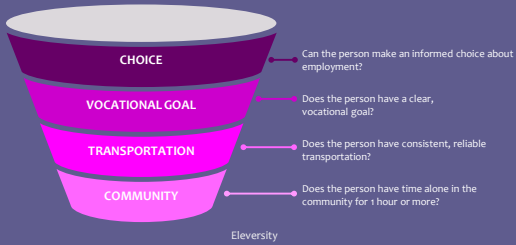




Roles and Responsibilities of a Vocational Support Professional

VSP

IS THE PERSON READY FOR EMPLOYMENT?



Vocational Support Professional

Part 1

Develop Flexible Independent Job Coaching Assess Support
 Coach Community Employment Specialist Help Opportunity
 Community Jobs Opportunities Employability Support
 Job Supportive Opportunity Employment Support
 Report Employment Mentor

What is a Vocational Support Specialist?

Eleversity 4

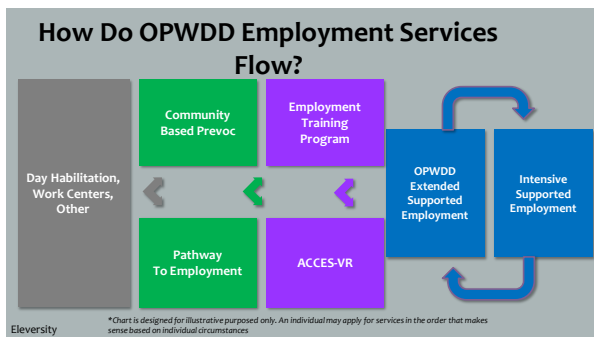
What contributes to the **SUCCESS** of a VSP

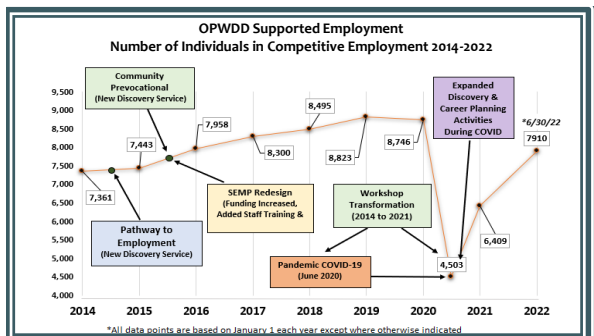
- * Balance of business sense and empathy
- * Detailed observation skills
- * Writing skills
- * Being an Active listener
- * Self-motivation
- * Ethical Behavior

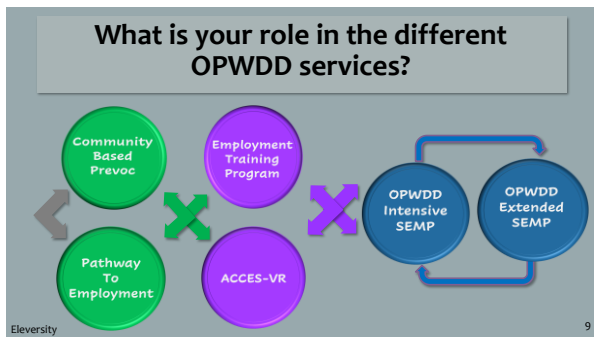
Eleversity 5


OPWDD Vocational Options

Part 2











The VSP's Role in CBPV

Well written documentation

Fundamental employment skills

Create relationships with several different sites in the community

Travel Training

Teach and train people a variety of the tasks within the assessment sites


Work Readiness Training

Career Exploration, Transferable Skills



Ensure Benefits Counseling is done

Help the person learn about themselves and connect to the idea of work

Eleversity 10



The VSP's Role in PTE

Well written documentation

DISCOVERY!

Support the individual through activities to complete the Discovery Report

Review the file to identify good people to interview and activities to explore

Interview people that can give good information about the participant


Observe the person doing a variety of activities

Create opportunities at community business for people to try the jobs they are interested in



Ensure Benefits Counseling is done

Based on what you learned, is this person ready for employment and what's the best way to help them get there

Eleversity 11



The VSP's Role in ETP

Well written documentation

DISCOVERY!

