



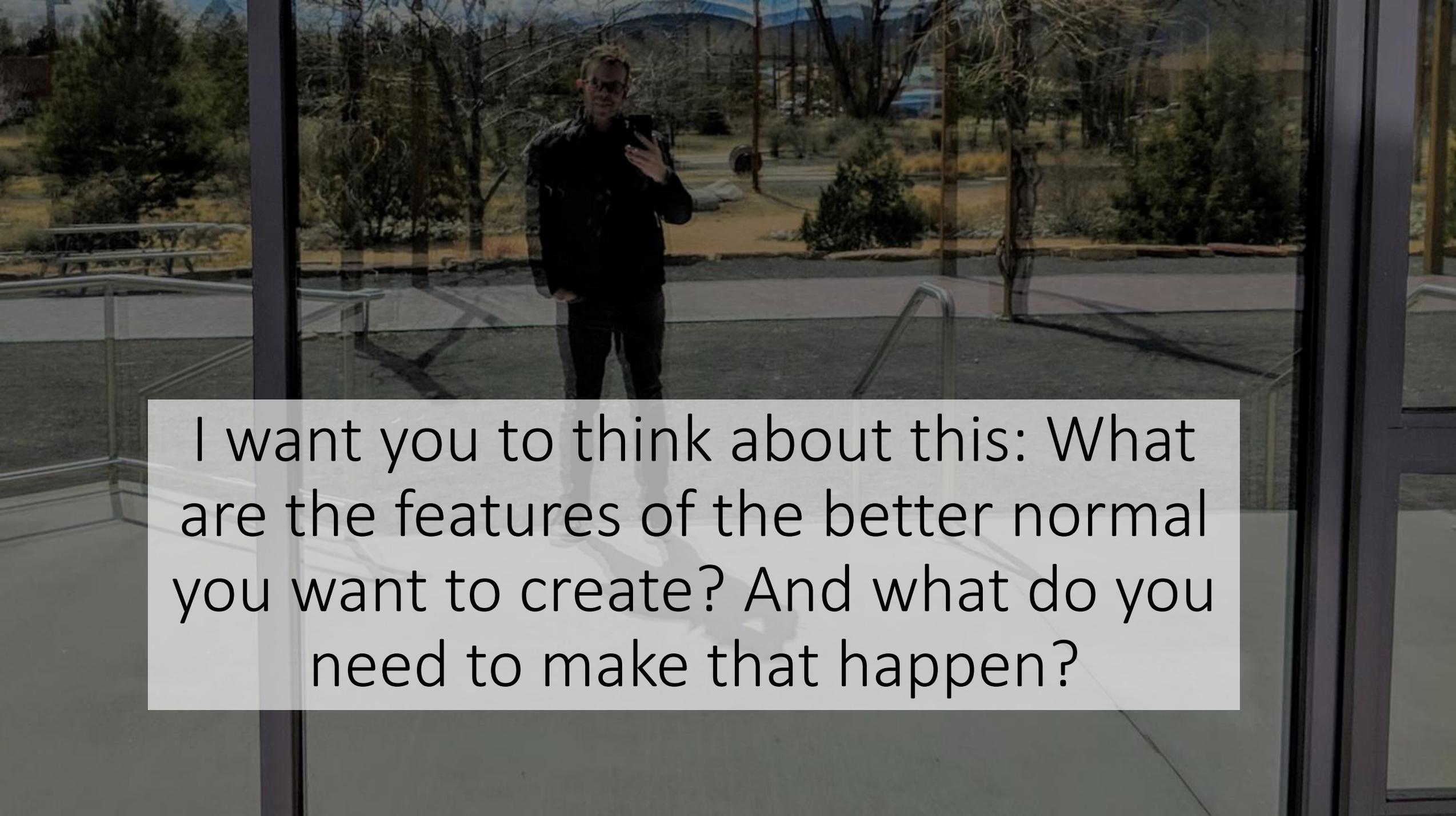
The New Normal: A Better normal

*Keeping people safe,
informed, and
connected to
employment*

Shaun Wood, M.Ed., BCBA

shaun@gowise.org

www.gowise.org

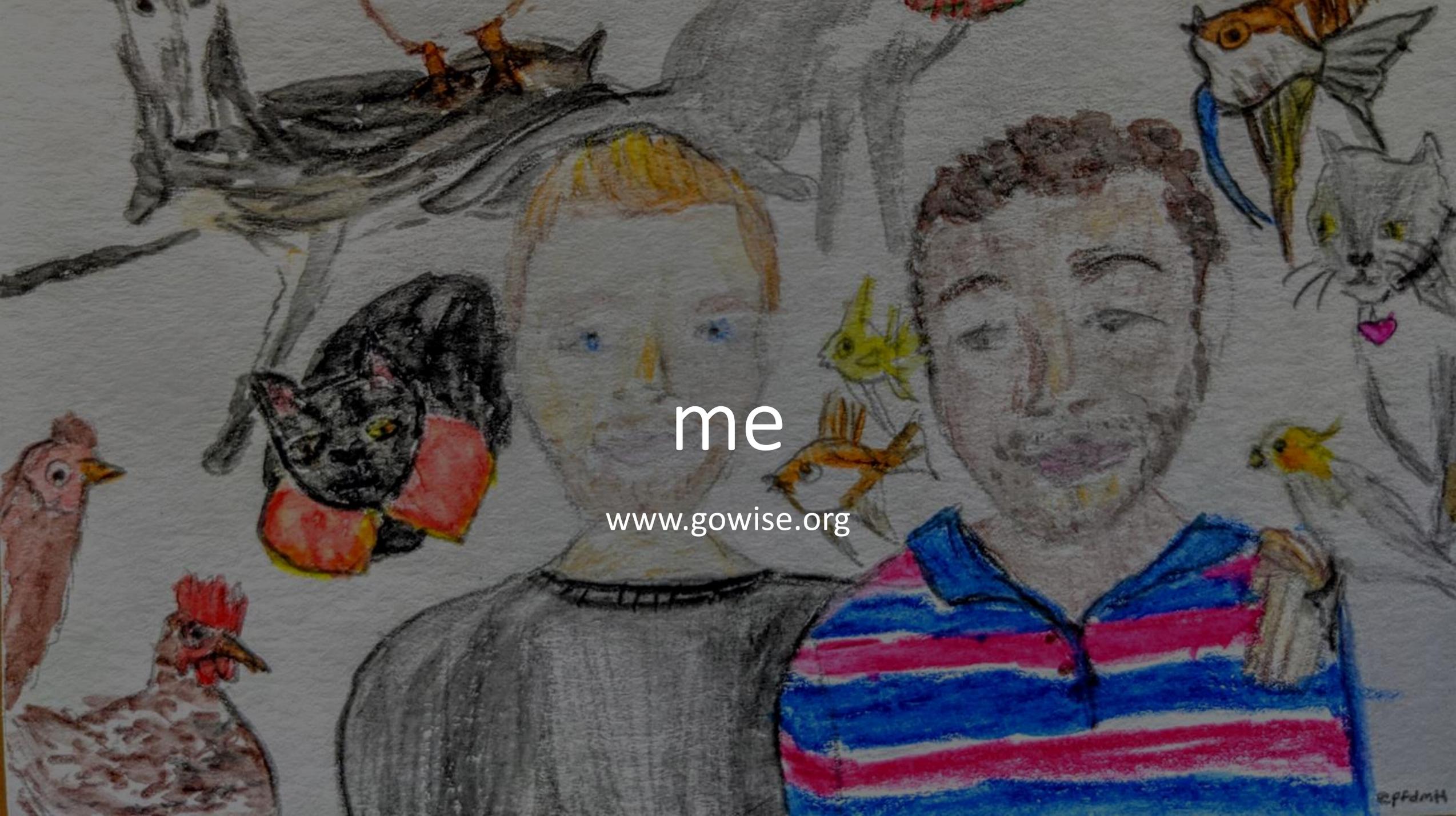


I want you to think about this: What are the features of the better normal you want to create? And what do you need to make that happen?

Learning objectives:

- You will have examples of tools and accommodations that keep people safe and connected to service
