Innovation: the New Normal for Job Seekers

Our future success is directly related to our ability and willingness to understand, adopt, and integrate technology into our world.
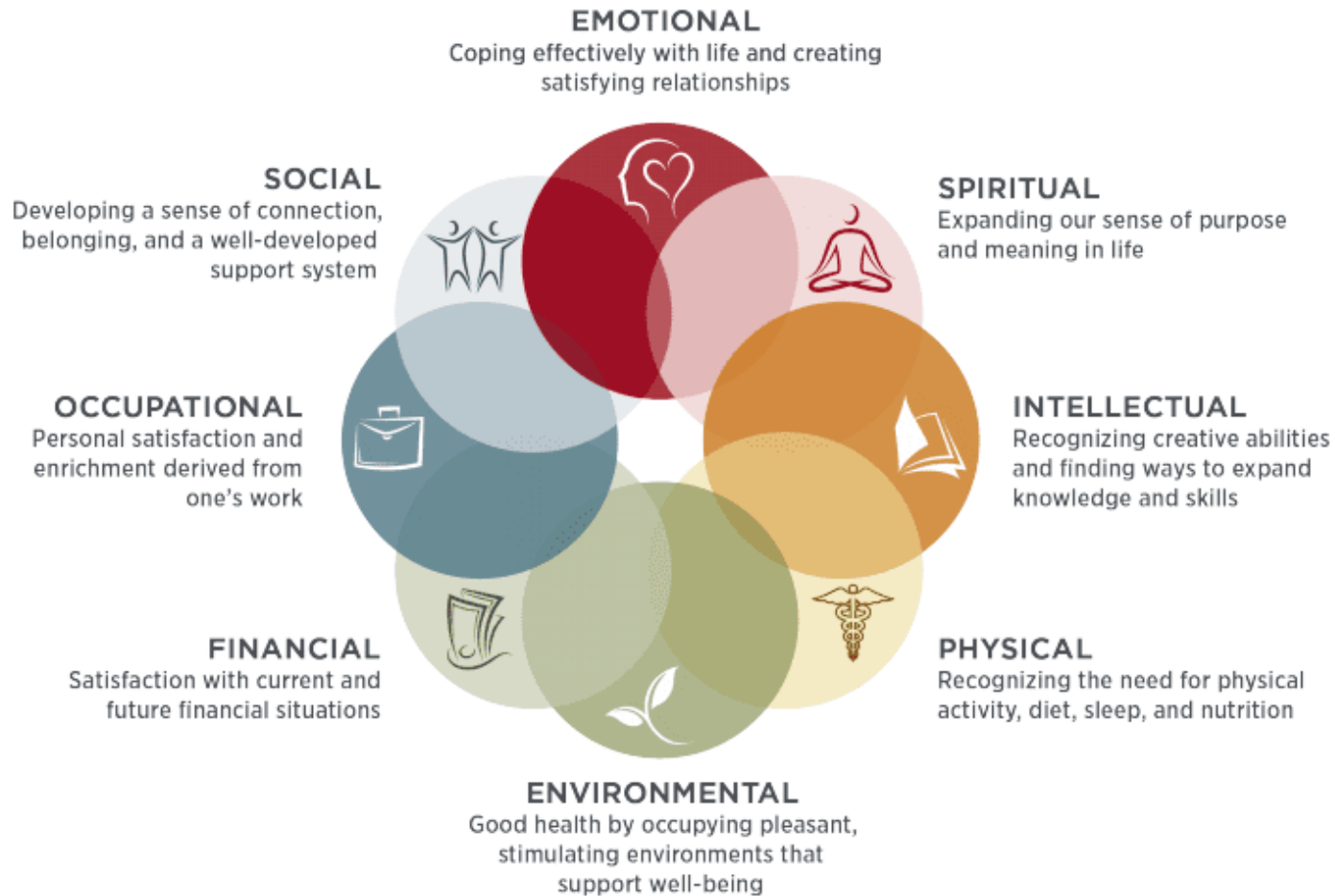
Career Discovery & Exploration

Career discovery is a process of extracting and identifying your personal characteristics and preferences, through systematic and thorough self reflection, complemented with tools that gauge abilities, barriers and support needs.

