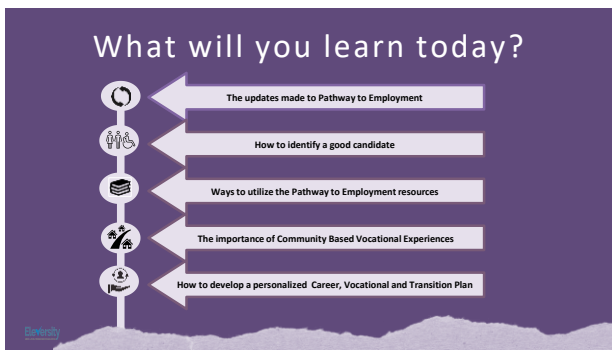




1



2



3

Executive Order #40
EMPLOYMENT 1st

➔

PATHWAY TO EMPLOYMENT

Committing New York to be an Employment First State
Increase competitive integrated Employment for New Yorkers with disabilities
Employment considered as the first option and preferred outcome when planning and delivering services
New Yorkers with disabilities includes those with the most significant disabilities
Providing person-centered planning process to remove barriers and increase access
People receiving public benefits should be supported in efforts to work through benefits planning and advisement for financial literacy

4

BRIDGING THE VOCATIONAL GAP

5

6

WHO HERE IS FAMILIAR WITH PATHWAY TO EMPLOYMENT ACTIVITIES?

- Provides exposure to the world of work
- Is a time-limited service
- Community Based Vocational Experiences
- Increase job readiness skills
- Activities of Discovery
- Result is a comprehensive Career, Vocational and Transition Plan

Continuity

7

ASSESS + IDENTIFY = *SUCCESS!*



Continuity

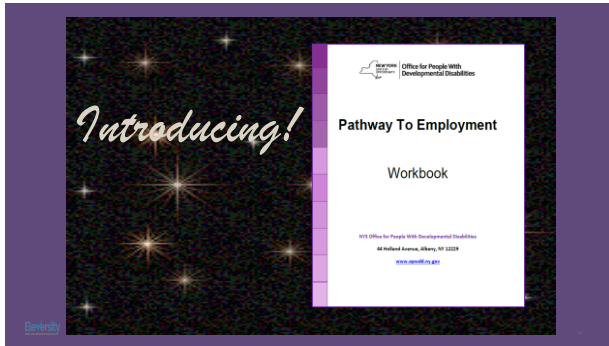
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Pathway to Employment - Highlights

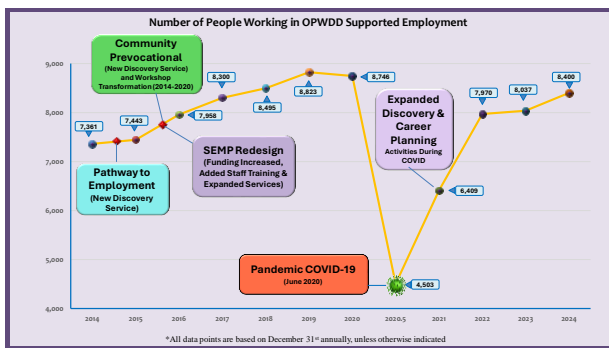
- Continuity with the array of services
- Reduces administrative requirements
- Pathway to Employment Workbook

Continuity

9




10



11

WHAT DO YOU THINK ARE THE KEY BENEFITS OF PATHWAY TO EMPLOYMENT?



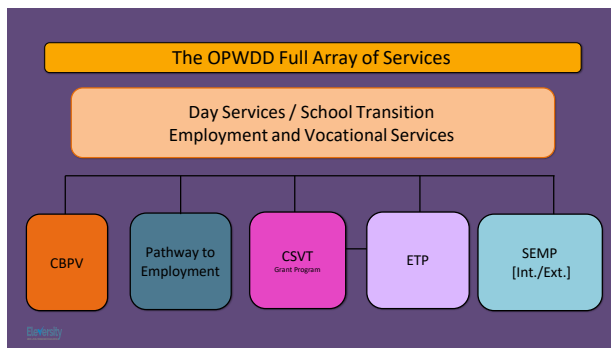
- ✓ Person-Centered Services
- ✓ Person identifies THEIR goals
- ✓ Exploration of skills, strengths, interests based on experiences
- ✓ Pathway wraps around current services and schedules
- ✓ Assessments include community experiences, job-readiness skills and possible supports
- ✓ Activities that lead to a Career, Vocational and Transition Plan

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How to Identify Good Candidates for Pathway to Employment

