

The background features a dark blue gradient on the left, transitioning into a series of curved, glowing blue lines on the right. These lines form a tunnel-like structure that recedes into the distance. A fine grid pattern is visible on the inner surfaces of these curves, creating a sense of depth and perspective.

Transition Services

MARCH 30, 2017

WELCOME

Pat Dillon, DDS Statewide Contracts Manager

- Welcome
- Logistics

AGENDA

- Welcome and Logistics
- Introduction of Speakers
- Overview - Peter Mason, Director Operations Center
- **ODEP WEBINAR - Building Meaningful Lives in a Modern World in Big Cities and Small Towns**
- **WEBINAR Wrap Up and Discussion**
- **Break**
- **Ability Beyond Presentation and Discussion**
- **INTO ACTION – NEXT STEPS**

Transition Services

Transition Services is a time limited, community-based, vocational service.

It focuses on:

- providing career discovery and exploration
- skill development
- and self-advocacy

that may lead to competitive employment.

Unfinished Business



Transition Services

DDS is looking for providers to help develop this service in such a way that it maximizes community involvement and is successful in moving individuals with ID on a path towards a competitive, integrated, work setting.

Transition Services

The Basics:

- *Transition services is a NON - PAID service.*
- *Services are expected to occur over a 3 year time period and are not intended to be a long-term support.*
- *Individual may start and end the day at the facility but most of the activities should be taking place in the community .*
- *Individuals have employment goals in their IP.*
- *6 month progress reports providing status update on services.*
- *Is inclusive of self-advocacy and career counseling.*

**It's all about
relationships**

Not just
presence and participation...

Transition Services

Activities that can be provided in a Transition Services Program:

- *Career discovery*
 - *tours of companies*
 - *job shadowing*
 - *informational interviews*

Transition Services

Activities that can be provided in a Transition Services Program:

- *Career exploration*
 - *Internships*
 - *Volunteer opportunities*
 - *participation in community activities to promote networking*

Transition Services

Activities that can be provided in a Transition Services Program:

- *Education*
 - *attending technical and community college educational activities*
 - *skills building classes leading to employment*
 - *financial management*
 - *participation in community activities to promote networking*
 - *community-based networking activities*
 - *health and fitness activities that help impact better employment outcomes*

Transition Services

Activities that can be provided in a Transition Services Program:

- Job-seeking skills and strategies
 - *job-seeking-at workforce centers and libraries*
 - writing job applications
 - preparing a resume
 - engaging employers and their human resources staff to practice interviewing

Transition Services

- Interim rates are the same as the GSE/DSO rates
- DDS will explore alternative rates as providers begin to pilot different program models
- As an interim step, individuals, families, and their teams may develop a program that is a combination of Transition Services and Individualized Day.
- While the total annualized dollars will be based on the day LON rates, the individuals, families, teams and the respective regions can approve a provider to have an individualized day authorization for more person specific activities.

ODEP WEBINAR

- **Building Meaningful Lives in a Modern World in Big Cities and Small Towns.**
- EFSLMP Community of Practice Webinar Recording Link -- February 8, 2017
- https://econsys.adobeconnect.com/_a968322745/p4xnhbzvr8y/?launcher=false&fcsContent=true&pbMode=normal





One Providers Journey

- What were considerations when developing Transition Services?
- What were the successes and detours encountered?
- Who were partners and how partners utilized?
- What does design look like today?

ability 
beyond

Atlas.....A Map to Your Future

- Employment First Philosophy
- DDS grant in FY2013- thank you DDS!
 - A recognized and expressed need
 - An inspiring partnership



Atlas.....A Map to Your Future

We knew we wanted

- To work with young adults who have identified work as a goal
- To allow experiences in smaller scale settings, with more personal employers/businesses
- To work with smaller group of interns, to allow more supports as they experience work and build their skills
 - To allow for individuals to learn about real career options in their community
- To partner with local businesses to train potential employees with the skills they hire for



Atlas.....A Map to Your Future

Developed a project group

- Explored Project Search as a model but ultimately decided against it
- Partnered with La Quinta Inn and Suites and the Dollar Tree to create the ATLAS program.



