



Roles and Responsibilities of a Vocational Support Professional VSP

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Vocational Support Professional

Part 1

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What is a Vocational Support Specialist?

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What contributes to the
SUCCESS of a VSP



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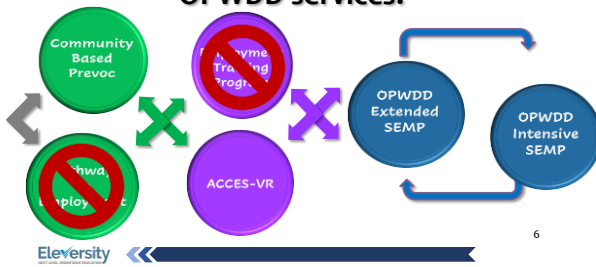
OPWDD Vocational Options

Part 2

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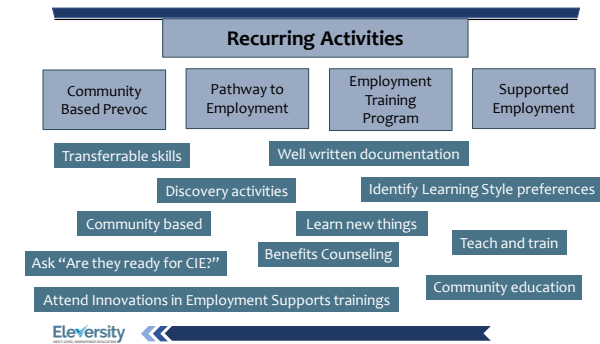
What is your role in the different
OPWDD services?



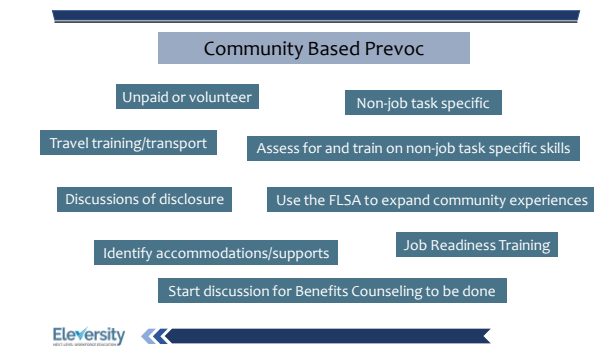
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Employment Training Program

Assist with ETP application process

Communication regularly with the ETPS

Complete Discovery Report Activities

Ensure community assessments match career interests

If ready to work, create Job Development Plan

If ready to work, create Job Development Plan

Support Intern to become a paid employee

Attend ETP101

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Intensive SEMP

Support In learning job yasks

Help prepare for new job: day 1, week 1, etc.

Complete a Job Analysis to help teach job tasks

Create communication with supervisor/business

Implement training techniques, adjust accordingly

Facilitate Natural Supports, on and off the job

Support independence of new employee and create a Plan to Fade

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Transition from ACCESS-VR

Ensure ACCES-VR case is closed

Create a smooth transition to new coach

Acclimate to the Job Site (Tasks, Manager, etc.)

Continued facilitation of communication and Natural Supports

Create and implement Extended Coaching Plan

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Extended SEMP

Regular, less frequent visits – On or Off Site

Facilitate relationship building

Acclimate to the Job Site (Tasks, Manager, etc.)

Participate in Employee Evaluations

Adjust coaching supports

Ongoing skill and career development

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What Might Get in the Way?

Part 3

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Ableism



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?

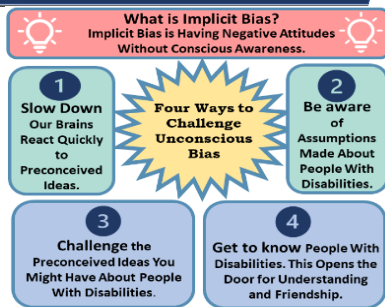


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Challenging
Bias



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Important Concepts When
Providing Supports

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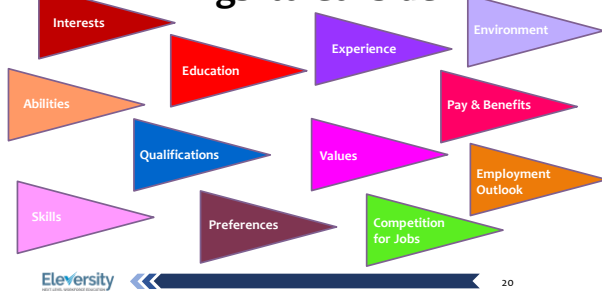


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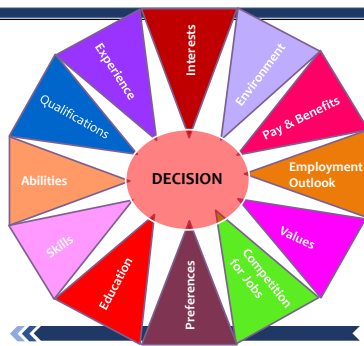
Things to Consider



