

# I Want to Work! I Know I Can

Presentation at the Secondary Transition  
Bridge to the Future III Institute, 2016

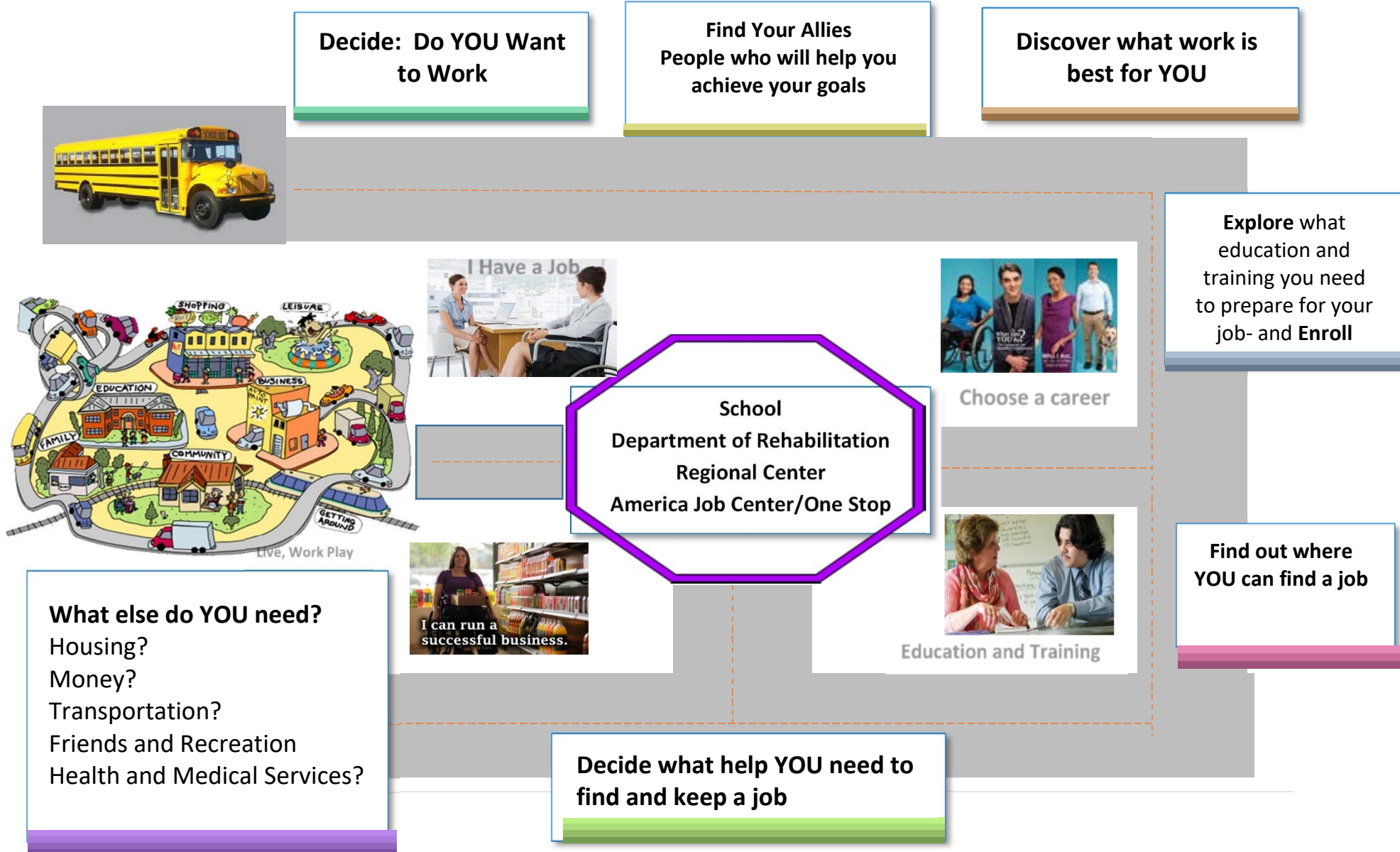
Presented by: Sue Sawyer

[suesawyer@att.net](mailto:suesawyer@att.net)

catransitionalliance.org

# I Want to Work! I Know I Can!





# A Resource Guide to Competitive Integrated Employment

- Intent: Create a resource guide for youth and their allies to decide they want to work and have the confidence to know they can.
- Developed in collaboration with CECY Consortium for Employment for California Youth
- An evolving tool that will become a web based guide to information and resources
- Input was provided by parents through surveys.
- Watch for the Spanish version on the [catransitionalliance.org](http://catransitionalliance.org) website