Atlas.....A Map to Your Future

- *Our program philosophy:* Ability Beyond's ATLAS Program was developed to prepare young adults with disabilities who are interested in pursuing employment, with the skills and knowledge necessary to successfully begin their careers in a chosen field. This program seeks to build critical and transferable employment and social skills onsite in an industry specific setting, while exploring career options in their local communities.



Atlas.....A Map to Your Future

Who was eligible to participate? Young adults with an expressed desire to work, who are committed to active program participation, and whose funding supports this type of program and who have a goal of working in an independent job in the community.



Atlas.....A Map to Your Future

What was the program?: A 12 month onsite career exploration and training program, that consists of 6 unpaid job internship rotations, classroom training, and community business exploration, with the goal of securing employment for the intern after successful program completion



Atlas.....A Map to Your Future

Interns will explore and build skills by participating in multiple job rotations in different industry settings:

- At La Quinta, job rotations will take place in the job categories of: Houseman/Housewoman, Room Attendant, Laundry Attendant.
- At Dollar Tree, job rotations will take place in the categories of: Facing/Recovery, Cashier, Stock/Inventory



Atlas.....A Map to Your Future

- Each job rotation will last 6-7 weeks.
- Allow the intern to learn the skills necessary to complete these jobs independently to the best of their ability.
- Interns will be supported and trained by Ability Beyond and staff at the business site.



Atlas.....A Map to Your Future

- Incorporation of Technology
 - I-pod Touches
 - Task Analysis
 - Prompting
 - Visual Aid

Atlas.....A Map to Your Future

- Interns will be evaluated (including self-evaluation) throughout their rotations.
 - Offered feedback and guidance on increasing strengths and improving areas of concern.
 - Information will be gathered and assessed by all members of the intern's team
 - Information will be compiled to determine graduation from the program as well as incorporated into their employment plan and future job placement.

Atlas.....A Map to Your Future

- Classroom curriculum will focus on teaching soft skills and teaching hard skills.
 - **Soft Skills:** Appropriate co-worker interactions, conflict resolution at work, self-advocacy, decision making, accepting and dealing with supervision and constructive criticism.
 - **Hard Skills:** Resume preparation, job seeking skills, interviewing techniques and travel training.

Atlas.....A Map to Your Future

- Career Exploration will take place in two week sessions, with each cycle devoted to learning the expectations, requirements, and job types associated with a given industry.
 - Research, sharing, learning and onsite tours at various businesses.
 - Hospitality, Retail, Food Service, Health and Beauty, Agriculture, Medical, Animal Care, etc.



Atlas.....A Map to Your Future

- Important Atlas Dates:
 - 7/1/2013 through 6/27/2014
 - 7/1/2013-8/1/2013: Classroom Orientation
 - 8/1/2013- 12/20/2013: Rotations 1- 3
 - 11/1/2013: Submission of Career Plan 1x's
 - 12/20/13: Mid-Way Success Celebration



Atlas.....A Map to Your Future

- 12/23/13-1/3/14: Winter Break
- January 2013:
 - Travel Training through the Kennedy Center
 - Submission of 1x's for job development
 - Applications/Open Houses begin for 2014-2015 Atlas program
- 1/5/14- 6/27/14: Rotations 4-6
- 6/27/14: Graduation from ATLAS



Atlas.....A Map to Your Future

- Data and Outcomes:
 - Assessments and Evaluations
 - Rotation Evaluations (Individual, Staff, and Business)
 - Tours
 - Hard and Soft Skills
 - Will be used to assess graduation from program and assist in determining career goals



Atlas.....A Map to Your Future

After Graduation?

- Competitive Employment!

-Portfolios

All Assessments

All Evaluations

Letters of Reference from

Resume



Atlas.....A Map to Your Future

Currently in our 4th year of Atlas.

- 25 individuals have participated (excluding current FY participants)
- 24 Career Plans have been completed.



