help in your planning and.

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00:12:36.808 --> 00:12:41.068

And introducing this concept, we call employment services and support.

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00:12:41.068 --> 00:12:50.038

And impact, uh, consumers, uh, bottom line, and, uh, increased services.

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00:12:50.038 --> 00:12:53.668

And opportunities for our consumers that we support and serve and.

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00:12:53.668 --> 00:12:57.448

Are committed to, before I.

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00:12:57.448 --> 00:13:01.589

Kind of go through some of the things that I have found helpful and useful.

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00:13:01.589 --> 00:13:11.219

I would certainly welcome any comments or questions through my email address. Feel free to do that or if you'd like, maybe further conversation.

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00:13:11.219 --> 00:13:18.089

Please feel free to do that. My email address for those of you that might be interested in a follow up discussion.

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00:13:18.089 --> 00:13:23.788

Uh, or delving into this a little more in depth uh.

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00:13:23.788 --> 00:13:27.269

Last name L. L.

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00:13:27.269 --> 00:13:33.509

1st initial, and then my last name at team T. A. M.

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00:13:34.528 --> 00:13:39.239

And then just simply an abbreviation for Nova center is in.

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00:13:39.239 --> 00:13:44.308

C. O. T. O. dot org. So it's.

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00:13:46.259 --> 00:13:54.208

1st initial last name at team, so I would welcome that at any time. Please feel free to do that.

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00:13:54.208 --> 00:13:57.448

As a follow up or a further discussion.

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00:13:57.448 --> 00:14:01.379

Perhaps.

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00:14:01.379 --> 00:14:05.219

I might start by saying the obvious and, uh.

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00:14:05.219 --> 00:14:12.928

For those of you particularly and support coordinator roles, you feel like you were many hats. I think that's an understatement.

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00:14:12.928 --> 00:14:16.828

Perhaps that you expect of yourself or others expect.

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00:14:16.828 --> 00:14:22.229

To have multiple areas of expertise and, uh.

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00:14:22.229 --> 00:14:33.808

We know the reality that we can't assume that responsibility in every area. And so therefore, I think that further emphasizes the need to have this, a team approach. And and I think that's.

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00:14:33.808 --> 00:14:36.839

Speaks well of any area of services and support.

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00:14:36.839 --> 00:14:41.969

Today I know our topic is employment that I think that's true of any.

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00:14:41.969 --> 00:14:48.479

In area that we might be, considering for consumers during that planning process, annual planning or quarterly meetings.

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00:14:48.479 --> 00:14:56.938

But I think at times of support coordinators are expected to be experts in many different fields and areas of support.

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00:14:56.938 --> 00:15:04.739

And that's where I think my role has been to partner with planning teams and support coordinators like yourself in our area.

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00:15:04.739 --> 00:15:15.089

And help with that process, help with that understanding and awareness on the part of team members, parents, guardians, consumers, and obviously support coordinators.

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00:15:16.918 --> 00:15:20.759

I think that partnering has helped. I think it shows that.

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00:15:20.759 --> 00:15:29.038

It truly as, as I said earlier, a team approach, and I think that speaks well of the process and the way it should be.

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00:15:29.038 --> 00:15:33.178

Um, obviously a choice of provider is always on the table.

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00:15:33.178 --> 00:15:36.599

My role I feel is to provide the information, so that.

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00:15:36.599 --> 00:15:41.999

Educated decisions can be made and obviously for the benefit and well, being of the consumer.

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00:15:44.879 --> 00:15:52.918

I think it's easy to assume people have an understanding understanding of what employment services truly is. And I think.

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00:15:52.918 --> 00:15:58.288

The tools that I simply want to share with you today, are those that high of found.

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00:15:58.288 --> 00:16:02.308

Beneficial to those planning teams and, uh.

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00:16:02.308 --> 00:16:07.078

To support coordinators like yourself I think that 1st slide.

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00:16:07.078 --> 00:16:13.078

Really is symbolic of what the process should be and that's simply to explore. And I think that's important.

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00:16:13.078 --> 00:16:20.818

I think initially the process is really a 2 step approach initially and that would be.

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00:16:20.818 --> 00:16:24.178

Uh, to get the topic on the table.

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00:16:24.178 --> 00:16:27.989

Do we discuss it? Do we look at it as an option to consider and.

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00:16:27.989 --> 00:16:33.749

And I know it's, it's not a 1 size fits all approach and I certainly would not imply that whatsoever.

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00:16:33.749 --> 00:16:37.438

I think our goal is to find the right shoe size.

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00:16:37.438 --> 00:16:45.058

To find that right fit as we consider any area of support and services.

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00:16:45.058 --> 00:16:56.698

But I think it's important to provide the information when we can get the topic on the table, or during the planning meeting. So that we can make those educated decisions for that consumer and for the benefit of him or her.

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00:16:56.698 --> 00:17:10.499

I might throw out just to follow up some of sandy's statistics and those slides to look at your own case load. Not that you have not but look at your own case loads and look at how many.

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00:17:10.499 --> 00:17:14.818

That are in your case, though, that received any kind of employment support.

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00:17:14.818 --> 00:17:20.368

Nova where Sandy might've implied, we are.

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00:17:20.368 --> 00:17:26.278

On the waiver side, if you will in terms of our services and our areas of support.

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00:17:26.278 --> 00:17:36.058

So, I'm coming to you from the perspective of employment, being part of the, the waiver process, and that whole system.

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00:17:36.058 --> 00:17:42.179

The slide that you have in front of you now, I think just.

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00:17:42.179 --> 00:17:46.679

Basically reinforces some of my opening.

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00:17:46.679 --> 00:17:49.919

Thoughts and perspectives.

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00:17:50.969 --> 00:17:55.048

Is it an option for everyone? And I, and I say that.

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00:17:55.048 --> 00:18:01.679

With the point of it's not a 1 size fits all. It's a very individualized approach and obviously.

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00:18:01.679 --> 00:18:04.739

And there are many options to consider.