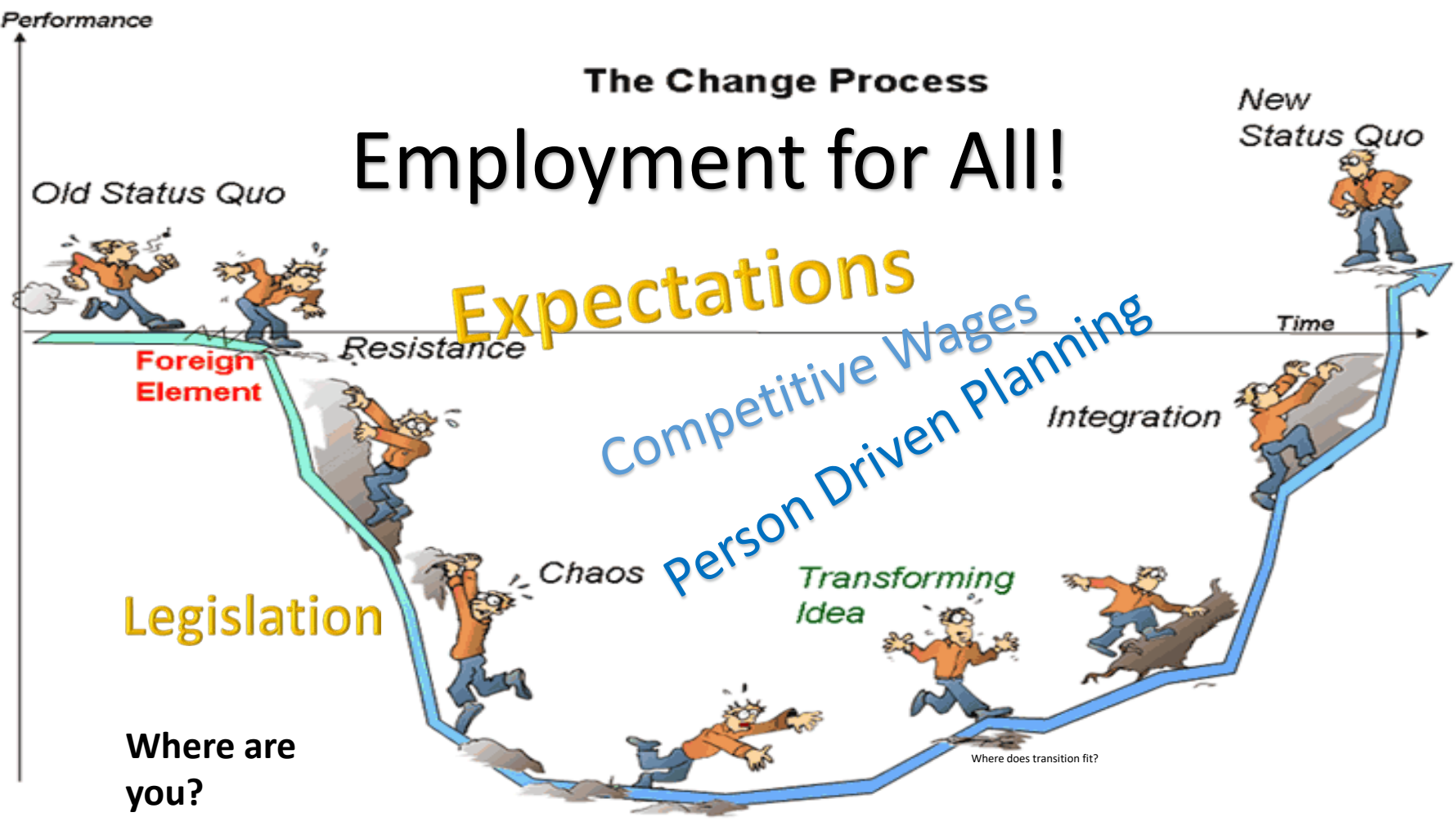
Performance

### The Change Process

# Employment for All!

Old Status Quo

New Status Quo



# Let's Explore

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The first step to becoming employed is to decide  
IF You Want to Work