Atlas.....A Map to Your Future

- 22 individuals have graduated over the past 3 years.
 - 10 individuals are currently employed in competitive community positions.
 - 6 individuals are job developing for competitive employment
 - 6 individuals are currently not moving forward with employment



Atlas.....A Map to Your Future

- Successes so far:
 - Family Reactions
 - Participants Reactions
 - Increased Self-Esteem
 - Independence
 - Register
 - Employer Partner Reactions
 - Increase to a 5 day per week program in year 3



Atlas.....A Map to Your Future

- Detours/Learning Lessons:
 - Family Reactions
 - Need to continually revisit competitive employment as a goal
 - Employer Partner Changes
 - Plan for Participant Changes
 - Attendance expectations
 - Staff Expectations
 - Program Facilitator
 - Employment Specialist



Atlas.....A Map to Your Future

Next steps for Atlas as a Transitional Service:

- New authorizations as of 7/1/17
- Extension of program from 12 months to 36 months
- Development of additional sites and partnerships
- Continue to operate as a 5 day a week program



Community Partners

Transition Services	Danbury, Connecticut	Guilford, Connecticut	Plainville, Connecticut	Westchester County New York
Business Partners	LaQuinta Inn HomeGoods Store 99 Restaurant	Roses for Autism Consign and Design Shoreline Chamber of Commerce	Printability Sharing Nature Landscaping Mona Lisa Restaurant	Walgreens Holiday Inn Curtis Instruments Modell's
Community Partners	Roar Ridgefield Maplewood Senior Living Danbury Military Museum	MADD Apple Rehabilitation BHCare Clothing	Foodshare Charities of Hope Imagination Museum	Saw Mill Club FLIK Intl.

Transition Services

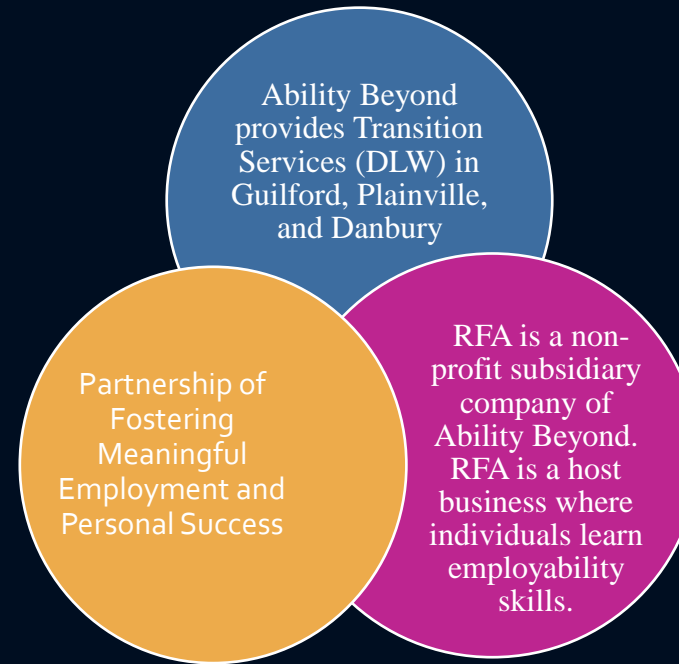


Atlas.....A Map to Your Future

- Questions?
- Thank you!



Ability Beyond DLW Pilot and Roses For Autism Relationship



<i>First Job Work Experience</i>	<i>Adult Continuing Education</i>	<i>Community Practicum</i>	<i>Employment & Personal Success</i>
Group internships in vibrant businesses like RFA, & Printability Environments foster learning assessment, & instruction	Professional skills Self-advocacy Social dynamics Life skills College linkages	Individualized Internships Volunteerism Discovery Opportunities Networking Applied learning	Job placement Follow up support Create natural supports Other goals and successes
<i>Our four pillars are fluid and integrated into all career plans.</i>			
35% of program	30% of program	15% of program	20% of program
<i>Funded by LEA's, DMHAS, DCF, DDS, and Private Pay</i>			

<i>Two Year Statistics at Guilford 30 Individuals Served</i>

- ❖ Horticulture business based at the Pinchbeck farm in Guilford.
- ❖ RFA currently employs 3 individuals with Autism as part of the business operations.
- ❖ Roses For Autism provides work experience in our vibrant business to transition age youth
- ❖ Sales fund our scholarship program to families who cannot afford or access services
- ❖ Active business in the local shoreline community

* DDS Pilot 07/01/2014 through 06/30/16. Funded 80% GSE & 20% IDV. No wages paid, stipend provided as agreed.

INTO ACTION – NEST STEPS

- Providers begin developing Community Partners
- DRAFT Program DESIGN
- Come back together in a Quarter and present progress