



Life Beyond Work

PENNSYLVANIA EFSLMP COMMUNITY OF PRACTICE WEBINAR

AUGUST 15, 2016

Some History

The use of community habilitation services began years ago often to find alternative community integration services for individuals working in the community needing valued things to do in the community when they were not working.

Community Habilitation services have become more broadly used now as an alternative to facility based work and day activities programs.

The Role of Day Services in an Employment First World

Defining the Role of Day and Community Habilitation Supports (I)

Success in day programs/community habilitation is not a prerequisite for enrollment in employment

Importance of outreach to individuals and families about respective roles of employment and day activities

The goal of day supports won't always be employment but important to keep in mind how they can help people move toward employment

Defining the Role of Day and Community Habilitation Supports (II)

Fade support when possible to build independence and self-esteem

Continue to expand employment opportunities when day supports is a wrap around service for people who are working part-time jobs

How can community habilitation supports complement and support employment efforts

Launching off point for employment

Opportunity for community Integration

Provides structure and security during job search or non working hours

Needs of family or residential service providers

Developing Creative Day Supports

Common Community Pre-vocational Activities

Job Exploration

Job Shadowing

Resume writing

Interviewing Skills

Role Playing Workplace Etiquette

Volunteering

Paid and unpaid internships

Training in particular skills

Common Day Habilitation Activities

Sports and recreational activities

Artistic activities

Volunteer work

Clubs based on interests (e.g. Anime, Gardening, Computer)

Individual skill building (e.g. cooking, budgeting, travel training)

Key questions to ask ourselves as we provide these supports

How do we ensure that “program” activities really help people move toward employment?

How can we individualize opportunities and experiences within a group program and funding?

How do we support people to become part of their communities?

Moving away from a “program” model

Each “program” is constructed from a combination of individuals’ choices

Individualize activities as much as possible within funding constraints

Group activities based on mapping individual interests, transportation needs, and community resources

Can respond to the desire for peer friendships in the context of community integrated activities

Weaving traditional group activities into an individualized program

Take another look: What are the elements of day supports that can enhance employment (I)

Discovery with the individual/use as part of customized employment

Create connections with organizations that might have employment opportunities

Development of individual relationship with supervisors or colleagues who can aid in a job search

Explore new interests or expand on existing interests

Take another look: What are the elements of day supports that can enhance employment (II)

Develop skills directly related to work – should be tasks we anticipate that person would do

Encourage confidence

Range of options that match individuals' interests, abilities and needs

Based on knowledge about individuals and choices of individuals

Key strategies to keep in mind....

Integrate discovery type process

Develop community partnerships

Focus on building confidence, skills and interests

Discovery through day supports

Participate with and observe individuals in familiar activities related to interests

Participate and observe individuals in unfamiliar activities

Validate vocational themes

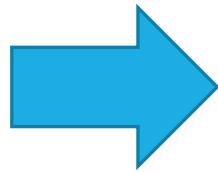
- ❖ **Information interviews**

- ❖ **Short term situational observations**

Individualizing the volunteer experience

Volunteer Work

Internships



Employment

Developing opportunities

RESOURCE DEVELOPMENT THROUGH COMMUNITY NETWORKING
AND PARTNERSHIPS

From volunteer work to employment

From summer volunteer work to paid employment

Steps to meaningful volunteer work

Discovery process

Team effort of direct support workers, managers and the individual

Useful for development of both community activities and employment – braided service

Tools available for planning

- Person Centered Planning work
- Community Calendar (Marc Gold and Associates)
- Draft your own

Evaluate volunteer experience through an employment lens

What is the quality of the experience for individual growth and opportunity?

- Six people doing clerical work for a large not-for-profit that develops housing for low income people
- Work together in a conference room
- Daily contact with office manager and clerical assistant
- Supports from lead support worker with experience in task analysis and teaching skills

Breaking it down

Does it pass muster with Federal and State labor laws?

Are the individuals gaining new skills?

Really ask what additional skills they are continuing to learn?

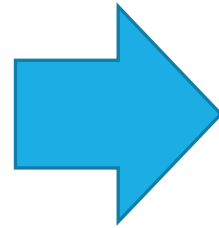
How much contact do they have with the not-for-profit's staff?

How connected is the work with each person's interests and passions?

Reconstructing group volunteer activities through an employment lens

- Create partnerships with a committed not-for-profit or community group of a size large enough to have multiple work stations
- Give individuals choices about activities
- Match individuals with particular departments (e.g. one individual works with the fiscal department, one individual with case management, one individual with fundraising staff)
- Staff takes on role of job coach shuttling between work stations

Classes



Employment

DEVELOPING EDUCATIONAL AND RECREATIONAL OPPORTUNITIES

EDUCATIONAL OPPORTUNITIES

College attendance – Habilitation activities in the context of post-secondary education

- Matriculated courses
- Think College programs

GED classes

Community classes at community centers, Y programs, religious institutions

Questions to Ask Ourselves

Is the class meaningful to this particular person?

Does the activity build skills and confidence?

Is this an environment where the person can make their own individual connections?