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00:18:04.739 --> 00:18:07.979

Again, is it, uh, is it on the table.

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00:18:11.159 --> 00:18:17.939

Again, that word partnering, I think is critical and not all providers.

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00:18:17.939 --> 00:18:26.038

Are the same and I understand that, but 1 of my priorities has been to establish that partnership and working alongside those planning teams.

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00:18:26.038 --> 00:18:29.729

And to provide that information, um.

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00:18:29.729 --> 00:18:34.048

What I would really like to share with you is, um.

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00:18:34.048 --> 00:18:40.318

The tools that I have developed that I used during planning team meetings.

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00:18:40.318 --> 00:18:45.269

Either or annually, um.

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00:18:45.269 --> 00:18:50.608

To help create that awareness and increase that awareness.

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00:18:50.608 --> 00:19:04.469

About what employment services truly look like I think there are some misunderstandings and misperception misperception. No one's fault. I think sometimes I know this is cliché, but I think sometimes we.

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00:19:04.469 --> 00:19:18.058

We assume, or we don't know what we don't know and I know that's a cliché, but I think that's true in this in this area. I think sometimes we cannot assume people have an accurate understanding of what employment services look like.

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00:19:18.058 --> 00:19:22.828

The tools that I wanted to share with you that.

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00:19:24.628 --> 00:19:29.638

That are on your next slide there that you're looking at really reflect.

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00:19:29.638 --> 00:19:38.338

An alignment with the, with the state framework and I think obviously that was very important as I started looking at tools.

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00:19:38.338 --> 00:19:44.878

Or diagrams if you will, I think visual diagrams are helpful.

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00:19:44.878 --> 00:19:48.868

uh explain a process whatever that might be

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00:19:48.868 --> 00:19:52.409

It was very important to me to align.

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00:19:52.409 --> 00:20:00.749

Our process with the state and the framework that, and definitions that we follow. I think it was very important.

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00:20:00.749 --> 00:20:05.519

Uh, to do that and rightly so, um.

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00:20:07.439 --> 00:20:10.769

And it is a sequence, it's not rigid, but I think.

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00:20:10.769 --> 00:20:17.009

To allow the sequence to work to the benefit of the consumer.

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00:20:17.009 --> 00:20:21.808

To the benefit of the planning discussions I think it is.

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00:20:21.808 --> 00:20:26.098

The logical sequence, however, stepping aside from that.

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00:20:26.098 --> 00:20:29.729

We've got a consumer who is currently employed.

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00:20:30.778 --> 00:20:36.689

And but within the planning committee, uh, discussions and dialogues.

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00:20:36.689 --> 00:20:39.989

And discussion of units.

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00:20:39.989 --> 00:20:46.138

The recommendation was made for supported employment as an area of support.

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00:20:46.138 --> 00:20:53.278

But also looping back and recommending career planning, which is more at the initial stage if you will.

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00:20:54.298 --> 00:20:58.259

Because even though he's being successful.

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00:20:58.259 --> 00:21:03.118

At his current job site and employment setting, and I've been working with.

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00:21:03.118 --> 00:21:06.419

The management at that location.

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00:21:06.419 --> 00:21:11.249

Getting positive feedback we felt it was important to loop back.

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00:21:11.249 --> 00:21:21.628

And look at that career planning as an area that he could benefit from, and without going into a lot of detail, because I could discuss this all afternoon.

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But career planning really involves as we'll see.

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00:21:25.499 --> 00:21:31.348

In the next slide, uh, self discovery and, uh.

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00:21:32.848 --> 00:21:37.558

Painting that self portrait, if you will and creating that self awareness.

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00:21:37.558 --> 00:21:41.459

That leads that into perhaps.

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00:21:41.459 --> 00:21:46.858

Employment fields and vocational themes as we call them.

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00:21:46.858 --> 00:21:52.169

That can build perhaps a road map that is even more appropriate.

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00:21:52.169 --> 00:21:58.469

And more fulfilling for the individual. So, Chris, what I like here.

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00:21:58.469 --> 00:22:06.358

these are both the the visual tools that you created so the first one they're on the right um was your first

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00:22:06.358 --> 00:22:17.969

Reiteration of this so you did it like stepping stones like, somebody was climbing up a, you know, steps uh, but then what you found out is that well.

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00:22:17.969 --> 00:22:29.308

Maybe having them kind of like, um, almost like a house blueprint foundation, you know, kind of like that career planning is is setting that wide foundation that then.

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00:22:29.574 --> 00:22:43.493

You're going to know what skills need to be developed if you're doing Pre, vocational, or you're going to know what's going to make that good job match if you're going into job development. Um, and of course, because that good foundation you'll laid in career planning.

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00:22:43.703 --> 00:22:53.574

You also already know what kind of supports are going to be needed when that person has that job and you're providing that support employment. So you kind of did it like that pyramid.

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00:22:53.848 --> 00:22:59.759

Kind of showing 1 upon the other and those are just 2.

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00:22:59.759 --> 00:23:05.969

2 examples, but I know in a previous training, I did, I think it was.

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00:23:07.078 --> 00:23:16.223

Back in, may our may champions of employment. I used kind of a circle or a wheel showing that it's a continuing process.

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00:23:16.223 --> 00:23:23.364

And Chris, the example that you were just talking about somebody being in support employment, and then circling back to career planning. Um.

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00:23:23.729 --> 00:23:26.818

You know, that that circle kind of.

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00:23:26.818 --> 00:23:32.128

Illustrates that this is not a 1 and done. You're continually.

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00:23:32.128 --> 00:23:38.338

Assessing satisfaction and what's the next step and you might be going back and forth.

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00:23:38.338 --> 00:23:47.669

Uh, between the services, so, using a visual that makes sense for that individual, or makes sense for you to help explain that process.

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00:23:47.669 --> 00:23:51.328

That's what it's about. So, you know.