Career exploration is an important tool in helping to find a desired career.

Career exploration enables the job seeker to gain valuable insight into potential careers, what skills are necessary and what routes they can take to reach their goals. With this information, they can imagine themselves in the workforce and make informed decisions

EMOTIONAL
Coping effectively with life and creating satisfying relationships

SOCIAL
Developing a sense of connection, belonging, and a well-developed support system

SPIRITUAL
Expanding our sense of purpose and meaning in life

OCCUPATIONAL
Personal satisfaction and enrichment derived from one's work

INTELLECTUAL
Recognizing creative abilities and finding ways to expand knowledge and skills

FINANCIAL
Satisfaction with current and future financial situations

PHYSICAL
Recognizing the need for physical activity, diet, sleep, and nutrition

ENVIRONMENTAL
Good health by occupying pleasant, stimulating environments that support well-being

Employment is not about money

8 Dimensions of Wellness

Systematic Obstacles to employment

- Physical or Architectural Barriers.

- Informational or Communicational Barriers.

- Technological Barriers.

- Organizational Barriers.

- Attitudinal Barriers.

Addressing employment concerns through traditional versus innovative options

Traditionally

- use charts, pictures, or colors;
- provide a tape recorder to record directions as a reminder of steps in a task
- use detailed schedules for completing tasks
- Use a job coach\DSP
- Accountability sheets

Innovative

- Tablets, phones, and computers
- Prompting Apps: such as Meminder, Otsimo
- Hearing/Visually impaired: AVA, Dragon Dictation, Be my eyes
- VR system to create virtual environments
- Telecommunications devices: Nucleus, Alexa devices

Empowerment of Incorporating Enabling Technology

- Helps a person navigate their jobs as well as communities
- Helps with increasing independence and give confidence to work without immediate supervision
- Have more control of their environment
- Provide remote support and reminders to assist with difficulty in completing work skills
- Reduces over supporting
- Opportunities to reallocate staffing supports where they are needed most
- Simplifies the process

Person centered implementation plan for using technology

- Need is identified.

- Call team meeting scheduled to discuss what support can be provided. During the meeting discussion on how the enabling technology will be purchased.

- Innovative Services schedule an assessment for the person.

- Meeting schedule to see what enabling technology has been identified that would support the person.

- Training for the person supported as well as staff if applicable.

- Magic happens

Milestones to consider before implementing technology in the workplace

1. Screening the person receiving the support to evaluate their abilities with technology.

2. Discussing with solutions/vendors with everyone that is involved. Including the person that is being support.

3. Assuring all assessments have been completed properly.

4. Training **Everyone** on the technology being implemented.

5. Having a trial and overlapping phase to ensure the technology is working properly for the person.

6. Conduct monthly review for the first 6 months.

What makes it work

▶ Technology back up plan

▶ Tech Adjustment

▶ Cloud storage

▶ Automatic updates for devices

▶ Online training videos

▶ Help desk availability

Types of technology

Physical Accessibility Improvements: wheelchair ramps, braille signage, lower desk, etc.

iPad, tablets, cellphones

Ergonomic keyboards, screen readers, voice recognition software

Telecommunication devices: nucleus, Alexa show, communication boards

Software: Flourish, employment pathfinder, meminder, evalu8now, onTracker

VR oculus

Technology Used at Charles Lea

Flourish is a talking vision board that can be carried in the pocket of the individual served.

▶ Keep their goals in the forefront of their mind as they move about in their day.

▶ Stay motivated and encouraged to keep making progress toward their goals.

▶ Stay on task with all the smaller goals they need to accomplish today in order to achieve larger goals in the future!

▶ Helps the individual served become more involved in the process of establishing and achieving life goals.