Memberships/Associations



Employment

Participation in community life can lead to employment

Attendance at fitness club

Frequenting Hollywood themed restaurant

Participation in church activities

Actor in Children's Theatre

Participation in community life expands interests and engagement

Community theatre

Choir and musical activities

Sports leagues

Food Co-ops

Keys to success

Resource development capacity

Staff recruitment and training

Community based supervision and coordination

Keys to success (2)

Focus on fading support – phase down support and roll with new people

Standard operating procedures (safety and compliance)

Solving the transportation problem

Some Thoughts About Funding

The need for sufficient funding to cover non face to face staff actions

Smaller Units of Service enables development of natural supports

Funding for paid internships

Current Funding Options for Pennsylvania

Most frequently used Unlicensed Home & Community Habilitation

7059 1:3 staff to individual ratio

7060 1:1 staff to individual ratio

Think about how to use each of these funding options creatively and cost effectively!

Use one to one funding whenever you can.

Existing and Potential New Funding Opportunities

ODP is drafting service definitions that will provide more flexibility and options for individuals seeking CIE and community engagement.

- Available for public comment in October 2016
- Will be part of Consolidated and PFDS Waiver renewal effective July 2017

Opportunity to become P.E.T.S (pre-employment transition services) Providers through OVR

- Ongoing source of income
- Contact your local Office of Vocational Rehabilitation

Making small group activities work

Keep the staff individual ratio small (1:3 ratio maximum)

Matching of interests, needs, and geography

Matching of interests, needs and geography for small group activities

Explore interests of individuals with whom your team is working

Match individuals by geography, interest and level of need

Find community resources that match interest and geography

Develop a flexible schedule with varied activities based on multiple matches of interests

Specific staffing needs

Resource Developer -- to develop partnerships and individual opportunities

Staff with expertise in travel training

Staff to assist in keeping track of schedules and staffing of group and individual activities

Liaison with employment team – may be useful

Staffing expertise

Facilitating community interaction

Striking the balance between support and stepping back

Knowing how and when to fade support

Solving the transportation problem

Staff picking up small number of people, meeting at decentralized hubs, and branching out to community

Travel training some individuals to decentralized hubs, staff pick up of others

Partnerships with other service systems

Facilitate Micro-enterprises for stay at home parents

Neighborhood Based Citizen Participation

URBAN INNOVATIONS: ONE MODEL FOR BALANCING INDIVIDUAL
AND GROUP SUPPORTS

Components of this model

Small Group (10-15) of Individuals participating in a neighborhood in which they live

Community within a community

Small hub in a neighborhood community center

Participate as individuals or in small groups of two to four individuals

Components of this model (2)

Group facilitator develops partnerships with other community groups

Spearheads citizen projects

Co-sponsor community events and festivals

Participate in a variety of classes, volunteer work, and community activities based on individual interests and commitments, and community needs

Collaborating in Hosting Community Events

Urban Innovations Sponsors Little Free Library in Parks

A COLLABORATION WITH LOCAL COMMUNITY GROUPS

Participation in Community Art Events

Reconstructing a Group Program

Small group of four individuals meet together in their Harlem neighborhood

Individuals used to take buses to a center based program in downtown Manhattan and then came home to their uptown Harlem neighborhood every evening.

Support worker taught each of them to travel from their homes to an established spot nearby their homes in Harlem

Reconstructing a Group Program

The group decides on a schedule of activities that takes account of all of their interests.

Includes classes, volunteer work, and Urban Innovations sponsored projects in the neighborhood

SUGGESTION: Add in individual one to one activities within the weekly schedule

Sample Schedule of Neighborhood Based Activities

Volunteer together at a food pantry

Participate in a dance class in the neighborhood

Join a crochet class co-sponsored by the Urban Innovations program and community partner

Help to steward the little free library

Participate in a photo shop class in the community

Responding to Desire for Peer Support and Friendship

INTEREST BASED GROUP ACTIVITIES

EMPOWERMENT THROUGH THEATRE

The Outside Voices Theatre Group

Theatre Troupe

Fosters confidence, communication, and team work

Cooperative theatre group facilitated by consultant

Distinguish from teacher led class

- Responsibility to a team
- Opportunities for initiative and leadership
- Confidence, Self-expression and advocacy
- Meeting team members and audience expectations
- Responding to constructive feedback
- Using role playing and team work to solve problems
- Accomplishment of group projects

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Poets of Corsi – Poetry Group

Intent was to have members with and without disabilities

In partnership with local Settlement House

Currently a group with disabilities

Collaboration run by members – facilitated by staff with creative arts background

Performances at Poetry Festivals – must apply and be selected

Performances at community bookstores

AT THE PRESTIGIOUS NEW YORK CITY POETRY FESTIVAL

POETRY IN THE COMMUNITY BOOK STORE

Be Creative..... Have Fun



Some final thoughts....

Program as an incubator for launching people's hopes and dreams

Maximize individualized services and supports even when you provide small group services

Keep our eye on the employment goal!

Contact Information

Rachel Pollock

Senior Program Advisor, Job Path Inc.

rpollock@jobpathnyc.org

Corey Smith

Senior Consultant, Griffin-Hammis Associates Inc

csmith@griffinhammis.com