



April Information Session: ACCES-VR and OPWDD Supported Employment

April 20, 2022

Chappaqua Central School District's Special Education Department &
The Arc Westchester

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Presentation Overview:



Employment Readiness



Description of Employment Service options



Discovery



Job Coaching



Employment Pathways

ACCES-VR
OPWDD



Candidates & Considerations



Questions

Employment Services



Job Development



Job Placement



Intensive Job
Coaching



Extended Job
Coaching Supports

When an Individual is Interested in Employment

Explore the following:

- Has the person participated in ETP or ACCES-VR;
- Has the person completed Discovery;
- Does the person have positive work or community experiences;
- Have barriers to employment been addressed; and
- Does the person have safety skills?

Tools in the Tool Box

Prevocational Services	Pathway to Employment	Employment Training Program (ETP)	Supported Employment (SEMP)
Prepares people for paid community employment or more independent meaningful activities (transition to Pathway or ETP/SEMP)	Creating a Career and Vocational Plan to determine if job development is the right service (transition to ACCES-VR or ETP/SEMP)	(ETP is a SEM-Intensive Service) Discovery, job development and Intensive SEM Services	Job Coaching, Job Development and Life-Long Supports on a Job
2 years or more	278-hour or 1 year	1 year or less	On-Going
Discovery, community work experiences, volunteer opportunities and career planning	Discovery, community work experiences, and develop a vocational goal	Internship opportunity at a community business	Community based, competitive, integrated employment
Unpaid or Paid Work Experiences or Volunteer	Unpaid or Paid Work Experiences or Volunteer	Wages paid by OPWDD until business hires if successful	Paid by business at minimum wage or higher

Source: <https://eiversity.org/resources/opwdd-innovations-resources/>

OPWDD Career and Employment Service Options:

Person has no
community or work
experiences and no
Discovery



- Pathway to Employment
- Community Prevocational Services

Person has limited
community or work
experiences and no
Discovery



- Pathway to Employment
- Employment Training Program (ETP)

Person has community
and work experiences
and has completed
Discovery



- Employment Training Program (ETP)
- ACCES-VR
- SEMP

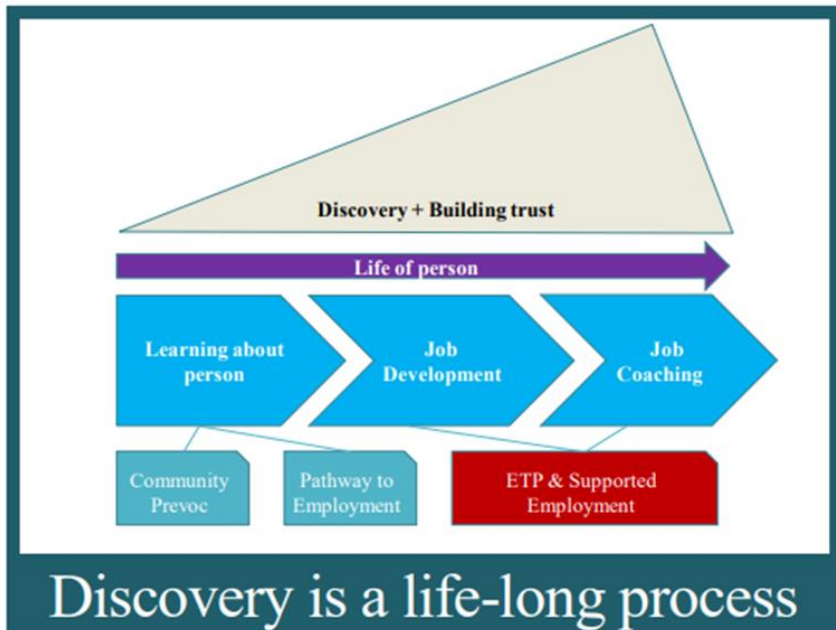
Source: <https://eleversity.org/resources/opwdd-innovations-resources/>

Supported Employment Process



Source: <https://eiversity.org/resources/opwdd-innovations-resources/>

What is Discovery?