Part 2

13



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Employment Training Program (ETP)

or

Pathway to Employment

- Application to ETP and enrollment in OPWDD intensive SEMP
- Person has some positive work or community experiences
- Discovery is up to 90 hours and activities are done in 3-5 months
- Focus is on proving the good job match and the internship to provide a longer period of intensive coaching supports

- NO application required for Pathway to Employment and is a conversation
- Time limited waiver service that wraps around the person's current activities
- Person has limited or no work experiences in the community
- Person requires a longer period to assess readiness for competitive employment – Discovery is up to 425 hours
- Focus is on Career, Vocational and Transition Plan

15

15



16

Scenario #1

"Sam worked in a sheltered workshop for 15 years prior to a recent transition. For the past several years, he has participated in community-based prevocational services, primarily performing production and cleaning tasks. He expressed feeling bored and is eager to obtain a job. What would you recommend as the next step?"

CBPV

SEMP

ETP

PATHWAY

Statewide

17

Scenario #1

"Sam worked in a sheltered workshop for 15 years prior to a recent transition. For the past several years, he has participated in community-based prevocational services, primarily performing production and cleaning tasks. He expressed feeling bored and is eager to obtain a job. What would you recommend as the next step?"

CBPV

PATHWAY

Statewide

18

Scenario #2

"Julie has been enrolled in day habilitation services for many years. She is friendly, active in her community, and enjoys social interaction, though she currently does not have alone time in the community. Recently, Julie has expressed an interest in working with animals. She has several pets at home and feels she has a lot of love and care to offer. Julie is interested in exploring employment opportunities. What would you recommend as a next step?"

CBPV

SEMP

ETP

PATHWAY




19

Scenario #2

"Julie has been enrolled in day habilitation services for many years. She is friendly, active in her community, and enjoys social interaction, though she currently does not have alone time in the community. Recently, Julie has expressed an interest in working with animals. She has several pets at home and feels she has a lot of love and care to offer. Julie is interested in exploring employment opportunities. What would you recommend as a next step?"

CBPV

PATHWAY



20

Scenario #3


"Sarah is currently transitioning out of school and has been assisting her mother with babysitting her two nephews. At her most recent Life Plan meeting, her community habilitation staff noted that Sarah appears bored and would like to become more involved in her community. While Sarah has expressed uncertainty about working currently, she is open to exploring new activities. What would you recommend as a next step?"

CBPV

SEMP

ETP

PATHWAY



21

Scenario #3

"Sarah is currently transitioning out of school and has been assisting her mother with babysitting her two nephews. At her most recent Life Plan meeting, her community habilitation staff noted that Sarah appears bored and would like to become more involved in her community. While Sarah has expressed uncertainty about working currently, she is open to exploring new activities. What would you recommend as a next step?"

CBPV

22

Scenario #4

"Tom has a history of successful employment, but his most recent job ended during the COVID-19 pandemic. He is now ready to return to work. Tom uses public transportation and has shared with his Care Coordinator that he wants a job, although he is unsure of the type of work he would like to pursue. He has not yet participated in the Discovery process. What would you recommend as the next step?"

CBPV

SEMP

ETP

PATHWAY

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Scenario #4

"Tom has a history of successful employment, but his most recent job ended during the COVID-19 pandemic. He is now ready to return to work. Tom uses public transportation and has shared with his Care Coordinator that he wants a job, although he is unsure of the type of work he would like to pursue. He has not yet participated in the Discovery process. What would you recommend as the next step?"

SEMP

ETP

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Scenario #5

Sally is on the Autism Spectrum and is graduating from a BOCES program with a certificate in Sterile Processing. She has not yet held a job and is uncertain if the medical field is the right fit for her. What would you recommend as the next step?

CBPV

SEMP

ETP

PATHWAY

Continuity

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Scenario #5

Sally is on the Autism Spectrum and is graduating from a BOCES program with a certificate in Sterile Processing. She has not yet held a job and is uncertain if the medical field is the right fit for her. What would you recommend as the next step?

CBPV

PATHWAY

Continuity

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Success Story



Aaron completed Pathway to Employment and is now employed and receives OPWDD Extended SEMP from Citizen Advocates.

Continuity

27


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Pathway to Employment Workbook

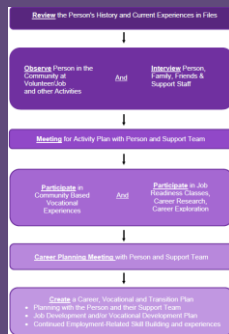
Part 3

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Pathway to Employment Activities



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Where to learn more:

Review the Person's History and Current Experiences in Files

Observe person in the Person, Community at Volunteer/Job And other Activities

Interview and Family, Friends & Support Staff

Foundations of Discovery

Skills to Complete Discovery Activities

Case Study in Discovery

30

A Guide Within the Guide

Foundational Skills are broken into the following categories that have been color-coded throughout the document to assist you in completing the Discovery Report Findings.