- You will leave with ideas for potentially billable activities, updated for this current time, they can do with people in service to help them stay connected to employment services through the quarantine.
- You will have ideas for how they can use supported employment tools to help people significantly impacted by their disability to understand social distancing and how to stay safe.





me

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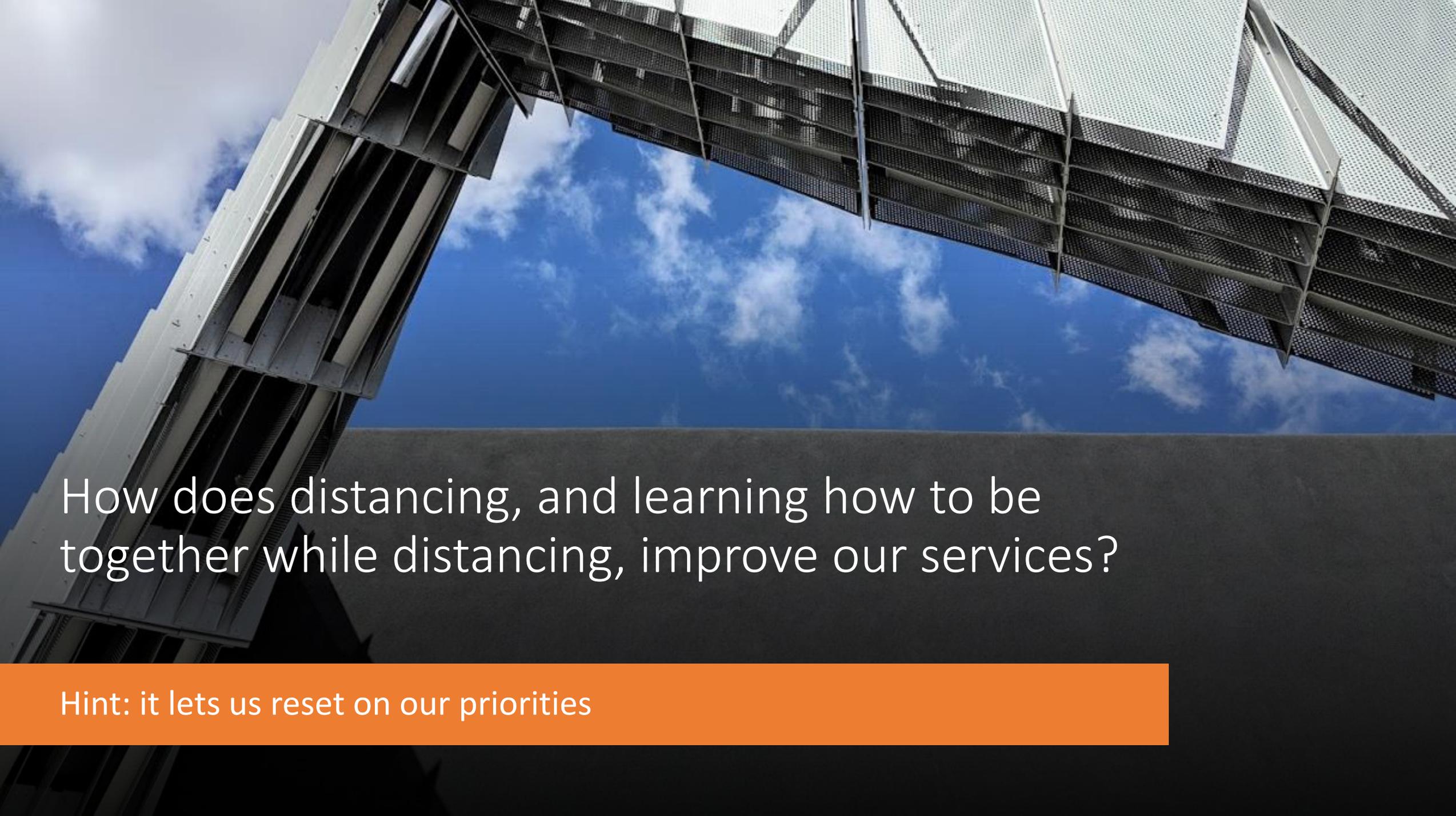
@pfdmH