## **Challenges**

**Do you have the Confidence to work?**

**Who impacts your Expectations?**

**Do you have the Information you need?**

**How do Changing systems impact your choices?**

- **Who are allies?**
- Allies help you develop a sense of trust with them.
- Allies listen carefully to your goals and interests.
- Allies validate what they hear and seek clarification.
- Allies offer support and guidance.
- Do you explore the challenges and barriers you face?
- Do you have expectations? Do they have expectations?
- Does your ally's tone offer encouragement?

## Person Driven Planning

Person Driven Planning (PDP) is part of helping teens reach their goals to become more self sufficient.



# What is the correct name?

San Diego State University and Dr. Caren Sax:

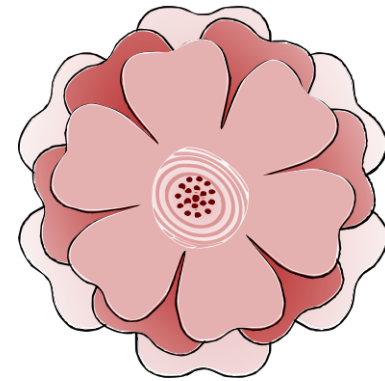
From “Person Centered Planning” to “Person Driven Planning”.

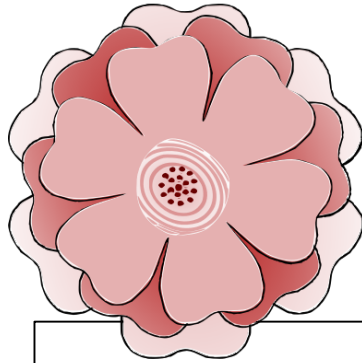


Christina



# Person Centered Planning





# HISTORY

## **Born**

**I was born in Modesto, CA.**



## **School**

**I am a Freshman at  
Gregori High School.  
I do my course work at home.**



# PLACES

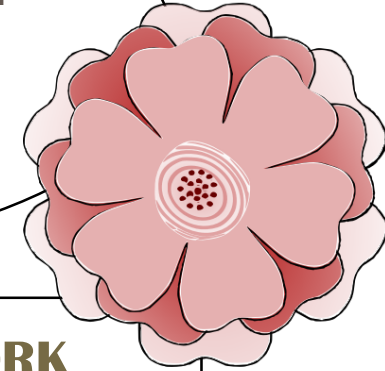
## HOME

Home is where I meet my teachers and counselors.



## COMMUNITY

I like to go fishing at McSwain and Modesto Reservoir, but Lake Del Valle is my favorite.



## WORK

I'm not working yet.

# PARTICIPANTS

## FAMILY

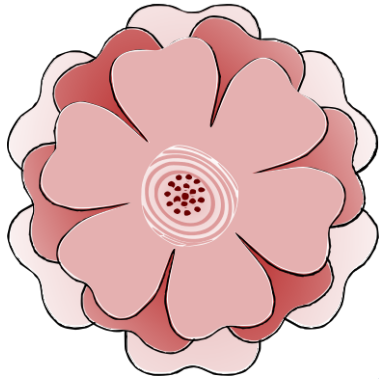
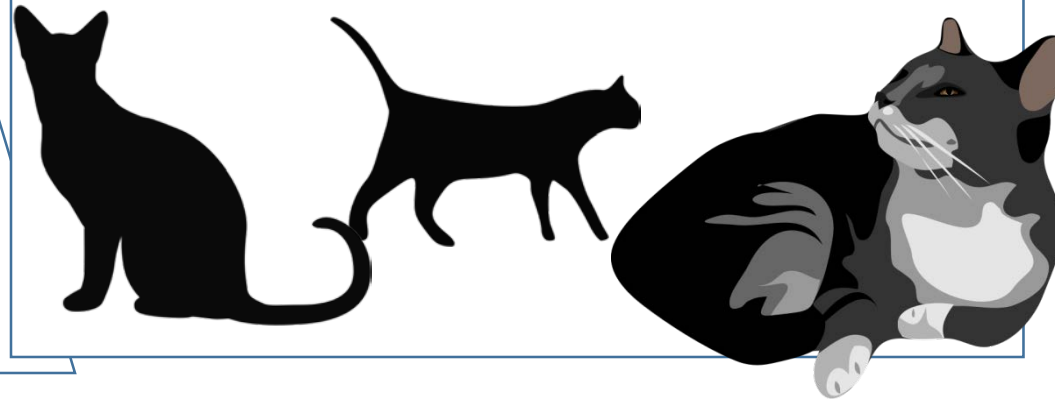
I live with my Mom.

