

## **Agency Teaming to Reach Stronger Outcomes**

Trainers: Brandi Monts and Shaun Wood

Duration: 2 days with optional remote follow up

Lecture/Discussion/Activity/Community-Site Visits: This training will focus on service provision to programs that build independence, including employment services and Community Access (a Washington State service to assist participants in gaining independence in the community). The first half of the first day will cover the purpose of service and support, the purpose of service goals, and approaches to setting short and long term goals. The second half of the first day consists of site visits out in the community to meet and observe current services and activities. The second day will bring service providers back together to talk about strategies, write goals, and leave with a few tools for how they will move forward as a team over the next three to six months as they work to achieve the individual goals that have been set. There is the option (usually suggested) to set up remote check in with the trainers, after the event, in order to provide support and coaching in long-term support efforts.

Core Competencies: 1, 2, 6, 7

## **Fading and Natural Supports in the Workplace**

Trainers: Brandi Monts

Duration: 4 hours

Lecture/Discussion/Activity: This training focuses on employment consultant supports at community-based worksites. The training begins by understanding the role of an employment consultant, paying particular attention to the purpose of accommodations and the values surrounding independence. Next participants examine key elements to setting up a job start and how fading supports from the first day on the job is essential to long-term success. The importance of communication systems and consistent long term supports are also covered. This training ends with a group activity focused on problem solving around real life supported employment scenarios.

Core Competencies: 6, 7

## **Service Plans – A Hands on Training**

Trainers: Brandi Monts, Dan Rutten and Shaun Wood

Duration: 6 hours of training

Lecture/Discussion/Activity: This training starts off by covering concepts surrounding discovery. Participants will review the meaning of discovery practices, including the importance of identifying an individual's strengths, skills and interest, and how these elements support a

successful service plan. Next, we introduce current Washington State service plan design, and introduce participants to resources that can be used to develop strong service plans. Content also covers the elements that make up a service plan, as well as examples of quality plans. The training concludes by working in teams to develop service elements, paying particular attention to outcomes, strategies and activities.

Core Competencies: 2

## **Staying Organized**

Trainer: Brandi Monts

Duration: 6 hours

Lecture/Discussion: This training is geared toward supported employment agency directors, managers and administrative staff who want to streamline customer intake and staff hiring systems. Come gather new tools and examples to run more efficient systems in your agency. Requirements for new hire and customer intake procedures will also be explored. You are encouraged to bring your current agency systems and examples to share and review during the training. Please be sure you take out any confidential or identifying information if you bring examples.

Core Competency: 11

## **Survey of the Supported Employment System**

Trainers: Brandi Monts

Duration: 2 hours

Lecture: This presentation is geared toward the general public, community groups, college classes, educators and others interested in a general overview of about supported employment. Topics covered include the different models of supported employment including the history and evolution of the field, general modes to pay for services, the benefits behind work and a general overview of laws and policies that have helped shape the field. This presentation can be tailored to a specific audience to include for example stories of people working or local information about resources.

Core Competencies: 9

## **Systematic Instruction and Long Term Supports**

Trainers: Brandi Monts, Aimee Nelson, Teri Johnson

Duration: 12 hours duration over two days

Lecture/Discussion/Activity: This training will focus on helping individuals learn to perform and maintain their employment. Topics will include a basic overview of a job start, including how to prepare for the first day of work and how to conduct a job analysis. We will explore systematic instruction and task analysis, with particular attention to fading support from the first day of work. The training will also include the use of natural supports, as well as important elements of successful long term support.

Core Competencies: 5, 6, 7

## **Techniques for Supporting Transition Students in Community Based Worksites**

Trainers: Brandi Monts, WISE

Duration: 6 hours with an optional second day visiting student worksites and reflecting with the school staff team

Lecture/Discussion/Activity: This training is designed for transition teachers, teaching aids, para professionals and other staff who support transition students. We begin by considering how transition services have changed over the last few decades, with a focus on how current supports and opportunities must foster more independence. Next, participants receive instruction and hands-on practice with task design and task analysis. This portion also covers tips for customizing community based worksites to particular students. The afternoon session examines techniques to fade supports both at worksites and out in the community. We end the first day discussing employer approaches to developing community based worksites. An optional second day may include visits to specific community based worksites with students and staff to examine topics covered in day one (e.g. task analysis, fading, etc.). The second day ends with a group discussion about ideas to increase independence.

Core Competencies: 5, 6, 7

## **Ten Essentials to Long Term Supports**

Trainers: Brandi Monts, WISE and Lisa Latchford, Fox and Associates

Duration: 2-4 hours

Lecture/Discussion: This training explores the significance and skills behind successfully helping supported employees retain their jobs. We set the stage by first covering the value and purpose of job retention services in supported employment. We then highlight the ten essentials to job retention from an employment consultant perspective. Utilizing our real-life examples from the field, we help participants understand the roles and responsibilities they can foster amongst various stakeholders involved with job retention, as well as how they can provide services in a sustainable way. Depending on the size of the audience, hands on team work may be incorporated to the end of this session.

Core Competency: 7