**Breakout Group Activity:**

From Screening to Success – Building the Bridge to Competitive Employment

**Objective**

Each small group will work together to use the completed RES Screening Tool and CtLC Support Star to develop their own completed Trajectory for the sample individual.

The goal is to identify a thoughtful sequence of person-centered steps toward competitive integrated employment (CIE), using the Grids to consider how to scaffold supports along the way.

**Core Concepts to Guide Your Planning**

Think About **Stability and Competency**:

What steps support foundational stability (routines, supports, well-being)?

What steps build competency (skills, confidence, independence)?

How can you weave both into your trajectory?

The **4 Es**: Keep in mind that growth happens through:

Education – learning about options

Exploration – trying things in low-risk ways

Experience – actively engaging in real tasks

Environments – consider where the other E’s happen

Reflection is Key: As you propose steps, ask:

How can we help Mr. Smith and others reflect on what they try?

How can feedback (likes, dislikes, surprises, successes) shape future steps?

How do we honor that learning what we don’t want is just as valuable?

Use the Grids as a Scaffold:

The Grids provided offer ideas for accessible entry points across ability levels.

Use them to ensure that every individual has a way to participate, learn, and grow.

Consider how programming can be adapted—not watered down—to offer meaningful engagement and support the building skill building and application.

**Instructions for Participants**

**1.** **Review the Tools**

Read the completed Screening Tool and Support Star for Mr. Smith.

Discuss key themes:

strengths, interests, stability & support needs, and environmental factors.

**2.** **Complete the CtLC Trajectory**

As a group, fill in:

Steps Toward the Vision (considering education, exploration, and experiences)

Include supports and environments that would make each step possible.

Use the Grids and Step Guides, but think creatively!

**3. Reflect as You Plan**

How can your plan promote both stability and competency?

Are you offering a range of entry points so everyone can engage meaningfully?

**4. Share Your Completed Trajectory**

Select someone to summarize your group’s completed trajectory.

Be ready to explain how the tools and frameworks helped guide your planning.

**Facilitator Tips**

Prompt creativity: “What’s one thing this person hasn’t tried but might enjoy?”

Reinforce the 4 Es and ask: “Where can this learning happen besides traditional settings?”

Ask how steps connect to building capacity vs. just keeping busy.

“How does this step align with their vision on the trajectory?”

“Which supports from the Support Star are you building on here?”

“Is there a risk worth taking to honor their goal?”

Remind groups that progress is not always linear, and creativity is encouraged.