Complete Discovery Report ensuring to highlight strengths and support needs

Support the Discovery activities: file review, interviews, observations and assessments

Ensure Benefits Counseling is done


Observe the person to learn levels of independence as well as challenges

Develop 2 career areas of interest



Create internship sites that relate to careers identified in the Discovery Report and the Job Development Plan

Support the intern learning the job and acclimating the workplace to earn the job

Eleversity 12




The VSP's Role in Intensive SEMP



Well written documentation

- Helps the person prepare for day 1 of work
- Create a job coaching place based the supports in the Findings and JD Plan
- Travel Training to/from the job
- Help to navigate the culture and unwritten rules of the workplace
- Assist in creating relationships for Natural Supports, both on and off the job
- Foster a good, on-going relationship with the business
- Continued support building independence in the workplace
- When the person becomes independent, create and communicate a fading plan

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The VSP's Role transitioning from ACCES-VR



Well written documentation

- Ensure the ACCES-VR Case is closed before billing OPWDD
- Review the file: if there was a different coach, see how the person was supported on the job
- Review the information to learn about the job, job site, culture and environment
- Create an extended coaching plan and follow the OPWDD Extended Services guidelines

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The VSP's Role in Extended SEMP

Well written documentation

- Regular visits to the job site (arrange with business)
- Facilitate in building relationships and navigating work culture
- Continuously evaluate and adjust training
- Support and encourage upskilling to assist individual
- On-going communication with support team to support ongoing success
- Discuss ongoing skill and career exploration

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What might get in the way?

Part 3

Ableism

- Disability Microaggressions
- Ableist Language
- Disability Stereotypes
- Unconscious bias
- Dismissing Lived experience
- Privileging Normative ways of being
- Overt discrimination
- Inability to recognize abled power
- Belief in reverse discrimination

What is ableism?

- Ableism is discrimination against disabled people. It is based on the assumption that non-disabled people are superior and that disabled people require 'fixing'.

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What do you think of when you see this?

Eleversity 18

INTERSECTIONALITY

- 1 Race
- 2 Ethnicity
- 3 Gender identity
- 4 Class
- 5 Language
- 6 Religion
- 7 Ability
- 8 Sexuality
- 9 Mental health
- 10 Age
- 11 Education
- 12 Body size
(...and many more...)

Intersectionality is a lens through which you can see where power comes and collides, where it locks and intersects. It is the acknowledgement that everyone has their own unique experiences of discrimination and privilege.

- Kimberlé Crenshaw -

Eleversity 19

What is Implicit Bias?

Implicit Bias is Having Negative Attitudes Without Conscious Awareness.

Challenging Bias

1
Slow Down Our Brains React Quickly to Preconceived Ideas.

2
Be aware of Assumptions Made About People With Disabilities.

3
Challenge the Preconceived Ideas You Might Have About People With Disabilities.

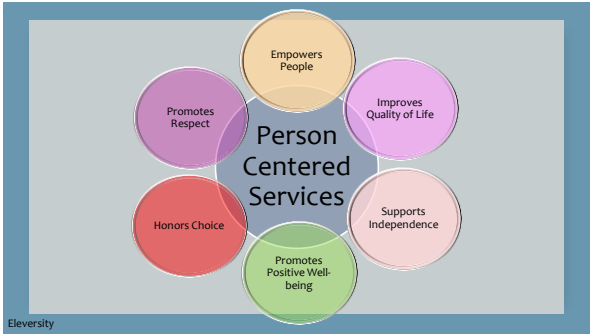
4
Get to know People With Disabilities. This Opens the Door for Understanding and Friendship.

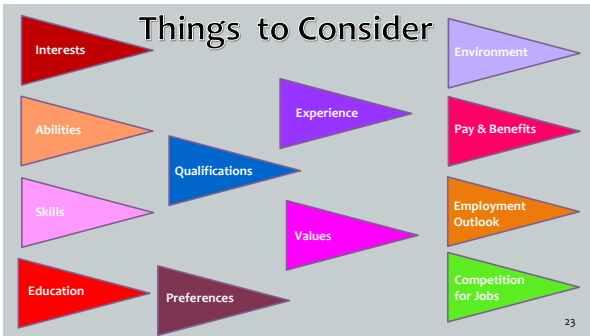
Four Ways to Challenge Unconscious Bias

20

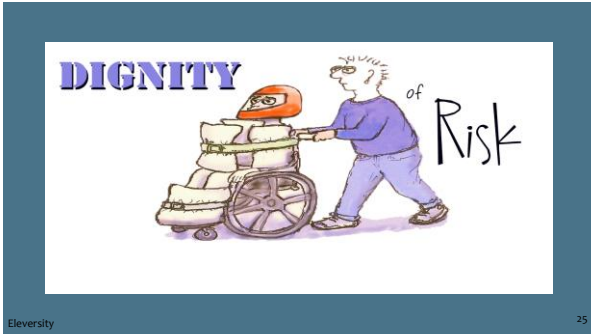
Important concepts when providing supports

