

WEBVTT

1 "Sandy Keyser" (390744320)
00:00:00.000 --> 00:00:13.769

All right good afternoon. Everyone my name is Sandy Kaiser. I am 1 of the employment 1st specialist for the division of developmental disabilities and today you're joining us for the champions of employment.

2 "Sandy Keyser" (390744320)
00:00:13.769 --> 00:00:20.310

What is employment? 1st so, um, I'm excited about today's presentation.

3 "Sandy Keyser" (390744320)
00:00:20.310 --> 00:00:33.235

So before we get started, we just like to do a real quick little pulse and see who's in the audience. So, you'll have about 1 minute. Um, let us know. Are you a support coordinator? Are you a service provider?

4 "Sandy Keyser" (390744320)
00:00:33.505 --> 00:00:35.845

Are you a regional office employee?

5 "Sandy Keyser" (390744320)
00:00:36.625 --> 00:00:48.475

Possibly a URL chair, maybe your tack regional office director, something like that. Maybe you work for a different state office, vocational rehabilitation.

6 "Sandy Keyser" (390744320)
00:00:49.015 --> 00:00:55.405

Maybe you are for rehab services for the blind, or maybe our behavioral health side. You're at DMA.

7 "Sandy Keyser" (390744320)
00:00:56.850 --> 00:01:06.060

Maybe you're an individual or a family member or some other role. So please when that poll comes up here here we go. You've got 1 minute.

8 "Sandy Keyser" (390744320)
00:01:06.265 --> 00:01:07.645

Let us know what your role is.

9 "Sandy Keyser" (390744320)
00:02:03.235 --> 00:02:03.445

Hello.

10 "Sandy Keyser" (390744320)
00:02:03.750 --> 00:02:09.240

All right sorry Time's up. And then cat will let us know the results here in a 2nd.

11 "Sandy Keyser" (390744320)
00:02:10.405 --> 00:02:16.435

And it looks like we have a good many that our support printers. We have some service providers.

12 "Sandy Keyser" (390744320)
00:02:16.435 --> 00:02:28.165

Joining us there are a few regional office employees, and it looks like, um, we might have 1 or 2 individual family members, other state employees, and some others.

13 "Sandy Keyser" (390744320)
00:02:28.165 --> 00:02:39.235

So, welcome glad you could join us and we hope you get something out of today's topic. Today's topic is all good about all going to be about.

14 "Sandy Keyser" (390744320)
00:02:39.240 --> 00:02:42.390

Employment 1st really understanding what employment.

15 "Sandy Keyser" (390744320)
00:02:42.390 --> 00:02:56.790

1st means and seeing it through the lens of some different perspectives. So I've invited 4 wonderful ladies to join me. So, Kim, who was a director of support coordination for county connections?

16 "Sandy Keyser" (390744320)
00:02:56.790 --> 00:03:02.760

Candice Cunningham, who is a self advocate and also works for you M, Casey's is to you for human development.

17 "Sandy Keyser" (390744320)
00:03:03.265 --> 00:03:10.285

Ellen fern is a parent and Cassidy job also is apparent, but it has 2 other roles too.

18 "Sandy Keyser" (390744320)
00:03:10.285 --> 00:03:24.925

She is the president of our chapter and if you don't know what apci stands for, it stands for association of people supporting employment. 1st, and she is also the executive director of summit future foundation 1 of our service providers.

19 "Sandy Keyser" (390744320)
00:03:25.105 --> 00:03:32.755

So ladies, I'm going to stop for a minute and let each of you kind of introduce yourselves, provide any additional background information.

20 "Sandy Keyser" (390744320)
00:03:32.760 --> 00:03:35.160

If you think that others might.

21 "Sandy Keyser" (390744320)
00:03:35.160 --> 00:03:40.620

I want to know about you, so we'll, we'll start with Tim and we'll just kind of go down the list.

22 "Kim Buckman" (4014176000)
00:03:41.640 --> 00:03:48.780

I am Kim, as Sandy said with county connections. We are support coordination agency up in the northeast corner of Missouri.

23 "Kim Buckman" (4014176000)
00:03:48.780 --> 00:04:00.475

Supporting 8, counties employment is, uh, an initiative for our organization and has been for several years. Um, my background prior to support coordination was working in supported employment.

24 "Kim Buckman" (4014176000)
00:04:00.805 --> 00:04:07.675

So something that I'm still very passionate about, and excited for opportunities like this. So, thanks for letting me on here, Sandy.

25 "Candace Cunningham" (2522745600)
00:04:11.850 --> 00:04:25.495

Is your next on the list? Hi, everyone my name is Candace. I mean, like Sandy said, I always jump advocate and we'll get you and Katie into Super human development.

26 "Candace Cunningham" (2522745600)
00:04:25.825 --> 00:04:35.245

I am also on the board of more apathy and also on the board of Southern feasible. Kathy Jovan.

27 "Candace Cunningham" (2522745600)
00:04:35.909 --> 00:04:39.119

I'm just awesome.

28 "Sandy Keyser" (390744320)
00:04:42.479 --> 00:04:49.139

And can correct me if I'm wrong, but you are also on people. 1st correct.

29 "Candace Cunningham" (2522745600)
00:04:49.139 --> 00:04:53.009

I am not on it. I just work with them.

30 "Sandy Keyser" (390744320)
00:04:53.009 --> 00:05:00.929

Okay, you just help facilitate. Okay. All right. Okay, so I take that back. Thank you for that correction.

31 "Ellen Fern" (4116309248)
00:05:05.964 --> 00:05:17.124

I have my name is Ellen and I'm the excuse me? The mom, my daughter is pervasive development disorder more on a serious side.

32 "Ellen Fern" (4116309248)
00:05:17.429 --> 00:05:27.149

He's 23 years old, so I'm going through the process of a community waiver so that I can get her some supported employment.

33 "Ellen Fern" (4116309248)
00:05:27.149 --> 00:05:34.289
Unless she could be independent. Awesome and Cassidy.

34 "Cassidi Jobe" (1728960256)
00:05:34.289 --> 00:05:37.469
Afternoon everyone my name is Cassie job.

35 "Cassidi Jobe" (1728960256)
00:05:37.469 --> 00:05:41.969
As Sandy shared, I wear a lot of different hats. Um, I have been.

36 "Cassidi Jobe" (1728960256)
00:05:41.969 --> 00:05:47.789
Actively involved in the disability advocacy community for about 15 years. Now.

37 "Cassidi Jobe" (1728960256)
00:05:47.789 --> 00:05:56.639
I have 2 teenage boys who are on the autism spectrum and that of the mother is the most important role that I play. Um, I am also the.

38 "Cassidi Jobe" (1728960256)
00:05:56.639 --> 00:06:10.949
Founder of or 1 of the founders of summit future foundation, and I have had the opportunity to serve on the board for several years. Now. Um, I actually learned about employment 1st, um, when I was participating in an advocacy training.

39 "Cassidi Jobe" (1728960256)
00:06:10.949 --> 00:06:17.939
Called partners and policy making, and it very quickly became something that was near and dear to my heart because as a parent.

40 "Cassidi Jobe" (1728960256)
00:06:17.939 --> 00:06:26.339
I was exploring what life looks like for adults who have developmental differences and the opportunities that I saw. Um.

41 "Cassidi Jobe" (1728960256)
00:06:27.084 --> 00:06:35.784
Weren't super exciting and the idea of employment 1st really just ring true. To me. Um, something else is, I would like to agree with canvas that she is awesome.

42 "Cassidi Jobe" (1728960256)
00:06:35.904 --> 00:06:48.384
Um, canvas is a very strong advocate in somebody who I have the opportunity to work with in a lot of different capacities and she's taught me a lot about, um, employment 1st, and just a lot of different advocacy movement's happening across the state.