## AGENCIES

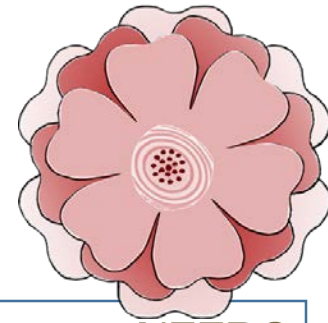
Parent Partnership has an advocate and a psychiatrist who both play a role in my life.

## FRIENDS

John in San Francisco is an important family friend. So are Liberty, Drake, Luna and Grrr!



# EDUCATION



## PRESENT STATUS

**I'm on home hospital. I like baseball and soccer. Math is my least favorite.**

**I love art. I made a box that shows the difference between how something looks on the outside and how it looks inside.**



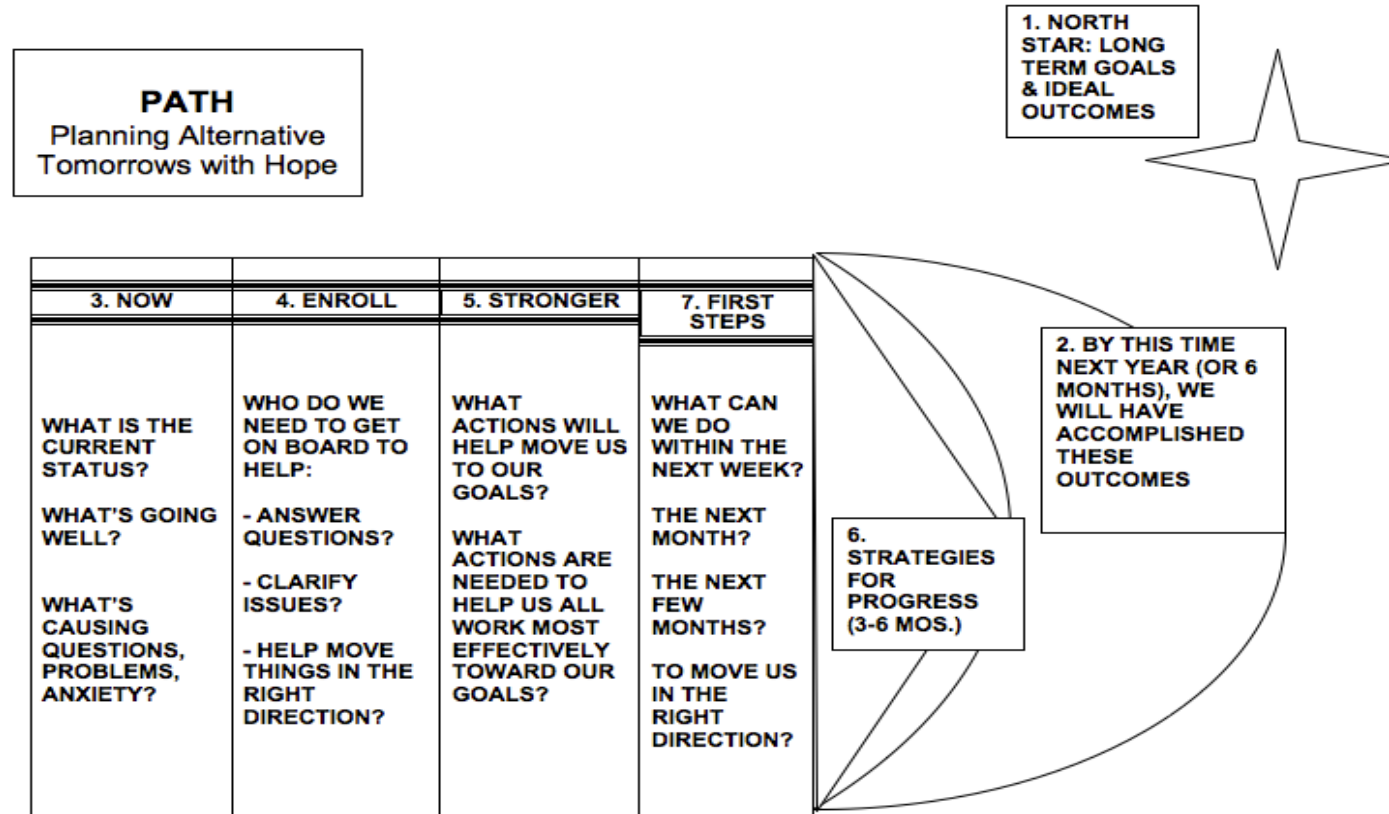
## NEEDS

**I could use extra help with my writing. School is looking into some tutoring for me.**



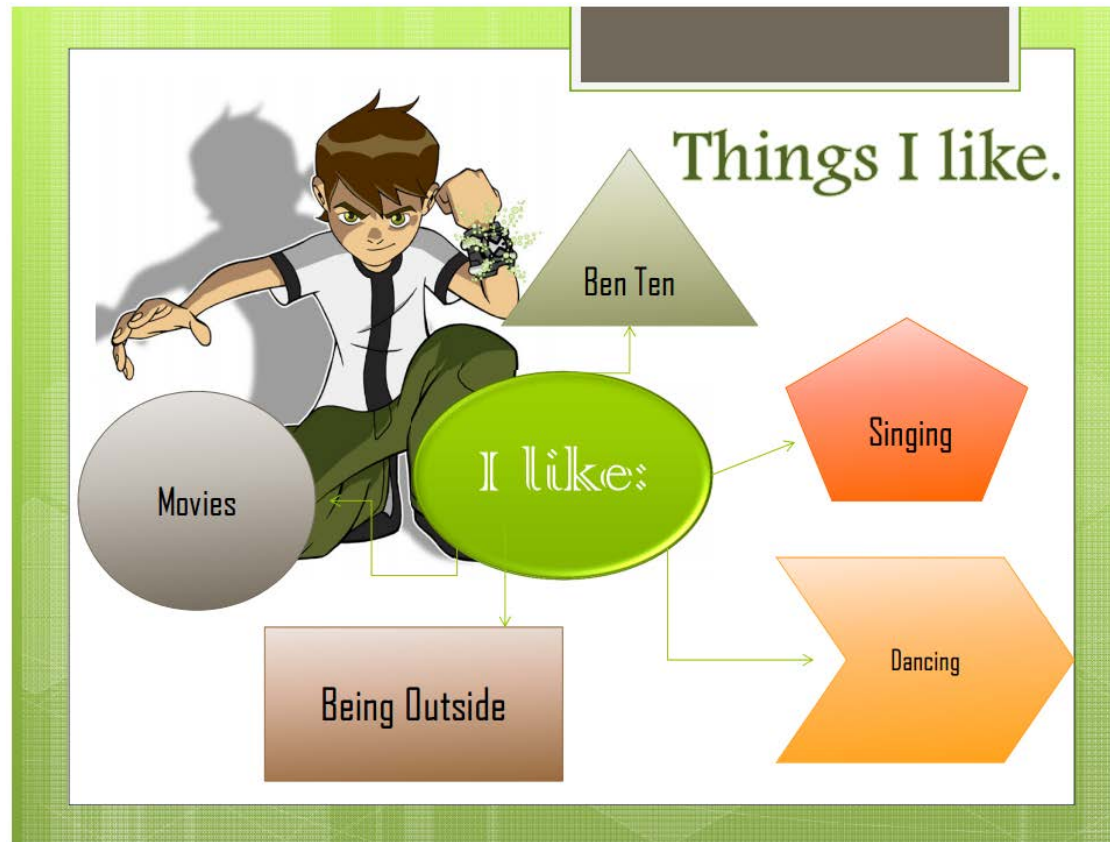
# Ways to Use a *Person Driven Plan*

A PATH plan can be useful for specific goals, timelines or partner agencies.



# Ways to Use a *Person Driven Plan*

PDP's can be good for potential job placements and be part of a student lead IEP.



# Ways to Use a

# *Person Driven Plan*

## ❖ IEP Meetings

- PDP's provide visual aid that effectively represents the student & helps them advocate for what *they* want.

