

Implementing Customized Employment Webinar #5

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MISSOURI EMPLOYMENT FIRST STATE LEADERSHIP
MENTORING PROJECT

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Objectives

Participants will be able to:

- Discuss strategies for getting CE started in their agency
- Discuss strategies for staying on track
- Learn from an Employment Specialist who recently received training and mentoring.
- Hear from State Representatives how they envision Customized Employment rolling out in Missouri.

Strategies for Getting Started

- Start small and learn the process well.
- Collaborate with others.
- Ensure support at all levels.

Start Small & Learn the Process

- Identify a small number of job seekers to start
- Allow time for Employment Specialists to learn the process
- Make a plan, but be flexible
- Use resources you have available to you
- Technical assistance recommended



Collaborate with Others

Build a Team of Support (within or across agencies)

- Community Action Teams
- Communities of Practice

Continuous Learning Opportunities

- ACRE – 40 hour training leading to certificate
- LEAD Center www.leadcenter.org



Ensure Support at all Levels

- CEO, board members, mid-level management, employment specialists all need to understand and support Customized Employment.
- Policy, funding, staffing patterns, etc. may all need to change.
- Process for helping job seekers and families understand CE.



Staying on Track

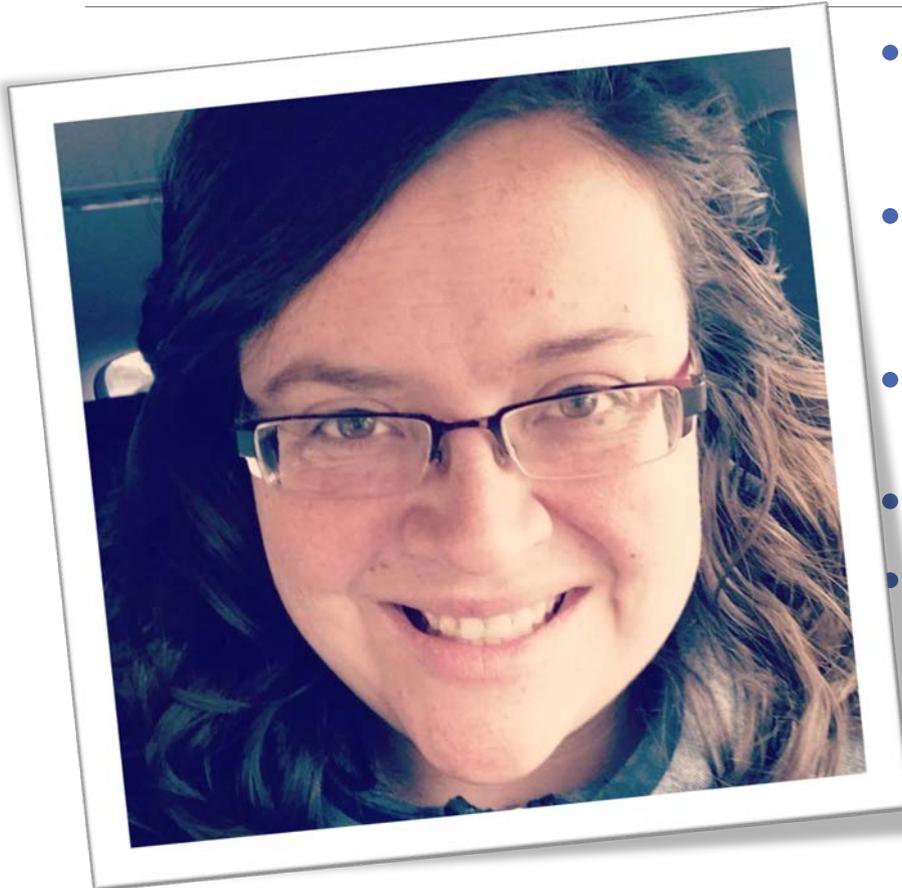
- Implement CE with fidelity
 - Let the Discovery Staging Record guide you
 - Discovery Fidelity Scale (under development)
- Set goals. Examples:
 - Length of time to complete discovery
 - Length of time from discovery to job placement
- Periodic review of implementation – How are we doing?



Speaking From Experience

SARAH STAFFORD, EMPLOYMENT COORDINATOR
BLUE HERON SUPPORT SERVICES ASSOCIATION

Who Am I?



- I am the employment coordinator at Blue Heron Support Services Association
 - I am a graduate of Bow Valley College. I have my Diploma in Disability studies.
 - I have worked in the field for 14 years.
 - I have an uncle with a disability
 - My mother was a Employment Specialist
- I have been Part of the Customized Employment project for the Past 3 years

The Training – Sarah's Prospective

Four Day Classroom
Training



Technical Assistance

Once a month
site visits with
the instructor.



The Only Limits
are the ones that
we put in place!

- *Denise R.*

What BHSSA was doing BEFORE and AFTER Customized Employment

Before:

Vocational Evaluation

Resume development

Interview practice

Responding to posted jobs
(Want Ads, Craig's List, etc.)