43 "Sandy Keyser" (390744320)

00:06:52.824 --> 00:07:01.764

All right, thank you and just real quick. I am seeing a comment in the chat that, uh, some of us are extremely hard to hear.

44 "Sandy Keyser" (390744320)

00:07:02.034 --> 00:07:08.634

Um, so just a reminder, make sure we are really projecting our voices and, uh.

45 "Sandy Keyser" (390744320)

00:07:08.999 --> 00:07:14.099

Trying to make it so that everybody is able to get something out of this.

46 "Sandy Keyser" (390744320)

00:07:14.099 --> 00:07:26.274

So, uh, we have another quick, little pulse check here, uh, so just kind of trying to gauge where everybody is in their own personal beliefs.

47 "Sandy Keyser" (390744320)

00:07:26.694 --> 00:07:40.644

So, we want you to rate how much you agree with the following statement that all individuals regardless of disability are capable of working. So, you know, 1st, choice is 100%.

48 "Sandy Keyser" (390744320)

00:07:40.644 --> 00:07:43.914

There's not 1 person who. person who

49 "Sandy Keyser" (390744320)

00:07:44.099 --> 00:07:50.129

In at work, or 1 type of disability that would make work impossible for anybody. Um.

50 "Sandy Keyser" (390744320)

00:07:50.129 --> 00:07:59.369

Number 2 might be. I, I believe it mostly. Um, but there are a few people I've encountered whose disabilities make employment.

51 "Sandy Keyser" (390744320)

00:07:59.369 --> 00:08:05.369

Pretty difficult, you know, um, then that 3rd choice might be. Okay. Yeah.

52 "Sandy Keyser" (390744320)

00:08:05.369 --> 00:08:13.799

I believe employment is possible for a lot of individuals, but I know there are a few disabilities out there that.

53 "Sandy Keyser" (390744320)

00:08:13.799 --> 00:08:22.289

Employment just impossible for and then that 4th option is I really want to, but my own personal experience.

54 "Sandy Keyser" (390744320)

00:08:22.289 --> 00:08:33.809

I've seen quite a few on my caseload who have been deemed incapable of working. So you've got 1 minute to let us know where you are. And if those answers don't kind of.

55 "Sandy Keyser" (390744320)

00:08:33.809 --> 00:08:39.629

Describe where you are personally pick the 1 that comes the closest.

56 "Sandy Keyser" (390744320)

00:08:40.194 --> 00:08:40.644

So,

57 "Sandy Keyser" (390744320)

00:08:49.554 --> 00:08:59.244

and you may have to scroll a little bit if it's not showing up all the options on your screen. So just an there, you might have to do some scrolling.

58 "Sandy Keyser" (390744320)

00:09:33.144 --> 00:09:33.774

Okay.

59 "Sandy Keyser" (390744320)

00:09:34.109 --> 00:09:36.629

We'll get the results here in a 2nd.

60 "Sandy Keyser" (390744320)

00:09:37.524 --> 00:09:52.314

All right, so it seems like just a little bit less than half kind of pick that 2nd answer saying mostly but there are few individuals whose disabilities have made employment. Extremely difficult.

61 "Sandy Keyser" (390744320)

00:09:53.604 --> 00:09:56.154

There's the 2nd, most.

62 "Sandy Keyser" (390744320)

00:09:58.674 --> 00:10:09.504

Perfect choice was for a lot of individuals employment is possible, but there are some disabilities that make employment impossible and then we had a few people kind of say, hey,

63 "Sandy Keyser" (390744320)

00:10:10.044 --> 00:10:22.314

100% all in not 1 person on my caseload who can't work or 1 type of disability that cannot work, you know, it's all there so exciting to see that mix. So hopefully. so hopefully

64 "Sandy Keyser" (390744320)

00:10:22.619 --> 00:10:36.089

Everybody will come away with a something fresh, something new to take away today. So we're going to get in here and we're going to start with our question for our panelists. So.

65 "Sandy Keyser" (390744320)
00:10:36.089 --> 00:10:50.459

What does employment 1st mean to you? And I'm going to start with, uh, the last person that was on that list. So Cassidy go ahead. You can start us off. What does employment 1st mean to you.

66 "Cassidi Jobe" (1728960256)
00:10:52.889 --> 00:11:05.369

I kind of I already shared a little bit about what employment 1st means to me personally. Um, but professionally employment 1st means people with developmental disabilities, have the opportunity to explore.

67 "Cassidi Jobe" (1728960256)
00:11:05.369 --> 00:11:08.459

Employment opportunities in a variety of settings.

68 "Cassidi Jobe" (1728960256)
00:11:08.459 --> 00:11:15.059

And received the supports that they need for comprehensive work based learning experiences.

69 "Cassidi Jobe" (1728960256)
00:11:15.059 --> 00:11:22.169

1st, before they begin to explore employment in more restrictive or segregated settings.

70 "Sandy Keyser" (390744320)
00:11:23.849 --> 00:11:29.999

Right. I'm going to jump to you. What does employment 1st mean to you?

71 "Kim Buckman" (4014176000)
00:11:29.999 --> 00:11:37.529

So, I grew up, um, that employment was always an expectation. And so to me, um, employment.

72 "Kim Buckman" (4014176000)
00:11:37.529 --> 00:11:50.004

Is an expectation and that people have all people have the right to work and as support coordinators and coming from our role. I really feel like it's our responsibility to help facilitate and promote that as an expectation.

73 "Kim Buckman" (4014176000)
00:11:50.334 --> 00:12:02.994

And as a means of meeting individuals needs, um, giving them that as a choice, um, versus maybe more restrictive or other types of supports to meet that need. Um, so I feel like that should be always part of the conversation.

74 "Kim Buckman" (4014176000)
00:12:03.114 --> 00:12:06.954

Um, and that we have that responsibility to start that conversation.

75 "Sandy Keyser" (390744320)
00:12:09.749 --> 00:12:14.759
All right now I'm going to switch to canvas. What does employment 1st mean to you?

76 "Candace Cunningham" (2522745600)
00:12:14.759 --> 00:12:27.599
1st ring to me is knowing that people with a disability has a source of finding a job within the community, um, if they choose to.

77 "Candace Cunningham" (2522745600)
00:12:27.599 --> 00:12:33.359
Making the same amount, and we'll include it like anyone else in the workbooks.

78 "Sandy Keyser" (390744320)
00:12:35.849 --> 00:12:41.129
Right and Alan wrapping us up. What does employment 1st mean to you?

79 "Ellen Fern" (4116309248)
00:12:41.129 --> 00:12:50.669
Well, my daughter's 23 and she's very smart, not super sociable, unless you can give her something.

80 "Ellen Fern" (4116309248)
00:12:50.669 --> 00:12:57.324
But I think that she is wasting her time at home. She's like an early retirement.

81 "Ellen Fern" (4116309248)
00:12:57.324 --> 00:13:11.514
She does music, she does art, she runs around, but, uh, since she did swept in high school, and she had supervised work, like a good well, she did very well for 4 hours a day.

82 "Ellen Fern" (4116309248)
00:13:11.634 --> 00:13:20.664
And I think she had a good time. That's what I want for her is to have the dignity and the pride that goes along with working.

83 "Ellen Fern" (4116309248)
00:13:20.669 --> 00:13:21.449
Like.

84 "Ellen Fern" (4116309248)
00:13:21.449 --> 00:13:26.759
Dad and mom and siblings, so that's why it's important to me.

85 "Sandy Keyser" (390744320)
00:13:29.249 --> 00:13:40.559
Everyone participant, you'll notice I've got some talking points here on the slide and most of these presenters I talked to prior to us.

86 "Sandy Keyser" (390744320)

00:13:40.559 --> 00:13:44.459
Getting this events, um, put together.

87 "Sandy Keyser" (390744320)
00:13:44.459 --> 00:13:57.774
And just kind of touching base with them asking them the same questions that I'm asking them today and I captured some of the talking points that I heard from them as well as some others are employment.

