

Stop! Collaborate and Listen! Increasing independence and employment skills through meaningful activities

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 **SPIN**
A Life of Possibilities





<https://www.youtube.com/watch?v=wqdWPBvXcwM>



1. Think of a song lyric that describes your typical work day
2. Think of a song lyric that describes the people you support
3. Think of a song lyric that describes your place in a support team

Objectives

Discussion of blended community based services (Employment and Home and Community Habilitation) and why this is beneficial

How to effectively build schedules for the people focused around employment and community engagement

How to advocate for employment for all and engage in conversations with individuals about finding employment

Review DSP's role in supporting individuals to find employment

How to integrate personal passions and interests into day to day support

“There ain't no mountain high enough...to keep us from getting this information to you!”

What is Employment Services?

Competitive, Community Based Employment
is when the employee works in an integrated, community-based setting with other employees without disabilities and are able to earn wages at or above minimum wage.

Individuals with disabilities have the ability, with the proper supports, to be productive and contributing members of their communities through work. SPIN believes in holding individuals with disabilities to the same employment standards, responsibilities, and sets of expectations as any working-age adult.

“They work hard for their money, so we better support them right”



Employment First

- Employment is community based, inclusive, and pay is a commensurate wage, minimum wage or higher
- Presumes everyone is ready to work
- Everyone is employable
- Other services compliment employment
- Full inclusion
- Focus on abilities and capacities
- Dignity of taking risks
- Individualized supports

What is Home and Community Habilitation?

- Provides direct service in community settings to assist individuals in acquiring and improving skills
 - Self-care
 - Communication
 - Health and Wellness
 - Money Management Skills
 - Personal Adjustment
 - Relationship Development
 - Socialization
 - Use of community resources

We get around, get around round, we get around...in the community

Home and Community Outcomes

- Health and wellness goals
- Volunteer positions
- Accessing community resources and centers
- Socialization
- Maintaining and building relationships
- Participating in community activities
- Traffic Safety and independently traveling the community
- Increasing social capital





A Meaningful Day

- Employment services and home and community habilitation can be blended to make a meaningful day for the people we support in the community
- H&C can be a good stepping stone to employment
- People can gain skills needed in H&C to give them the confidence to pursue employment
- People can have a blended week to ensure employment and community engagement



Schedules

- Community activities should be planned ahead of time
- Calendars and schedules should be shared with all team members (technology is helpful but not necessary!)
- Support the person to create their own schedule as much as possible
- Have back up plans!
- Even if the person you support does not have either of these services, you can still help them create a meaningful schedule!



Where does this journey begin?

“Don’t Stop Believin’.....in yourself!”

WITH YOU!



But employment isn't my job...

- It takes a team! Everyone contributes to the success of the people they are supporting
- All aspects of a person's life can affect their employment/job search
- Proactively plan the week with the people you are supporting to include activities related to employment
 - Lack of money doesn't equal lack of options
- Look for ways to engage in conversations about employment and include learning opportunities

What is the Direct Support Professionals' role in these services?

- Be open minded – support the person to dream big!
 - Don't discourage a dream, discuss ways to adapt it (pilot)
- Support person to manage schedule and keep appointments with Employment Specialist
- Support person to wear appropriate clothes when interviewing or job searching
- Encourage appropriate hygiene
- Be supportive and positive!
- Share your feedback with the person's team

What is the Direct Support Professional's role in these services? (cont.)

- Support the person to always be the one in communication with their employer (call outs, requests off)
- Treat their job with the same respect as your own
- Help individuals prepare for work or volunteer opportunity by supporting the employee to:
 - organizing their uniform and other work supplies
 - setting their alarm clock
 - packing meals or snacks
 - reminding employees to bring their wallet with a current ID and any money needed for work

“People all over the world (everybody)
Join hands (join)
Start a support train, support train”