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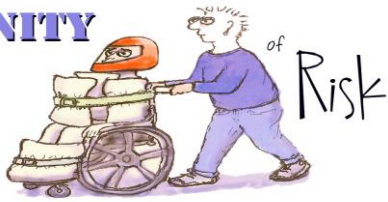
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DIGNITY

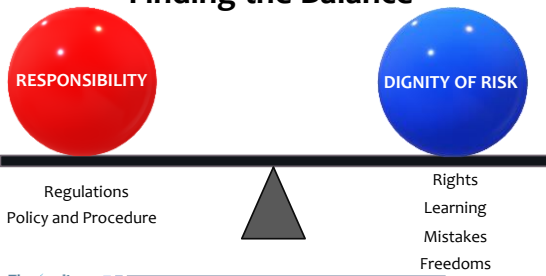


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Finding the Balance



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Learned Helplessness



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THE LANGUAGE OF LEARNED HELPLESSNESS

Learned Helplessness inhibits growth and the development of self-confidence

"Let me get that for you"	"That's too difficult for you"
"I'll do it"	"It's late, you can let that go"
"Let me handle that"	"I will ask the supervisor..."
"I can fix that for you"	

How can you change the language to that of supporting independence?

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Ethics

Part 5

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 Autonomy

 Beneficence

 Fidelity

 Justice

 Nonmaleficence

 Veracity

ETHICAL PRINCIPLES



From the Code of Professional Ethics for Rehabilitation Counselors 2017
https://www.cccertification.com/files/Ethics_Resources/KRCC_Code_Eth_20120101.pdf

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Ethical Decision Making

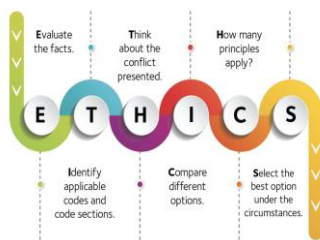


Steps to Ethical Decision Making

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.

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Characteristics of an Ethical Dilemma

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

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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



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Ethical Dilemma - Alisha

Alisha wants to work in clothing retail. She is in CBPV and just completed an assessment at Forever 21. The business is very happy with her work and wants to offer her more hours during the week and to continue her assessment.

- Is this an ethical dilemma? Why or why not?
- What are the ethical issues and principles involved?
- What are the potential consequences of all possible actions?
- What do you think is the best course of action?

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Ethical Dilemma - Jenny

You completed Discovery with Jenny who has been trying to find a position in a salon. Jenny wants to work as a shampoo/assistant to the stylist, which aligns with her Job Development Plan and Discovery. An opportunity has presented itself for a cleaning position at Sally Beauty supplies. You encourage Jenny to take this job and promise to keep looking for a salon position while she builds up her resume.

- Is this an ethical dilemma? Why or why not?
- What are the ethical issues and principles involved?
- What are the potential consequences of all possible actions?
- What do you think is the best course of action?

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Ethical Dilemma - Gabby

Termination

You are working with Gabby who is employed at a local college. You are called in mid-week to meet with her and the manager. Apparently Gabby and a co-worker have been "bullying" another person and a complaint was filed. The manager explained that the college has very strict rules about bullying and that if it happens again Gabby and her co-worker would be terminated. Following the meeting with the manager, you meet with Gabby who states they were just "making up songs" and laughing about it. You provide feedback to Gabby to explain the severity of the infraction. You talk with Gabby about bullying and make sure that she understands the implications of bullying at the worksite. She promises that it will stop. You get called in again the following Monday morning and are told that Gabby is being terminated because she and the co-worker continued the bullying. Gabby wants you to defend her and "fight" for her to keep the job.

- Is this an ethical dilemma? Why or why not?
- What are the ethical issues and principles involved?
- What are the potential consequences of all possible actions?
- What do you think is the best course of action?

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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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Natural Consequences

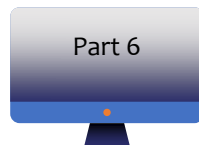
You are free to make whatever choice you want, but you are not free from the consequences of the choice.

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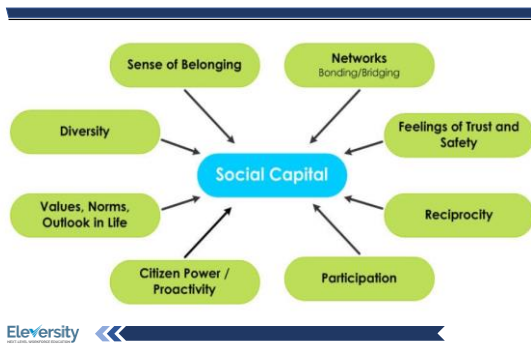
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Social Capital Wrap up



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