FLOURISH

Benefits for the Staff

Simplifies the process of establishing long-term goals by **breaking them into more actionable steps**.

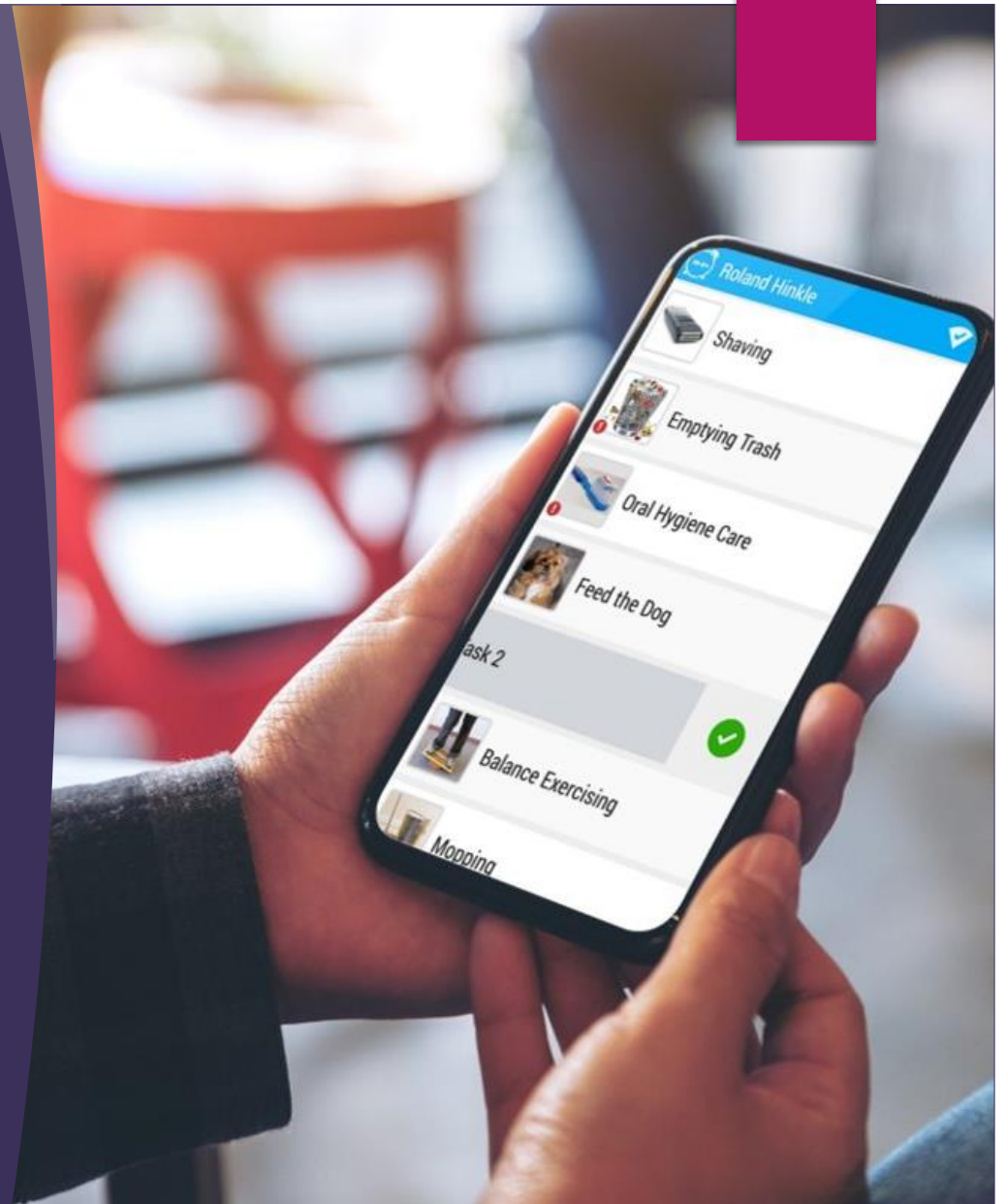**Measures progress** at each stage of the person-centered plan.