206

00:23:51.328 --> 00:23:56.878

As support quarters, you can create your own tools, you can utilize, you know.

207

00:23:56.878 --> 00:24:02.878

Utilize what Chris has created utilized what I've created. Um, whatever makes sense for you.

208

00:24:02.878 --> 00:24:08.878

Yeah, Sandy, I think that's a good point. I think if we can go back to the other 1 real quick.

209

00:24:10.558 --> 00:24:15.628

I think they, I think you made a good point, and a good comparison between those 2 visuals.

210

00:24:15.628 --> 00:24:23.729

And I think they both reflect the process, but in different ways. And I think not only, is it a step by step process?

211

00:24:23.729 --> 00:24:32.429

But also on the left there, I think that demonstrates well that it is a, a, a basis to build upon. And I think.

212

00:24:32.429 --> 00:24:38.519

The career planning, I put a lot of emphasis in that area I've developed and compiled a packet.

213

00:24:38.519 --> 00:24:44.429

That guides us through that stage if you will so that we can come out of that.

214

00:24:44.429 --> 00:24:47.608

With a true stance of the direction that we want to go.

215

00:24:47.608 --> 00:24:51.628

And all along, keep in mind all along that consumer.

216

00:24:51.628 --> 00:24:58.469

And I've told consumers this, they're the ones building that road map. So I can establish that ownership.

217

00:24:58.469 --> 00:25:03.179

And they can feel like they're in control of this with my facilitation.

218

00:25:03.179 --> 00:25:07.199

And I think that's important that's 1 of those side benefits that I have seen.

219

00:25:07.199 --> 00:25:10.558

Self advocacy, uh.

220

00:25:10.558 --> 00:25:14.669

Representing themselves and ownership in the process.

221

00:25:14.669 --> 00:25:22.558

So, it does reflect them and I think sometimes unintentionally, we do not allow the individuals to have a voice.

222

00:25:22.558 --> 00:25:27.598

And those, uh, issues and planning that directly affects him. So this.

223

00:25:27.598 --> 00:25:32.159

It's a 1 on 1 process, and it really provides them a sense of ownership and.

224

00:25:32.159 --> 00:25:43.019

This self discovery of 1 individual that I work with, she basically paraphrasing she didn't know that about myself. So.

225

00:25:43.019 --> 00:25:49.439

It really helps people understand their strengths and as a side note editorial comment, sometimes.

226

00:25:49.439 --> 00:25:54.058

And this, I think is across the board, regardless of who or what profession.

227

00:25:54.058 --> 00:26:08.759

A role you might be in, sometimes individuals don't know what their strengths are, and we need to assist individuals with that process of identifying what are my strengths. And sometimes, in fact, we.

228

00:26:08.759 --> 00:26:18.388

I think sometimes focus on what individuals can't do rather than what they can do. And this, I think this process really promotes the can do.

229

00:26:18.388 --> 00:26:22.979

And building on their strengths and their interests.

230

00:26:22.979 --> 00:26:29.519

That next slide, um, our additional tools that I've developed and use that, I have found helpful.

231

00:26:29.519 --> 00:26:36.148

To further detail what each of those 4 areas represent and what they reflect.

232

00:26:36.148 --> 00:26:47.429

In fact, during planning meetings, we can really get a sense of what the individual needs. And obviously, I know this is an obvious statement, but it's very needs driven. And this.

233

00:26:47.429 --> 00:26:51.388

Helps foster that helps promoted a very needs driven approach.

234

00:26:51.388 --> 00:26:59.489

In that planning, so that it really centered on the individual and what the planning team feels like he or she truly can benefit from.

235

00:26:59.489 --> 00:27:04.288

This compliments that broader visual, uh.

236

00:27:04.288 --> 00:27:14.009

That we looked at before, in terms of breaking them down into smaller parts and again, increasing that awareness and that education as to what employment support.

237

00:27:14.009 --> 00:27:17.729

And employment services truly looks like for that individual.

238

00:27:17.729 --> 00:27:25.798

So, it's hand in hand, not only helping to see what the individual can benefit from and need at a given point on that continuum.

239

00:27:25.798 --> 00:27:30.808

But also help increase that awareness and enhance of.

240

00:27:30.808 --> 00:27:38.548

One's perspective as to what, uh, employment services look like also I have found and appreciate the feedback from, uh.

241

00:27:38.548 --> 00:27:46.138

Support coordinators feel it's been beneficial so that they have a takeaway when they're riding their justifications.

242

00:27:46.138 --> 00:27:58.828

Or using descriptions in that amendment, or even the annual plan, when they're incorporating this as a new goal area, if the planning committee can get to a point we even look at hours per week.

243

00:27:58.828 --> 00:28:05.878

Translating into units, so the planning committee, particularly the support coordinator has a sense of not only the.

244

00:28:05.878 --> 00:28:18.118

The area of the code, but also the number of units that we've agreed upon at the plank planning stage, uh, with that team of what the units need to be.

245

00:28:18.118 --> 00:28:22.199

Or what they need to be for, say a quarter and then we come back and review and.

246

00:28:22.199 --> 00:28:27.028

So, that has been a helpful tool. Um.

247

00:28:27.028 --> 00:28:32.548

For those planning sessions and that whole planning process, as we explore employment.

248

00:28:32.548 --> 00:28:41.489

So, basically, at a planning committee, I would utilize that. 1st slide. I would use this. We have a brochure that outlines our employment services.

249

00:28:41.489 --> 00:28:45.088

Or, secondly, uh, I've.

250

00:28:45.088 --> 00:28:51.838

We've also scheduled separate employment services, quote, meetings.

251

00:28:51.838 --> 00:28:57.689

When it's being explored as a possible goal area.

252

00:28:57.689 --> 00:29:01.709

Or a support area, and so we can more we can more.

253

00:29:01.709 --> 00:29:07.949

We can go more in depth and in greater detail and not take up the time of, say, a quarterly sometimes.