88 "Sandy Keyser" (390744320)
00:13:57.774 --> 00:14:10.374
1st, Missouri team, for example, and, you know, some of the common things I heard from speaker to speaker employment is in a competitive integrated study is really an intrinsic. Right?

89 "Sandy Keyser" (390744320)
00:14:10.404 --> 00:14:13.224
And even in some respects a responsibility.

90 "Sandy Keyser" (390744320)
00:14:14.459 --> 00:14:20.519
You think about it we all grew up with the expectation. Hey, you're going to you got to support yourself somehow.

91 "Sandy Keyser" (390744320)
00:14:20.519 --> 00:14:23.849
You're going to go into work, so.

92 "Sandy Keyser" (390744320)
00:14:23.849 --> 00:14:28.859
That, you know, as support printers.

93 "Sandy Keyser" (390744320)
00:14:28.859 --> 00:14:39.869
Really we should be saying employment as an expectation of responsibility. Um, but 1 of the things that really kind of resonated with me is that employment 1st is about.

94 "Sandy Keyser" (390744320)
00:14:40.044 --> 00:14:54.054
Equity, it's about treating people with disabilities the same as all of us. You know, again, as I mentioned, most of us grew up with the expectation that we were going to have to enter the workforce that we were going to have to support ourselves somehow.

95 "Sandy Keyser" (390744320)
00:14:54.354 --> 00:15:06.444
And are we sending the same message to people with disability? Are we giving them the same opportunities to have the same experiences? Same options and choices as we've had?

96 "Sandy Keyser" (390744320)
00:15:07.044 --> 00:15:09.804
Um, and then it's also encouraging it.

97 "Sandy Keyser" (390744320)
00:15:09.869 --> 00:15:17.399
You know, knowing that we had this employment 1st policy, and that we have employment services that the division can offer.

98 "Sandy Keyser" (390744320)
00:15:17.399 --> 00:15:28.439
It's basically saying there is support available to those who need it. Um, and it's a matter of just coordinating that support. So.

99 "Sandy Keyser" (390744320)
00:15:28.439 --> 00:15:35.669
Um, I did mention this was going to be interactive, so now to all of you participating.

100 "Sandy Keyser" (390744320)
00:15:35.669 --> 00:15:41.309
We want to hear from you, what does employment 1st mean to you so.

101 "Sandy Keyser" (390744320)
00:15:41.309 --> 00:15:50.609
Unfortunately, you guys are all muted, you're not going to be able to come off mute so you're going to have to put it in the chat box and for those of you who are unfamiliar.

102 "Sandy Keyser" (390744320)
00:15:50.609 --> 00:15:58.289
How I like to run this I don't move on until I get at least 1 or 2 comments in the chat box. So.

103 "Sandy Keyser" (390744320)
00:16:02.819 --> 00:16:14.664
And I do see a comment already, somebody said they have a son living at home who has some mental challenges uh, he tried working in a community workshop, but could not handle it.

104 "Sandy Keyser" (390744320)
00:16:14.694 --> 00:16:20.064
And now, at times a day half and I remember talking to somebody.

105 "Sandy Keyser" (390744320)
00:16:20.459 --> 00:16:31.074
Prior to this event and was kind of asked, okay, so my child gets help getting a job, and it doesn't work out for whatever reason. Then what?

106 "Sandy Keyser" (390744320)
00:16:31.494 --> 00:16:43.104
And my response to this person was what happens with the rest of us we go onto the next job. We look at it. We, we assess. Okay what went wrong? Was it not a good match for us?

107 "Sandy Keyser" (390744320)
00:16:43.404 --> 00:16:50.244

So, was it we tried to put ourselves in a job that we really didn't like, did we find out something like.

108 "Sandy Keyser" (390744320)

00:16:50.459 --> 00:17:02.549

Who I really need to go get these kind of supports or, you know, the way the support was offered didn't really provide me with what I need. So you assess what went wrong.

109 "Sandy Keyser" (390744320)

00:17:02.549 --> 00:17:12.179

And then you go on to the next learning experience, and I'm seeing some more. Okay. Competitive and inclusive employment. Oh, wait a minute.

Okay.

110 "Sandy Keyser" (390744320)

00:17:12.654 --> 00:17:23.754

Um, competitive and inclusive employment that is in connection with person's interest abilities and skills with 1 response employment 1st, is like, people 1st,

111 "Sandy Keyser" (390744320)

00:17:23.784 --> 00:17:35.874

individuals should explore employment as a means of earning a living there are so many different jobs that can be modified for anyone's needs. Lovely Alexi, you're going to be my next speaker in 1 of these.

112 "Sandy Keyser" (390744320)

00:17:38.394 --> 00:17:51.864

From another person, employment, 1st means each individual attaining the confidence and happiness that comes with employment suited to their strengths and getting to explore having those experiences.

113 "Sandy Keyser" (390744320)

00:17:52.284 --> 00:18:03.564

Um, and then, of course, from people supporting other individuals, it's supporting individuals to help them find a job that they can do to their best of their ability. Oh, my gosh. Love it at.

114 "Sandy Keyser" (390744320)

00:18:03.564 --> 00:18:07.734

1st means getting those, uh, getting the dignity of.

115 "Sandy Keyser" (390744320)

00:18:08.184 --> 00:18:22.644

Oh, yes dignity of risks, being self determined, and living integrated within the community and it will help individuals learn new skills to be able to live a positive life. Oh, I love us. All right. We got to move on here.

116 "Sandy Keyser" (390744320)

00:18:23.519 --> 00:18:26.609

So, next question for the panelists.

117 "Sandy Keyser" (390744320)
00:18:26.609 --> 00:18:34.349
What piece of employment 1st is do you feel is the most important.

118 "Sandy Keyser" (390744320)
00:18:35.369 --> 00:18:40.919
So, this time I am going to start with this.

119 "Candace Cunningham" (2522745600)
00:18:44.669 --> 00:18:51.269
Hello oh, so sorry. Sorry. So please, I, I.

120 "Candace Cunningham" (2522745600)
00:18:51.269 --> 00:18:55.499
Then it's the most important employee.

121 "Candace Cunningham" (2522745600)
00:18:55.499 --> 00:18:59.159
To employment, both employment.

122 "Candace Cunningham" (2522745600)
00:18:59.159 --> 00:19:03.299
Uh, I think I told you, I don't know.

123 "Candace Cunningham" (2522745600)
00:19:03.299 --> 00:19:14.609
Letting people are having their choice of where they want to work and that dignity. If it doesn't work out, then let's find another job.

124 "Candace Cunningham" (2522745600)
00:19:14.609 --> 00:19:18.299
Until we know what employment.

125 "Candace Cunningham" (2522745600)
00:19:18.299 --> 00:19:21.749
Is good is will work for them.

126 "Sandy Keyser" (390744320)
00:19:23.279 --> 00:19:30.029
All right, thank you. Capacity. I'll let you go next.

127 "Cassidi Jobe" (1728960256)
00:19:31.289 --> 00:19:40.439
I think that there are a lot of components of employment 1st, that are incredibly important. If I had to choose 1, I would say that it is the idea of changing the conversation.

128 "Cassidi Jobe" (1728960256)
00:19:40.439 --> 00:19:44.099
Around employment for people that you do have disabilities.

129 "Cassidi Jobe" (1728960256)
00:19:44.099 --> 00:19:48.929

In that it should, it shouldn't be a question. It should be an expectation.

130 "Cassidi Jobe" (1728960256)
00:19:48.929 --> 00:19:54.479

They should have the right to exhaust all opportunities to be able to obtain and maintain employment.

131 "Cassidi Jobe" (1728960256)
00:19:54.479 --> 00:19:57.899

And I really loved what you said, Sandy, about taking failures.

132 "Cassidi Jobe" (1728960256)
00:19:57.899 --> 00:20:01.109

More as an evaluator opportunity.

