



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

Champions of Employment

Testing Our Knowledge



Promoting Employment First

Who's in the Audience?



Poll Question #1

What is your role?

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

Today's Focus



Providing us a fun way to check our own understanding of the employment service definitions, policies, and guidance.

At the end of today's webinar, participants should:

- Feel more confident in how they coordinate employment supports
 - Including having a greater understanding of how to take a more proactive approach
- Be more familiar with the Division's policies, guidance, and employment service definitions

1st Scenario



I've got a 10 year old on my caseload. She has a Traumatic Brain Injury (TBI) that she received as a result of abuse. She struggles with remembering things & controlling her emotions. She is in foster care & receives counseling. In school, she receives her education in a self-contained classroom and has a behavior support plan. She also receives OT, PT, & Speech/Language Therapy.

What kinds of information should I be capturing in the Daily Life and Employment section of her ISP?

Answer...



According to our ISP Guide, ISPs must reflect supports and actions that will be taken to improve employment and post-secondary outcomes for school age children under the age of 16.

For those under the age of 16, it is important to:

- Discuss self-determination skills, social and other “soft” skills needed for success
- Explore interests, aptitude, abilities, and understand adult roles
- Assist the individual in learning about available work and career opportunities
- Expand and build social capital (community connections/business leaders)
- Participate in monitored early work experiences such as volunteering, job shadowing, and community service
- Develop, improve, and practice independent living skills

2nd Scenario



I have an individual who is not sure he wants to leave the sheltered workshop. He has been working there for 5 years & really likes it there. All of his friends work there as well. But he keeps talking about how he wants to earn more money. He has an uncle that is a mechanic. And he keeps talking about how he wants to work in a garage, like his uncle.

Is there an employment service I should be requesting for him?

Answer...

YES, Career Planning (T2019)



According to Provider Bulletin #9, if it is unknown if an individual is able to prepare, secure, retain or regain competitive employment **and** still exploring if competitive integrated employment is aligned with that person's abilities and capabilities, then Career Planning (T2019) can be authorized without a referral to VR.

Are there any other employment services I could, and maybe should, be requesting as well?

Answer...



Yes, Supported Employment (H2023)

According to the Division's Employment Support Coordination for HCBS Technical Assistance and Guidance, up to 480 units of Supported Employment (H2023) can be concurrently authorized, when an individual has Career Planning (T2019) authorized, in the event the individual is offered employment as part of the activities coordinated in Career Planning.

3rd Scenario



I have a 22 year old, who just finished Discovery & Exploration with VR. Unfortunately, it was decided that this individual was not ready for Job Development with VR. He is now being told that he can work in a sheltered workshop or volunteer.

Are there any employment services we can offer him?

Answer...YES



According to our service definitions, we can authorize employment supports when an individual is unable to access VR funded supports.

Which service(s) you request may depend on several different factors:

- Does this person want a paid job now?
- Could this person learn those needed skills while also earning a paycheck?
- Do we feel we have enough information to truly determine what type of job really matches this person's interests, abilities, and needed conditions?

Which service(s) would you request?

Continuing the answer...

- Career Planning (T2019) can be requested if we feel we need more information to really help that person find a job that would match his/her interests, abilities, and needed conditions
- Prevocational Services (H2025) could be requested to work on refining those skills identified during Discovery & Exploration as needing more work
- Job Development (H0038) could be requested to help this individual find that job that would allow him/her to work on those skills while earning a paycheck
- Supported Employment (H2023) can also be requested to help provide the support this person will need once employment has been secured.

Do I have to start with one service first before requesting the next? Or can I just request all of the needed services?