254

00:29:07.949 --> 00:29:18.598

It may not be on the agenda, but if it comes up, then I certainly offer and we've done this had a separate planning meeting just to look at employment. And so that we make sure.

255

00:29:18.598 --> 00:29:27.598

All those involved, including the parent guardian consumer, and obviously the support coordinator have a full understanding of what it represents and make.

256

00:29:27.598 --> 00:29:33.209

A good decisions that way. So sometimes we'll have a separate meeting just to look at it and introduce it.

257

00:29:33.209 --> 00:29:37.618

Obviously, it's not my decision. It's that planning committees decision.

258

00:29:37.618 --> 00:29:42.148

I'm there just representing the, the area.

259

00:29:42.148 --> 00:29:45.269

And helping answer questions and enhance it.

260

00:29:45.269 --> 00:29:49.318

The awareness and understanding of what it represents.

261

00:29:52.259 --> 00:30:04.943

I think you bring up a good point there, Chris, you know, as support coordinators, there's so much that support coordinators have to do and know. Um, and sometimes it can be very overwhelming.

262

00:30:05.034 --> 00:30:11.483

Um, especially when you think of the full array of services that are available.

263

00:30:12.058 --> 00:30:26.999

Under our waivers, uh, and if you don't have a lot of experience requesting some of those services, it's very hard to remember. Okay what are these other options? Uh, so.

264

00:30:27.653 --> 00:30:38.604

You know, 1 of the things that you pointed out to me, when you, when i1st started talking about this is that partnership, uh, that, you know, if a support coordinator doesn't feel well versed in employment services.

265

00:30:38.604 --> 00:30:47.663

That's okay, but do you then reach out to a service provider or somebody else who might be more versed?

266

00:30:49.078 --> 00:30:58.739

In those employment services who can come and explain that to the individual and the, and the family, uh, so that they are aware of that option.

267

00:30:58.739 --> 00:31:06.148

So, uh, making sure to to use all those tools in the, the toolbox. So to speak.

268

00:31:06.148 --> 00:31:10.679

And as I mentioned some of the indirect benefits that I have seen.

269

00:31:10.679 --> 00:31:18.568

Is that empowerment? And I know that's sometimes a commonly used word, but I really feel like that's that's a.

270

00:31:18.568 --> 00:31:22.979

A side benefit, and that self advocacy scales, as I mentioned.

271

00:31:22.979 --> 00:31:32.519

And, of course, what we're after is job fulfillment and this is a way to approach that and promote that course inclusionary.

272

00:31:32.519 --> 00:31:36.298

Practices and that employment obviously is a way to do that.

273

00:31:36.298 --> 00:31:46.648

And independents increasing that level of independence. Uh, so, even though employment may seem like, uh.

274

00:31:46.648 --> 00:31:55.259

Having a narrow area of support there are all these, uh, side benefits that I see coming out as outgrowth of the process.

275

00:31:55.259 --> 00:31:59.999

And sometimes things you don't even expect or anticipate so it's.

276

00:31:59.999 --> 00:32:09.298

It's been a positive experience thus far, and I see it growing and it's a work in progress to continue to find ways to improve what we do and.

277

00:32:09.298 --> 00:32:22.949

And my advice should be for support coordinators, not to feel like they have to be well well educated and develop expertise in all areas as Sandy alluded to rely on others that.

278

00:32:22.949 --> 00:32:27.598

To provide that information and help with that awareness.

279

00:32:27.598 --> 00:32:32.338

Don't expect yourself where all these different hats would be my advice.

280

00:32:32.338 --> 00:32:35.608

And look at it as a partnership and a team approach.

281

00:32:37.888 --> 00:32:48.624

So, I want to take this opportunity. Um, I did put chris's email in the chat box, but I want to give you guys an opportunity to ask Chris some questions.

282

00:32:48.743 --> 00:32:53.364

So, or or comment on something that he's.

283

00:32:53.608 --> 00:33:00.719

He said if something ring true with you. Um, so take this opportunity to either.

284

00:33:00.719 --> 00:33:04.858

Put a question in the chat box or provide it.

285

00:33:04.858 --> 00:33:10.409

Provide us with the cabinet are some of the, the strategies that.

286

00:33:10.409 --> 00:33:21.328

Chris, and his team took, are they resonating with you? Uh, maybe you're already doing those kinds of things, or maybe you're like, oh, I'm going to start doing that.

287

00:33:23.574 --> 00:33:37.913

You know, if I could jump in, you know, uh, you, you made the comment earlier from someone that had put in the chat. And I think I just want to look at. I dunno. I'm trying to be respectful over time and I could keep keep going on and on about this, but.

288

00:33:38.009 --> 00:33:45.808

The younger caseload, I think it's important and I've done this in the past, but even partnering with high schools.

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00:33:45.808 --> 00:33:53.429

Uh, to start the process, and I know what times that senior year they become more involved with bulk rehab and that's a good step. That's a good.

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00:33:53.429 --> 00:34:00.538

Starting point, obviously, but I think sometimes parents and gardens aren't aware of what services are out there.

291

00:34:00.538 --> 00:34:12.838

Or, uh, to connect with the regional office and get assigned and connected with case management agency that, you know, we all work with and support coordinators are.

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00:34:12.838 --> 00:34:16.259

Uh, connected with so, and work out of.

293

00:34:16.259 --> 00:34:31.079

Sometimes, I think that, uh, high school area is a great place to start and start developing that awareness of what's out there whether it's voec rehab or getting connected with a support coordinator. Like, you all.

294

00:34:31.079 --> 00:34:34.978

And look at different areas of support that might be needed.

295

00:34:34.978 --> 00:34:38.548

Again, parents don't know what's out there. So I think.

296

00:34:38.548 --> 00:34:43.889

A younger case load, uh, would be a great time to start looking at those high school.

297

00:34:43.889 --> 00:34:47.699

Years and start looking at, uh, what's after high school?

298

00:34:47.699 --> 00:34:56.489

And what that roadmap looks like during those transition times from high school to what? Say? So.

