Community Engagement and Career Planning for Day Hab Professionals

Innovations in Employment Supports

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Today's Focus

- Exploring Day Habilitation's Impact on Community Engagement and Career Planning

- Designing the Day: Supporting Staff to Lead Engaging Activities

- The Community Engagement and Career Planning Training

- Connecting to Employment & Prevocational Services

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Setting the Stage: Supporting Growth Through New Tools and Training

Section 1

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Why This, Why Now?

• Strengthening how Day Hab supports community connection, independence, and growth

• Reinforcing the link between daily activities and long-term goals like employment

• Equipping you to lead, coach, and structure programming with intention

• Aligning staff and management training to ensure consistency and shared vision

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What makes community activities valuable and impactful for the people you support?

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How DH Supports OPWDD's Mission & Vision:

OPWDD's Mission:
"To help people with developmental disabilities live richer lives."

OPWDD's Vision:
"People with developmental disabilities enjoy meaningful relationships with friends, family, and others in their lives, experience personal health and growth, live in the home of their choice, and fully participate in their communities."

MISSION
A mission defines your purpose

VISION
A vision extends your mission to an ideal future state

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The Role of Day Habilitation in Community Engagement and Career Planning

Section 2

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What is your starting point?

Unmute

In your experience, what have you heard about people with disabilities being part of the general workforce? Consider your own experiences, your place of employment, families, and people receiving day hab services.

People with IDD have historically been considered unable to successfully enter competitive integrated employment and maintain a fulfilling work career. (Wehman et al., 2018)

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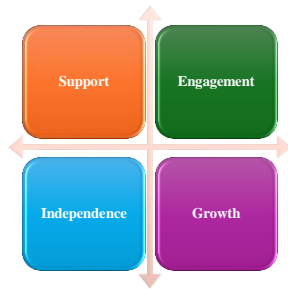---

The Spirit of Community Engagement:

GOALS of Community Engagement
- Participation
- Valuing differences
- Choice
- Respect
- Belonging

SERVICES of Community Engagement
- Transition services
- Peer support
- Socialization
- Personal growth
- Person-centered planning

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Fostering an Environment of Skill Building and Engagement

Support	Engagement
Independence	Growth

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Designing the Day: Leading Engaging Activities

Section 3

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The Activities of Day Hab

Soft Skills (Workplace Readiness)	Independent Living & Executive Function Skills	Social and Community Skills
Communication Teamwork Problem-Solving Time Management Adaptability	Money Management Transportation Skills Personal Hygiene Self-Advocacy	Networking Community Engagement Professional Etiquette

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Building skills to gain greater independence and vocational exploration

Real-life application of skills

Building social connections

Enhanced confidence

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Employment's Role in Community Engagment, Personal Growth, and Well-Being

Belonging

Well-being

Self-esteem

Community Integration

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Promoting Skill Development and Independence

Section 4

Eleversity

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Skill Development Strategies

Person-Centered Planning (PCP):	Task Analysis:	Adaptive Technology and Tools:
• Tailor programs to each person's strengths, goals, and interests • Involve the person in decision-making to empower their sense of control and motivation	• Break down complex tasks into smaller, manageable steps. • Gradually build skills by mastering one step at a time.	• Use assistive devices (screen readers, speech-to-text apps, adaptive utensils) to increase accessibility. • Introduce job-specific tools that enhance performance and independence.

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Skill Development Strategies — cont.

SKILLS

Hands-On Training and Real-World Practice:	• Offer internships, volunteer opportunities, or job-shadowing experiences. • Simulate real-life scenarios in a safe environment to build confidence.
Positive Reinforcement:	• Celebrate small victories to motivate continuous progress. • Use reward systems that align with the individual's interests.

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Independence-Boosting Strategies

Life Skills Training:
- Focus on daily living skills — safety, communication, budgeting, personal care, transportation, etc.
- Provide visual schedules or checklists to reinforce routines.

Self-Advocacy Education:
- Teach individuals how to express their needs, request accommodations, and set personal goals.
- Practice role-playing exercises for real-world situations (e.g., speaking to a manager or asking for help).

Community Integration:
- Help people participate in community events, clubs, or recreational activities.
- Foster social connections by promoting interaction with peers and mentors.

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Independence-Boosting Strategies
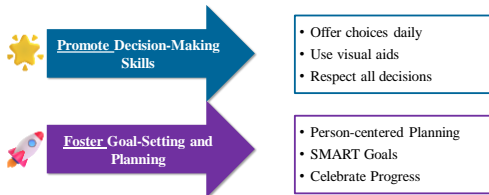
Peer Mentorship:
- Pair individuals with role models who have successfully developed skills and independence.
- Create a supportive, relatable environment for sharing experiences and advice.

