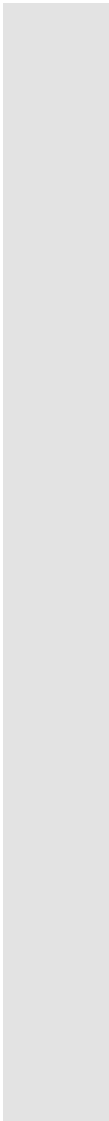




**Everyone Can**  
**Work- You Make**  
**it Happen!**  
**Part 2**



An online course  
focused on person-  
centered career  
planning and  
individualized job  
development for  
Tennessee Vocational  
Rehabilitation

# Everyone Can Work and Training Premises:

- To fully realize Everyone One Can Work, we must enhance our understanding of local businesses, local economic activity, and unmet needs.
- To better understand the unmet needs of businesses and employer, we must expand the ways in which people can work, including entrepreneurial approaches and resource ownership development.
- To achieve the expansion of the ways in which people work, we must enhance our collaborative partnerships beyond the traditional roles.
- To be person-centered in employment supports and vocational rehabilitation requires working differently, especially with partners outside human services.
- To fully implement WIOA, all staff must be operating, contributing, and responding with tools and techniques that are evidence-based and support competitive, integrated employment for all.


# What is it?

A recorded orientation session and four self-paced modules with exercises

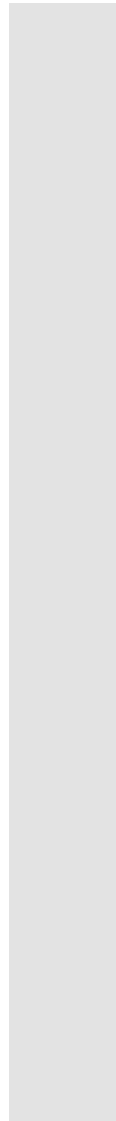
- Module 1: Focusing on Strengths, Acting on Best-Practices
- Module 2: Understanding the 21st Century Workforce
- Module 3: Cultivating Additional Paths to Employment
- Module 4: Building Partnerships to Support Employment Outcomes


# Learning Objectives:

- Related to individualized job development
  - Related to fidelity to best practices
  - Related to economic life of communities
  - Related to business and employer engagement
  - Related to social capital
  - Related to building partnerships inside and outside of systems
- \* Please see full list of learning objectives for more detail

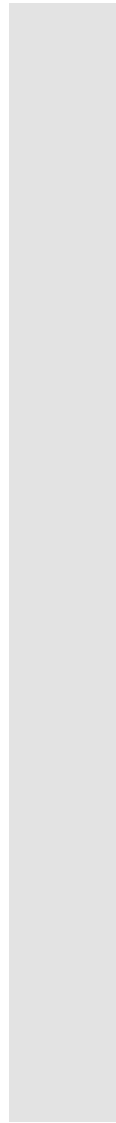


## Person-Centered Underpinnings of the Modules

- National Center on Advancing Person-Centered Practices and Systems (NCAPPS)
  - [Ncapps.acl.gov](https://ncapps.acl.gov)
  - Five Competency Domains for Staff Who Facilitate Person-Centered Planning
  - Each of the Four Modules has associated Person-Centered Competency Domains
  - Trainees will find associated Person-Centered Tools inside the modules.
- 



# Five Person-Centered Planning Competency Domains

- 
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- A. Strengths-Based, Culturally Informed, Whole Person-Focused
  - B. Cultivating Connections Inside the System and Out
  - C. Rights, Choice, and Control
  - D. Partnership, Teamwork, Communication, and Facilitation
  - E. Documentation, Implementation, and Monitoring

# Exercises related to the modules

- The modules have accompanying exercises (see Exercise List)
- Completing these exercises helps all staff, regardless of role, understand the economic life of their communities, build social capital and increase person-centeredness in accordance with the spirit of WIOA.
- These exercises are designed to align with the content of the training modules.
- Debriefing and discussing the findings is a vital element in thinking about systemic issues.

# Framing and De-briefing the Training

- This is the second phase of Everyone Can Work
- Builds upon the six-hour Zoom sessions from August 2020
- The one-hour recorded Zoom should be viewed by all trainees
- Part of the overall state agency continuous quality improvement effort
- Uses two questions that both **frame the training** and act as **debriefing tools**.
- Supervisors should decide on how best to debrief with staff
- The third phase will occur in June 2021 and will be broken down by role (Pre-ETS, BECs, TRC Managers and Field Supervisors)



- March 8<sup>th</sup> the training will be available to begin
- First step is to view the recorded orientation webinar
- Complete the four self-paced modules (around 6 hours)
- Complete the four exercises and de-brief (around 3 hours)
- All work and de-briefing should be completed by March 31<sup>st</sup>.
- Wrap-up sessions for phase 2 will be hold April 5, 7, 9, 13, and 15.
- Staff should not wait until the end of the month to begin.

## Progressing Through the Training

# Open Discussion