I work with:

1. people
2. schools
3. organizations

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How does distancing, and learning how to be together while distancing, improve our services?

Hint: it lets us reset on our priorities

Hard skills:

Hard skills are skills you can gain through education, training programs, certifications, and on-the-job training. These are typically quantifiable skills that can be easily defined and evaluated. For example, a hard skill for an IT professional might be computer programming, while a hard skill for a carpenter might be a knowledge of wood framing.

<https://www.thebalancecareers.com/what-are-soft-skills-2060852>

Soft skills:

Soft skills are the communication abilities needed for success on the job. Soft skills characterize how a person interacts in his or her relationships with others. Unlike hard skills that are learned, soft skills are similar to emotions or insights that allow people to “read” others. These are much harder to learn, at least in a traditional classroom. They are also much harder to measure and evaluate.

<https://www.thebalancecareers.com/what-are-soft-skills-2060852>

Executive functioning skills:

These skills include planning, making choices, time management, impulse control and organization. These are the other set of skills that make the difference between a job with few hours or a job that can actually help lift someone out of poverty.

BE CAREFUL!

I think we sometime over focus of hard skills, and loose the opportunity to practice soft and executive skills

Well... shucks!





Let's look at
some
strategies...but
first...

We are not doing this to create strategies to compel disabled people look or act less disabled

Rather, we create supports *with* people to help them meet their goals.

PBA #1 Virtual assessments: How have you been connecting with people?



Organize a meeting with the family and person or just the person



Gather common household items that could be used to assess skills



Send a list of those items to the family ahead of time, and verify if they have stuff that roughly matches yours



Use a virtual connection to try out a variety of tasks using those items



Overtime you will start to learn what works with virtual coaching

PBA # 2 Virtual
mock/informational
interview





PBA #3 Social Narratives

These have lots of long-term potential! This is one of my favorite tools. Easy, effective, person centered, and transferrable. I want providers to use them more! Save old copies of successful supports to build templates for future use. Track what about the story is effective, what wasn't?

Anything you build to support a person now in the short or mid term has potential to be helpful to:

- 1) keeping that person connected to service and
- 2) understanding what tools will best support that person back into employment.

Social Narratives

Two ways to use these:

1. Before a transition or a new experience to help someone understand what to expect
2. After a social challenge has occurred as a way to understand what happened

The logo for Elasta-Boy is a stylized figure. It features a large yellow circle at the top, representing a head or a button. Below this is a black oval shape that forms the torso. A vertical yellow bar runs down the center of the black oval, representing a zipper. The entire logo is set against a red background.

