

Community Engagement and Career Planning for Day Hab Management

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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How This Training Fits with Staff Learning

For Managers (Today)	For Staff (Upcoming Training)
Understanding the "why" behind service evolution	Exploring what meaningful engagement looks like
Structuring staff support and oversight	Building activities around strengths, interests, and goals
Introducing learning modules and assessment tools	Using new modules to promote skill-building and independence
Connecting to broader pathways (like employment)	Starting career conversations and recognizing opportunity



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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."



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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?

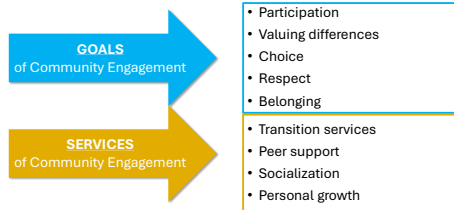


In your experience, what have you heard about people with disabilities being part of the general workforce? Consider your own experiences, your place of employment, families, and people receiving day hab services.

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:

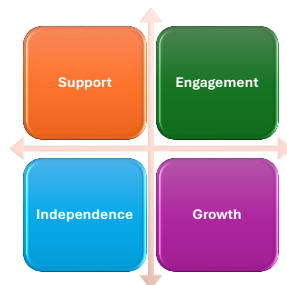


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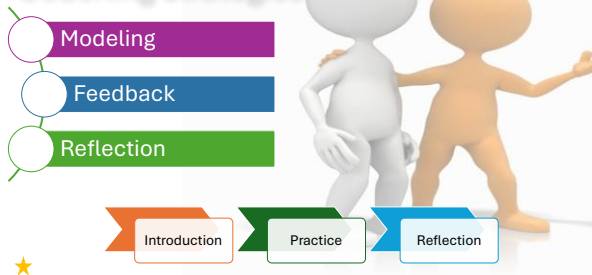
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Fostering an Environment of Skill Building and Engagement



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Coaching Strategies



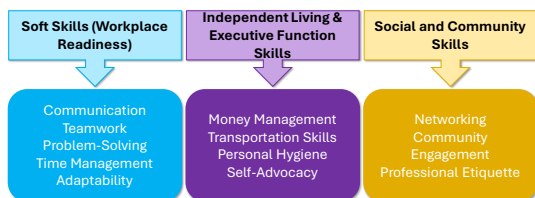
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Designing the Day: Supporting Staff to Lead Engaging Activities

Section 3

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The Activities of Day Hab



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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 Engagement, Personal Growth, and Well-Being



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What questions or concerns might your staff have when implementing these concepts in their daily work?

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Developing Strengths, Encouraging Independence

Section 4

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Skill Development Strategies

Person-Centered Planning (PCP)	<ul style="list-style-type: none"> • Tailor programs to strengths, goals, and interests • Empower choice to boost motivation and ownership
Task Analysis	<ul style="list-style-type: none"> • Break tasks into small, manageable steps. • Build skills gradually, one step at a time.
Adaptive Technology/Tools	<ul style="list-style-type: none"> • Use assistive devices to improve access and independence. • Provide job-specific tools to support success.
Hands-On Training/Real-World Practice	<ul style="list-style-type: none"> • Provide volunteering or job-shadowing for hands-on experience. • Use real-life simulations to build confidence in a safe setting.
Positive Reinforcement	<ul style="list-style-type: none"> • Celebrate small wins to encourage ongoing progress. • Use personalized rewards tied to the person's interests.

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Independence-Boosting Strategies

Life Skills Training: Teach daily living skills (safety, communication, budgeting). • Use visual aids like schedules or checklists.	Self-Advocacy Education: • Teach expressing needs and requesting accommodations. • Use role-play for real-world practice.	Community Integration: • Support participation in community activities. • Encourage social connections with peers and mentors.
Peer Mentorship: • Pair with role models for skill development. • Create supportive spaces for sharing advice.	Gradual Fading of Support • Start with close guidance, then reduce assistance. • Use prompting to encourage independence.	

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Self-Advocacy and Personal Choice



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The Community Engagement and Career Planning Training

Section 5

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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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Making the Resource Guide Work for Your Team



Advance Planning

Proactively anticipate support and activity needs.

Active Participation

Engage people in meaningful activities based on their strengths.



Flexible Implementation

Customize plans to fit individual circumstances.

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Day Habilitation Community-Based Skills Assessment

Section 6

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Individual Skills for Community-Based Skills Assessment



Community

- Social engagement
- Relationships



Skills

- Task management
- Communication
- Safety

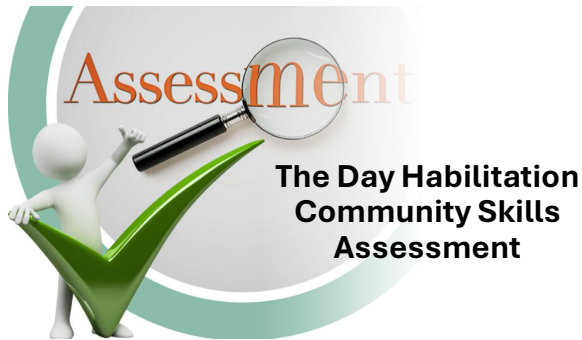


Employment

- Career planning
- Skills training



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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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**Incorporating
Assessment
Results into
Planning**



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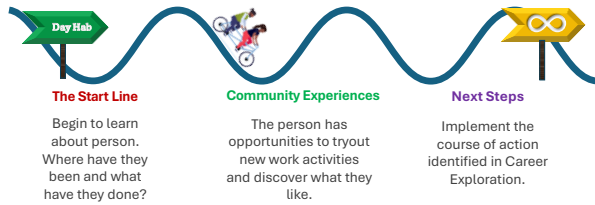
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**Increasing Vocational
Expectations in Day Hab**

Section 7

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The Journey: Community Engagement and Career Planning



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**Braiding
Services**

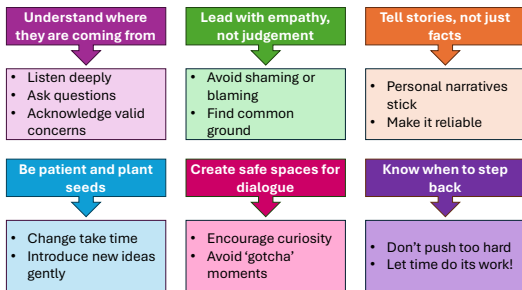


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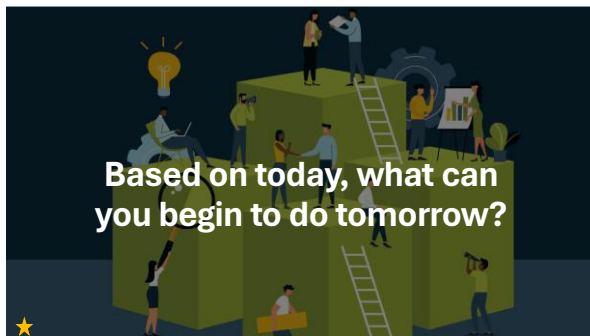
Starting the Conversations



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Contact OPWDD with your questions:

Day.community.services@opwdd.ny.gov

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References

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