299

00:34:56.489 --> 00:35:02.099

I think that's a, I'm glad that was pointed out because that's another opportunity too.

300

00:35:02.099 --> 00:35:06.059

Start the process and.

301

00:35:06.059 --> 00:35:09.478

Look at those transition stages.

302

00:35:09.478 --> 00:35:15.958

Definitely, you bring up some good points. So I know a lot of support quarters I've talked with.

303

00:35:15.958 --> 00:35:28.679

Um, over the years, you know, when we took talk about those young children, you know, we start talking about, okay, what are experiences that we've all had that have helped us.

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00:35:28.679 --> 00:35:33.659

In future employment, so you think about how how is independence.

305

00:35:33.659 --> 00:35:41.608

Developed, how is that problem solving develop those interpersonal skills? Uh, and a lot of those.

306

00:35:41.608 --> 00:35:49.349

That starts early on in life, you know, just exposure to, you know, um.

307

00:35:49.349 --> 00:35:53.159

How do I get my shoe on?

308

00:35:53.159 --> 00:35:57.838

You know, I want some milk, but it's too high. How do I get it off?

309

00:35:57.838 --> 00:36:03.869

Out of the refrigerator, what do I do getting along with my siblings?

310

00:36:03.869 --> 00:36:10.438

Um, being able to tell my, my mother, I disagree with her without getting.

311

00:36:10.438 --> 00:36:15.298

Reprimanded because I said it the wrong way. So.

312

00:36:15.298 --> 00:36:26.099

We all have these opportunities for learning those interpersonal skills. Those problem solving, um, becoming more independent, starting at a very early age. So.

313

00:36:26.099 --> 00:36:30.929

That, you know, that can be where it starts, where we're just talking about our.

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00:36:30.929 --> 00:36:38.514

Are we having those same experiences you know, are we allowing individuals to to kind of grow and develop those skills?

315

00:36:38.543 --> 00:36:47.934

And then, like you said, when we get closer to high school, are we starting to kind of educate the individual in their family as to options.

316

00:36:48.179 --> 00:36:52.498

What's available out there to help? Um.

317

00:36:52.498 --> 00:36:59.699

You know, we know that typically doesn't start working with individuals until their last year of high school.

318

00:36:59.699 --> 00:37:07.498

But then there's all this other time that we could be working on something that we could be doing something. And what are we connecting them with?

319

00:37:07.498 --> 00:37:13.228

That helps them to develop those skills so that when they get out of high school, they are more ready.

320

00:37:14.034 --> 00:37:28.463

They're ready to go on to that next step. There was a question in the chat box. Someone commented that they love what they are hearing and it makes sense to do career planning prior to prebook currently their organization does preemployment.

321

00:37:28.708 --> 00:37:38.938

So, they do that prebook before career planning and the person's wondering. Is there a right way or a wrong way to do things? So.

322

00:37:38.938 --> 00:37:47.969

I'll let you field it from a service provider and then I'll kind of come back in with kind of what the divisions take is. Okay. Well, I'll tell you what I and again, I.

323

00:37:47.969 --> 00:37:53.338

As I said earlier, it's not a rigid system, but there is some method to it that makes sense.

324

00:37:53.338 --> 00:38:00.028

Um, my perspective and experience is.

325

00:38:00.028 --> 00:38:06.239

Is that that career planning stays with without being dramatic? Is is is so essential.

326

00:38:06.239 --> 00:38:13.980

In in that building block, that initial base to build upon and to springboard off of.

327

00:38:13.980 --> 00:38:26.099

As you can see some of the items that are listed there, which again is part of the state framework. Um, those are so essential. And then, like I said, I've developed this packet.

328

00:38:26.099 --> 00:38:30.090

That guides guides us through that stage alone.

329

00:38:30.090 --> 00:38:33.869

So that we get at and drill down.

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00:38:33.869 --> 00:38:39.269

All those interests and strengths and and all those aspects.

331

00:38:39.269 --> 00:38:45.960

That are hidden within that career planning stage so that we do a good job. And again, I use the term, but.

332

00:38:45.960 --> 00:38:52.590

Painting that self portrait, if you will so that we can come away with solid.

333

00:38:52.590 --> 00:38:58.710

Vocational themes, which then can lead to building that road map. So.

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00:38:58.710 --> 00:39:09.449

Pre vocational scales are great. Uh, those are intended to be generalized across different employment settings and and opportunities.

335

00:39:10.590 --> 00:39:14.820

But I think that career planning serves as such a great base.

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00:39:14.820 --> 00:39:19.590

To build off of not that they can't be simultaneously provided.

337

00:39:19.590 --> 00:39:23.760

These don't necessarily work in isolation, but there is a sequence.

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00:39:23.760 --> 00:39:28.289

That makes sense so that we can really do a good job of.

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00:39:28.289 --> 00:39:31.800

Understanding who that individual is and.

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00:39:31.800 --> 00:39:35.070

Making those good matches in the future.

341

00:39:35.070 --> 00:39:44.250

But Pre vocational is more about, you know, as we all know, building those skills, it can be transferred and applied in various settings.

342

00:39:44.250 --> 00:39:48.269

Whereas career planning serves a totally different purpose.

343

00:39:48.269 --> 00:39:52.980

That I think has served well in the whole process.

344

00:39:54.210 --> 00:39:58.619

And really that self discovery and exploration.

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00:39:58.619 --> 00:40:05.460

And understanding eventually what size shoe that we need to.

346

00:40:05.460 --> 00:40:08.489

Um, explore.

347

00:40:10.590 --> 00:40:24.804

You you made a very good point there, Chris, about, you know, that career planning really provides a lot of that foundational information but at the same time, um, as you also stressed, it's not a, a 1 size fits all.

348

00:40:24.804 --> 00:40:25.855

So it, it's.

349

00:40:26.130 --> 00:40:36.239

Really it's kind of an individualized process if you really look at it. So it's looking at what is the individual needs sometimes?