Applications and Interviews

After:

Discovery

Profiles. May include portfolios,
picture or video resumes

Informational Interviews/connections

Match skills and employer needs

Employment Proposals

Roadblocks I have come up against:

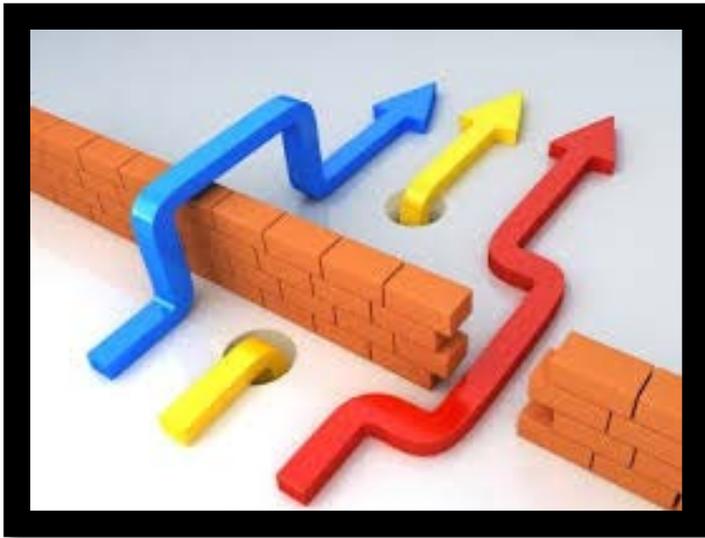
Myself

Co-workers

Employers



Overcoming Roadblocks



Believe, trust, and follow the process!

Keep an open mind!

Don't let fear hold you back!

Find allies! One person at a time!

Let results advertise for you!

When Someone Says They Cant Do That

Why or Why
Not?



My Technical Assistance Partner - Wayne



Advantage.....Maybe?????

When I started this customized employment project with Wayne. I had already worked with him for awhile!

I found it VERY IMPORTANT to go through the whole process. I found very useful information!!

Discovery

Movies

- Wayne loves movies
- How to use this to my advantage

What did I learn from this ?

- Likes animals
- Likes helping people
- Likes an adrenaline rush
- Remembers where things go

Other Discovery Activities



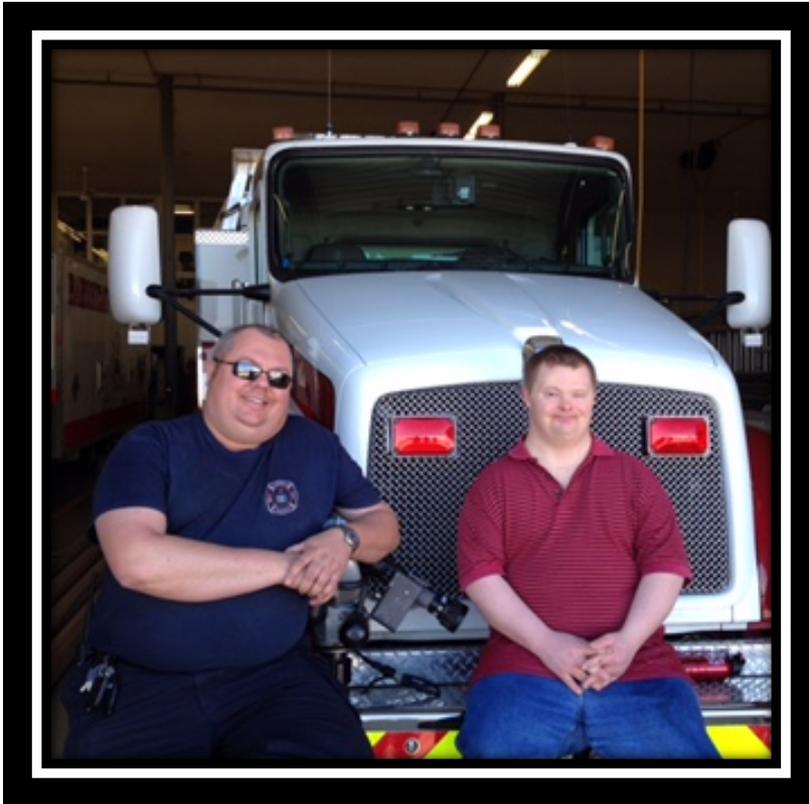
Themes Started to Emerge



Nature
Helping people
Adrenaline



Take Lots of Pictures!



For use in:

- Portfolios
- Employer Proposals
- Helping job seekers share their story
- Sharing Successes – conference presentations, sharing with funders & others.

Part of a Team!



Wayne in Action!



Wayne two years later

Lost 80 plus pounds

No longer has hip trouble

Confidence has grown

Naturally supported on the work site 80% of the time

Has gone out on some fire calls

Learning new tasks

Taking on more responsibility

Taken people's first aid

Helped in saving a friend from choking

Future Directions

- Spreading the word through conference presentations
- Attending Rendezvous
- Talking with Alberta government officials
- Working with specific disabilities groups (Fetal Alcohol Syndrome Disorder, School Districts, Inclusion Alberta, Alberta Council for Disability Services)

State Agency Perspectives on Implementing CE

Duane Shumate, Division of Developmental Disabilities

Bianca Farr, Division of Behavioral Health

Rebecca Maynard, Vocational Rehabilitation

Michael St Julien , Rehabilitation Services for the Blind

Kristin Funk, Division of Workforce Development Services

Discussion

- How likely are you to implement CE within your agency?
- What would be helpful in getting started/staying on track?
- What would you like from the Missouri Employment First Leadership team?

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