



CBI Consultants: Multi-Level Training CUSTOMIZED EMPLOYMENT

CBI Consultants has been providing person centered inclusive practices in British Columbia since 1990. We are committed to full inclusion for persons with disabilities. In 1992 we published a research paper outlining our person centered positive practices (**The Lifestyle Development Process (LDP)**, Journal of the Association for Persons with Severe Handicaps). We have provided training and technical assistance to more than 5,000 family members, school personnel, and community living personnel throughout the province. CBI Consultants has been providing Customized Employment Services to persons with disabilities for the past 3 years.

CBI Consultants developed a partnership with Dr. Paul Wehman and his team at Virginia Commonwealth University (VCU) to promote and deliver state of the art customized employment practices in British Columbia. Dr. Wehman was voted one of the top 100 special educators of the millennium and is a pioneer of inclusive employment practices for persons with disabilities. Our customized employment training reflects the most current research and our experience delivering this research and practice in British Columbia.

Multi-Level Training

Following the Technical Assistance model developed by Dr. Wehman and his team at Virginia Commonwealth University (Rehabilitation Research and Training Center on Workplace Supports); CBI Consultants is pleased to offer multi-level training on Customized Employment to our community partners. Our level 1-Introductory training is now ready. **Please see the next page for the detailed description of Level 1 training sessions.**

Level 1: Introductory Training on Customized Employment

Level 1 Introductory training on Customized Employment is designed for all members of your agency including parents and board members. Whether your staff are in residential programs, day programs or employment programs; they will all benefit from this training. This introductory training is very detailed and provides the groundwork for your entire agency to develop an employment first culture and to inspire and mobilize your staff to create a team of employment specialists committed to inclusive employment. This introductory training will also give parents, board members and your management team a solid understanding of the processes and practices involved in Customized Employment. There are six sessions or modules in Level I-Introductory Training Customized Employment.

WHO SHOULD PARTICIPATE:  -All staff  -Employment Specialists  -Mangement/Board Members  -Families

Level 2: Intensive Training for Employment Specialists

Level 1 training is designed for every member of your agency. Once all members of your agency are familiar with the customized employment process and the role of the employment specialist, you will be able to identify members of your team that are passionate about customized employment and want to come forward as employment specialists or increase their skills if already involved in customized employment.

Level 2 training is designed for the leaders in your organization. Level 2 training is designed to create employment specialists within your organization. In level 2 training, your employment specialists are mentored by CBI team members to implement customized employment best practices. Specifically, we will teach your employment specialists, through detailed case studies and online coaching, how to implement the following customized employment practices:

• Personal Profiles and Ideal Conditions for Employment • Job Develop and Job Creation • Systematic Instruction and Fading Support • Monitoring and Quality Indicators.

WHO SHOULD PARTICIPATE:  -Employment Specialists

Level 3: Training for Senior Management Team: Conversion Strategies

Dr. Wehman and his team at the Rehabilitation Research and Training Center on Workplace Supports have kindly shared their capacity building training and process with CBI Consultants. They have mentored and built capacity within agencies worldwide. A key feature of their training model is level 3 training with the senior management team to develop a systems change plan and strategy. Level 3 training is a one week interactive training session held at CBI's training facility in Burnaby. During this one week, we will share all of our systems and processes with your agency to develop an individualized conversion plan and data tracking system.

WHO SHOULD PARTICIPATE:  -Mangement/Board Members

Level 4: Ongoing Consultation and Support

Ongoing consultation and training is available from CBI Consultants to help your team problem solve case specific issues or broader systems change issues. We will also ensure that your team has access to ongoing training and support in customized employment best practices and links to other customized employment agencies in British Columbia and beyond. This ongoing consultation will be delivered in multiple formats (online support, web based conferences, online bulletin boards and direct face to face consultation and training).

WHO SHOULD PARTICIPATE:  -Employment Specialists  -Mangement



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LEVEL 1: COURSE CONTENT:

Module 1:

Introduction to Inclusive Supports and Traditional Ways of Supporting People with Disabilities

Module one sets the stage for the Customized Employment process. Module one demonstrates the evolution of support for people with disabilities. This evolution is from deficit profiles and segregated programs to strength based profiles and full inclusion (real work for real pay for all). Module one details employment first thinking and the shift in practice that is happening in British Columbia and beyond.

Module 2:

Person Centered Profiles and Strength Based Authentic Assessment (Discovery and Exploration)

Module 2 introduces in detail the first step in the customized Employment Process. This first step is the development of a personal profile of the person's strengths, preferences and ideal conditions for employment (ICE). A case study illustrates how to develop this personal profile and ICE via interviews, interactions and community based observations.

Module 3:

Job Development and Job Creation

Module 3 connects the strength based personal profile and Ideal Conditions of Employment to job development and job creation. Module 3 illustrates with a case study how the consumer driven personal profile drives the job development process and mutually beneficial customized employment opportunities for the employer and employee.

Module 4:

Systematic Instruction and Job Coaching

Module 4 demonstrates how the job coach or employment specialist uses systematic instruction and task analyses to deliver instruction to the employee in inclusive work settings. This is a crucial feature of the customized employment process. Module 4 capitalizes on CBI's extensive experience in this area. Module 4 is very detailed, taking participants through the process of designing instructional supports, fading from the work site and transferring instruction to co-workers, supervisors etc

Module 5:

Quality Indicators and Monitoring Outcomes in Customized Employment

Module 5 introduces course participants to quality indicators and the monitoring function that is involved once the person has been successfully placed in an inclusive customized job. Once the employment specialist has faded from the work site (Module 4), monitoring and quality indicators take place. Module 5 details this process and the indicators used to ensure that the customized employment process has been followed with fidelity.

Module 6:

Conversion Strategies: Moving from Segregation to Inclusion and Real Work for Real Pay

Modules 1-5 detail what customized employment is and how to deliver it. Module 6 shows how agencies in Canada and the United States went about the shift from traditional day programs to real work for real pay and the adoption of customized employment. Module 6 details the process and strategies that have been effective as agencies shift to employment first thinking. Module 6 shows in practical ways how your entire agency (board members, parents, management and front line staff) can and must be engaged in this process.