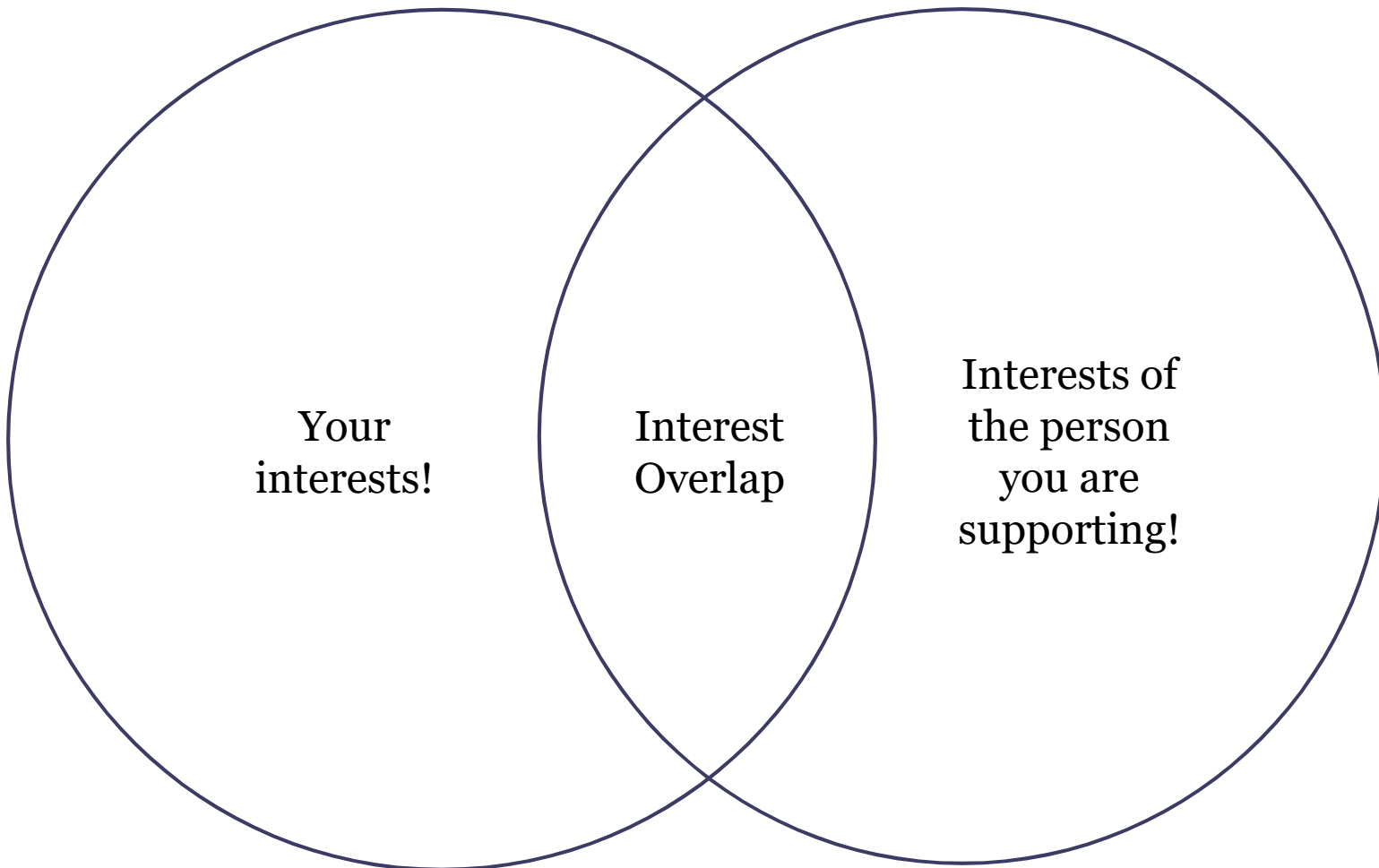
**How do you turn an every day
activity into a meaningful
activity?**



Add your personality

- What do you love to do that the person you support loves do too?
- What are your talents and hobbies? Can you share with those you support?
- What have you always wanted to learn? Can you learn with the person you support?

Where is the interest overlap?





**How can you relate
meaningful activities to
employment?**

Doctor Appointment

Good	Better	Best
<ul style="list-style-type: none">• Engaging person in conversations about their favorite TV shows in waiting room• Knowing the person's demographic information• Modeling appropriate social interactions with office staff and doctor	<ul style="list-style-type: none">• In the waiting room asking the person if they would like to work and where• Explaining to the person the forms being filled out and asking questions about their demographics before filling it in	<ul style="list-style-type: none">• Discussion about different jobs that are taking place in the office and align with career interests/skills of person• Preparing the person before the appointment to know their own demographic information and/or complete it on their own• Encouraging the person to advocate for themselves and ask questions independently

Doing Laundry

Good	Better	Best
<ul style="list-style-type: none">• Doing regular laundry for the person you are support• Proactively purchase additional laundry supplies when needed• Ensuring the person you support selects a clean and appropriate outfit for the day	<ul style="list-style-type: none">• Discuss the steps to complete laundry with the person you are supporting as you do it• Tracking laundry supplies and purchasing additional supplies with the person you are supporting before running out• Ask the person you are supporting what they would like to wear for the day and discuss pros and cons	<ul style="list-style-type: none">• Teach the person you are supporting to do their own laundry, even if they will need regular support with this task• Take an inventory of the laundry supplies and make a shopping list with the person you are supporting• Engage in conversations about importance of good hygiene and cleanliness as it relates to work• Support the person to proactively plan and select their own outfits and discuss professional attire and work uniforms



Why is that important?

Relate the following activities towards employment



- Cooking a meal
 - Shopping
- Going to the gym





STOP
COLLABORATE
AND LISTEN

"Alone we can do so little, together we can do so much." --*Helen Keller*

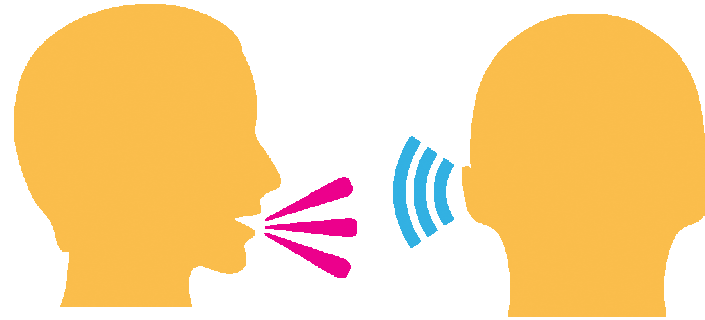


- Stop and think about your day to day interactions with the people you support, your managers, other service providers
 - What goes well?
 - What could be better?
 - What inhibits collaboration?



- Work together with teams to help the people you support engage with their community and find meaningful employment
- Find your place in the team and remember you can and should speak up! Your voice matters!
- Remember all staff are working toward the same goal, a life of possibilities for the person they support!

LISTEN



- An essential component of all teams is listening!
- Actively listen to the person you are supporting and engage in valuable conversation about employment
- Listen to other team members and respect their perspective and experience

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