



Community Based Prevocational Services

Goodwill Industries NYNJ 2022

Agenda

What is CB Prevocational Services?

How do we blend Services?

What are our Group Ratios?

For Profits vs Non Profits Internships

Redefining Work Ready

Q&A

Defining CBPV



Community Based Prevocational services are activities specified in the individual's habilitation plan/staff action plan that provide learning and work experiences, including volunteering, where an individual can develop general, non-job-task-specific strengths and skills that contribute to employability in paid employment in integrated community settings. Services are intended to develop and teach general skills.



Prevoc Service Code Example



Workplace Demands: Learning appropriate habits of the workplace. This may sound limiting but this can encompass a whole lot.

- Social/Behavior expectations
- Following a schedule
- Customer Service
- Workplace requirements/workplace quotas
- Communicating and working with co-workers

Community Based Prevocational & Day Habilitation Services

Allowable Services Guide and Staff Services & Supports Coding

Community Prevocational Services

Habilitation services that assist the individual to develop employment readiness skills and that are provided in the most integrated setting appropriate to the needs of the individual receiving such services.

The services consist of learning and work experiences, including volunteer work, that are not job-task specific but contribute to an individual's ability to attain paid employment in the community.

Day Habilitation

Services shall provide assistance with acquisition, retention or improvement of self-help, socialization, adaptive skills and development of manual and perceptual motor skills. Dayhabilitation promotes independence and assist the individual to Day Habilitation services are delivered on weekdays with a service start time prior to 3:00 p.m.

CODE	Staff Service / Support	CODE	Staff Service / Support
SS	<u>Safety Skills</u> Support & training in behaviors needed to work safely and basic safety skills <ul style="list-style-type: none"> • Preventing injuries at work • Being aware of ones environment • Following safety related rules & procedures • Helping the person acquire safety skills in a community setting • Teaching the person the necessary safety skills required to navigate in the community • Teaching about safety rules at sites and community locations and identifying potential risk factors • How to complete assignments in a safely manner 	SS	<u>Safety Skills</u> Support & training in behaviors related to basic health and personal safety in community settings including: <ul style="list-style-type: none"> • Teaching the person to identify who is a stranger vs. a safe person - i.e police, MTA, fireman, etc. • Have addresses /phone # of destination when traveling in the community • Helping the person learn to give their own name, address, caretaker name & # or having that info on them & being able to give it to a safe person • Teaching the person to charge their cell phone before going into community or traveling on public transit & to know how to check what the battery level is • Training the individual not to accept rides from

Dayhab, Community Prevoc, & Pathway

Monday & Thursday

Full unit of Dayhab w/out walls -

communication, social skills, money management, learning to travel / community exploration

1 hour Pathway Direct Services -

Employment Group

Tuesday

6 hours of 1:1 Community Prevoc - 1 person internship site the person has a strong interest in

Wednesday

6 hours of 1:3 to 5 Community Prevoc -

volunteering to become familiar with performance requirements in the work place, problem solving, and attending groups on interview prep

Friday

4 hours Pathways Direct Services- 1:1 to explore work interests & complete a Discovery / plan for employment

2 hours of Pathway Indirect Services -

Dayhab & Community Prevoc

Monday & Friday

Full unit of Dayhab w/out walls -

communication, social skills, money management, and learning to travel

Tuesday

2 hours of 1:1 Community Prevoc - 1 person internship site

2 hour 1:2 Community Prevoc - 2 person route training & interview activity

2 hours 1:5 Community Prevoc -

Computer class @ library and classroom group / role play on customer service

Wednesday

6 hours of 1:3 to 5 Community Prevoc - group volunteering, becoming familiar with performance requirements in the work place, and attending groups on stress management & interview prep

Employed w/ Pathway or ETP

Hired while completing Pathway Internship:

Working Monday, Wednesday, & Friday

12 hours Pathway direct services coaching

6 hours Extended SEMP coaching

Once Pathway is completed the person transitions fully to SEMP (Intensive if more supports are needed).

Hired while in ETP :

Working Monday, Wednesday, & Friday

18 hours Intensive SEMP coaching

Tuesday & Thursday

Full units of Day Habilitation w/ out walls -Developing friendships & natural supports to create social network outside of program, identifying financial goals , budgeting and saving money, boundaries, frequent communication w/ job coaches to

Group Ratios



1:1

Specific skill development & discovery

Internships likely to end in employment

Working 1:1 on specific goals

Route Training

Indirects - reports and site / job development

1:2

Internship or volunteer sites that might hire

Sites with limited physical space

General skill development

Facilitating teamwork, integration, & developing natural supports

Travel / mobility

1:3+

- Community exploration
- Groups / role play in classroom
- Volunteering for experience but not to get hired
- Activities that can be completed in 2 - 3 hours
- General travel / mobility





Internships

Nonprofit vs For profit



Types Of Development To Consider

1:1
Specific skill development addressing individual challenges and internship will likely lead to hire.
lead to hire



1:2
Smaller Internships / volunteer sites with some potential for hire, sites w/ less physical space, skill development



1:3+
Development for a group for general and universal exposure and opportunity to engage in work readiness practice



Development in Day Services

Type of Site	Purpose	Ratio	Type of Business	The "Ask"
Group Volunteer or Internships	Communication skills, career exploration, socialization, exploring interests	Up to 5 people	Nonprofits - volunteer For profits - internship	Volunteer / Intern for the experience & to give back to others. Regular check in w/ employer about groups progress, feedback, additional tasks, & potential open positions.
Informational Internship	Person is interested in a specific type of work but has no experience	2 to 3 people	Nonprofits & for profits	They want to learn about the job & how to do it. Regular check in w/ employer on progress & feedback. Start a conversation 2/3rds through about hiring if the person is doing well.
Targeted Development	Person is interested in a specific type of work, has some transferable skills or experiences, and the employer / position meets the person's task, travel, and shift	1 person	Usually for profits	Discussion is about hiring from the beginning. If employer is hesitant, negotiate 1 person internship for specific amount of time, w/ understanding that employment is expected outcome if person does well. Work w/ employer to define hiring standards. <ul style="list-style-type: none"> • Pathway or Community Prevoc for unpaid • FTP for paid

Partnerships



CVS

- Mock Store 8 Week Training
- In Store Unpaid Internship 8 weeks
- Interview

*Most who participated in the Mock Store and Internship received job offers.



Forget "Ready"

Things That Are NOT Deal Breakers

- Hygiene
- Lateness
- Behaviors
- Low productivity & easily loses focus
- Not being able to travel
- Goals on the Hab Plan have not been achieved yet
- Person isn't 100% sure what type of work they want

Things That Delay Discovery & Development

- Not having access to original documents needed for employment (SS card, picture ID)
- Significant safety concerns
- Regular absences at 1:1 internship
- Family / residence is unwilling to support the person's decision to work, and the person needs their support to be successful



Tips



No. 1

DSP's know best!

No. 2

Be creative!

No. 3

Don't be afraid to make mistakes!

Questions

Any questions?

Let us know?!



Thank you!

Goodwill Industries

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