Jared becomes
ELASTA-BOY
and tries something new

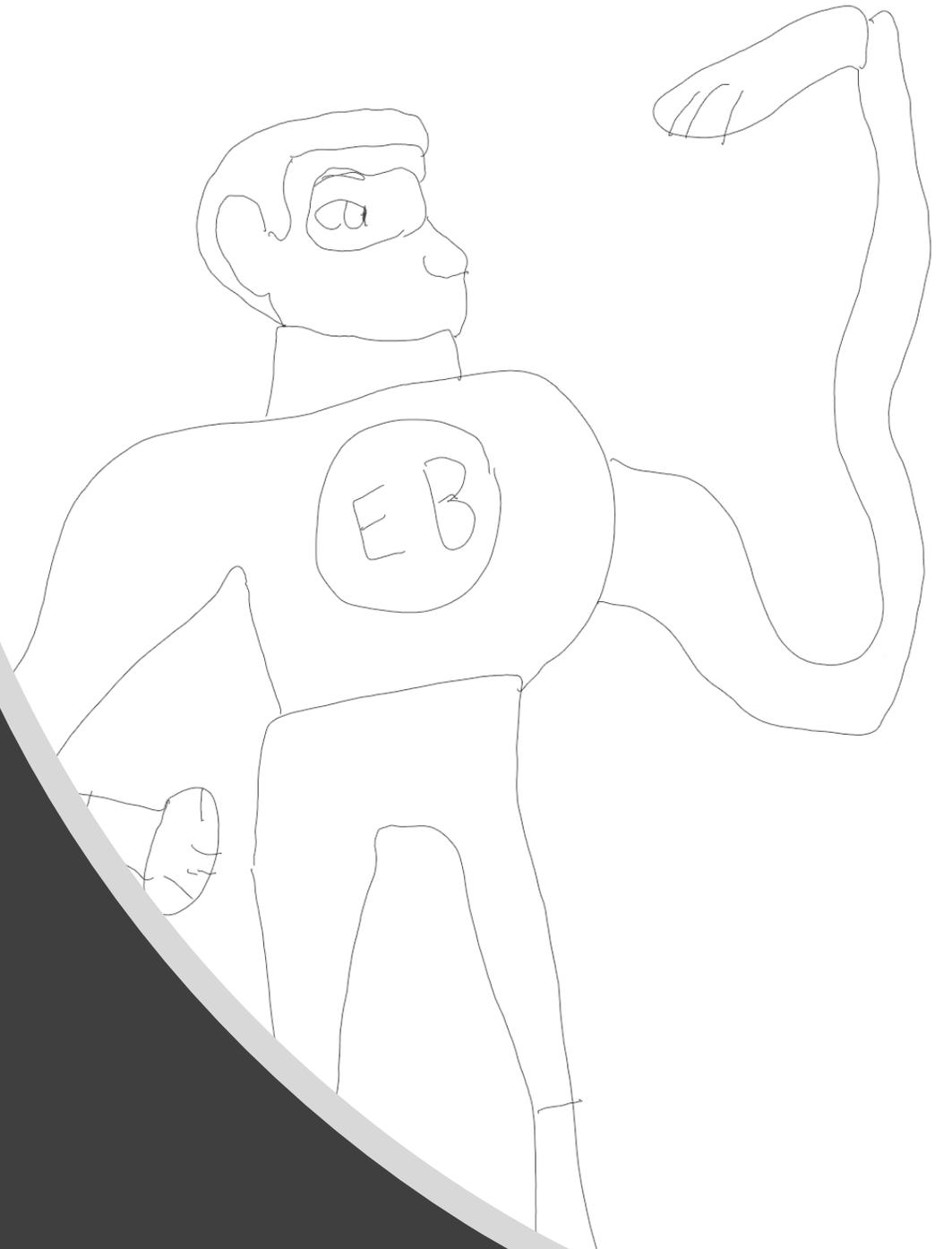
Elastagirl has special powers, she's flexible!

- She is not afraid to try new things, because she knows that she is flexible!
- Flexible means that she can adapt to changes.
- Flexibility is important for a super hero because the world needs her to fight villains, and she has to be ready for anything!
- Why else is it important for Elastagirl to be flexible?



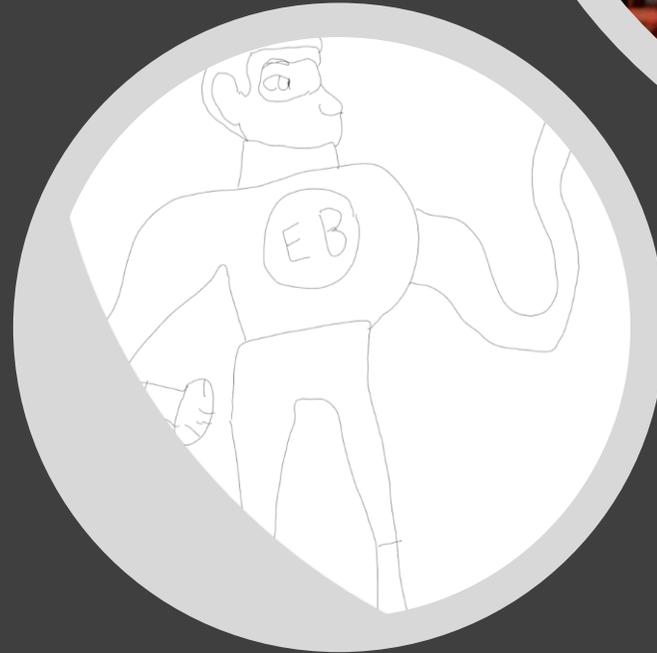
My name is Jarred, and I also can be flexible!

