



Vocational Futures Planning and Support

WSTI Employment Academy 2012

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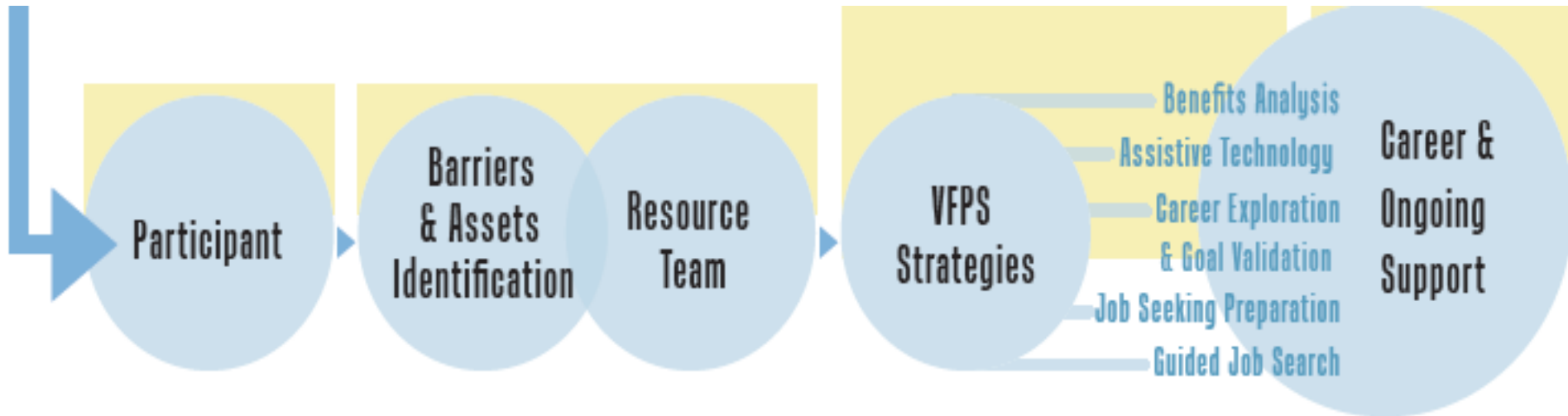


VFPS

History

- Developed, with research, by ERI in the 1990s
- Piloted Statewide
- Added to COP Waiver in 2002
- IRIS & Family Care Expansion provided opportunity to expand VFPS
- ILCs and other providers trained
- Pilot established with MCO and DVR
- Developing VFPS as an Evidence Based Practice

Overview of the Process



- Integrates Services of Employment Consultant, Work Incentives Benefits Specialist and Assistive Technology Consultants
- Comprehensive
- Person-Centered
- Team-Based
- Career Focused



Who is VFPS for?

- Physical Disability
- Career aspirations
- Multiple barriers to employment
- Willing to work with a team
- Interested in a self-directed process



The Resource Team

- Provides direction and assistance in managing, reducing, or eliminating the barriers
- Generates ideas and provide information that may otherwise take Employment Specialist a significant amount of time to research and generate
- May provide contacts to employers
- Can integrate with IEP team

The logo consists of the letters 'VFPS' in a bold, orange, sans-serif font, enclosed within a light blue circle with a thin white border. The letters are slightly shadowed, giving the logo a 3D appearance.

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The Components

- Barriers and Assets Identification
- Assistive Technology Assessment
- Work Incentives Benefits Analysis
- Career Exploration & Goal Validation
- Guided Job Search
- Ongoing Support

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Barriers & Assets ID

- Alternative to traditional assessment
- In-depth exploration of the person's dreams, desires, goals, hesitations, concerns, history, and perceptions about employment



Assistive Technology

- AT can open new education & career options
- Make informed choices about equipment
- Initial Assessment in home, school or workplace
- Ongoing Training and Consultation
- AT Partners: WisTech and Independent Living Centers and other providers (SVRI, ERI, etc)

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Work Incentives Planning

- Analyze impact of earned income on federal, state or local benefits
- Identify work incentives used/available
- Assist with using work incentives to ensure employment success
- Help manage benefits as they change



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Career Exploration & Goal Validation

- Support of Employment Specialist to make informed decision about career goals through a combination of experiences
 - Job Shadows and Tours
 - Informational Interviews
 - Advisory Groups
 - Work Experience
 - Job Market Analysis
 - Research and career assessment tools
 - Exploring self-employment options



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Guided Job Search

- Collaborative process with Employment Specialist to network with employers and find opportunities
- Highly individualized
- Resume development, interview skills, disclosure, and negotiating accommodations
- Business plan development phase for self-employment



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Ongoing Support

- Personal Assistance in the workplace
- Workplace Accommodations
- Benefits management/Work Incentives Assistance
- Employer/Co-worker awareness training



As an Evidence-Based Practice

- Fidelity Scale
- Research Design
- Tracking Outcomes



More Information

www.vfpstraining.com

2 informational webinars

Downloadable information sheets

Video

Written Stories

Advanced Training to Certify Service Professionals

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Find a Service Provider

<http://vfpstraining.com/serviceproviders>

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perc

VFPS
Stories



**Making it
Happen**
for People with Physical Disabilities

Video: <http://vfpstraining.com/tag/video/>



Questions?

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