Discovery Includes:

- Person-centered career planning
- Learning about an individual (current activities, past experiences, interests, social skills, learning style, history, family culture, etc.)
- Community work experiences (unpaid or paid)
- Learning work-related skills
- Career development/exploration activities
- Discovery/Employment Plan to develop next steps and job match criteria (if job development is recommended)

Purpose of Discovery

Career Planning – Discovery is not just for the present but helps a person move toward their long-term career goals. It is a fluid document and can be updated and edited through out the person’s career.

Quality Job Matches – provides the information needed for job developers.

Improves Job Coaching – Job coaches better understand the person’s learning style, potential accommodations, etc.

Improves Consistency of Services across multiple staff and helps with staff turnover.

Benefits Planning – allows time for the person and family to understand the impact of wages on benefits and work incentives.

Develops Transportation Options - allows time to build various transportation options prior to job development.

Informs Choice - allows time for the person to make informed career choices.

Source: <https://eiversity.org/resources/opwdd-innovations-resources/>

Job Coaching

Supporting the employee as they learn new skills and adjust to the workplace

Supporting the employer and building natural supports

- On-site
- Off-site
- Job Modifications
- Natural Supports
- Fading
- Retention



Pathways to Employment Services

ACCES – Vocational Rehabilitation

Getting Started with ACCES-VR

You will work a Vocational Rehabilitation (VR) Counselor to:



APPLY FOR VR
SERVICES



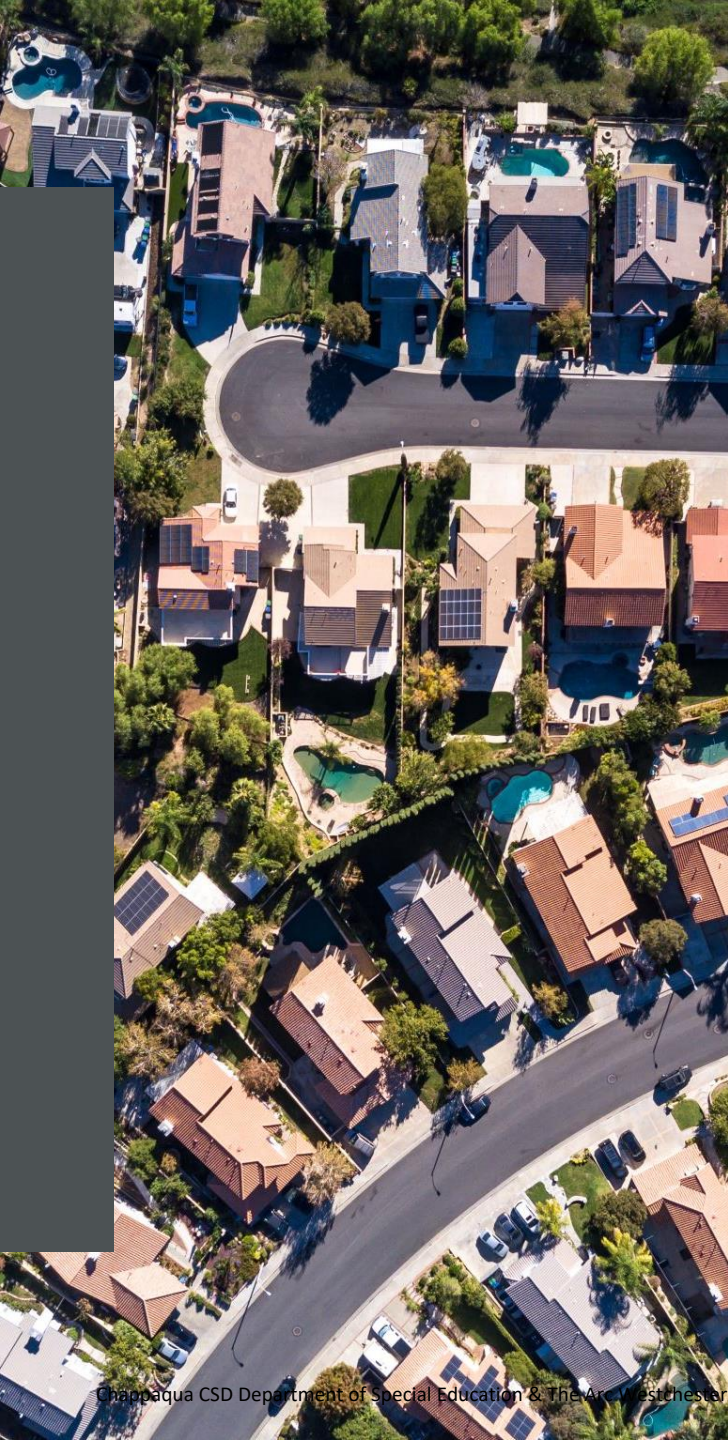
DEVELOP AN
INDIVIDUALIZED
EMPLOYMENT PLAN
(IEP)