133 "Cassidi Jobe" (1728960256)
00:20:01.109 --> 00:20:09.929

Rather than having, you know, people are going to fail, that's going to happen. There's not a single person on this call that has been successful and everything that they've done.

134 "Cassidi Jobe" (1728960256)
00:20:09.929 --> 00:20:15.599

But part of what is so important about employment 1st is making sure that we're not.

135 "Cassidi Jobe" (1728960256)
00:20:15.599 --> 00:20:22.079

You know, taking 1 instance, and using that as a reason for why a person can never be integrated in employment.

136 "Cassidi Jobe" (1728960256)
00:20:22.079 --> 00:20:31.499

So really, you know, all of the things on this list, but I do think just changing. The overall conversation about employment is the most important aspect of employment. 1st.

137 "Sandy Keyser" (390744320)
00:20:33.899 --> 00:20:37.949

Ellen, what do you think is the most important piece to employment? 1st.

138 "Ellen Fern" (4116309248)
00:20:38.999 --> 00:20:47.369

Well, because I'm trying to get that right now, it's going to be follow through from.

139 "Ellen Fern" (4116309248)
00:20:47.369 --> 00:20:52.439

Especially on on my part, but for whatever provider.

140 "Ellen Fern" (4116309248)
00:20:52.439 --> 00:20:59.429

Um, is there with the services and from employment? 1st, which I've had a really good relationship with Sandy.

141 "Ellen Fern" (4116309248)
00:20:59.429 --> 00:21:10.289

Um, so to me, that's a lot actually follow through and that's, I think 1 of the hardest things to do, because everybody has a lot on their plate.

142 "Ellen Fern" (4116309248)
00:21:10.289 --> 00:21:14.699

And to follow through on 1 thing.

143 "Ellen Fern" (4116309248)
00:21:14.699 --> 00:21:19.499

Um, I think that's difficult, but I think that's the most important thing.

144 "Sandy Keyser" (390744320)
00:21:22.434 --> 00:21:25.884

Thanks, Ellen, and just to make a point because I know a support printers.

145 "Sandy Keyser" (390744320)
00:21:25.884 --> 00:21:37.734

We have a lot on our plate and we may not have all the answers but, you know, as Ellen mentioned, you know, it's sometimes not expecting us to have the answers, but.

146 "Sandy Keyser" (390744320)
00:21:38.009 --> 00:21:49.949

Following through, so, if we don't know something saying, hey, let me get back to you on that. And then, of course, getting back to that parent or that individual with that.

147 "Sandy Keyser" (390744320)
00:21:49.949 --> 00:21:58.979

Support or whatever they need and if the support coordinator can't answer it maybe it's connecting that individual that family was somebody who can.

148 "Sandy Keyser" (390744320)
00:21:58.979 --> 00:22:07.739

Answer that, and kind of like passing that Baton over what would you feel is the most important piece to implement? 1st.

149 "Kim Buckman" (4014176000)
00:22:07.739 --> 00:22:11.969

I really agreed a lot with what Cassidy was saying. Um, she.

150 "Kim Buckman" (4014176000)
00:22:12.414 --> 00:22:19.344

I was felt like she was in my head, have the same philosophy on employment 1st, but obviously an individual's choice in what they do.

151 "Kim Buckman" (4014176000)

00:22:19.374 --> 00:22:30.894

Um, and that self determination piece is vital, and I think is the most important, but as the lens of a support coordinator, um, I think for us is making sure that that individual has choices.

152 "Kim Buckman" (4014176000)

00:22:31.139 --> 00:22:44.034

Um, when it they can't make a choice if they don't have options and, so I think having that conversation, and making sure that we start that conversation early, and that we have, that conversation often is really critical.

153 "Kim Buckman" (4014176000)

00:22:44.514 --> 00:22:53.754

I think that we have to help individuals, have that dignity of risk that you've been talking about, um, to try what they want to choose. Um.

154 "Kim Buckman" (4014176000)

00:22:54.084 --> 00:23:05.694

Making sure that we are helping to attract barriers that are sitting in a way. Um, and so, I think in for us to support coordinators, it's starting the conversation, and maybe changing our approach to the conversation.

155 "Kim Buckman" (4014176000)

00:23:05.994 --> 00:23:09.384

Um, and how we handle that with individuals and families that we work with.

156 "Sandy Keyser" (390744320)

00:23:12.719 --> 00:23:24.629

Yeah, and again as talking with a lot of you prior to this, you know, things were just jumping out at me as I was hearing you all talk, you know, that dignity of risk that inclusion.

157 "Sandy Keyser" (390744320)

00:23:24.834 --> 00:23:37.974

Oh, making sure we're addressing the barriers not just documenting those barriers, but really trying to chip away at them and going. Okay. Let's try this option. Oh, that didn't work. Let's try this. Oh, that didn't work.

158 "Sandy Keyser" (390744320)

00:23:37.974 --> 00:23:47.514

Let's try something else and just keep working at addressing those barriers as Ellen mentioned, making sure we're following through.

159 "Sandy Keyser" (390744320)

00:23:47.514 --> 00:23:54.624

We may not have all the answers, but at least we're doing what we can to connect individuals and families to somebody.

160 "Sandy Keyser" (390744320)

00:23:54.629 --> 00:23:58.499

Who could answer that question, or at least go find the answer for that.

161 "Sandy Keyser" (390744320)

00:23:58.499 --> 00:24:08.759

We're making sure that we're offering choices and options. You guys have mentioned changing those conversations and it starts with raising those expectations. It's that.

162 "Sandy Keyser" (390744320)

00:24:08.759 --> 00:24:18.389

That belief, and so security does a wonderful job of this to everybody's frustration. Social Security will basically assume that.

163 "Sandy Keyser" (390744320)

00:24:18.389 --> 00:24:22.739

Everybody regardless of whatever label they have.

164 "Sandy Keyser" (390744320)

00:24:22.739 --> 00:24:25.949

Everybody can work at.

165 "Sandy Keyser" (390744320)

00:24:25.949 --> 00:24:31.529

So much money, unless you can prove otherwise and it's.

166 "Sandy Keyser" (390744320)

00:24:32.789 --> 00:24:36.029

It's that kind of mindset. Are we.

167 "Sandy Keyser" (390744320)

00:24:36.029 --> 00:24:48.689

Meeting people and having that expectation from the get go that everybody can work unless you can prove otherwise and guess what? Until we've tried everything under the sun.

168 "Sandy Keyser" (390744320)

00:24:48.689 --> 00:24:54.059

We probably haven't proved otherwise and I will always tell people we are.

169 "Sandy Keyser" (390744320)

00:24:54.059 --> 00:25:06.149

Limited fire own experiences, so there's always technology. There's always some other experiences we haven't had. So, um, you know, again, it's.

170 "Sandy Keyser" (390744320)

00:25:06.149 --> 00:25:11.189

It's really trying to fully explore things and then.

171 "Sandy Keyser" (390744320)

00:25:11.189 --> 00:25:20.669

It's that informed choice, and a lot of times we think of informed choices, having all the information we need to make the decision that's best for us. But.

172 "Sandy Keyser" (390744320)

00:25:20.669 --> 00:25:24.659

Informed choice is not just being told all the information or.

173 "Sandy Keyser" (390744320)

00:25:24.659 --> 00:25:38.549

Given all that information, but it's really being able to understand that information and 1 of our employment 1st, Missouri team, I remember him talking a while back that, you know, if somebody said, hey, you want to go to this restaurant.

174 "Sandy Keyser" (390744320)

00:25:38.549 --> 00:25:45.149

But you've never tried that type of food so say, it's an Indian type of restaurant.

175 "Sandy Keyser" (390744320)

00:25:45.149 --> 00:25:55.319

And you've never had Indian food and so somebody's trying to explain to you, what's on the menu at that Indian restaurant and what that can be.

