

Let's Think Possible!

Promoting the Possibility of Employment
for All Children

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WISCONSIN DEPARTMENT
of HEALTH SERVICES

Goals for This Session

- Provide overview of the Department of Health Services (DHS) programs serving children.
- Show the benefits of competitive integrated employment (CIE).
- Explore how we can work together to promote the possibility of employment.

Division of Medicaid Services, Long-Term Care

- Vision

People with diverse abilities empowered to realize their potential.

- Mission

Administer programs that provide people with high-quality, person-centered services and supports.

Bureau of Children's Services (BCS) Mission Statement

BCS is dedicated to honoring and empowering inclusive community lives of children with disabilities and their families, in partnership with local communities, by providing leadership and financial support through long-term support programs throughout Wisconsin.

What are the DHS children's programs?

- Birth to 3 Program
- Children's Community Options Program (CCOP)
- Children's Long-Term Support (CLTS) Waiver Program

Competitive Integrated Employment (CIE)

Guiding Principles for Competitive Integrated Employment

- Build on value of full inclusion.
- Use evidence-based practices.
- Align with our vision for people with disabilities in our communities.
- Recognize the path toward competitive integrated employment involves a person-centered planning process.

(See handout.)

BCS Role in Employment

Focus is on employment preparedness:

- Build interest in employment.
- Work collaboratively with other agencies.
- Support youth and families in achieving employment goals.

Goals of Employment Preparedness

- All youth 14 years and older express interest in CIE.
- All youth 16 years and older participate in CIE.

Promoting Possibilities

Youth are up to five times more likely to work in the community as adults if:

- The adults in their lives, especially parents, expect they will work in the community.
- They have two or more paid community work experiences during high school.

(Carter, Austin, and Trainor, 2012)

Employment Preparedness Initiative

Messaging campaign that promotes the possibility of CIE by:

- Creating resources that:
 - Explain the value of CIE
 - Clarify misconceptions about working and losing benefits
- Promoting Think Possible! employment training

James' Story



<https://youtu.be/M8kijwh4N1c>

Think Possible! Employment Training

Online training:

- Three learning modules, each with a quiz
- Certificate of completion for passing final test
- Resources available any time
- Based on guiding principles

Think Possible! Part 1

Making the Case for CIE

- Sets the stage for the training
- Introduces the Guiding Principles
- Defines CIE

Think Possible! Part 2

Supporting Competitive Integrated Employment

- How service coordinators in children's programs can support CIE
- Includes five strategies for service coordinators
- Lifespan approach to career planning
- Ideas for supporting engagement

Brandon's Story



<https://youtu.be/K9elyAOQEhg>

Think Possible! Part 3

Coordinating Employment Services and Supports

- How to collaborate with partners
- Partnering with schools
- Working with the Division of Vocational Rehabilitation (DVR)
- Learning and leadership opportunities
- Resources



Shared Work Experience

1. What did you want to be when you were growing up?
2. What was your first job? What lead to that job? What motivated you to get that job?
3. How did you get in to this field?
4. How can we help children and youth with long-term support needs and their families get excited about competitive integrated employment?

Let's Think Possible!



Love's Story



<https://youtu.be/X8FgLJk4oQg>

Questions



Resources

DHS

- Services for children with delays or disabilities webpage:

www.dhs.wisconsin.gov/children/index.htm

- Youth in Transition webpage:

www.dhs.wisconsin.gov/clts/waiver/transition/index.htm

- Birth to 3 Program Transition webpage:

www.dhs.wisconsin.gov/birthto3/index.htm

More Resources

Transition Action Guide (TAG)

- Guide to transition from school to work
- Planning tool for youth, families, and service professionals
- Information about the Department of Public Instruction (DPI), DVR, and DHS programs and services
- Web address:
https://dwd.wisconsin.gov/dvr/pdf_files/tag.pdf

More Resources, continued

DPI's Opening Doors Series on transition planning available from the following website:
<https://dpi.wi.gov/sped/topics/transition>

Videos and Stories

Let's Get to Work! website:

www.letsgettoworkwi.org/

- Videos shared today and many more
- Resources about employment, transition planning, and more

Questions and Contact Information

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Reference

Carter, E., Austin, D., & Trainor, A. (2012). Predictors of Postschool Employment Outcomes for Young Adults With Severe Disabilities. *Journal of Disability Policy Studies*. 23(1). 50–63.