Work Performance

Communication Skills

Personal Qualities

Self-Regulation Management

31

[illegible]

Day 2

PATHWAY TO EMPLOYMENT

Elleversity
NEXT-LEVEL WORKFORCE EDUCATION
585-340-2051

32

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Pathway to Employment Workbook

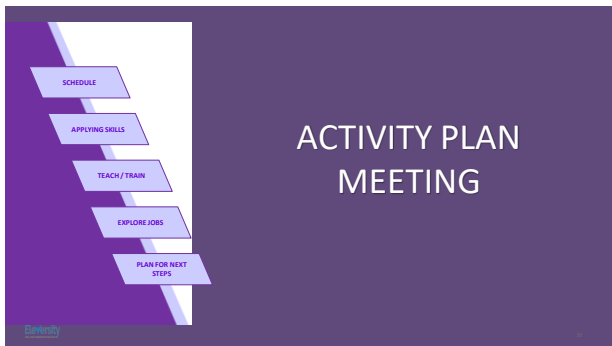
Section 5

Pathway to Employment Activity Planning with the Person and Support Team

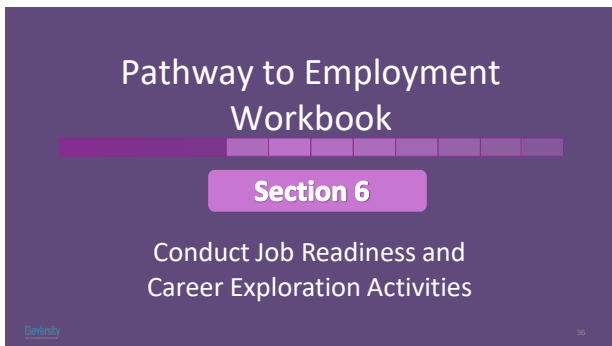
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Purpose of Job Readiness Training and Career Exploration

- Recommended total time is 55-85 hours
- Document foundational skills
- Help prepare persons to obtain and maintain employment

Resources for Agencies to Prepare Job Readiness Classes and Other Career Activities

- Job readiness trainings
- Career exploration
- Resume writing and practice job applications
- Interview skills
- Additional employment information



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Job Readiness & Career Exploration

Job Readiness Resources

Focus is on soft skills

Career Exploration Resources

Tools to learn about career interests



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FOUNDATIONAL SKILLS

Which Foundational Skill is described below?

- 1. Joe accepts constructive feedback from the job coach.
- 2. Tammy always dresses appropriately for her assessments.
- 3. Tim had difficulty following the workplace safety policies.
- 4. Sue always arrived early for her assessments and returned from break on time.
- 5. Chase talked over his job coach and had difficulty listening to instruction.

Work Performance

Communication Skills

Personal Qualities

Self-Regulation Management




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Work Readiness Evaluation Tool

Used to assess the person's ability to demonstrate basic competency in each foundational skill category

Where and when to use the tool:

- Providing skills training
- Assessing skills in different environments
- During job readiness training classes
- While doing a job shadow
- During career development activities




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Pathway to Employment Workbook

Section 7

Educate Regarding Public Benefits & Employment




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PUBLIC BENEFITS & EMPLOYMENT

What impact will work have on benefits?

- ✓ Is the person receiving any benefits?
- ✓ What are those benefits?
- ✓ Has the person met with a Certified Benefits Counselor? If not, who is arranging that?



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Pathway to Employment Workbook

Section 8

Implement Community Based Vocational Experiences

43

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The Community-Based Vocational Experiences are when the person tries the job out

REAL


EXPERIENCES

44

44

Key Components of Community Based Vocational Experiences

- Must comprise 30% of the Pathway hours
- Complete at least 3 different experiences
- Experiences should be varied
- Delivered in integrated settings
- Can be unpaid or paid, with pay being minimum wage or better



ADM #2023-01 Pathway to Employment/Office for People with Developmental Disabilities

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Pathway to Employment
Workbook

Section 9

Conduct Career Research

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CAREER RESEARCH

O*NET Career:

Job Title:

Job Duties / Requirements

☐ Preference ☐ Findings

O*NET Code

How does the job duty / responsibility match the individual's skills and abilities?