## ❖ Quickly introduce students to other professionals.

## ❖ PDP's can be easily modified for use as a Visual Resume.

# Make it a Team Effort

Person driven planning is often most effective when considered a team activity.

- Invite other professionals to attend a PDP session to get a well-rounded perspective.
- It may be helpful to work it into your professional workflow.
- Becoming a requirement for some.

# When you hear the term Person Centered Plan...?



A



B

# How Do We Prepare Students for the Unknown?



When you work, you gain:

- Skills
- Training
- References
- Contacts
- Experience
- Certifications
- Confidence



New Opportunity



And You Learn....



# What work is best for Me?

There are lots of ways to decide what kind of work you can do.

The goal is to find out what you **like** to do, what **you are good at**, and **who will pay you**.

## 1. What do you like to do?

Do you have hobbies? How do you spend your free time? What do you enjoy with friends? This gives you clues about what you like to do. For example, do you like to cook? You might like a career as a cook in a restaurant, or a baker who works in a cake or cupcake shop. Do you like computers? You might want a career as a computer technician.

## 2. What skills do you have?

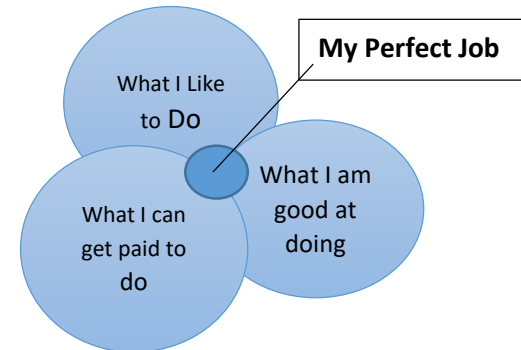
Everyone has something they are good at- some special talent or skills. Explore your talent by exploring websites like My Next Move.

## 3. Who will Pay You?

Employers pay wages

Some people run their own business and sell things they create.

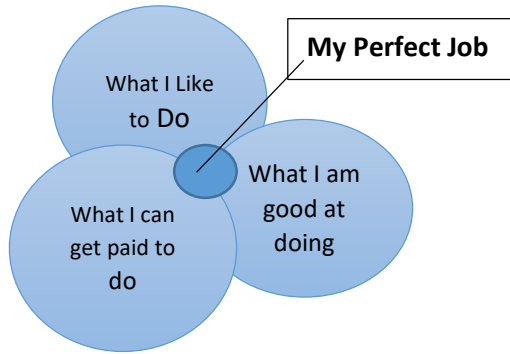
A way to learn more about entrepreneurship is to explore the website [www.dol.gov/odep](http://www.dol.gov/odep)



## 4. Suggestion

When you go into the community watch the jobs people do – do you see anything of interest? Are there places you want to work? Are people doing things you would like to do? Are there places to volunteer in your community?

# A Way to Match Interests and Jobs Opportunities in industries with the potential for wages and jobs



Another way to think about jobs is to discover what you like.

One way to identify interests is to consider what type of work you like.