Creates more meaningful and effective interactions between staff and the individuals served.

Provides documentation necessary for annual reporting.

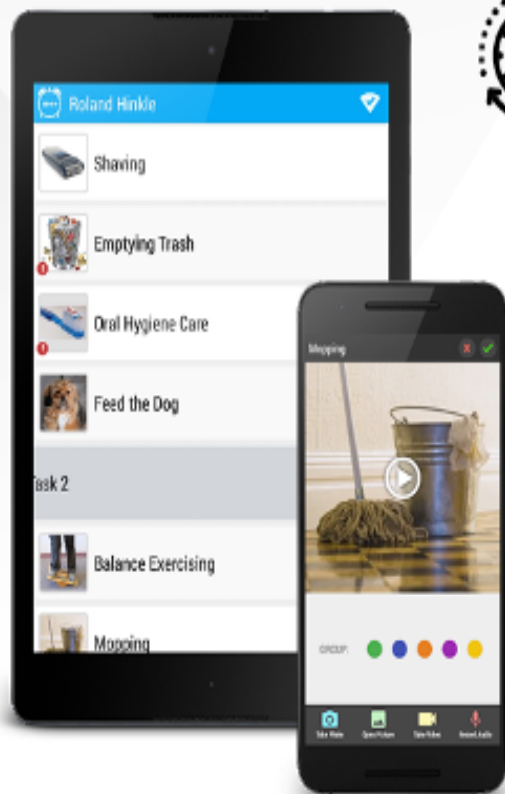Equips support staff with a way to manage an individual's plan remotely and in real-time.

Meminder

▶ Meminder is an app that is used to help people with intellectual disabilities get the prompts and instruction they need for all their daily to-do's.

▶ Meminder can be used in a residential or vocational setting.
A dynamic, talking pictures to-do list to help the people you serve stay accomplished in their daily responsibilities.