[ONETonline.org](https://www.onetonline.org)

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Pathway to Employment
Workbook

Career, Vocational and Transition Plan

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Career, Vocational and Transition Plan

- Complete the Discovery Report Findings
- Make the Final Recommendation
- Planning includes person and support team
- Based on recommendation, transition to employment services and/or vocational development activities

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DISCOVERY REPORT FINDINGS

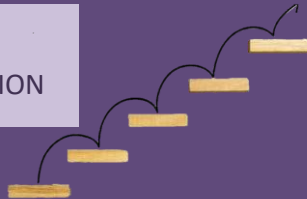
Summarizes the activities and identified strengths and supports needs in:

- Interviews and Observations
- Community Based Vocational Experiences
- Career Exploration
- Skills, communication and learning
- Environmental, scheduling, transportation, culture

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Based on the information gathered during Discovery, what has been revealed as the next best step for the person?

FINAL RECOMMENDATION



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Final Recommendation

JOB DEVELOPMENT FOR COMPETITIVE EMPLOYMENT	SKILL BUILDING TO DEVELOP EMPLOYMENT SKILLS
1. ETP, SEMP or ACCES-VR	1. Services to gain additional experiences
2. Complete Job Development Plan	2. Complete Vocational Developmental Plan
3. Career areas identified	3. Identify vocational challenge areas
4. Identify who will assist with next steps	4. Identify who will assist with next steps

Beetlefly

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NOT RECOMMENDED FOR JOB DEVELOPMENT

Beetlefly

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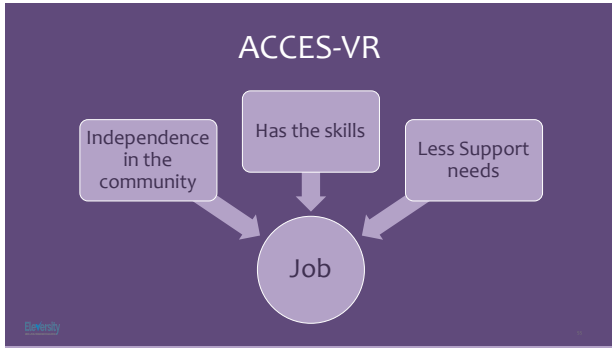
Recommended For Job Development

Based on Discovery activities:

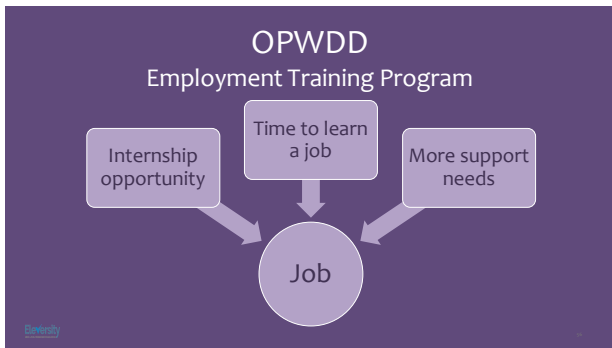
- Were 2 career areas identified?
- Has it been determined the person is limited to work shorter periods of time?
- What is the level of support the person may need to meet the standard of the business?
- Would the person benefit from a longer period of intensive coaching supports?

Beetlefly

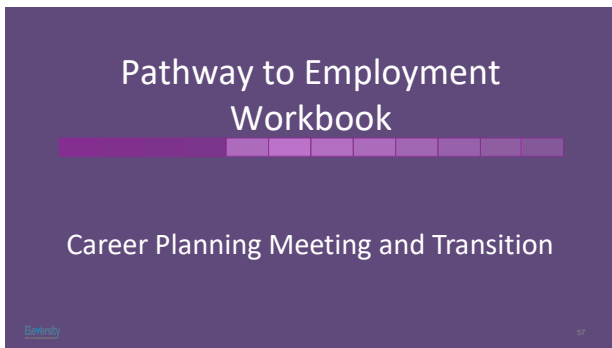
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Career Planning Meeting and Transition

1. Create the agenda prior to meeting (Pg. 96)
2. Host the meeting with person, family and support circle
3. Review the Job or Vocational Development Plan
4. Present the proposed next steps based on the Final Recommendation
5. Identify people to assist with paperwork for services

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Innovations In Employment Supports

Targeted Job Development

- ✓ Two main career areas are identified
- ✓ Career Plan
- ✓ Job Development Plan



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Points to Consider:

Transition to Employment Services
and/or
Vocational Developmental Activities



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INDIVIDUAL VS GROUP SERVICE



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INDIVIDUAL



- Community Based Vocational Experiences
- Interviews
- Activity planning for meeting
- Observations
- Practice interviews
- Career research

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GROUP SERVICE



- Tour of a local business
- Observations in the community
- Job shadow opportunity in the community
- Job readiness classes
- Practice interviews
- Community Based Vocational Experiences

63



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65



66