176 "Sandy Keyser" (390744320)

00:25:55.319 --> 00:26:08.009

That's probably not going to be enough to really give you an informed choice as to whether, or not you like that or don't. So, again, being mindful of that informed choice is more than just.

177 "Sandy Keyser" (390744320)

00:26:08.009 --> 00:26:14.969

Being verbally given information, or being given information in written form.

178 "Sandy Keyser" (390744320)

00:26:14.969 --> 00:26:22.529

But it's really also being able to experience and kind of understand.

179 "Sandy Keyser" (390744320)

00:26:22.529 --> 00:26:26.939

Thanks.

180 "Sandy Keyser" (390744320)

00:26:26.939 --> 00:26:39.479

Um, now we put it back on you guys, so, just like we did, what do you feel as as attendees? What do you feel is the most important piece to employment? 1st.

181 "Sandy Keyser" (390744320)

00:27:01.824 --> 00:27:14.214

All right, so I'm seeing some options come in so choice, changing the conversation employment choices, addressing the barriers inclusion for all informed decision,

182 "Sandy Keyser" (390744320)
00:27:14.334 --> 00:27:18.894
listening to the person and what they want.

183 "Sandy Keyser" (390744320)
00:27:19.884 --> 00:27:34.824
So, awesome, great. Oh, somebody put in discovery seeing what's out there in the community and finding intersection on skills and interest and open mindedness. I love that too.

184 "Sandy Keyser" (390744320)
00:27:34.974 --> 00:27:49.194
Um, so I often think because I have a lot of experience working with that transition age. And if you're talking to a kid coming out of of high school, and you're like, hey, do you want to work? But that student has only had work experience.

185 "Sandy Keyser" (390744320)
00:27:49.199 --> 00:28:01.884
And things that they don't like doing, like, cleaning bathrooms or running papers down the hallway and they're just kind of like, I didn't like what I did and you're, like, hey, you want to work, you're going to hear a big fat no,

186 "Sandy Keyser" (390744320)
00:28:02.454 --> 00:28:16.074
because their construct of what work means was the things they don't like doing. So I love that. You kind of mentioned really seeing what's out there in the community and finding that intersection.

187 "Sandy Keyser" (390744320)
00:28:16.469 --> 00:28:22.619
Of skills and interest, um, love that. All right.

188 "Sandy Keyser" (390744320)
00:28:26.579 --> 00:28:38.124
So last question here, um, and what we see from our national core indicator service that we, we do the survey every year to adults,

189 "Sandy Keyser" (390744320)
00:28:38.754 --> 00:28:44.994
and it's individuals that are currently receiving waiver funding. So, um.

190 "Sandy Keyser" (390744320)
00:28:45.329 --> 00:29:00.239
Of those currently receiving waiver funding and not currently employed in a competitive integrated type setting what we've consistently heard from those individuals year after year about 40 of missourians.

191 "Sandy Keyser" (390744320)

00:29:00.239 --> 00:29:14.339

What that type of outcome so, that's what we're hearing from the people that we serve 40% of them, want to be employed in competitive, integrated settings. But we know from our own empowering through employment data, which is.

192 "Sandy Keyser" (390744320)

00:29:14.339 --> 00:29:25.079

The services that were funny, so it's not talking about connecting them with VR. It's talking about what is funny. We only know about 8 to 9%.

193 "Sandy Keyser" (390744320)

00:29:25.079 --> 00:29:36.689

Individuals with waiver funding are using that funding for employment support. So we, we've got this big discrepancy. Um, so Cassidy, I'm going to start with, you.

194 "Sandy Keyser" (390744320)

00:29:36.689 --> 00:29:41.129

What are your thoughts? How can we begin to close that gap?

195 "Cassidi Jobe" (1728960256)

00:29:41.129 --> 00:29:46.859

It's going to take a engagement from a wide range of.

196 "Cassidi Jobe" (1728960256)

00:29:46.859 --> 00:29:54.269

Stakeholders, I mean, the, the person is going to have to have an interest in employment. The family is gonna have to have a belief.

197 "Cassidi Jobe" (1728960256)

00:29:54.269 --> 00:30:05.639

Unemployment is possible they're going to have to have access to resources that help them fully explore what employment opportunities are available to them and they're going to have to have the ability to have those ongoing supports.

198 "Cassidi Jobe" (1728960256)

00:30:05.639 --> 00:30:11.399

Um, it is really a whole community that's gonna have to come together.

199 "Cassidi Jobe" (1728960256)

00:30:11.399 --> 00:30:15.324

Um, to really move that needle, which was next year.

200 "Cassidi Jobe" (1728960256)

00:30:15.354 --> 00:30:28.464

Um, so I don't say that, to be cliché, but, you know, it is about everybody coming to the table with a full dedication that every person with a disability has, you know, the right to be able to work and that we need to make sure that the resources are there to make it happen.

201 "Sandy Keyser" (390744320)

00:30:31.979 --> 00:30:37.139

As a parent, what do you think we need to be doing to close that gap?

202 "Ellen Fern" (4116309248)

00:30:40.919 --> 00:30:47.669

Well, when it comes to supported employment.

203 "Ellen Fern" (4116309248)

00:30:47.669 --> 00:30:56.639

Mattie is very capable, but she could also walk away and look at something more interesting. Um.

204 "Ellen Fern" (4116309248)

00:30:56.639 --> 00:31:04.529

So, I think that having someone nearby or, you know, looking at a group of of kids, adults.

205 "Ellen Fern" (4116309248)

00:31:04.529 --> 00:31:10.559

That she would be highly successful and so that's why that support. Um.

206 "Ellen Fern" (4116309248)

00:31:10.559 --> 00:31:22.589

Is so important I, I think she would enjoy her job. I think she would be great in a stock room unboxing at, like, Christmas, and distributing it on the, um.

207 "Ellen Fern" (4116309248)

00:31:22.589 --> 00:31:26.309

For the store or whatever business it is.

208 "Ellen Fern" (4116309248)

00:31:26.694 --> 00:31:40.674

So, if she could have those choices, like, everyone has mentioned, and if 1 doesn't work out, be able to switch to something else, that's closer. I think she would be highly successful.

209 "Ellen Fern" (4116309248)

00:31:40.914 --> 00:31:43.944

And I guess that would happen during career planning.

210 "Sandy Keyser" (390744320)

00:31:46.199 --> 00:31:47.904

So, basically, it can happen a lot of ways.

211 "Sandy Keyser" (390744320)

00:31:47.904 --> 00:32:02.064

Yeah, career planning we, would it be expecting that we're exploring we're discovering what her interests are and what her skills are and what opportunities align with both of those, um.

212 "Sandy Keyser" (390744320)

00:32:02.549 --> 00:32:08.339

But, you know, as we just kind of mentioned, sometimes we think we have all the information we go.

213 "Sandy Keyser" (390744320)

00:32:08.339 --> 00:32:18.059

And we find out for whatever reason. Oh, that didn't work out. Maybe we had a piece of information missing. Um, and I'm also hearing that the.

214 "Sandy Keyser" (390744320)

00:32:18.059 --> 00:32:24.719

The ability to move on to the next option to kind of take what we can learn from that experience and.

215 "Sandy Keyser" (390744320)

00:32:24.719 --> 00:32:30.929

Do you want again? Let's let's go on to the next learning experience. Um.

216 "Sandy Keyser" (390744320)

00:32:30.929 --> 00:32:45.689

I mean, so many of us, if we were probably sitting here, kind of talking about how many different jobs we've had, we hear quite a bit of different stories started out here. Then I went here then here. Oh, then back over here and then over here.

217 "Sandy Keyser" (390744320)

00:32:45.689 --> 00:32:57.809

So, again, I think it's allowing individuals to have the same experiences as we all do. It's, it's about that equity really treating us all the same. But then I'm also hearing.