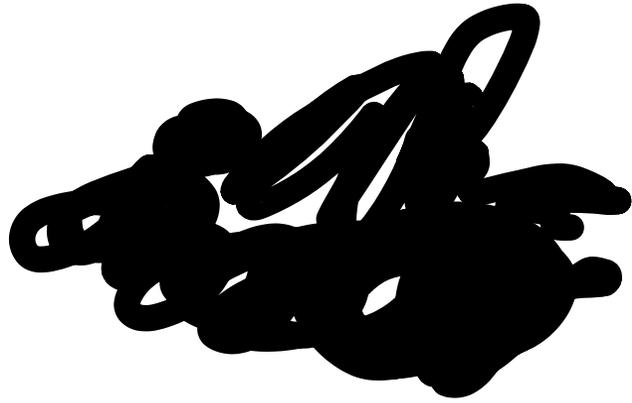
- Sometimes new things make me nervous, and that is an ok feeling. Feeling nervous is not a bad feeling, it just means that I should use my strategies.
- One strategy that can help me is if I imagine myself as ELASTABOY!
- New things are not so hard when I can imagine myself being flexible.
- What are some strategies that I can use when I feel nervous about trying something new?



On Tuesday January 21st, ELASTABOY is going on a Job Tour with his job coach Matt

I am going visit Ryonet, and learn about all the cool things that happen there





First, Elastaboy's mom will drive him to Ryonet to meet with Matt.

- There are several ways to get there, and Elastaboy's mom will pick the best and shortest route
- Whatever way I go, it should only take between 14-20 minutes to get there.



When we arrive, Matt will be waiting for me. He will get in my car and we will re-read this story together. I can ask any question that I want to Matt. Do I have any questions for him?



Ryonet is a SCREEN PRINTING SHOP. They do all sorts of things there, including making T-shirts

- Matt will introduce me, ELASTABOY, to Tim Alden
- Tim Alden will give me tour of the factory and the office and will tell me about the different jobs that people do there.
- I can ask Tim any question that I want! What are a few questions that I can ask him?

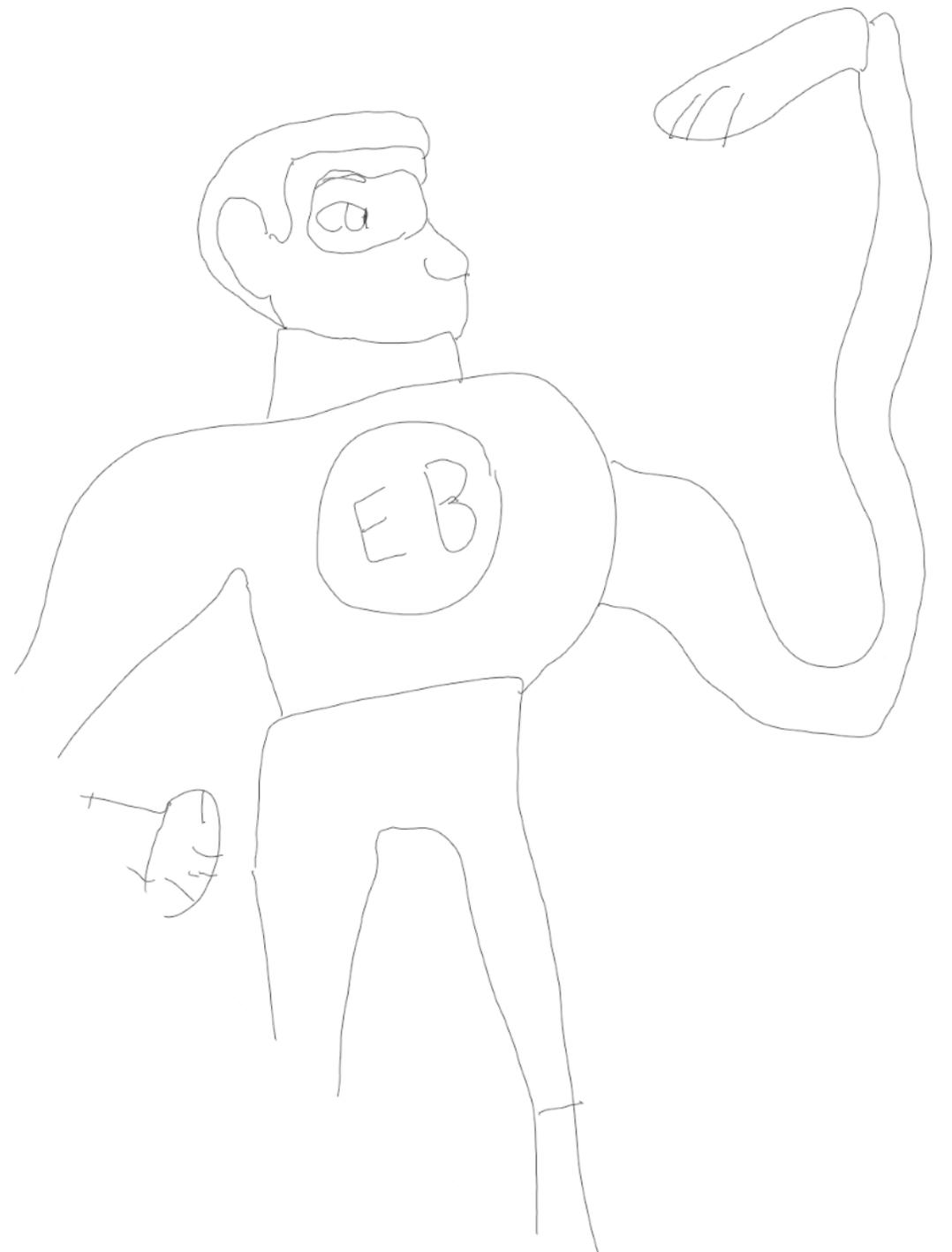
When I am done,
ELASTABOY'S mom will
meet me back in the
parking lot.

