

Strategies for Creating Stronger Pathways to Employment in CBDS



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Workshop Agenda

Understanding CBDS & Its Role in Employment (The Vision)

Key Principles of Effective CBDS

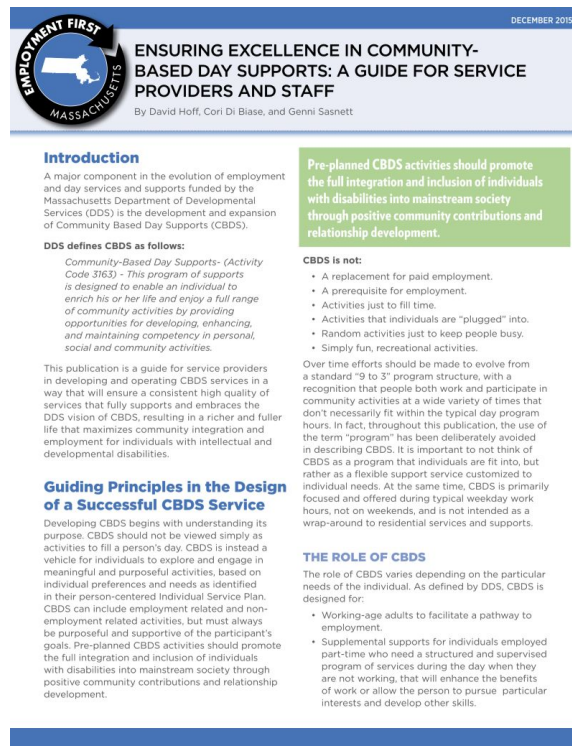
HOPE's Approach to Pathways to Employment

Discussion & Q&A

The Guide for Excellence in CBDS



*Do you know
The Guide?*



**SCAN QR CODE
to get
The Guide**





Key Principles for Successful CBDS

Person-Driven

Purposeful

Community-Based

Career-Driven (for working-age individuals)

Maximizing Community & Natural Supports

CBDS in the Pathway to Employment

"Integrating a pathway to employment is a core component of CBDS for individuals of working age."

Activities should allow individuals to:

- Explore and discover interests
- Build skills
- Develop connections that will result in employment

HOPE's Approach To Stronger Pathways

Partnering for Success

- Employment-First Mindset
- Integrated CBDS & Employment Teams

Overcoming Barriers in Transportation

Leveraging the Community Resource Specialist

Dynamic Activities Catalog



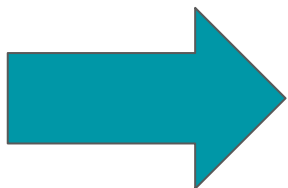
Strategy 1: Partnering for Success



Employment-First Mindset

Every individual is on a pathway to employment

- Normalizes employment as an expectation
- Builds incremental progress
- Maintains focus on employment goals



Every CCAP member has a combination of

- CBDS with HOPE
- ISE with JVS Boston

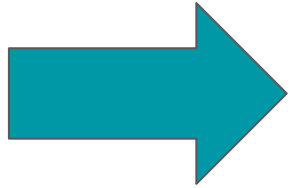
Integrated CBDS & Employment Teams

Collaborative Model between CBDS Staff & Job Coaches

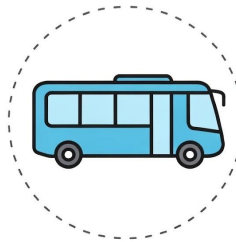
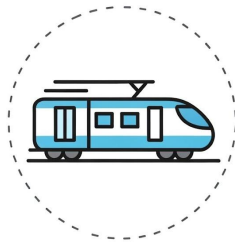
- Co-located staff
- Regular joint meetings
- Shared understanding of individual goals, progress, and support needs.
- Seamless transitions from CBDS skill-building/exploration to active job development.
- Coordinated communication with individuals and their support networks.

Strategy 2: Transportation Support

Recognizing the Challenge: Transportation is a critical barrier to community integration and employment.



Incorporating real-world travel training into CBDS activities.



Examples of Transportation Support

To Van or Not To Van?

Technology Supports

Transportation Partners



Strategy 3: Community Resource Specialist



Identify and cultivate community-based opportunities.

Build relationships with local businesses, organizations, and community leaders.

Act as a bridge between individual interests/goals and real-world experiences.

Support community mapping efforts.





Examples of Community Partnerships

Old Colony YMCA, Stoughton Food Pantry

Stonehill College & Northeastern University Best Buddies

Town of Easton (Weekly Coffee Talks)

St. Francis House

Easton Cable Access Television

Martin Richard's Park

Strategy 3: Dynamic Activities Catalog

A curated list of skill-building courses, workshops, and community activities that changes quarterly.

- Based on member interest and goals.
- Matched with staff skills, hobbies and expertise.
- Leverages community and employment partners.
- Offers variety and prevents stagnation.
- Encourages exploration of new areas.



Examples of Activities & Courses

Community Coffee Talk

Leadership Council

Discovering Dance

Men's Group

Glow From Within

Women's Group

Vocational Workshops

Program Creators

Strategy 4: Invest in Logistics Planning

Logistics Management Technologies and Systems

- Identification and usage tracking for resources
 - Community Partners
 - Staff
 - Vehicles
- Matching capabilities for interests and resources
 - Community mapping
- Real-time communication

Discussion / Your Ideas

"What resonates most with you from these strategies?"

"What challenges do you foresee in implementing or strengthening these approaches?"

"What other ideas do you have for creating stronger pathways to employment in CBDS?"



Conclusion & Call to Action

Purposeful, individualized, community-integrated CBDS, combined with dedicated strategies, leads to better employment outcomes.