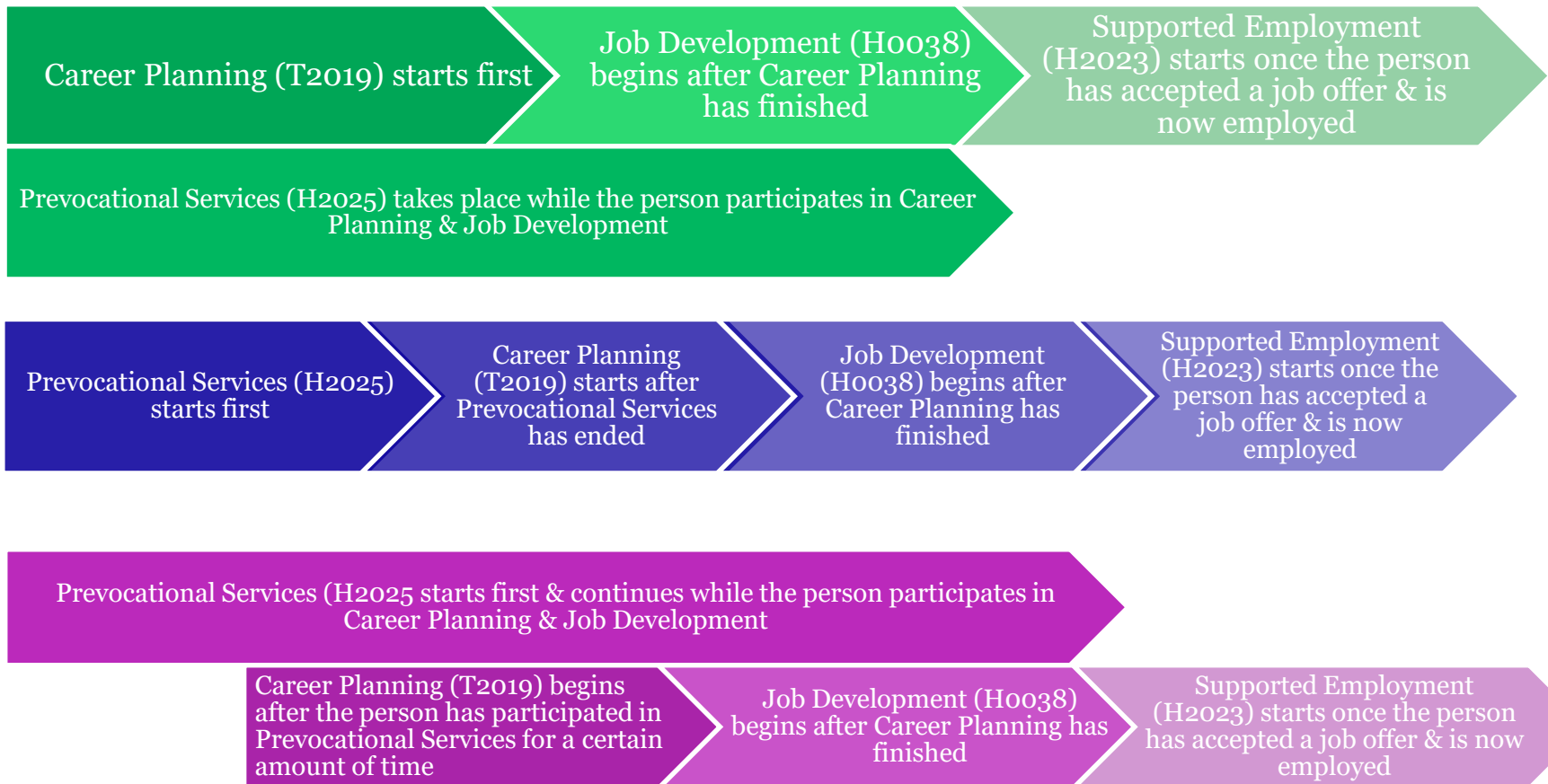
Answer...

According to the Division's Employment Support Coordination for HCBS Technical Assistance and Guidance, the ability to authorize anticipated services for employment needs is an accepted and encouraged practice. Support Coordinators can coordinate and authorize multiple employment supports in advance of actual need. Employment services are designed to support a continuum of support needs. Services can be authorized concurrently to eliminate unnecessary gaps in service delivery and potential impact of accepting a job offer.

But how would that look?

Answer...

Again, that will probably depend on several different factors. Here are just a few examples of how services could be utilized:



Where Can I Learn More?



- ISP Guide: <https://dmh.mo.gov/developmental-disabilities/manuals>
- Provider Bulletin #9: <https://dmh.mo.gov/sites/dmh/files/media/pdf/2019/05/providerbulletin-9-1.pdf>
- Employment Support Coordination for HCBS Technical Assistance and Guidance: <https://dmh.mo.gov/sites/dmh/files/media/file/2018/12/employmentsupportcoordinationfortcbs.pdf>
- Employment Service Definitions: https://manuals.momed.com/collections/collection_dmh/print.pdf

What if I Still Need More Help?



Employment First Missouri

What is Employment First Missouri?

Employment First Missouri is an initiative of the Missouri Department of Mental Health, Division of Developmental Disabilities (DD) to advance employment for individuals with intellectual and developmental disabilities. Employment First Missouri works with service providers and Targeted Case Managers (TCMs) to expand their capacity to support individuals to be successful in obtaining and maintaining employment in the community, in support of [Missouri's Employment First Policy](#).



What services are available from Employment First Missouri?

Services available to service providers and TCMs, include:

- **Technical Assistance:** Consulting services that provide targeted support to assist your organization to increase its skills and capacity in helping individuals with intellectual and developmental disabilities to become successfully employed.
- **Training:** Training on a full range of best practices on employment of individuals with disabilities.
- **Mentoring:** Providing mentoring and coaching to staff as part of DD staff development requirements.
- **Community of Practice:** Topical presentations and peer-to-peer discussions to promote mutual learning on expanding integrated employment and community integration.

More Help (cont'd)



Services are provided at no charge to service providers and TCMs, by staff of the Institute for Community Inclusion, a national organization focused on advancement of employment and community inclusion for people with disabilities.

To learn more about Employment First Missouri and services available, please contact:

- *Albany, Kansas City, Springfield, Joplin regions:*
NICK HOLZ, Training Associate - Nicholas.Holz@umb.edu
- *Hannibal, Kirksville, Rolla, Central Missouri regions:*
JESSI KEENOY, Training Associate - Jessica.Keenoy@umb.edu
- *St. Louis Regional, Sikeston, Poplar Bluff regions:*
LESLIE QUARLES, Training Associate – Leslie.Quarles@umb.edu

www.employmentfirstmo.org

Save the Dates



Champions of Employment Webinars
2nd Wednesday of each month

1:30 – 2:30

January 11th

February 8th

March 8th

**Please note there will be no Champions of Employment
webinar scheduled for December 2022**

Don't Forget



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

Reach Out Anytime



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THANK YOU!