- I can tell Mom all about the cool stuff that I saw and learned about on my tour!
- I can tell Mom all about Tim Alden and how nice he was to me!
- Mom and I should celebrate by quickly stopping somewhere I like on my way home.
- Where should we stop?



Sometimes
ELASTABOY needs
a BREAK.

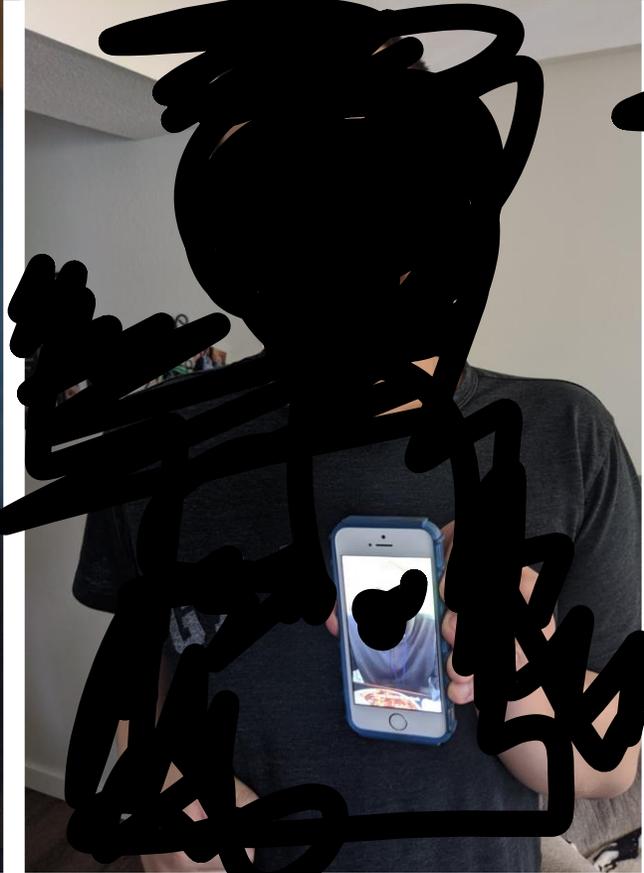
Breaks are A-OK!



If I want a break during my tour, or anytime I am with Matt, all I have to say is “I need a break”

- Taking a break does not mean I’m in trouble! Breaks are good.
- I can ask for a break by saying “I need a break”
- Sometimes I need a break, and I don’t realize it. If Matt notices me stomping my feet, sticking out my tongue, or doing other things that make him THINK I need a BREAK, he might say “I think you need a break.”
- If Matt thinks I need a break, it does not mean I am in trouble.
- Matt is here to help me, and I feel lucky to have a great coach like Matt!





There are many things that I can do on my break to CALM DOWN.

What are some of the things I can do on a break to CALM DOWN?

The image features the Elasta-Boy logo, which consists of a stylized figure with a yellow head, a black body, and orange arms and legs. The figure is set against a red background. A dark grey rectangular box is overlaid on the center of the figure, containing white text.

Mom and Matt are proud of me,
because I became

ELASTA-BOY

and I tried something new

A few resources on Social Narratives

- Wise's On Demand Library
- NYT's article on making comics:
<https://www.nytimes.com/2020/04/29/technology/personaltech/create-your-own-digital-comics-whether-you-can-draw-or-not.html>
- Here is a huge list of Social narrative examples for Covid:
<https://www.autismresourcecentral.org/social-stories-for-young-and-old-on-covid-19/>
 - Debbie fights covid: https://www.autismresourcecentral.org/wp-content/uploads/2020/05/Debbie_Fights_Coronavirus-social-story.pdf
 - Learning about Covid: <https://www.autismresourcecentral.org/wp-content/uploads/2020/04/Corona-virus-social-story.pdf>
 - Using masks: <https://www.autismresourcecentral.org/wp-content/uploads/2020/04/MASKS-Soc-Story.pdf>



How to make them

1. Define the situation for yourself and map it out
2. Identify the target
3. Work with the person as much as possible to define out what's relevant in: metaphor, what something feels like, and alternative reactions.
4. Identify first person or second
5. Use pictures icons words that are relevant

(autism internet modules for OnDemand training)

PBA #4 Use video modeling to teach something new

Does the person want to learn something new around the house? Can you explore how best to construct a video to help that person learn?