218 "Sandy Keyser" (390744320)

00:32:57.809 --> 00:33:02.909

You know, providing the supports that are needed, whatever those supports might be.

219 "Sandy Keyser" (390744320)

00:33:02.909 --> 00:33:11.609

If that's a job coach, if that's some other support, whatever support is needed, it's figuring out what do you need to be able to do what you want to do?

220 "Sandy Keyser" (390744320)

00:33:11.609 --> 00:33:14.759

Do I have that right?

221 "Ellen Fern" (4116309248)

00:33:15.779 --> 00:33:26.129

Yes, exactly right. Failure on on my part and having difficulty after that, like a bad Mark and and her.

222 "Ellen Fern" (4116309248)

00:33:26.129 --> 00:33:34.619

Having difficulty with other employment, just because of that. That scares me. So, it's nice to know that you have that.

223 "Ellen Fern" (4116309248)

00:33:34.619 --> 00:33:38.159
A perspective that yes, we'll find something else.

224 "Sandy Keyser" (390744320)
00:33:39.749 --> 00:33:44.249
Um.

225 "Kim Buckman" (4014176000)
00:33:44.454 --> 00:33:58.224
How do we close that gap? Well, I agree with these ladies and I think that we have to have everybody on board and I think that takes a little bit of rebranding with how we offer and how we share our supports.

226 "Kim Buckman" (4014176000)
00:33:58.314 --> 00:34:12.534
Um, I think that that starts when people come to us through the front door and we need to change the conversation often individuals are coming to us when they're in a point of crisis. And, of course, we have to support that crisis. Um, but I think we have to.

227 "Kim Buckman" (4014176000)
00:34:13.344 --> 00:34:27.924
Paint the picture at the very beginning of the conversation that ultimately what we're working towards is for that individual to be as independent as possible and for them to live their good life and that that employment is part of that expectation.

228 "Kim Buckman" (4014176000)
00:34:28.374 --> 00:34:42.834
And so I think that that has to be set from the very get go. Um, and I think that we have to change in the conversation about how we offer employment supports, um, that it's not just about employment but that those supports are a way of.

229 "Kim Buckman" (4014176000)
00:34:43.049 --> 00:34:57.354
A lot of other needs that individuals have, um, whether that's socialization or financial stability or safety, um, that employment is a means to meet that, um, like many other services, and that we should explore that.

230 "Kim Buckman" (4014176000)
00:34:57.474 --> 00:35:06.294
1st, um, and so I think that we just don't do a very good job of that during our planning process, um, on how we portray that service and that support.

231 "Kim Buckman" (4014176000)
00:35:06.714 --> 00:35:12.804
And I think that that planning has to be constant, um, and continuous because it's not going to always work out.

232 "Kim Buckman" (4014176000)
00:35:13.049 --> 00:35:21.959

ellen's talking about and there has to be that safety net of that people can fail and that's okay. Um, and so I think we have to continually.

233 "Kim Buckman" (4014176000)

00:35:21.959 --> 00:35:26.819

Have that approach in that conversation on how we present employment supports?

234 "Sandy Keyser" (390744320)

00:35:28.949 --> 00:35:34.649

All right and canvas, what do you think we need to do to close that gap?

235 "Candace Cunningham" (2522745600)

00:35:34.649 --> 00:35:41.609

I think we should understand why the person doesn't want to understand.

236 "Candace Cunningham" (2522745600)

00:35:41.609 --> 00:35:55.169

Um, keep keep asking why, uh, go beyond what to understand why they don't want to work is because.

237 "Candace Cunningham" (2522745600)

00:35:55.169 --> 00:36:05.519

They did in high school and they had a bad experience. Oh. Because they don't want to do the shop because they don't like, you.

238 "Candace Cunningham" (2522745600)

00:36:05.519 --> 00:36:14.429

So they think that they have to always stick to this 1 drawer. Whoa, that's not true. You can have.

239 "Candace Cunningham" (2522745600)

00:36:14.429 --> 00:36:17.729

Do you fly to.

240 "Candace Cunningham" (2522745600)

00:36:17.729 --> 00:36:24.209

Keep an open yield and don't assume, you know, the answer.

241 "Candace Cunningham" (2522745600)

00:36:24.209 --> 00:36:30.869

What the why the, why is pretty open with the individual.

242 "Sandy Keyser" (390744320)

00:36:34.559 --> 00:36:49.164

Yeah, and again you guys kind of hit a lot of on the talking points that I, I captured from my conversations with you behind the scenes, you know, actively listening to the people don't assume anything.

243 "Sandy Keyser" (390744320)

00:36:49.644 --> 00:37:04.494

Candace, you were just talking about keep asking why, you know, go beyond the obvious to really understand why you're getting the answer you're

getting. Um, but 1 of the things in talking with you, Candace, you know, it's kind of like empowering people to.

244 "Sandy Keyser" (390744320)

00:37:04.559 --> 00:37:09.929

Have their own voice, especially if they're a young adult so we know that.

245 "Sandy Keyser" (390744320)

00:37:09.929 --> 00:37:22.794

For many individuals, and this isn't just for those with disabilities think about people without disabilities, you know, until you're 18 your parents are still your gardens. Your parents are still making a lot of decisions for you.

246 "Sandy Keyser" (390744320)

00:37:23.154 --> 00:37:35.694

You may not have had a lot of experience making some major life decisions, like, figuring out how to spend money or, you know, budgeting your money or, you know,

247 "Sandy Keyser" (390744320)

00:37:35.694 --> 00:37:39.804

even deciding where do you want to live? Where do you want to go to school?

248 "Sandy Keyser" (390744320)

00:37:39.929 --> 00:37:52.169

You know, those kind of decisions so, young adults, even without disabilities don't have a lot of experience making some, you know, doing some things. So, again, are we.

249 "Sandy Keyser" (390744320)

00:37:52.169 --> 00:37:59.729

Giving individuals with disabilities, those same kind of opportunities to grow to, to, to learn and.

250 "Sandy Keyser" (390744320)

00:37:59.729 --> 00:38:12.510

Giving them the opportunities to then develop their own voice and sometimes that might include some teaching in there with that. So, some individuals might instinctively pick it up. But others.

251 "Sandy Keyser" (390744320)

00:38:12.510 --> 00:38:21.990

I mean, just like anything, some of us might need some teaching if you were to try and teach me how to do. I would need a lot of teaching, you know.

252 "Sandy Keyser" (390744320)

00:38:21.990 --> 00:38:27.360

Not gonna be on instinct for me. All right.

253 "Sandy Keyser" (390744320)

00:38:27.360 --> 00:38:35.220

So, and as Kim, as you said, kind of moving beyond that crisis intervention, as support coronation a lot of times, that's.

254 "Sandy Keyser" (390744320)

00:38:35.220 --> 00:38:42.150

That's what we focus on. What's the crisis at the moment let's address that and yes, that is going to take a priority but.

255 "Sandy Keyser" (390744320)

00:38:42.150 --> 00:38:55.710

If we're going to see us close that gap, we need to get beyond just that crisis intervention and we need to start focusing on. Okay what are we going to do once that crisis is over once we got things kind of settled down.

256 "Sandy Keyser" (390744320)

00:38:55.710 --> 00:38:59.340

What's the next step? Um.

257 "Sandy Keyser" (390744320)

00:38:59.635 --> 00:39:12.025

You know, and also helping individuals and families to understand their choices, which also includes choice of service providers. Um, so, Ellen you and I had had a discussion, you know, it's like, okay, Here's this list of service providers.

258 "Sandy Keyser" (390744320)

00:39:12.205 --> 00:39:21.865

You didn't know anything about them and and you and I talked about questions that you could ask them to really figure out who you want to use. Um.

259 "Sandy Keyser" (390744320)

00:39:22.440 --> 00:39:36.630

And, of course, Kim, you kind of talked about proactively planning for the employment from day 1 from the moment you start interacting with that family. And I even think of young kids. So we think about our own experiences. And what.