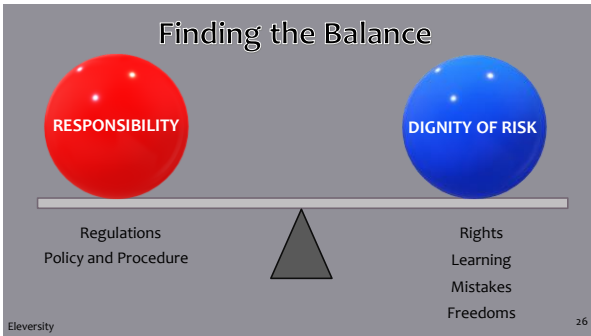
Part 4












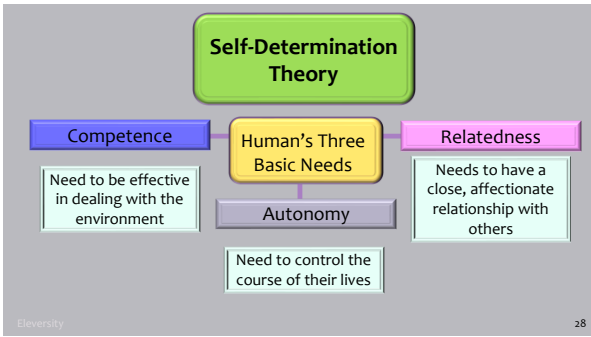
Informed choice and Dignity of Risk

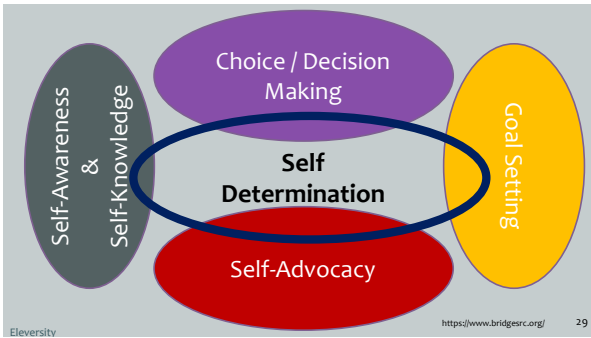
What might get in the way?

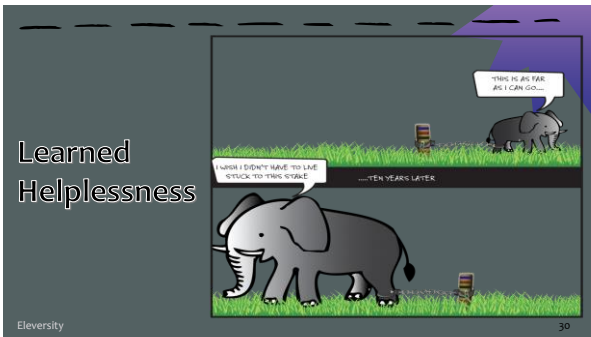
- Time constraints, real or perceived
- Lack of training/information
- Too many options
- Ability to provide adequate support
- Attitudes
- Communication
- Accessibility



Eleversity







**THE LANGUAGE OF
LEARNED HELPLESSNESS**

Learned Helplessness inhibits growth and the development of self-confidence

Is your language creating independence and autonomy
OR are we creating an environment of Learned
Helplessness?

You can't → I can → So, I'll do it for you

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Ethics

Part 5



Natural Consequences

You are free to make whatever choice you want, but you are not free from the consequences of the choice.

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ETHICAL PRINCIPLES

- Autonomy
- Beneficence
- Fidelity
- Justice
- Nonmaleficence
- Veracity



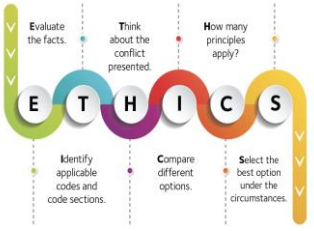
From the Code of Professional Ethics for Rehabilitation Counselors 2017
https://www.crra-rehab.com/the/ethics_Resource/CRC_Code_Eth_2020m.pdf

Steps to Ethical Decision Making



1. Identify the problem
2. Identify potential issues
3. What are the Ethical Codes
4. Consider the law, regulations and your agency policy and procedure
5. Consult, if you are able
6. What are the possible courses of action
7. What are the potential consequences
8. What is the best course of action for this person at this time.

Characteristics of an Ethical Dilemma



- Choice of action
- Consequences of action
- Principles supporting each action
- Degrees of compromise

The Slippery Slopes of Ethical Rationalizations

- I don't have time.
- It's really best for everyone involved.
- I want to make it easier for _____. (the person, business, coworker, etc.)
- It's better for this to be kept quiet
- Everyone is doing it, so it must be ok.
- A release doesn't matter in this case.
- My boss told me to do it.



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Social Capital Wrap up

Part 6



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info@Eleversity.org



(585) 340-2051

www.Eleversity.org