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?



ENSURING EXCELLENCE IN COMMUNITYBASED DAY SUPPORTS: A GUIDE FOR SERVICE PROVIDERS AND STAFF

By David Hoff, Cori Di Biase, and Genni Sasnett

Introduction

A major component in the evolution of employment and day services and supports funded by the Massachusetts Department of Developmental Services (DDS) is the development and expansion of Community Based Day Supports (CBDS).

DDS defines CRDS as follows:

Community-Based Day Supports - (Activity Code 3163) - This program of supports is designed to enable an individual to enrich his or her life and enjoy a full range of community activities by providing opportunities for developing, enhancing, and maintaining competency in personal, social and community activities.

This publication is a guide for service providers in a in developing and operating CBDS services in a way that will ensure a consistent high quality of services that fully supports and embraces the DDS vision of CBDS, resulting in a richer and fuller life that maximizes community integration and employment for individuals with intellectual and developmental disabilities.

Guiding Principles in the Design

of a Successful CBDS Service

Developing CBDS begins with understanding its purpose. CBDS should not be viewed simply as activities to fill a person's day. CBDS is instead a vehicle for individuals to explore and engage in meaningful and purposeful activities, based on individual preferences and needs as identified in their person-centered individual Service Plan. CBDS can include employment rolated and nonemployment related activities, but must always be purposeful and supportive of the participant's goals. Per-planned CBDS activities should promote with disabilizing into maintaining or file of with disabilizing into maintaining or positive community contributions and relationship development. Pre-planned CBDS activities should promote the full integration and inclusion of individuals with disabilities into mainstream society through positive community contributions and relationship development.

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DDC is not

- · A replacement for paid employment.
- · A prerequisite for employment.
- · Activities just to fill time.
- · Activities that individuals are "plugged" into
- Random activities just to keep people busy.
 Simply fun, recreational activities.

Over time efforts should be made to evolve from a standard "9 to 3" program structure, with a recognition that people both work and participate in community activities at a wide variety of times that don't necessarily fit within the typical day program hours. In fact, throughout this publication, the use of the term "program" has been deliberately avoided in describing CBDS. It is improvant to not think of CBDS as a program that individuals are fit into, but rather as a flexible support service customized to individual needs. At the same time, CBDS is primarily focused and offered during typical weekday work hours, not on weekends, and is not intended as a warea-count of residential services and supports

THE ROLE OF CBDS

The role of CBDS varies depending on the particular needs of the individual. As defined by DDS, CBDS is designed for:

- Working-age adults to facilitate a pathway to employment.
- Supplemental supports for individuals employed part-time who need a structured and supervised program of services during the day when they are not working, that will enhance the benefits of work or allow the person to pursue particular interests and develop other skills.

SCAN QR CODE to get The Guide







Person-Driven

Purposeful

Community-Based

Career-Driven (for working-age individuals)

Maximizing Community & Natural Supports





"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





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









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





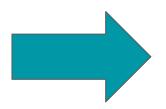
Collaborative Model between CBDS Staff & Job Coaches

- 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.





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



Incorporating real-world travel training into CBDS activities.













To Van or Not To Van?

Technology Supports

Transportation Partners







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.





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





"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?"





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