Video Modeling Examples: Sweep Floors

Meminder implementation results
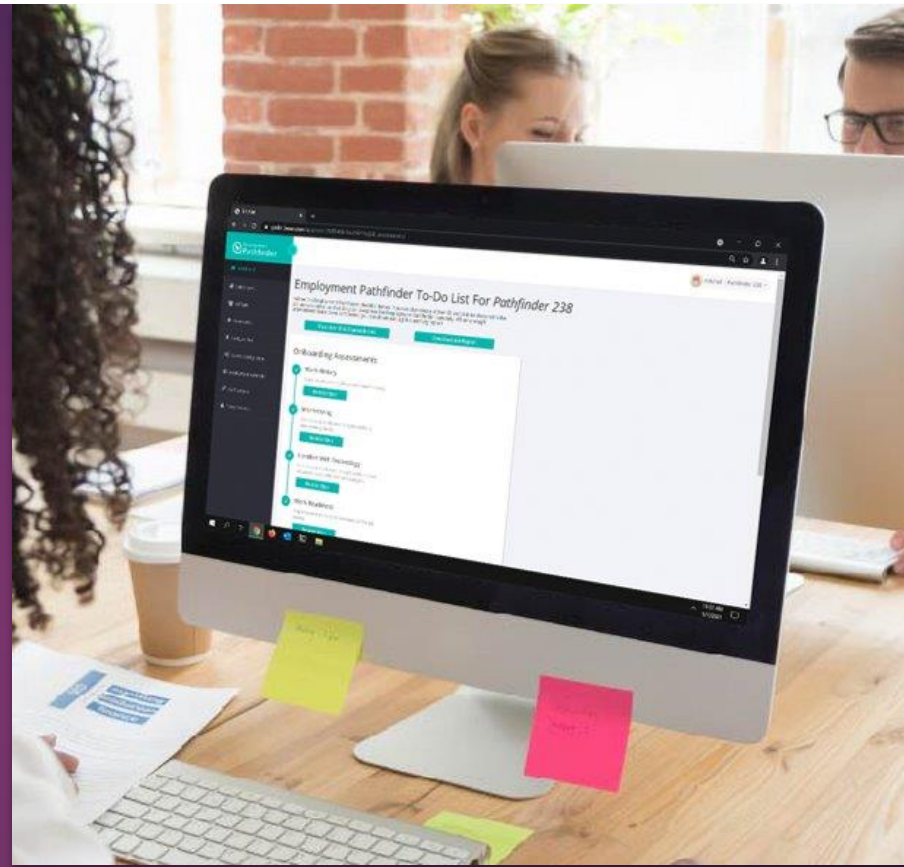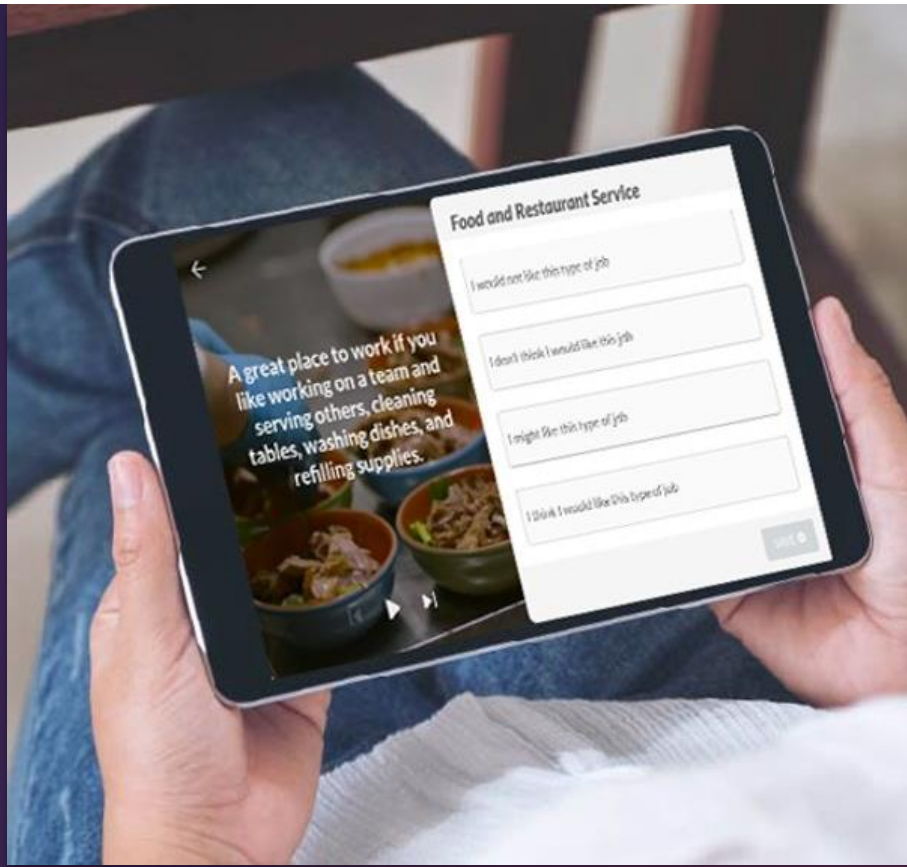
Pathfinder: Assess Job Readiness, Interests & Skills

Employment Pathfinder

▶ **Benefits:**

· **Mobile accessibility from PC, tablet, or phone.**

· **Tests are developed in clear, concise language to adapt to any level of intellectual disability.**

· **Surveys can be conducted in read-only or text-to-speech to suit those with reading challenges.**

