

Everyone Can Work: You Make it Happen!

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An online course focused on person-centered career planning and individualized job development for California's employment and rehabilitation professionals.

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 employers, 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?

1. A recorded orientation session (**this is what you're listening to now**) and four self-paced modules with exercises
2. On-Line Course
 - 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

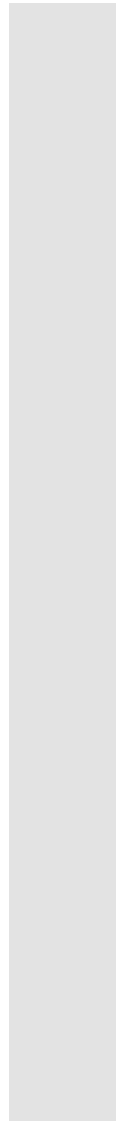
* Please see full list of learning objectives for more detail in Materials Folder

Person-Centered Underpinnings of the Modules

- National Center on Advancing Person-Centered Practices and Systems (NCAPPS)
- <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


- 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
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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
 - Phase 1 – Person-Centered Thinking sessions
 - Phase 2 – Everyone Can Work online course
 - Phase 3 – ACRE CE training & mentorship
- Uses two questions that both **frame the training** and act as **debriefing tools**.
- May 9th to complete 4 modules – approximately 6 hours and debriefing exercises



Quick Review of Person-Centered Thinking Training

Principles, Definitions and Application for Part 2



Some observations as we proceed:

- Just because we're focusing on Person-Centered Thinking doesn't mean you aren't already using it.
- Like any performance improvement tool, PCT must be kept at the forefront of the daily engagement with our work.
- Person-Centering Thinking has implications that span an individual, a system, and other stakeholders.
- The way we think about a specific person or topic impacts how we act, interact, and ultimately drives outcomes.
- It's a difficult prospect to get a person to *think* the way we wish, but all industries at least try to put the customer first.
- Person-Centered Thinking requires frequent reevaluation and refocus if we are to improve *the experience of, and outcomes related to,* employment and rehabilitation.

Philosophy

Person-Centered Thinking is anti-label.

PCT is rooted in listening to and supporting a real person's experiences.

PCT places a value on a person's story.

It recognizes people may have had negative experiences within a system.

PCT fundamentally questions professional expertise that isn't aligned with the core values.

Strengths, contributions, endearing traits, and possibilities are prioritized.

PCT has a direct correlation to settings, places, people and conditions.

PCT Background

Some of the People

- Dortehea Dix
- Burton Blatt
- Wolf Wolfensberger
- Ed Roberts
- Judy Heumann
- Michael Smull

Some of the Principles

- Honoring Lived Experience
- Understanding Socially Valued Roles
- Valuing Observation
- Questioning Who is in Control
- Challenging Normalcy Bias
- Believing in rehabilitation, recovery, habilitation and growth.

CRC Guiding Principles Reflect PCT

Respecting

respecting human rights and dignity;

Ensuring

ensuring the integrity of all professional relationships;

Acting

acting to alleviate personal distress and suffering;

Enhancing

enhancing the quality of professional knowledge and its application to increase professional and personal effectiveness;

Promoting

promoting empowerment through self-advocacy and self-determination;

CRC Guiding Principles Reflect PCT

Appreciating

appreciating the diversity of human experience and appreciating culture;

Emphasizing

emphasizing client strengths versus deficits;

