



The Center for Social Capital

- ▶ National training and technical assistance agency
 - ▶ Customized Employment (Discovery, Customized Job Development, Systematic Instruction)
 - ▶ SSA Benefits & Work Incentives, Financial Self-Sufficiency & Resource Planning
 - ▶ Customized Self-Employment
- ▶ Multiple grants/projects in FL
 - ▶ FL VR Self-Employment (CBTAC)
 - ▶ FDDC Rural Routes to Employment; Discovery Fidelity

3



Project Year 1

- ▶ National and State Findings Reports and Matrices
 - ▶ Interviewed reps from all FL EFCT partner agencies as well as national experts
 - ▶ Identified current training requirements for FL employment service providers
 - ▶ Researched training options (FL and nationally)
 - ▶ Information served as foundation for FL EFCT Collaborative Training Toolkit

4



FL EFCT Collaborative Training Toolkit

- ▶ Provides mechanism for employment service providers and funders to identify current training gaps/needs
- ▶ Organized according to APSE Core Competencies/ Domains
- ▶ Comprehensive listing of existing trainings to address identified gaps
 - ▶ Formats: live, onsite; asynchronous online; webinars
 - ▶ Foundational-comprehensive
 - ▶ Price varies according to specific training (some are free)
- ▶ Additional resources listed for each section as well

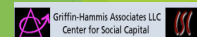
5



APSE Core Competencies/ Domains

- ▶ Association of People Supporting EmploymentFirst
- ▶ Core Competencies: represent evidence-based national standard for development of professional employment services
- ▶ Aligns with Association of Community Rehabilitation Educators (ACRE) core competencies
- ▶ Disability-neutral so applicable for employment service providers across agencies

6



APSE Domains

1. Application of Core Values and Principles to Practice
2. Individualized Assessment and Employment/Career Planning
3. Community Research and Job Development
4. Workplace and Related Supports
5. Ongoing Support

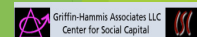
7



APSE Core Competencies

- ▶ Each domain broken down into a subset of specific competencies that employment service professionals must understand/ demonstrate in order to provide high-quality, best-practice services & supports
- ▶ Areas covered in the APSE Certified Employment Support Professional (CESP) exam

8



APSE Domain 1 Core Competencies (Core Values & Principles to Practice)

1. All people have the right to work and are entitled to equal access to employment in the general workforce
2. Zero exclusion
3. Disability etiquette
4. People First language
5. Job seeker strengths, interests, talents
6. Full inclusion in the general workforce
7. Self-determination & empowerment

9



APSE Domain 1 Core Competencies (2)

8. Self-determination & empowerment
9. Involvement of job-seeker in employment process as a collaborative effort (includes paid & non-paid supports)
10. Impact of employment services history on current practices
11. Legislation & regulations related to employment
12. Funding sources for employment services

10



Toolkit Domain Assessment

- ▶ Starts with a narrative description for each core competency (or cluster of competencies)
- ▶ Provides a 1-3 rating scale for each describing the knowledge, skills, and abilities required to demonstrate competency in that area
- ▶ Can be used by an external reviewer or as an agency self-assessment tool
- ▶ Not a program evaluation tool, but mechanism for assessing training gaps

11



Rating Scales

- ▶ #1: Does not demonstrate this competency. Needs intensive, focused training, including how this competency is interrelated with other Core Competencies. Suggestions: intensive training for management and mid-level management in Community Employment
- ▶ #2: Does not demonstrate this competency with effectiveness. Suggestions: a focused topical training, a webinar, or other short-term training module.
- ▶ #3: Effectively demonstrates this competency.

12



Sample Domain 1 Competency Narrative Description

► Job Seeker Involvement, Job Seeker Strengths and Talents, Self Determination, and Empowerment

Individuals served in the program are active participants in all services provided by the program. Services are guided by the individual's strengths and talents and not by pre-established program contents

13



Sample Domain Rating Scale #1

Job seekers are not included in the employment process; assessments are completed at pre-arranged assessment sites, not individually developed based upon each person's interests and skills. Choice is not understood and/or is not considered as a preference among options offered.

Program develops employment sites for all job seekers based on available opportunity for the program.

Employment is offered to the most qualified candidate.

14



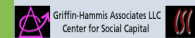
Sample Domain 1 Rating #2

Job seekers are included in some of the employment process. Individual may participate in informational interviews but not job development;

or individual may participate in the development of a resume but not participate in developing a vocational assessment process to include tasks of interests or activities that are meaningful to them.

Choice is not understood or is considered as a preference among options offered. Final decisions and documentation of services remains the purview of the program.

15



Sample Domain Rating #3

- ▶ Job seekers are included in the employment process from initial community based assessments, informational interviewing, job development, job training and on-going support.
- ▶ The individual is not a passive participant in the process but makes choices and decisions and is actively in control, with support as needed.
- ▶ Services are guided by the individual's strengths and talents, and not by pre-established program components.

16



Domain 1 Recommended Training Sample

Title	Organization	Duration/Modality	Price
Foundation of Employment Services	College of Employment Supports	Online	Contact Agency for pricing
IPS Overview	Dartmouth IPS Supported Employment Center	Onsite, ½ day	Contact Agency for pricing
Introduction to CE	Griffin-Hammis Associates, Inc.	Online, on-demand. 1.25 hrs	\$25
		Onsite, 1 day	Contact agency for pricing

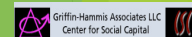
17



FL EFCT Training Toolkit: Project Year 2

- ▶ Piloted with cross-agency teams in 2 locations:
 - ▶ Duval County
 - ▶ Miami-Dade
- ▶ Conducting collaborative training needs assessment in 5 additional locations:
 - ▶ Tampa/St Pete
 - ▶ Orange/Osceola Counties
 - ▶ West Palm Beach
 - ▶ Santa Rosa County
 - ▶ Jacksonville

18



Year 2 Trainings

- ▶ Teams in each location will determine highest priority collaborative (cross-agency) training needs
- ▶ CSC provides 2 days of training in each location to address training gaps
- ▶ Cross-agency teams can use information gathered as foundation for collaborative training plan
- ▶ Working in conjunction with EmployMe First sites as possible

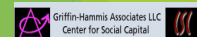
19



Year 2 Fast PASS Workshops

- ▶ PASS: Funding stream through SSI program to support employment goal (start a business, get employment services, go to school, and much more!)
- ▶ Fast PASS: supports provider agencies to identify strong PASS candidates and complete and submit PASS applications
- ▶ 2 Locations: Tampa/St Pete; West Palm Beach

20



Resources

- ▶ EFCT Training Toolkit:
http://www.fddc.org/sites/default/files/EFCT.final_.pdf
- ▶ For more information on this project, contact:
 - ▶ Beth Keeton:
bkeeton@centerforsocialcapital.org

21



Questions?
Comments?
Thank- You!!!!

22