**Doers** like to work with tools, equipment, and work outdoors

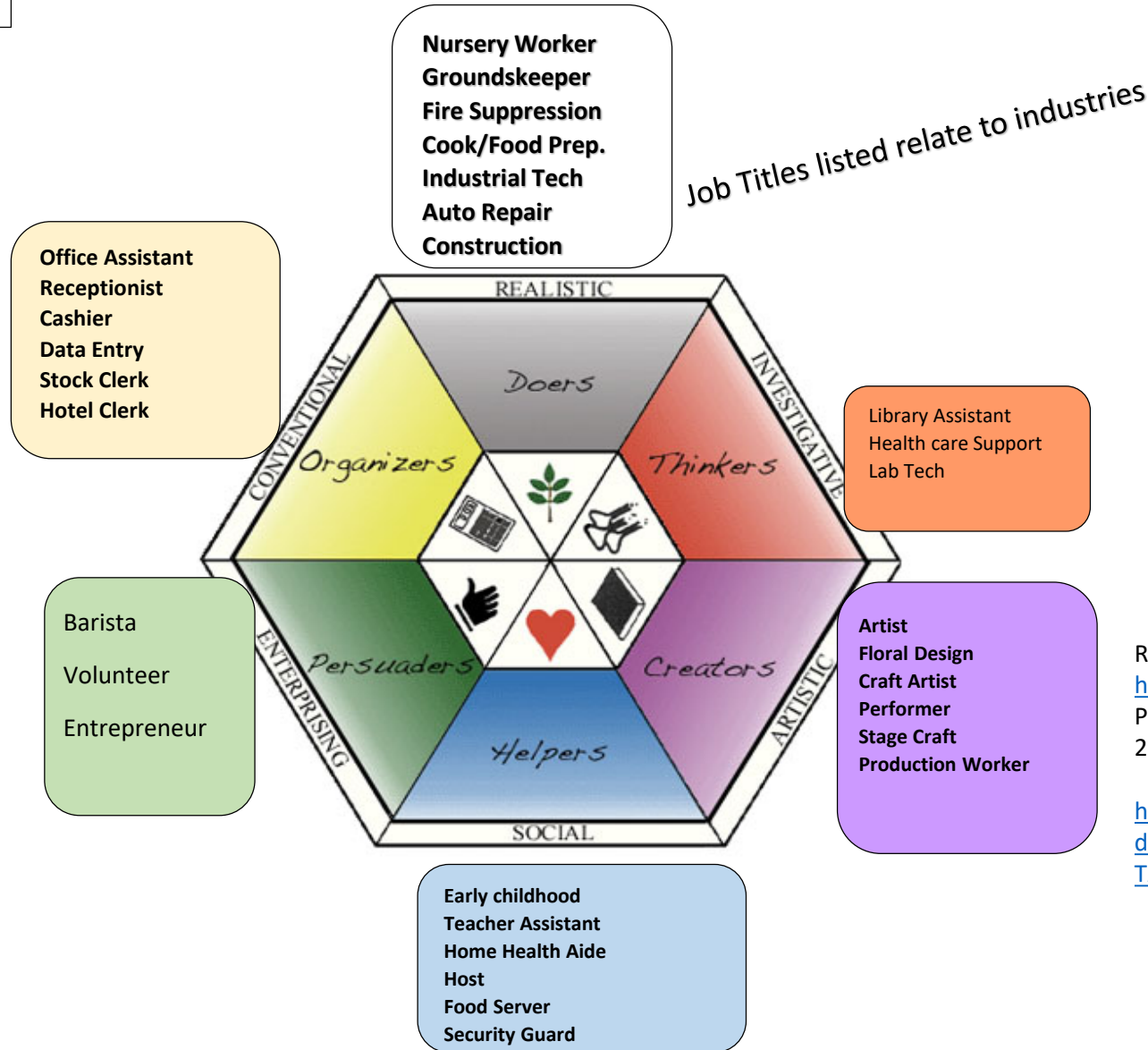
**Thinkers** like to read, study, think, discover.