Serving

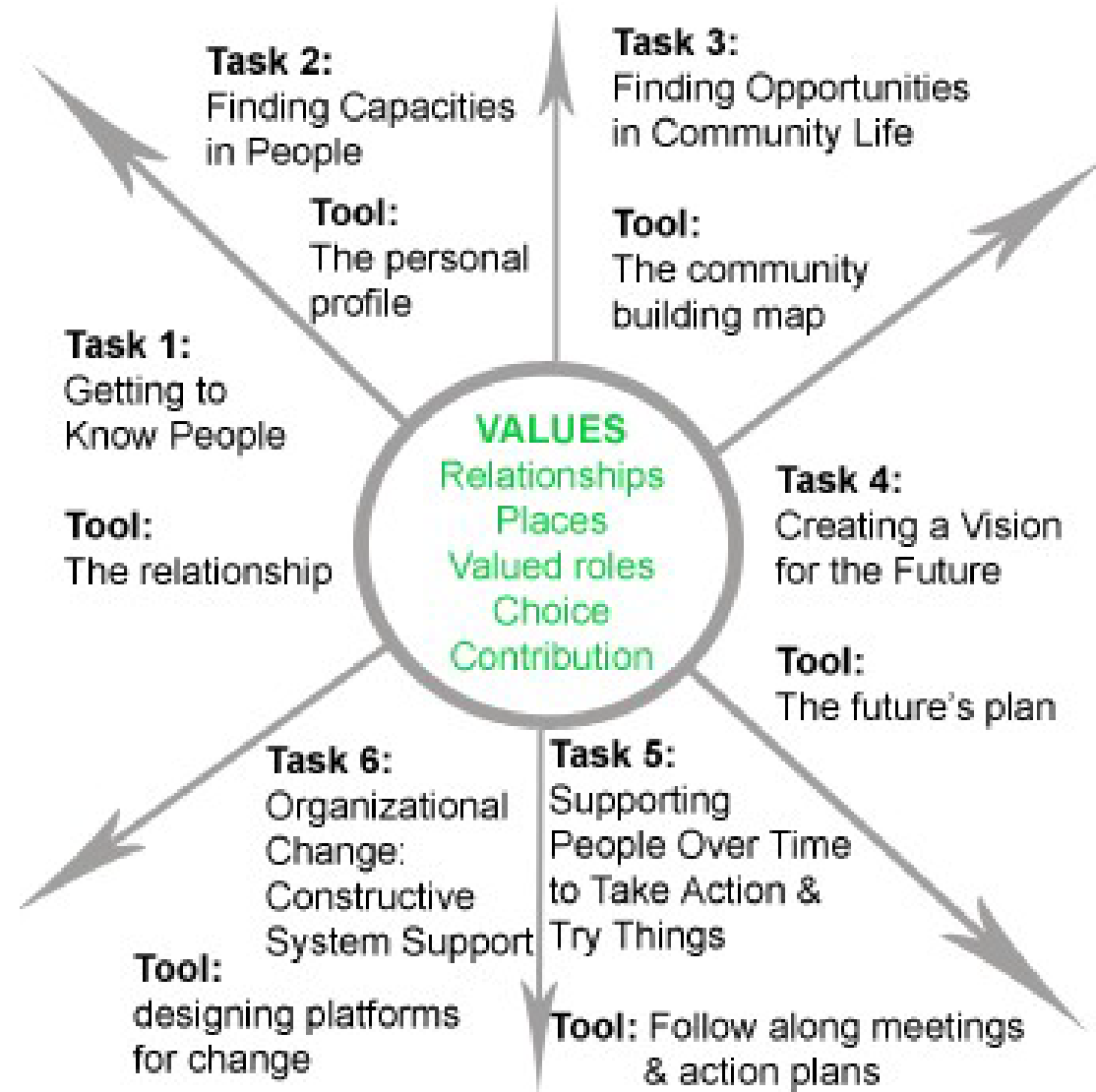
serving individuals holistically; and

Advocating

advocating for the fair and adequate provision of services



Person-Centeredness Inside Systems



Taking the PCT Training to the system, the job seeker, and your role:

- We will now review the online course portion of the training.
- We will cover tips to get the most out of the training, as well as bringing your attention to specific and helpful elements to consider during the training.
- It will help to jot down some notes.
- Practice Active Listening to attend to context and learning objectives.

Tools to frame
the training for
learning.

These act as
bookends.

#1 Points to Ponder

- Over the course of the session collect one or more “points to ponder.”
- During your debriefing sessions for activities and discussion share your top three “points to ponder.”

#2 One Thing

- When you have completed the on-line portion of the training think about and share “What is the one thing I learned, which if I start doing now, can make a big difference to my work role?”

What resources are needed in order to move forward?

Things to Notice and Tips

- Each Module has a section regarding “Basic Assumptions.” These are provided as a foundation for that module’s content. Make sure you understand these before moving on.
- Just as in this presentation, take notes while viewing and reading the content. It will be helpful during the exercises.
- Give your best effort to the exercises. They are critical to operationalizing the training content.
- Hold the Person-Centered Competencies in your mind as they are the foundational values of the work.
- We are rarely learning when we are not challenged; if a concept or step in the process seems difficult to grasp or imagine applying in your role, have conversations with your co-workers and team members.
- Suggested Readings at the end of the course are helpful to boost your understanding after the course is completed.
- Keep the two de-briefing tools in mind as you learn.

“Don't just learn, experience.
Don't just read, absorb.
Don't just change, transform.
Don't just relate, advocate.
Don't just promise, prove.
Don't just criticize, encourage.
Don't just think, ponder.
Don't just take, give.
Don't just see, feel.
Don't just dream, do.
Don't just hear, listen.
Don't just talk, act.
Don't just tell, show.
Don't just exist, live.”

— Roy T. Bennett, The Light in the Heart

Thank you!

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