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00:40:36.239 --> 00:40:42.869

Uh, an individual come to us and we already know we need to work on X Y, and Z skills.

351

00:40:42.869 --> 00:40:50.219

We know that without these skills, this person's not going to be successful. So we already know those skills need to be developed.

352

00:40:50.219 --> 00:40:57.059

So that may be a perfect opportunity where we are starting with Pre vocational before doing career planning.

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00:40:57.059 --> 00:41:02.400

There may be other times where somebody comes to us and.

354

00:41:02.400 --> 00:41:06.690

Maybe we're a little bit fuzzy. Maybe we think.

355

00:41:06.690 --> 00:41:20.994

They might need to work on some skills, but we're not quite exactly positive on that because given the right conditions that may not be an issue. Um, so, sometimes, you know, it makes sense to start with that career planning.

356

00:41:20.994 --> 00:41:32.454

1st, from the perspective, we don't stipulate that you have to start with 1 service or another. It really is. What makes sense for that individual.

357

00:41:32.760 --> 00:41:37.469

Where they are in that process and what supports they need.

358

00:41:38.820 --> 00:41:42.960

I was working I was working with an individual and a.

359

00:41:42.960 --> 00:41:50.280

A staff person that happened to be there assisting the individual and was in that setting.

360

00:41:50.280 --> 00:42:03.599

Made the comment to to the effect he wished he'd had this type of a process when he was in high school. Uh, so it's, it makes sense for anyone. The process makes sense for.

361

00:42:03.599 --> 00:42:13.079

Anyone that's looking at job exploration and developing that road map, even though the system looks rigid, it is not rigid because career planning.

362

00:42:13.079 --> 00:42:21.030

Promotes individualization of it and I think that's an important point to make it. This is merely a framework.

363

00:42:21.030 --> 00:42:28.260

And provides consistency within the system and the, and those various stages, but that career planning.

364

00:42:28.260 --> 00:42:31.949

And all 4 aspects all 4 stages.

365

00:42:31.949 --> 00:42:37.710

Promotes individualization so it's built in there. Um.

366

00:42:37.710 --> 00:42:40.949

To make sure we promote an individual.

367

00:42:40.949 --> 00:42:44.099

Approach and totally needs driven.

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00:42:44.099 --> 00:42:56.940

All right, so now we want to do another quick, little reality check and we want to find out from you. So where do you struggle when coordinating those employment services?

369

00:42:56.940 --> 00:43:03.840

Is it in being able to identify individuals that have an interest and employment so.

370

00:43:03.840 --> 00:43:16.590

If we look at it, just having that that topic on the radar, having it on the table, uh, maybe it's identifying individuals who would benefit from waiver funding versus.

371

00:43:16.590 --> 00:43:25.079

When to go to, so, maybe that's where, you know, you feel like you might need some more support.

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00:43:25.079 --> 00:43:30.269

Um, is it identifying the specific employment supports that 1 requires.

373

00:43:30.269 --> 00:43:38.280

So, kind of I know somebody's interested in employment, but I don't know which service to start with career planning, provoke job development.

374

00:43:38.280 --> 00:43:43.829

What do I need to ask for? And how much do I need to ask of it? Um.

375

00:43:43.829 --> 00:43:56.969

Maybe, it's being able to describe those employment services. So, being able to have that conversation and present that information to an individual and their family so that they know what the options are or.

376

00:43:56.969 --> 00:44:04.230

Maybe where you struggles is with something else entirely, maybe it's in addressing some of the barriers.

377

00:44:04.230 --> 00:44:08.730

That person might have, whether it be transportation benefits.

378

00:44:08.730 --> 00:44:12.239

So, take a quick moment.

379

00:44:12.239 --> 00:44:25.110

To answer that you can select all that apply and if you select other, please put it in the chatbox what what you're thinking, what you struggle with what you could use more support with.

380

00:44:26.730 --> 00:44:33.030

sandy's, they're doing that. Just maybe a closing remark on my part is, I hope this has been helpful and.

381

00:44:33.030 --> 00:44:38.730

And a brought about a different perspective or awareness um.

382

00:44:38.730 --> 00:44:47.429

And even if the takeaway is to affect 1 consumer, within each of your case flows, I think we've, we've done a nice job today to.

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00:44:47.429 --> 00:44:52.260

Make some impact in the areas that you're all are involved with and.

384

00:44:52.260 --> 00:44:58.019

The areas of the state, so, even if we've impacted 1 person on your caseload today.

385

00:44:58.019 --> 00:45:01.289

I think that'd be tremendous. So.

386

00:45:01.289 --> 00:45:08.429

Again, feel free to email me if you would like, any follow up discussions or any more information that I can share with, you.

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00:45:08.429 --> 00:45:13.289

Don't hesitate to do that. Thanks, Chris.

388

00:45:13.289 --> 00:45:16.829

And all right, so the results are.

389

00:45:24.030 --> 00:45:36.869

Give me a 2nd, Sandy. That's okay. It looks like we got something in chat box so somebody pin the chat box, identifying those employment services. 1 requires, including the number of units. So kind of.

390

00:45:36.869 --> 00:45:40.440

Being able to identify those specific employment services.

391

00:45:40.440 --> 00:45:46.139

Um, and it seemed like that's where a lot of people well.

392

00:45:47.364 --> 00:45:53.635

Quite a few people that 9 of you indicated that that was an area that you struggle with,

393

00:45:54.235 --> 00:45:54.894

um,

394

00:45:55.195 --> 00:45:59.125

being able to identify those who would benefit from waiver funded,

395

00:45:59.125 --> 00:46:04.974

supports versus so knowing when to make that referral also is kind of.

396

00:46:05.550 --> 00:46:16.409

Um, that area, where you feel, you might need some support, uh, and quite a few people also mentioned, um, being able to describe those employment services.

397

00:46:17.610 --> 00:46:32.159

So, um, again, kind of what Chris mentioned earlier, hopefully, you've kind of picked up a little tip or strategy that you feel might be useful whether it's, um, taking advantage of.

