

## 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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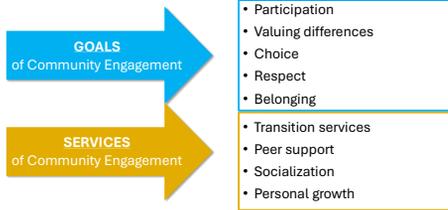
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### The Spirit of Community Engagement:



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### Fostering an Environment of Skill Building and Engagement



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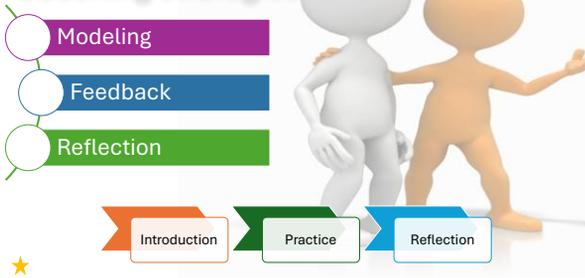
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### Coaching Strategies



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## Designing the Day: Supporting Staff to Lead Engaging Activities

Section 3

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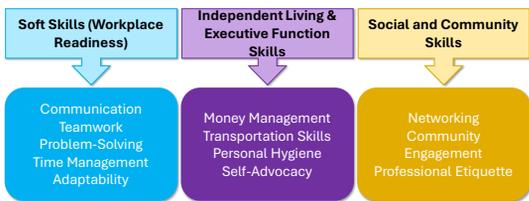
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### The Activities of Day Hab



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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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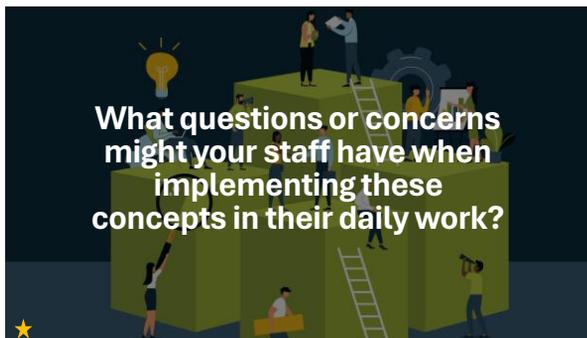
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# Developing Strengths, Encouraging Independence

Section 4

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## Skill Development Strategies

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

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## Independence-Boosting Strategies

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



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## A Look at the Modules

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What skills does a person need to work?

|                        |                          |
|------------------------|--------------------------|
| <b>Communication</b>   | Stress Management        |
| Self-Advocacy          | Time Management          |
| Problem Solving        | Travel Training          |
| Community Engagement   | Informed Decision-Making |
| Making/Keeping Friends | Conflict Resolution      |
| Teamwork               | <b>Safety</b>            |
| 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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**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**



**Pathway to Employment**



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### Starting the Conversations



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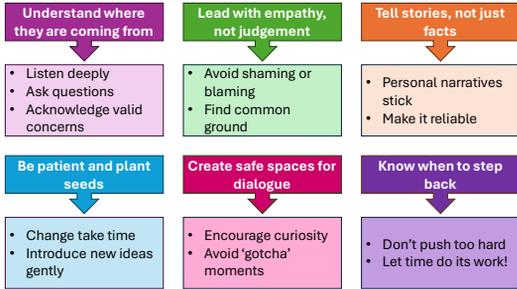
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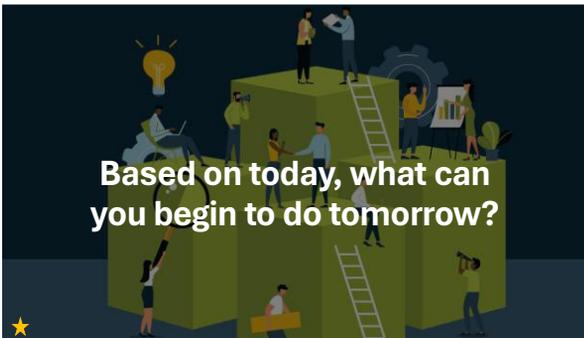
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**Meet Paul**

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Contact OPWDD with your questions:

[Day.community.services@opwdd.ny.gov](mailto:Day.community.services@opwdd.ny.gov)

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