Gradual Fading of Support:
- Start with close guidance but slowly reduce assistance as the person becomes more confident.
- Use "least-to-most" or "most-to-least" prompting techniques to encourage autonomy.
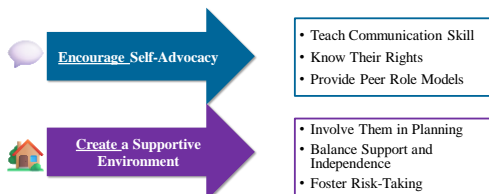
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Encouraging Self-Advocacy and Personal Choice

Promote Decision-Making Skills
- Offer choices daily
- Use visual aids
- Respect all decisions

Foster Goal-Setting and Planning
- Person-centered Planning
- SMART Goals
- Celebrate Progress

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Encouraging Self-Advocacy and Personal Choice

Encourage Self-Advocacy
- Teach Communication Skill
- Know Their Rights
- Provide Peer Role Models

Create a Supportive Environment
- Involve Them in Planning
- Balance Support and Independence
- Foster Risk-Taking

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The Community Engagement and Career Planning Training

Section 5

Eleversity

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Two New Resources

Resource Guide   Assessment Tool
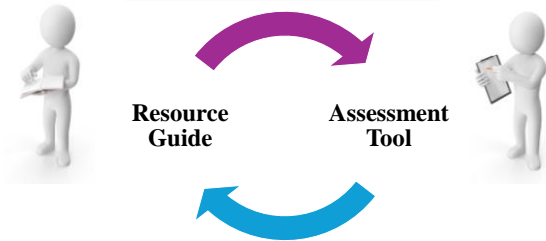
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A Look at the Modules

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What skills does a person need to work?

Communication	Stress Management
Self-Advocacy	Time Management
Problem Solving	Travel Training
Community Engagement	Informed Decision-Making
Making/Keeping Friends	Conflict Resolution
Teamwork	**Safety**
Personal Presentation	Use of Technology
Preparing for your day	Explore World of Work

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Day Habilitation Community Skills Assessment

Section 6

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Community
- Social engagement
- Relationships

Skills
- Task management
- Communication
- Safety

Employment
- Career planning
- Skills training

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Assessment

The Day Habilitation Community Skills Assessment
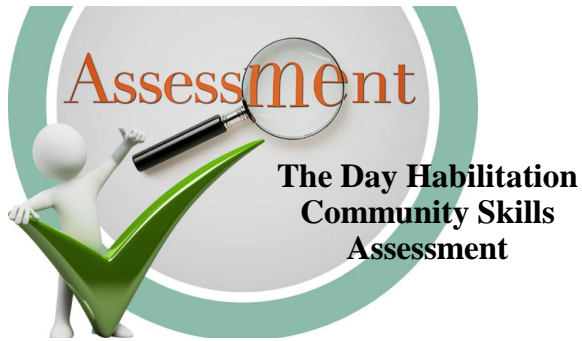
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What are the Next Steps for the Person?

Which Services Fit the Person's Skills, Experience and Support Needs?

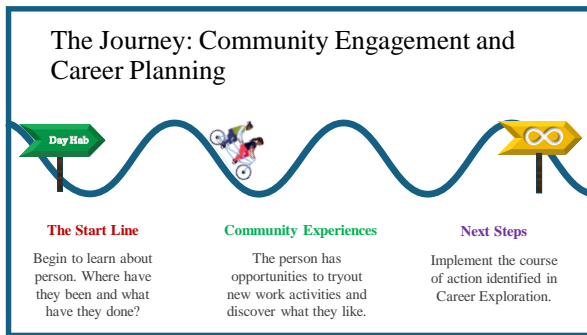OPWDD Employment and Vocational Service Options

No Community or Work Experience No Discovery

Pathway to Employment
Community Prevocational

Limited Community or Work Experience No Discovery

Pathway to Employment
Employment Training Program

Has Community and Work Experience Discovery Completed

Employment Training Program
ACCES-VR
Supported Employment

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Increasing Vocational Expectations in Day Hab

Section 7

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The Journey: Community Engagement and Career Planning

The Start Line

Begin to learn about person. Where have they been and what have they done?

Community Experiences

The person has opportunities to tryout new work activities and discover what they like.

Next Steps

Implement the course of action identified in Career Exploration.

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Starting the Conversations

Person

You

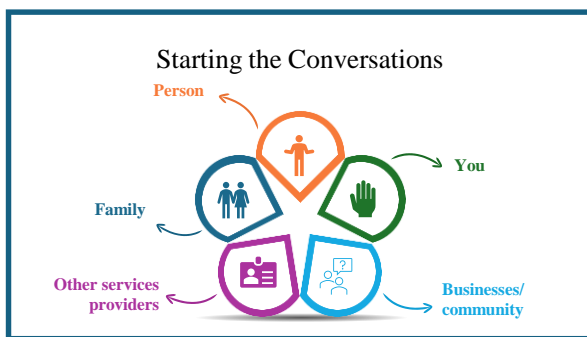Family

Other services providers

Businesses/community

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Meet Paul

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Contact OPWDD with your questions:

Day.community.services@opwdd.ny.gov

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