· **Job seekers can take surveys at their own pace.**
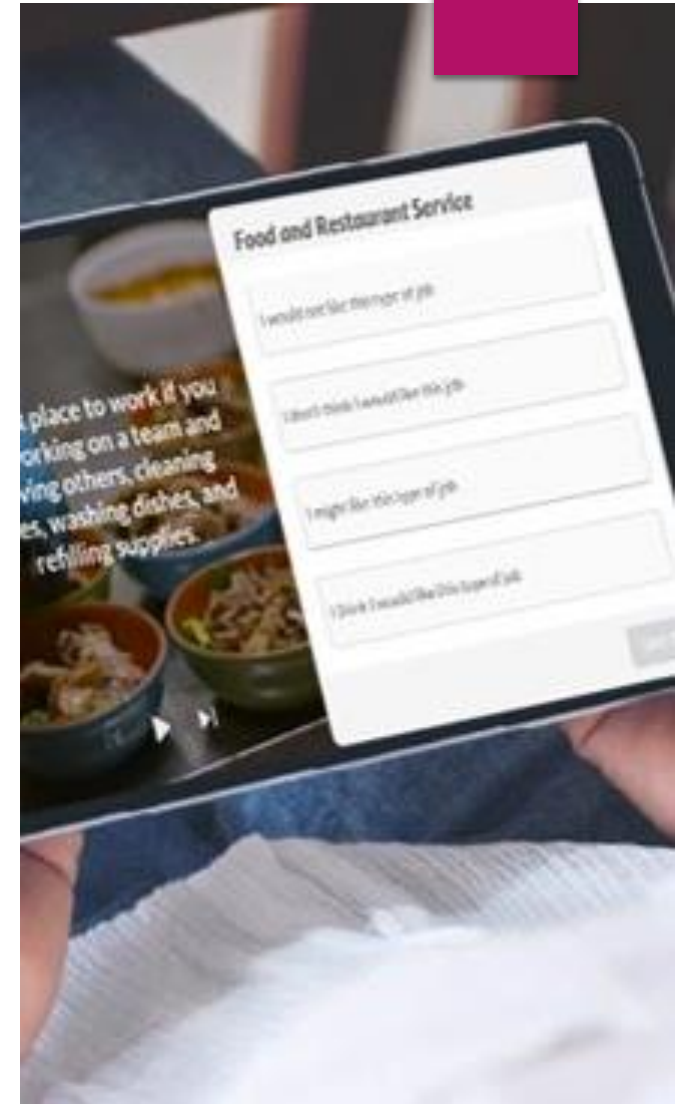
Employment Pathfinder for Job Coaches & Developers

- ▶ **Benefits:**

- **Can conduct assessments remotely or in-person**

- **Resulting report provides the foundation for:**

  **Job Coaching Strategies
  Training Opportunities
  Expectation Management**

- **Provides a system of assessment that is consistent for job coaches and fair for job seekers**

Pathfinder Report Example

- 3 best placement opportunities for job seeker

- Gap analysis which provides foundation for initial coaching opportunities

- An opportunity for job coaches to weigh in and provide baseline comparisons/continued coaching opportunities

- A system that is standardized and keeps the job seeking process consistent and fair

Pathfinder

Summary Report for: MEMBER 889
Date: 01/15/2020
Administrator: Anne Clark

REPORT SUMMARY:

78%

Member 889 scored 106/136 points; 78% ready for employment.

Areas where 889 could improve readiness are as follows:

AREA	SCORE	AREA REQUIRING ATTENTION	RECOMMENDATIONS
Hygiene	65%	Others sometimes complain of body odor	Use deodrant each day after showering
Routine	56%	Establish a schedule	Consider an electronic planning app
Daily Habits	45%	TV watching	Set timer to limit amount of time on TV
Transportation	100%	No issues	
Working w/others	64%	Personal Space	Ask permission before getting too close to others
Soft Skills	89%	Recognizing facial expressions	Practice recognizing different emotions as facial expressions
Workplace Safety	40%	Reading labels and instructions	Consider prompting aide
Motivation	96%	No issues	

TransitionsCenters
Opportunity. Empowerment. Independence.

Career Start Employment Training: Video MeMinder, Alexa, Nucleus, Oculus

"The way to get started is to quit talking and begin doing"