Variables to consider are:

- Perspective: third person or point of view
- Speed
- Sounds, music
- Length
- Adaptability and family support

Video Modeling

What: Teach people something through video. Research has been consistent: While not everyone learns well with video, a lot of people do. And for those who do, the benefits are expansive:

1. People learn quicker

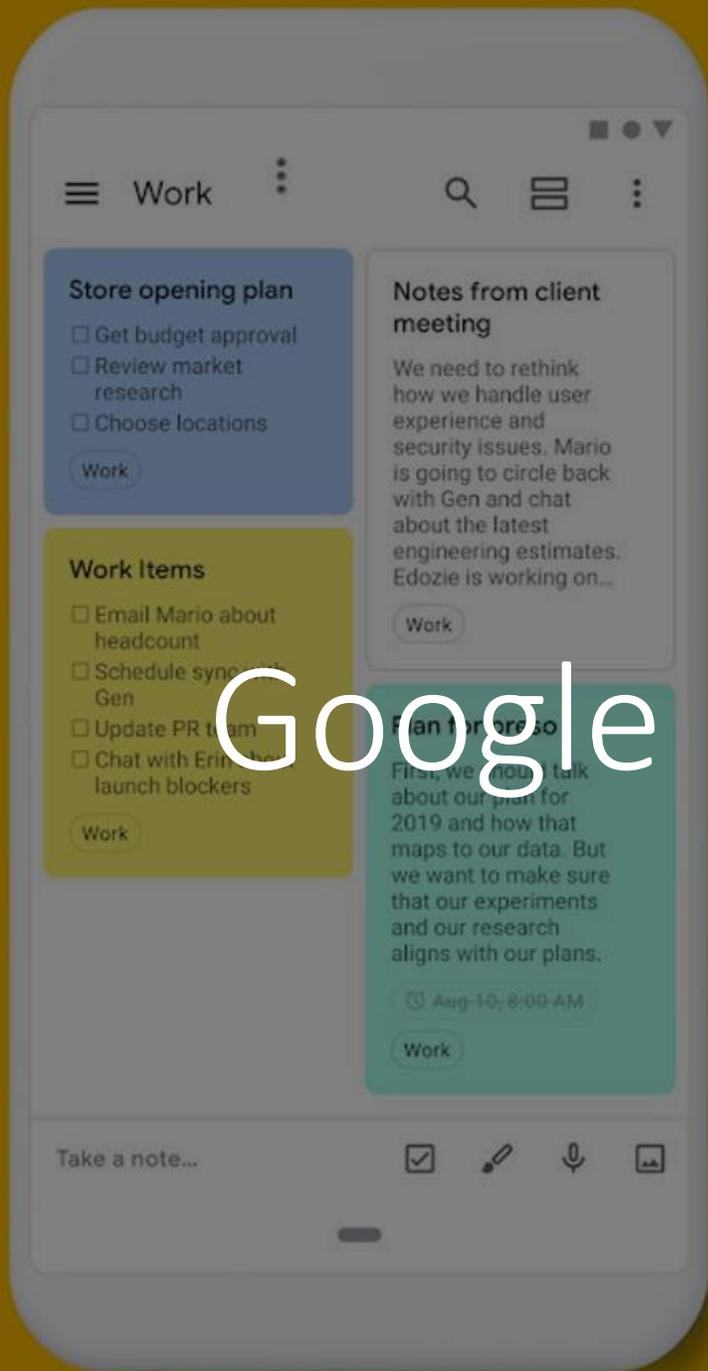
2. They generate spontaneous adaptive skills around generalizing the use of the device that shows the video!!!

PBA#5 Marketing:

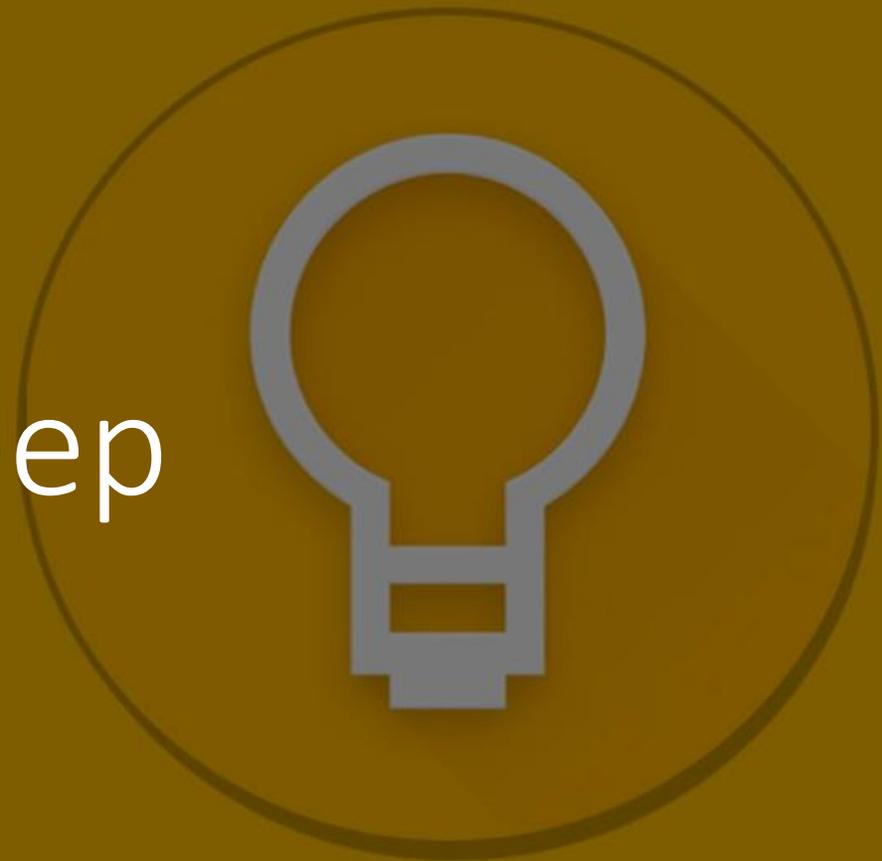
Update your marketing materials, including video resumes if you can!
Could you involve the person in service by teaching them the skills to make their own video resumes right now virtually? Yes you can!