IDENTIFY
VOCATIONAL GOALS



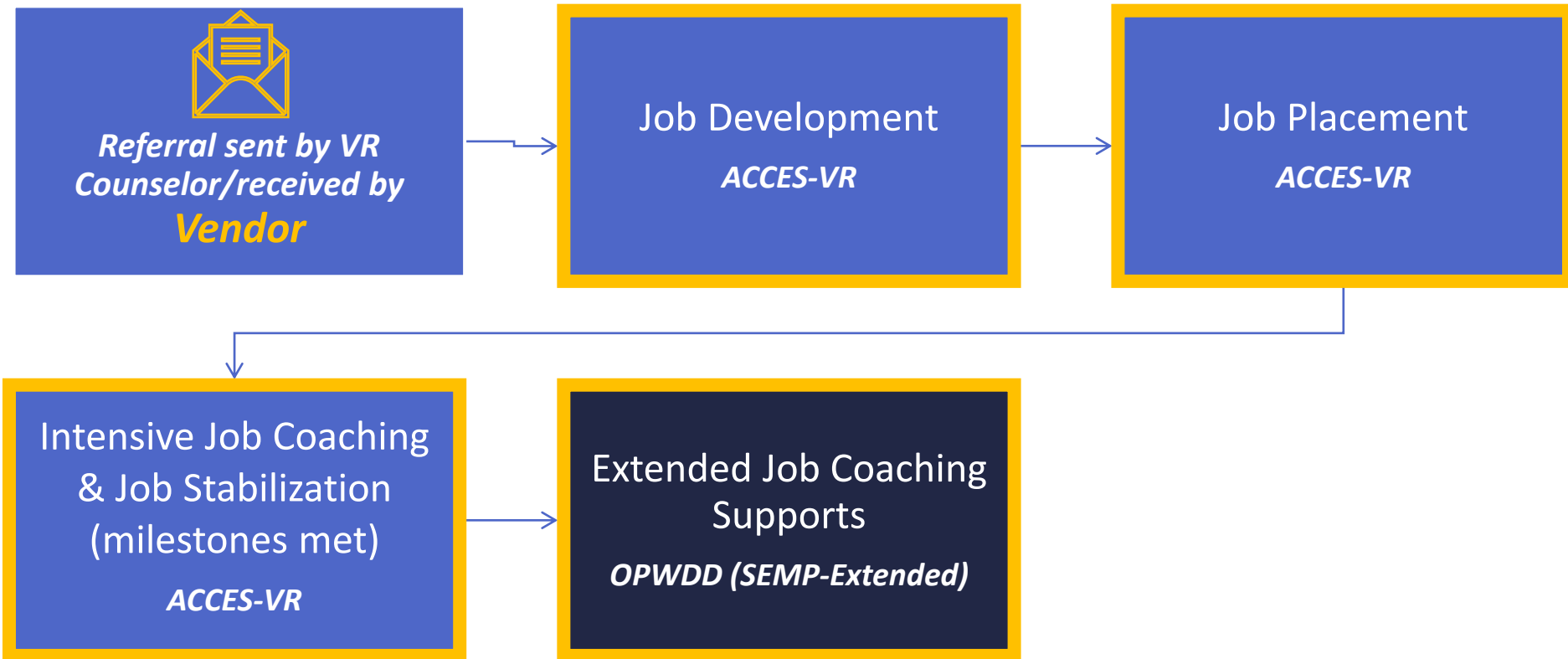
SEND REFERRAL TO
VENDOR



Some of the ACCES-VR Vendors serving Westchester County residents include:

- Jawonio
- Careers Support Solutions
- The Arc Westchester
- Ability Beyond
- Search for Change
- IAHD
- Community Based Services (CBS)
- Keon Programs of Abbott House

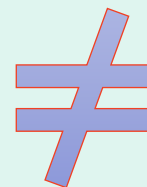
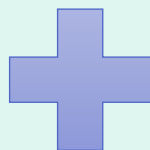
Employment Pathway via ACCES-VR



Pathways to Employment Services

OPWDD – Supported Employment (SEMP)

Supported Employment (SEMP) - Extended



OPWDD AUTHORIZATION FOR
SEMP-EXTENDED

(UNEMPLOYED)

JOB DEVELOPMENT,
PLACEMENT & STABILIZATION

SEMP-Extended services are supports to help an individual maintain a paid competitive job in the community. Typically, someone authorized by OPWDD for SEMP would transition to *SEMP-Extended services* after they have received supported employment services funded by the NYS ACCES-VR.

Supported Employment (SEMP) - Intensive



The **SEMP-Intensive** service known as **Employment Training Program (ETP)** begins with a comprehensive Discovery. At the end of Discovery, if Job Development is recommended the individual can receive job development services through SEMP-Intensive & therefore would not need to go to ACCES-VR.