260 "Sandy Keyser" (390744320)

00:39:37.075 --> 00:39:51.205

Things we had happen participating in Girl Scouts or boy scouts having chores at home, being able to participate in sports leagues, or after school clubs all of those gave us some skills.

261 "Sandy Keyser" (390744320)

00:39:51.235 --> 00:40:01.135

Maybe some interpersonal skills. Maybe some decision making some experience with independence and responsibility and that helps set us up for.

262 "Sandy Keyser" (390744320)

00:40:01.500 --> 00:40:07.585

Future employment, so, again kind of thing it's never too young to start planning for the employee.

263 "Sandy Keyser" (390744320)
00:40:07.825 --> 00:40:18.505

We're not going to be talking about employment services for a 3 year old, but we can be talking about hey, what experiences do 3 year olds typically have that.

264 "Sandy Keyser" (390744320)
00:40:18.810 --> 00:40:22.530
Help put that person on that.

265 "Sandy Keyser" (390744320)
00:40:22.530 --> 00:40:26.880
That roadway for successful outcomes later on in life.

266 "Sandy Keyser" (390744320)
00:40:27.685 --> 00:40:41.815
So and Kim, of course, you mentioned that employment as a way to meet other needs and integrated in with everything. It's not siloed out in separate. And of course, we've also talked about changing the conversation.

267 "Sandy Keyser" (390744320)
00:40:42.295 --> 00:40:43.345
Um, and.

268 "Sandy Keyser" (390744320)
00:40:43.680 --> 00:40:47.760
We've also talked about that taking active.

269 "Sandy Keyser" (390744320)
00:40:47.760 --> 00:40:53.970
Steps don't just document those barriers and fears. Let's address them. Let's work it.

270 "Sandy Keyser" (390744320)
00:40:53.970 --> 00:40:58.260
No, now from you guys.

271 "Sandy Keyser" (390744320)
00:40:58.260 --> 00:41:07.500
What are you as the attendees think? What do we need to do to close that gap between our NCI data and our empowering through employment data?

272 "Sandy Keyser" (390744320)
00:41:31.975 --> 00:41:34.285
They've got 1 response communication.

273 "Sandy Keyser" (390744320)
00:41:34.590 --> 00:41:44.040
In January, I assume capability. Oh, yes. We say, don't assume anything, but assume capability. I love that.

274 "Sandy Keyser" (390744320)

00:41:47.995 --> 00:41:58.945

So, uh, oh, working towards getting rid of fears about employment and social security benefits. Yes. So a plug we now have a service called benefits planning.

275 "Sandy Keyser" (390744320)

00:41:59.155 --> 00:42:13.795

So there's no reason that we can't address that fear. So, if somebody is saying, hey, I'm scared of working, because I don't want to lose my benefits, are we then saying, hey, do we need to connect you with the benefits specialist?

276 "Sandy Keyser" (390744320)

00:42:14.040 --> 00:42:27.805

Do we need to possibly request benefits planning to help you get the information you need to know what your options are, and really make that informed decision about employment. So I love it.

277 "Sandy Keyser" (390744320)

00:42:28.105 --> 00:42:32.905

Thank you so much plug out for our benefits planning service. So.

278 "Sandy Keyser" (390744320)

00:42:33.330 --> 00:42:45.060

This whole reflection for the panel, or I'm going to start with the attendees. So, what is something you have heard today that you will implement or do differently?

279 "Sandy Keyser" (390744320)

00:42:47.095 --> 00:42:47.215

Hello.

280 "Sandy Keyser" (390744320)

00:43:27.115 --> 00:43:34.705

Okay, so I'm seeing a response already ask why more and often I love it.

281 "Sandy Keyser" (390744320)

00:43:34.765 --> 00:43:46.555

Um, so, yes, you know, I've often heard you got to ask why 5 times if you really want to get to the root or the real reason.

282 "Sandy Keyser" (390744320)

00:43:46.560 --> 00:43:51.600

You've got to ask why 5 different times. So you ask why, you know.

283 "Sandy Keyser" (390744320)

00:43:52.015 --> 00:44:06.175

why's that? why's that? why's that? And then finally you start to really get to what the barrier, or what the fear is try exploring all options keeping an open mind. I love it. Keep an open mind.

284 "Sandy Keyser" (390744320)

00:44:06.565 --> 00:44:12.025
Um, of course looking into benefits planning. Yes. So.

285 "Sandy Keyser" (390744320)
00:44:12.570 --> 00:44:18.600
Good thing to ask questions. Awesome. So we've got.

286 "Sandy Keyser" (390744320)
00:44:19.825 --> 00:44:32.845
1, last poll question for our attendees so where do you need more support in implementing it? 1st employment 1st excuse me where do you need more support in implementing employment?

287 "Sandy Keyser" (390744320)
00:44:32.875 --> 00:44:44.635
1st, and you can select all that apply. Um, so do you struggle with helping individuals and family? See, the possibilities and to believe employment is possible.

288 "Sandy Keyser" (390744320)
00:44:47.125 --> 00:44:48.295
Is it that.

289 "Sandy Keyser" (390744320)
00:44:48.750 --> 00:44:55.980
You talk about it often you provide many different options, but you need more support and, um, really being able to.

290 "Sandy Keyser" (390744320)
00:44:55.980 --> 00:45:02.880
Afford individuals that truly informed decision process. So, um.

291 "Sandy Keyser" (390744320)
00:45:02.880 --> 00:45:11.850
You know, maybe you need support with understanding the different services and supports available. So again, like Ellen said, you know, it's being able to help.

292 "Sandy Keyser" (390744320)
00:45:11.850 --> 00:45:19.170
Individuals and families understand, How's this gonna work? Um, maybe.

293 "Sandy Keyser" (390744320)
00:45:20.275 --> 00:45:30.055
You need more support in being able to address those barriers that may, or may not oops see a typo may, or may not be resolved with a funded support.

294 "Sandy Keyser" (390744320)
00:45:30.655 --> 00:45:40.285
Um, so, you know, maybe we're talking about transportation or maybe we're talking about, uh, managing one's benefits. So, not just knowing.

295 "Sandy Keyser" (390744320)

00:45:40.680 --> 00:45:46.590

Our work is going to affect one's benefits, but.

296 "Sandy Keyser" (390744320)

00:45:46.590 --> 00:45:55.890

I'm kind of helping them to kind of keep to the game plan or manage that. So, Paul's already started. We've got about 40 seconds left.

297 "Sandy Keyser" (390744320)

00:45:57.000 --> 00:46:01.200

Uh, choose as many that you feel you need.

298 "Sandy Keyser" (390744320)

00:46:32.820 --> 00:46:38.250

Okay, and now we'll get our results.

299 "Sandy Keyser" (390744320)

00:46:38.250 --> 00:46:41.640

Okay.

300 "Sandy Keyser" (390744320)

00:46:44.425 --> 00:46:56.725

Okay, so it looks like a lot of people indicated that they're, they're needing supports with addressing those barriers that may, or may not be resolved with funded support.

301 "Sandy Keyser" (390744320)

00:46:56.725 --> 00:47:01.405

So kind of like that, that problem solving what happens when this goes awry.

302 "Sandy Keyser" (390744320)

00:47:01.855 --> 00:47:13.015

Um, there are a few that said, support understand the different services and supports available and even a few that say, helping individuals and families.

303 "Sandy Keyser" (390744320)

00:47:13.020 --> 00:47:22.380

You see the possibilities to believe it as possible. Um, so, yeah, just like us, our own experiences can kind of, um.

304 "Sandy Keyser" (390744320)

00:47:23.005 --> 00:47:37.345

You know, hamper what we think is a possibility and I think I saw something in the chat that there was a technical glitch that only allowed you to choose 1 option in the survey. Okay.