- [Redacted]
- + List item



Google Keep



PBA#6 Google Keep or another task list app to help people adapt to routines and remote coaching

Can you use google keep to help people right now adapt to a new routine while at the same time exploring what works and what doesn't work in coaching remotely? Having some strategies to coach remotely with your participant means they can work more hours since you don't have to be there! What an opportunity to learn to do this now!

PBA #7 Use Habitica to teach self monitoring

Can you use habitica, or a DIY self management system, to help the person you are working with set goals for themselves around staying connected to employment? What would that look like for that individual? Helping someone organize and track their own personal growth around things that matter to them is a great pathway to ensuring that the person in service is benefiting from career growth over time.

Technology Access

Can we use this time to rethink the way we do technology supports?

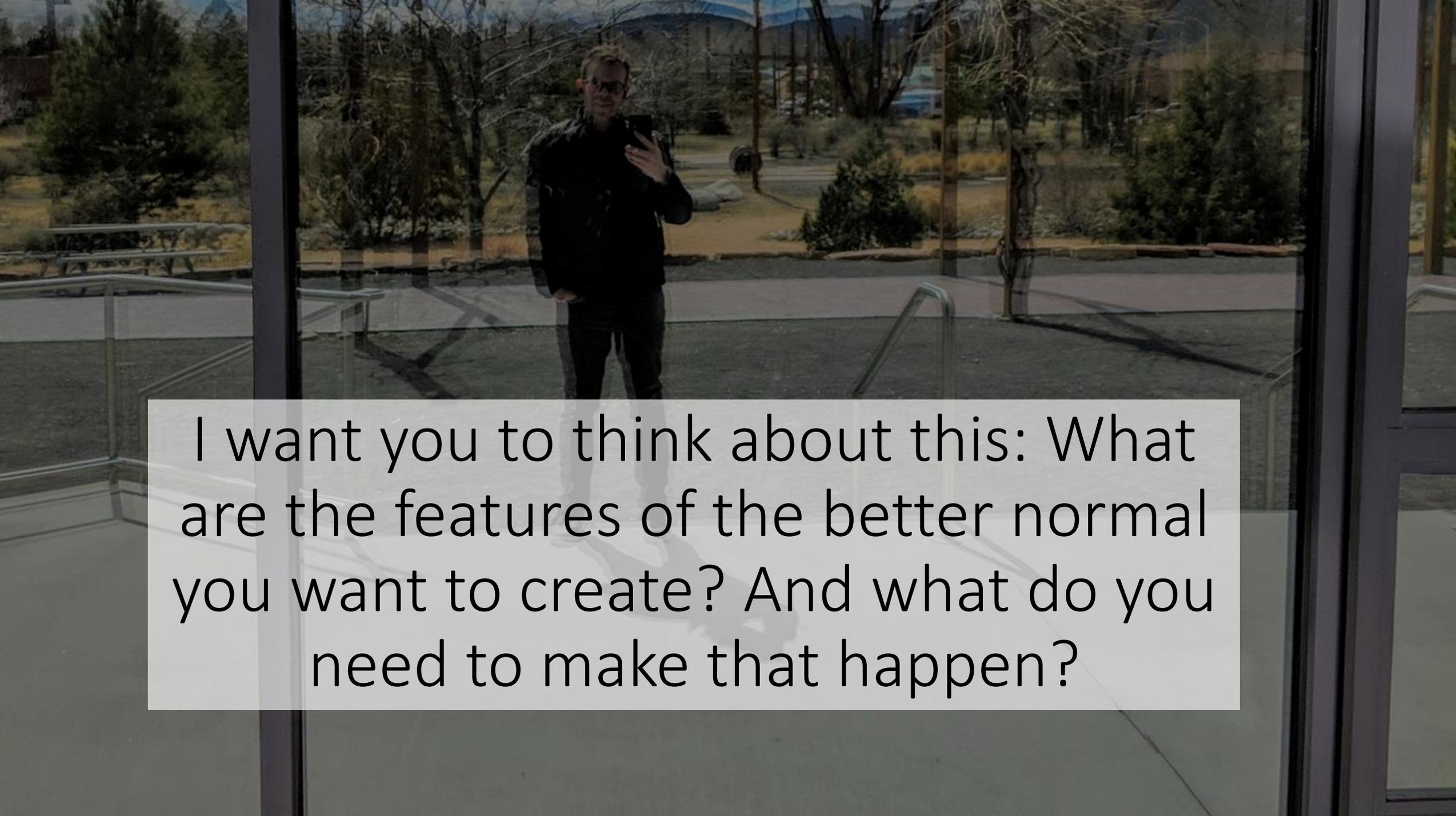
Can we use this time to rethink what direct services look like?

“applied cognitive technology,” as “technology supports that enable people with cognitive disabilities to successfully function in inclusive environments, to increase participation in tasks and activities in inclusive environments, and to promote social inclusion” self-determination and quality of life” (p. 92).

Wehmeyer and Shogren (2013)

PBA #8: Help people access technology

Can you help people access and learn technologies that will help them work remotely, organize life, or connect to a community?



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Thank you!

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