398

00:46:32.159 --> 00:46:35.429

Something visual.

399

00:46:35.429 --> 00:46:39.360

To present to individuals, um.

400

00:46:39.360 --> 00:46:42.630

Another thing I would suggest is.

401

00:46:42.630 --> 00:46:43.284

You know,

402

00:46:43.585 --> 00:46:45.594

maybe reach out to service providers so,

403

00:46:45.594 --> 00:46:48.835

like Chris created those visuals that he uses,

404

00:46:49.224 --> 00:46:49.644

um,

405

00:46:49.675 --> 00:46:58.045

there may be other service providers that have created some visuals for being able to explain the employment services and and talk about them.

406

00:46:58.045 --> 00:47:03.534

So, um, reach out to some service providers in your area to see what they're using.

407

00:47:03.809 --> 00:47:09.420

And if they'd let you use something or even.

408

00:47:09.420 --> 00:47:16.050

Having a service provider coming and talking.

409

00:47:16.050 --> 00:47:21.090

Um, so is comments that we're seeing in the chat um.

410

00:47:22.260 --> 00:47:27.719

So, okay, 1 of the biggest barriers, when transportation's not provided.

411

00:47:27.719 --> 00:47:31.170

That's kind of shutting down the discussion right there.

412

00:47:31.170 --> 00:47:41.550

Um, families, you know, want to know that their their loved 1 is going to be able to get to and from work. Um, so kind of.

413

00:47:41.550 --> 00:47:45.059

How do we how do we talk about that?

414

00:47:45.059 --> 00:47:48.329

How do we help them? Navigate? Transportation?

415

00:47:48.329 --> 00:47:56.699

Sandy, you know, 1 thing I stress with consumers or those that I might be working with is.

416

00:47:56.699 --> 00:48:02.010

If we start at that basic block.

417

00:48:02.010 --> 00:48:09.659

Then, as we get closer down that road map, or even developing a starting point.

418

00:48:09.659 --> 00:48:13.170

Then we can start addressing the issues.

419

00:48:13.170 --> 00:48:24.239

That might come into play when looking at employment opportunities, but I really deemphasize in those that I'm working with if it should come up.

420

00:48:24.239 --> 00:48:27.449

I really deemphasize.

421

00:48:27.449 --> 00:48:31.590

Quote jobs or employment, so that we can really start.

422

00:48:31.590 --> 00:48:38.969

Developing those basic understandings, and that career planning stage and really give it integrity.

423

00:48:38.969 --> 00:48:43.710

Rather than not to dismiss those concerns.

424

00:48:43.710 --> 00:48:49.889

But I kind of try and set those aside so they don't tarnish what we're trying to do at those early stages.

425

00:48:49.889 --> 00:48:53.909

And then start working out those details when that.

426

00:48:53.909 --> 00:49:05.940

Time occurs so that that's not an early so that's not an early roadblock before we can start the process and really identify where the roadmap roadmap needs to take us.

427

00:49:05.940 --> 00:49:16.289

I tend to look at career planning is trying to identify not only someone's interest and abilities and what jobs intersect.

428

00:49:16.289 --> 00:49:21.750

With those interest and abilities, but also looking at those needed conditions and sometimes.

429

00:49:21.750 --> 00:49:31.860

Transportation might be something that fits in 22 condition and if you're talking about, you know, somebody whose parents work 9 to 5, and it's like, okay.

430

00:49:31.860 --> 00:49:35.730

I'm not going to be available to take them.

431

00:49:35.730 --> 00:49:40.500

To work to and from work during those hours.

432

00:49:40.500 --> 00:49:43.769

Then kind of looking at okay, what are we saying?

433

00:49:43.769 --> 00:49:46.800

Are we saying that they need to to start work.

434

00:49:46.800 --> 00:49:51.119

About the same time, mom or dad starts work so that they have a way.

435

00:49:51.119 --> 00:49:57.059

To work, and they're only having to worry about how to get home from work. Um.

436

00:49:57.059 --> 00:50:05.159

Are we talking about, you know, needing to have something that might be more affordable so, if somebody's having to, um.

437

00:50:05.159 --> 00:50:18.420

Use a cab to get to and from work or something like that and maybe it's gonna be a lot cheaper if it's within a 5 mile radius versus a 10 mile radius. So, knowing that, that might be a needed condition.

438

00:50:18.420 --> 00:50:31.260

Sandy, I see a couple over there, because I know our time is at a minimum here, but there are 2 over there. I wanted to because there are several on transportation and again, I would stress.

439

00:50:31.260 --> 00:50:36.750

Uh, that would come down the road to start looking at challenges that might come up and find solutions.

440

00:50:36.750 --> 00:50:40.289

In terms of needing to find a job right away.

441

00:50:40.289 --> 00:50:44.489

I think it again, it depends on where an individual is on the continuum.

442

00:50:44.489 --> 00:50:49.320

As to how much time we might spend on any 1 stage, and if we have that luxury.

443

00:50:49.320 --> 00:51:01.014

Of working through the process, as opposed to someone who needs a job and start assessing where that person might be on the continuum. Maybe prebook skills is where we jump in.

444

00:51:01.284 --> 00:51:06.175

And that person's ready to start exploring employment opportunities.

445

00:51:06.420 --> 00:51:14.639

What I stress and not to take away from that question whatsoever because that's a reality that that we face.

446

00:51:14.639 --> 00:51:23.099

Um, what I, I think it's important to stress where that person is again on that continuum.

447

00:51:23.099 --> 00:51:28.500

And not to get into an employment situation, and I've said this.

448

00:51:28.500 --> 00:51:32.130

And then in 2 weeks down the road, this is not a good fit for me or.

449

00:51:32.130 --> 00:51:35.159

Uh, I want to change jobs, so even though.

450

00:51:35.159 --> 00:51:40.139

It may be an immediate need and I get that whether financial or otherwise.