**Creators** like to use their imagination, and be artistic.

**Helpers** like to help people.

**Persuaders** like to sell things and encourage or convince people.

**Organizers** like to be neat and orderly



**Use Labor Market Information to identify Opportunity**  
Industry Sectors that have wages and jobs

- **Advanced Manufacturing**
- **Advanced Transportation**
- **Agriculture / Natural Resources**
- **Energy**
- **Global Trade and Logistics**
- **Health**
- **Digital Media**
- **Life Science Bio -Tech**
- **Retail Hospitality Tourism**
- **Small Business**

Source: [www.doingwhatmatters.cccco.edu](http://www.doingwhatmatters.cccco.edu)

Resources that help you explore your interests  
[https://www.mbaea.org/documents/resources/Picture\\_Career\\_Interest\\_Inventory\\_CC1C18AF1ED24.pdf](https://www.mbaea.org/documents/resources/Picture_Career_Interest_Inventory_CC1C18AF1ED24.pdf)

<http://www.capregboces.org/ProgramsServices/EdSupportServices/RSE-TASC/PDFs/PictoralInterestInventory.pdf>



This chart matches your interests to jobs in different industries.

Interest: If you like to	You might like these jobs	In these Industry
Work with hands, tools Fix and Repair  <i>Realistic</i>	Nursery worker Fire Suppression Industrial Technician Cook, Food Prep Auto/Diesel Technician	Agriculture Natural Resources Technical Restaurant Transportation
Study, Research  <i>Investigative</i>	Library Assistant Lab Technical Health care technician	Education, Social Services  Health Care
Be Creative Use ideas and your imagination  <i>Creative</i>	Artist Performer Floral Arranger Jewelry Designer	
Help People  <i>Social</i>	Teacher Preschool teacher Nurse / Aide	Education  Health Care
Lead, argue, persuade  <i>Enterprising</i>	Barista Volunteer Entrepreneur	Restaurant Social Services Business
Organize, be neat  <i>Conventional</i>	Data Entry Cashier Stock Clerk	Business Retail

Ask someone to help you use these tools to identify jobs that match your interests.

Resources that help you explore your interests

[https://www.mbaea.org/documents/resources/Picture\\_Career\\_Interest\\_Inventory\\_CC1C18AF1ED24.pdf](https://www.mbaea.org/documents/resources/Picture_Career_Interest_Inventory_CC1C18AF1ED24.pdf)

<http://www.capregboces.org/ProgramsServices/EdSupportServices/RSE-TASC/PDFs/PictoralInterestInventory.pdf>

Are there any jobs that interest you?

- 1.
- 2.
- 3.
- 4.
- 5.



# Careers Require Education and Training

- **Training can range from**
- On the job training with natural supports-workplace mentors
- Short term certification provides proof of skills
- College offers an array of options

# Now you have the goal and the training Where is the Job?

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This article is in Costco Connection Magazine December 2016

“The Job is much more than something to fill the day. It represents an accomplishment of which he is proud.”  
A Proud Dad



## Special needs, special jobs

Companies, and workers, benefit from inclusive employment

BY RICHARD SEVEN

WORK MATTERS. It helps put food on the table and clothes on our backs. It connects us

In fact, many more people across the country with physical and intellectual chal-

Davis Wright Tremaine, was asked by a partner at the firm to consider hiring an applicant

This article highlights inclusive employment and emphasizes that employers who hire people with disabilities are hiring people who

- Bring low rates of absenteeism
- High will to perform
- Boost morale
- Generate customer good will
- Improve workforce retention
- Perform well with the right fit
- Perform less technical tasks- free up technical staff to work the technical aspects of their job

# Sometimes we need support to find and keep a job

- There are agencies that help people find and keep a job
- Job developers at school and in the community
- Customized Employment programs identify strengths and interests
- California Department of Rehabilitation and Regional Center can fund internships
- Ask for **Pre-Employment Transition Services** that help you go to work.

# And Life Happens

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- A place to live
- Transportation to the job
- Medical and Health services
- Friends and family – social activities, recreation

Do You Believe You Want to Work?

Do You Know You Can?

How do we help the youth develop the skills to transition to work?

Do we encourage, support and empower?

Are our expectations limiting them?

Do our programs give them the skills they need in the workplace?

# Questions???

- Thank you for attending this session. Please remember to complete the evaluation.