305 "Sandy Keyser" (390744320)

00:47:37.345 --> 00:47:38.245

Well, good enough.

306 "Sandy Keyser" (390744320)

00:47:40.855 --> 00:47:55.405

Um, before we leave today, though, um, where you guys can learn some more, so, of course, you know, on our website, here's the link to where you can find our employment 1st policy, um, to be able to read about it,

307 "Sandy Keyser" (390744320)

00:47:55.465 --> 00:48:09.025

you know, and, uh, what does it mean, what is the division believe when we say employment? 1st um, of course apci is a great resource about understanding what employment 1st so, um, the.

308 "Sandy Keyser" (390744320)

00:48:09.420 --> 00:48:15.990

No website has some videos have some things to kind of help you understand.

309 "Sandy Keyser" (390744320)

00:48:15.990 --> 00:48:25.345

Employment 1st, and then there's also the National website, which provides a lot of good information. Uh, also our employment 1st, Missouri team.

310 "Sandy Keyser" (390744320)

00:48:25.345 --> 00:48:40.135

So we have Nick Holt, who serves the western side of the state he works with service providers, support coordinators and regional offices in Albany. Kansas City Chaplin and Springfield.

311 "Sandy Keyser" (390744320)

00:48:40.795 --> 00:48:45.805

Jesse keynote she is our central Missouri person, so she's going to work with those service.

312 "Sandy Keyser" (390744320)

00:48:45.990 --> 00:48:58.765

Fighters TCM providers and regional offices that are Clarksville cannibal, Central, Missouri and Raleigh. And then, of course, Leslie quarrels is on the eastern side.

313 "Sandy Keyser" (390744320)

00:48:58.765 --> 00:49:11.155

So she's going to do those service providers providers and regional offices that are under St Louis, regional office, sikeston and popular bluff.

314 "Sandy Keyser" (390744320)

00:49:11.545 --> 00:49:15.955

So, before I move on to 1, last moment for our panelists.

315 "Sandy Keyser" (390744320)

00:49:15.990 --> 00:49:18.480

To kind of provide any.

316 "Sandy Keyser" (390744320)

00:49:18.480 --> 00:49:27.420

Um, last advice, or any thoughts that you want our attendees to hear before they leave today. So I'm going to start with you, Kim.

317 "Sandy Keyser" (390744320)
00:49:27.420 --> 00:49:30.960
What do you have.

318 "Sandy Keyser" (390744320)
00:49:30.960 --> 00:49:35.635
Uh, for our guest, um, well, it kind of goes back to that last question.

319 "Kim Buckman" (4014176000)
00:49:35.635 --> 00:49:49.255
You asked, um, folks, and I was sitting there thinking about that and, um, what Candace brought up about finding out why, and what those barriers are, um, and really, truly addressing and supporting those, um,

320 "Kim Buckman" (4014176000)
00:49:49.285 --> 00:50:00.865
and meeting the individual where they're at. And so I think that we have to on the support coordination side, at least in our organization, um, really has to be better about digging in and not.

321 "Kim Buckman" (4014176000)
00:50:00.985 --> 00:50:11.455
Just taking a question or an answer, um, and then moving on and so I just encourage people to just continue the conversation um, change your approach, um,

322 "Kim Buckman" (4014176000)
00:50:11.485 --> 00:50:18.175
read the audience and and really figure out what's gonna work for that individual and what's important to that individual. So.

323 "Kim Buckman" (4014176000)
00:50:19.080 --> 00:50:25.830
All right moving on to Candice.

324 "Candace Cunningham" (2522745600)
00:50:27.810 --> 00:50:36.810
I agree with him and not being a plague or not being afraid to try something new for somebody else.

325 "Candace Cunningham" (2522745600)
00:50:36.810 --> 00:50:41.310
You people can get a job as.

326 "Candace Cunningham" (2522745600)
00:50:41.310 --> 00:50:48.690
Whatever they want to, but don't be afraid to actively work with him and not.

327 "Candace Cunningham" (2522745600)
00:50:49.950 --> 00:50:54.930

For them to get that job.

328 "Ellen Fern" (4116309248)
00:51:01.800 --> 00:51:08.430
Ellen, uh, the part I liked a lot was when you said.

329 "Ellen Fern" (4116309248)
00:51:08.430 --> 00:51:16.260
Ask why 5 times cause sometimes I'll have these conversations and it'll be like.

330 "Ellen Fern" (4116309248)
00:51:16.260 --> 00:51:21.750
But that didn't really answer my question. I'm still stuck. Now I have to start over again.

331 "Ellen Fern" (4116309248)
00:51:21.750 --> 00:51:26.010
And, but knowing that you are there with employment 1st.

332 "Ellen Fern" (4116309248)
00:51:26.010 --> 00:51:29.850
That is critical to my family right now.

333 "Sandy Keyser" (390744320)
00:51:31.950 --> 00:51:42.030
Glad to hear it. Um, so next month is national disability employment awareness month. Um, so.

334 "Sandy Keyser" (390744320)
00:51:42.030 --> 00:51:47.820
I hope to have a great little personal story.

335 "Sandy Keyser" (390744320)
00:51:48.325 --> 00:52:01.615
Not my personal story, but some personal stories for you to share, as part of our national disability employment awareness month I've reached out to a couple so far. Um, and they have sounded interested.

336 "Sandy Keyser" (390744320)
00:52:01.615 --> 00:52:14.545
So, hopefully I will have a few people that can share their employment journey. With you so kind of helping to see that employment is possible in, um.

337 "Sandy Keyser" (390744320)
00:52:16.500 --> 00:52:25.320
The benefits it brings to people so, um, That'll be October 12th. Of course, November, 9th and December 14th we do this.

338 "Sandy Keyser" (390744320)
00:52:25.320 --> 00:52:30.570
The 2nd, Wednesday of every month, from 130 to 230.

339 "Sandy Keyser" (390744320)

00:52:32.485 --> 00:52:46.135

So, at the end, when you go to log off, you will get a survey, please take a moment to complete that survey. That feedback is very helpful in figuring out, you know, are do we need to tweak some things?

340 "Sandy Keyser" (390744320)

00:52:46.135 --> 00:52:56.965

Do we need to offer some different topics or structure things? A little different? Um, what do you guys need to feel like you're getting what you want out of these webinars.

341 "Sandy Keyser" (390744320)

00:52:57.360 --> 00:53:09.000

So and of course, you can reach out to me any time. Thank you Alan for the plug. You know, I'm glad I've been able to help you out along the way. So you can definitely reach out to me. Um.

342 "Sandy Keyser" (390744320)

00:53:09.000 --> 00:53:22.735

Don't be surprised if I connect you all to 1 of those employment 1st, Missouri team members as well so that they can also be helping you guys out. And last before we do get off, there was a question about the benefits planning.

343 "Sandy Keyser" (390744320)

00:53:22.735 --> 00:53:37.735

So the code that you want to look for in Seymour, so, if you're doing a report to kind of find out, who are the service providers that offer this service? It is h0 0 3 8 s. E. last.

344 "Sandy Keyser" (390744320)

00:53:38.365 --> 00:53:38.905

last

345 "Sandy Keyser" (390744320)

00:53:39.000 --> 00:53:48.600

I loved we had about 8 or 9 service providers, offering the service if you're having difficulties finding out or or being able to run that report.

346 "Sandy Keyser" (390744320)

00:53:48.600 --> 00:53:58.890

Please feel free to reach out to me and I will help walk you through that. So that you can see who are, who are the options for that benefits planning service.

347 "Sandy Keyser" (390744320)

00:53:58.890 --> 00:54:09.690

And other than that, thank you all for spending some time with me this afternoon and I love the rich conversation we had. So, hopefully you guys got something out of it.

348 "Sandy Keyser" (390744320)

00:54:09.690 --> 00:54:15.552

And I look forward to seeing it next month, take care of everyone.