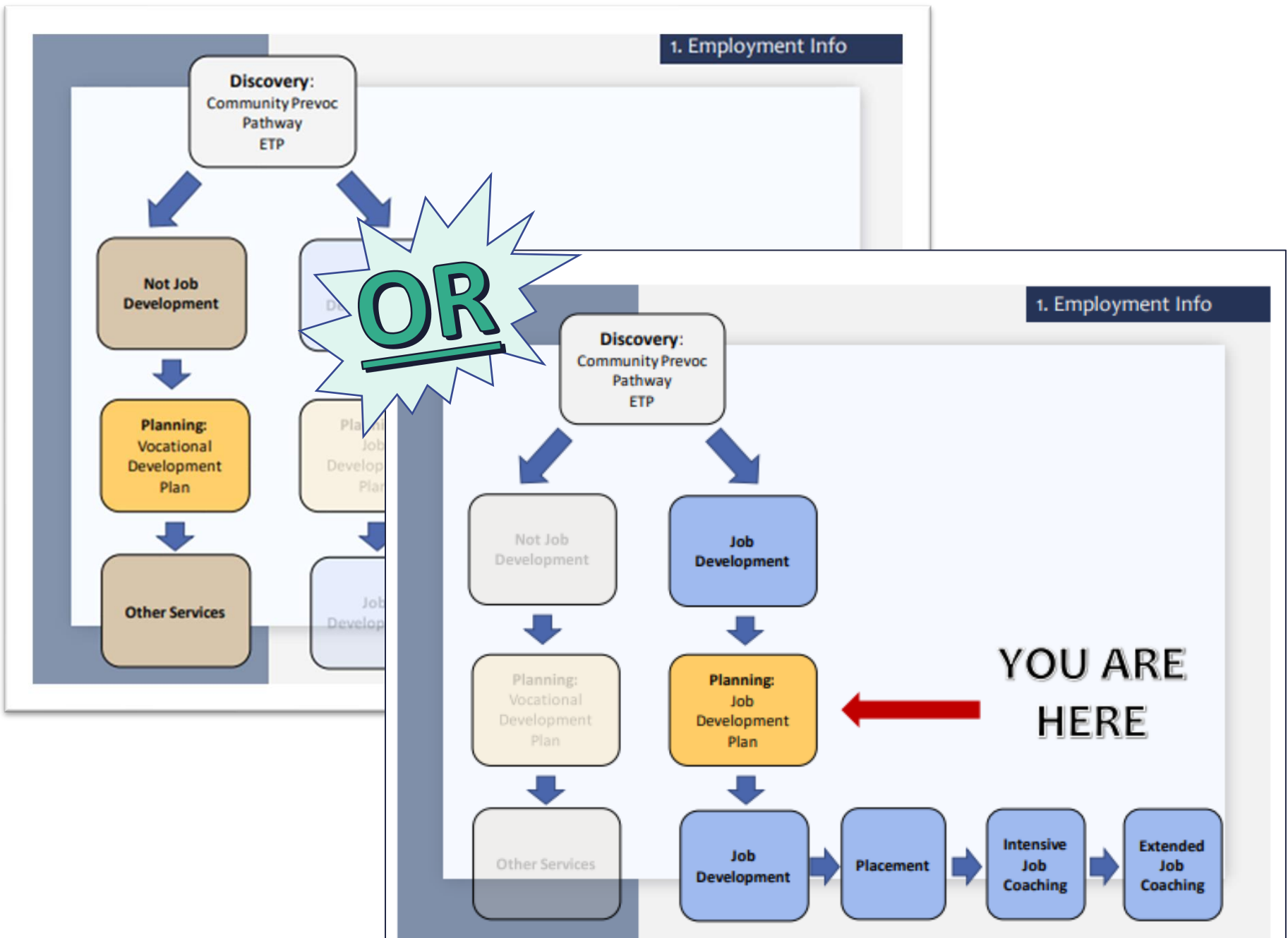
What is ETP Discovery?

Discovery Includes:

- Person-centered career planning
- Learning about an individual (current activities, past experiences, interests, social skills, learning style, history, family culture, etc.)
- Community work experiences (unpaid or paid)
- Learning work-related skills
- Career development/exploration activities
- Discovery/Employment Plan to develop next steps and job match criteria (if job development is recommended)



Source: <https://eiversity.org/resources/opwdd-innovations-resources/>



Supported Employment Candidates

Motivation & Mindset:

- Clear desire & commitment to work
- Reachable employment goals
- Open minded, reliable & flexible (work is the priority)
- Self-Started, uses checklists, alarms or other visual supports as necessary

Independence:

- Able to successfully complete job tasks without the presence of Job Coach
- Meet the productivity expectations of the employer
- Travels to and from work independently (includes ParaTransit)
- Have independent hygiene, grooming skills and (if applicable) self-administers medication and allergy awareness

Communication & Social Skills:

- Engage in basic communication effectively (verbal or non-verbal methods)
- Take direction and receive feedback from supervisors
- Maintain appropriate behavior and social skills



CONSIDERATIONS

Benefits:

- SSI, SSDI, SNAP and other benefits may be impacted depending on wage and hours worked

Job Development:

- Based on current job market

Schedule & Stamina:

- 4–8-hours/shift
- Schedule determined by employer to meet their need
- * Minimum wage is currently \$15/hour



Materials & Resources:

- OPWDD Service Definitions
- ACCES-VR Application and contact information

Next Information Session:

5/18/22 - Inclusive Higher Education and College Transition Programs

Register in advance for this meeting:

NEW ZOOM REGISTRATION IS NEEDED

Use link below to register & receive updated Zoom meeting details for May and June.

<https://us06web.zoom.us/meeting/register/tZclfuqqqTgiGdZ4YcNlq5Ej8mqhAW-OU2NV>

