

Customizing Employment:
 A Case Study for Moving Students with
 Intellectual Disabilities into Paid Community
 Employment

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Objectives

Participants will

- Learn the necessary steps for customizing employment
- Understand the importance of strong community partnerships
- Learn how to embed transition skills into the everyday classroom

A Powerful Relationship



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Expanded Menta Method Framework

Foundational Skill Sets		
Assess the Situation	Know Your Students	Self Management
Intentional Language	Positive Attention	Work as a Team
Expectations		

Expanded Menta Method Framework

The 13 Variables of Structure®
Components

Procedures & Schedules	Adult Responses	Supervision
Feedback	Rules	Directions
Distractions	Consequences	Transitions & Change
Options	Physical Movement	Group Composition
	Physical Surroundings	

Meet Angel



Where Do We Begin? "Know Your Students"

- Assessments
 - Making an Action Plan (MAP)
 - Person Centered Planning
 - Purpose
 - Who attends
- Other Assessment Options

Exploration and Soft Skills

- Areas of Interest:
 - Working with Children
 - Working with Animals

What are Soft Skills?

- The character traits and interpersonal skills that characterize a person's relationships with other people. In the workplace, soft skills are considered a complement to hard skills, which refer to a person's knowledge and occupational skills.

Examples of Soft Skills

- Asking for clarification
- Following a routine
- Problem Solving
- Time Management
- Flexibility
- Working as a Team

Soft Skills in the Classroom

- Teach Self Advocacy
- Build Independence
- Empower
- Flexibility

Soft Skills in the Classroom

- Opportunities for leadership
- School Based Enterprises:
 - Culinary
 - Woodshop
 - School Store
 - Food Handlers

Exploration Examples

- Job Shadows
- Research
- Presentations
- Interviews
- Group Tours

Angels Career Exploration

- Presentations-
 - Transportation
 - World Wild Life Zoo
 - Teacher
- Job Shadows
 - Preschool
 - Animal Shelter
 - PetSmart
- Culinary Class
 - Food Handlers Card

Building Partnerships

- Is this a good fit?
 - **MUST** be a WIN-WIN-WIN
 - Sustainability

Job Development

- What supports does the student need to start?
- How do we prepare them?
- What is the fade plan?
- How will we communicate with the preschool?
- Data Collection

Angel's Internship

- Partnered with Union Elementary Preschool
- Provided a job coach with a fade plan
- Clearly identified role for Angel



Classroom Connection

- Preteach, teach, reteach skills that she has not mastered in a safe setting before she practices them on the job.
 - Lesson Planning
 - Dealing with kids who aren't listening
 - Mock lessons

Building Independence

- What supports does the student need now?
- What supports will they most likely always need?

Updating the MAP

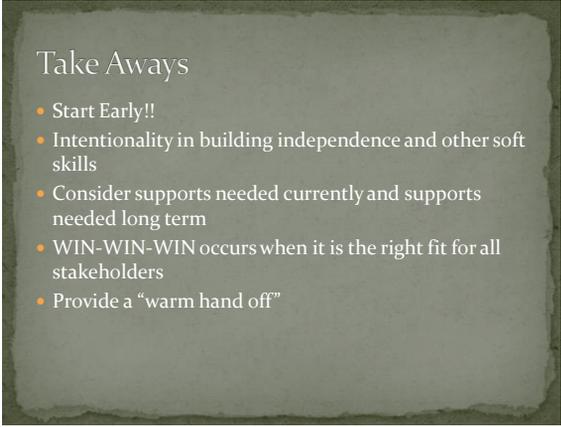
- Update the MAP once a year (usually with the IEP)
- What to do if students change their mind?
 - Begin with job exploration again
 - ITS OK!!!
- Its not a failure if a student wants a change. That's why you START EARLY!!
- The purpose is to explore interests

Job Exploration

- Angel led the next steps in the process!!!







Take Aways

- Start Early!!
- Intentionality in building independence and other soft skills
- Consider supports needed currently and supports needed long term
- WIN-WIN-WIN occurs when it is the right fit for all stakeholders
- Provide a "warm hand off"



Thank you!!

Questions??

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