451

00:51:40.139 --> 00:51:43.679
What we try and prevent and want to prevent.

452
00:51:43.679 --> 00:51:49.710
Is front loading it to the point of making the best possible match we can.

453
00:51:49.710 --> 00:52:04.320
And building those business partnerships, so that we can and I know this is cliché, but setting that person up for success as much as we can. The other question is that I would want to hit really quick in terms of sharing it with parents. I think that's a great question. Glad.

454
00:52:04.320 --> 00:52:12.449
That you brought that up I do yes parent, Guardian, whoever is involved in that plane team meeting.

455
00:52:12.449 --> 00:52:22.170
Uh, in fact, a parent email, they want that 2 pager out to them, and they had it during a a remote planning meeting and.

456
00:52:22.170 --> 00:52:25.980
Uh, the parent held it up and she had it there and.

457
00:52:25.980 --> 00:52:32.309
Was looking at them and was even checking or identifying areas that she was very interested in.

458
00:52:32.309 --> 00:52:36.449
Uh, exploring and providing, so it's a great tool.

459
00:52:36.449 --> 00:52:40.800
Uh, regardless of what role anybody might have on that planning committee.

460
00:52:40.800 --> 00:52:45.269
To again, help with the awareness so that people are on the same page.

461
00:52:45.269 --> 00:52:48.989
And they have that basic understanding of what it represents.

462
00:52:48.989 --> 00:52:57.480

Again, so that educated decisions can be made in the best interest of that consumer and that's what it's all about. So, yes.

463

00:52:57.480 --> 00:53:03.480

I do share it whether in person in a planning committee meeting or email it in advance of.

464

00:53:03.864 --> 00:53:15.835

So that they can take a look at it again, working in partnership with the support coordinator. So that again, we're on the same team. And I don't want to take away from that support coordinators, role whatsoever.

465

00:53:16.315 --> 00:53:20.244

Uh, we're provider and I'm there to assist and facilitate, but.

466

00:53:20.519 --> 00:53:25.019

Respectful of the roles that everyone on that team has and.

467

00:53:25.019 --> 00:53:29.369

Again, it's not my decision, but I want to make sure people have.

468

00:53:29.369 --> 00:53:32.369

A good understanding of what it what it represents.

469

00:53:32.369 --> 00:53:37.619

Another 1 of the comments in the chat box was about the timing.

470

00:53:37.619 --> 00:53:48.630

Being an issue, and specifically, you know, waiting go through the process when the person needs to find a a job right away. Um, which I think kind of goes to.

471

00:53:48.630 --> 00:53:57.329

Another issue, you know, somebody needs that income. They're wanting to get a job right now and you're like, wait, let's do career planning. 1st. Um.

472

00:53:57.329 --> 00:54:02.460

And sometimes individuals are like, no, I want to get a job right now. Um.

473

00:54:02.635 --> 00:54:13.885

But, you know, 1 of the things that I want to stress here, the division has put out some information that allows us to be a little bit more proactive with employment.

474

00:54:14.485 --> 00:54:20.005

A lot of times support queries are used to not requesting a service until it's a neat.

475

00:54:20.755 --> 00:54:35.155

So, you know, it's like, I'm not going to request support employment when the person's still in career planning, because we don't have a job yet but the division has put out some, some guidance that allows us to be a little bit more proactive with employment.

476

00:54:35.545 --> 00:54:37.585

So, when we know somebody is.

477

00:54:37.860 --> 00:54:40.045

Is using employment services,

478

00:54:40.045 --> 00:54:41.844

maybe they're starting with that career planning,

479

00:54:41.873 --> 00:54:45.085

or they're working on Pre vocational they're working on skills,

480

00:54:45.445 --> 00:54:49.885

but we know there's that interest in employment we can be proactive and we can say,

481

00:54:49.885 --> 00:54:50.275

hey,

482

00:54:50.275 --> 00:54:59.244

we're gonna also request some support employment in case in the event they get offered a job during that career planning,

483

00:54:59.304 --> 00:55:03.864

or during that Pre vocational service so that we're not having to.

484

00:55:04.170 --> 00:55:09.210

Delay that support, we're not having to wait to then go.

485

00:55:09.210 --> 00:55:16.440

Amend the isb get it through the process and get those services started because we know a lot of times.

486

00:55:16.440 --> 00:55:21.119

It doesn't work out too well, when there's a delay.

487

00:55:21.119 --> 00:55:24.659

So just letting you guys know that.

488

00:55:24.659 --> 00:55:28.500

We can be a little proactive with the employment services.

489

00:55:29.094 --> 00:55:43.014

So, moving forward, just a reminder. We do this on the 2nd, Wednesday of every month. So, November 10th will be our next 1 and of course, December and January 12. so, 130 to 230.

490

00:55:45.715 --> 00:55:59.545

And as always at the end, please take a minute or 2 to complete that survey, that survey is so critical in helping me to plan the future topics.

491

00:55:59.574 --> 00:56:03.534

And what makes sense for you guys what you need to hear more of.

492

00:56:04.980 --> 00:56:18.474

So my contact information, if you need to reach out to me, so, my phone number 6369061229 and my email is Sandy that Kaiser and that is spelled K. E. Y. S. E. R. at Mo dot. Gov.

493

00:56:24.599 --> 00:56:28.110

Um, and again.

494

00:56:28.110 --> 00:56:32.849

A great, big, huge shout out. Thank you.

495

00:56:32.849 --> 00:56:42.989

To all of you for participating and to Chris for, uh, being our guest speaker and walking us through how nervous center of the Ozarks um.

496

00:56:42.989 --> 00:56:46.889

Is helping to coordinate employment support, so.

497

00:56:46.889 --> 00:56:50.280

Oh, you all have a wonderful day.

498

00:56:50.280 --> 00:56:53.880

And I hope to see you next month.

499

00:56:53.880 --> 00:56:57.443

Thank you thank you all Thank you.