

OUTLOOK

Individual Supported Employment (ISE)

By: Melissa Sexton

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A Newsletter
from Pacific Co.
Health & Human
Services Dept.

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(L-R) Chuck Diehl, Jr., Butch Calvert (customer) and Judy Jones.

Chuck delivers for Diamond Espresso in the Long Beach area. Mochas, lattes, and pastries are just a few of the delectable treats that Chuck delivers to businesses like Powell & Seiler, Ocean Beach Hospital, Great Northwest Federal Credit Union, Curves, & South Co. Veterinary Clinic. Chuck has worked at Diamond Espresso since October 2008 and is expanding his clientele. For more details of dates/times of coffee deliveries please call Diamond Espresso - 642-7650.

Individual Supported Employment is a program to assist people with disabilities in finding and keeping an individual job. The process of developing a job begins with **Intake**. Intake is the 1st step the individual and his/her family gets as an overview of the system. Then begins the paperwork (intake assessment) and the process of collecting the individuals history/info/records. The next step is **discovery**; this process is the beginning of identifying job interests and skills the individual possesses. During this process the job coach considers: current job market, potential obstacles /probable remedies and works to develop a plan to find a job that matches the individuals interests/skills. After the discovery process the individual and family meet with the employment specialist to consider the individuals **resources**. This includes a benefit analysis. The next step is **job prep/exploration**, during which the job coach works with the individual on interviewing, hygiene, resume, etc. While prepping the individual for work, the job coach works to get opportunities for the individual to exercise skills, like job shadowing and visiting sample

Points of interest:

- Individual Supported Employment (ISE)
- Interview: Heather Church
- Bowling Scores
- HSAC announcement

Coming Next Issue:

- Group Supported Employment (GSE)

work sites. The job coach also assists the individual in acquiring necessary training/documentation (food handlers' permit, First Aid card). While working through these steps the job coach begins **marketing** the individual through networking, developing relationships with employers, and evaluating potential worksites. This process can take time and the job coach & individual need to be diligent, while remaining patient with the process. When a job is agreed upon the **job coach** works with the employer to make sure the individual is able to accomplish the necessary skills. The job coach acts as a liaison between the employer and individual in understanding each others needs. As the individual becomes more independent at the job site, the job coach moves to a "maintenance capacity". The job coach doesn't abandon the client, rather he/she provides **follow along** support to help the individual retain the job and excel at their duties. Chuck Diehl is one of nine clients receiving Individual Supported Employment services through the Pacific Co. Health & Human Services Dept. Judy Jones works with Chuck each week assisting Chuck, at his worksite delivering coffee. If you are interested in receiving Individual Support Employment services contact Greta McDougal at the DSHS office, 875-4244.

Steps to Successful Individual Employment

- Intake Orientation
- Discovery
- Resources
- Job Prep/Exploration
- Marketing/Job Development
- Record Keeping
- Job Coaching
- Retention/Follow Along

Individual Supported Employment:



Interview with Heather Church Office Assistant, Naselle Youth Camp

How long have you worked at the Naselle Youth Camp?

9 1/2 years

What are your duties?

Verification of invoices, photocopying, archiving, assembling informational packets, and providing support for special projects. I work for two departments, the business office and the clerical division.

What are the benefits of Individual Supported Employment?

If I don't understand something I can ask my job coach to help me figure things out. My job coach reminds me of important details that I may not remember due to my disability. She has also helped become more organized and improve my job skills.

Questions & Interview by:

Judy Jones

What are your future vocational plans?

Currently I am working on my bachelor's degree through Argosy University which is an on-line college. I will graduate with a psychology degree and a minor in chemical dependency in 2012.

Why did you choose to further your education?

I want to pursue a better life for myself and encourage my daughter to reach her full potential. I also want other people who have a disability to realize that there is support available to accomplish their dreams.

What are you most proud of?

I'm taking small steps but I have a big goal. Besides being a positive role model for my daughter Talyssa I look forward to a career where I can help people.

What do you like to do for fun?

I like to play free cell and other card games on the computer. I love to read fantasy books.

What advise would you give to others who wish to work and further their education?

Try working part time and going to school part time, even if it's one class. Colleges allow extended time to complete assignments for students with a disability. Depending on your needs there are accommodations to enhance learning.

SOCIAL RECREATION ACTIVITIES

**Willapa Lanes—December 12th
Highest Scores**

Game #1

Michel Williams —113 points

Game #2

Pat Sturgill —145 points

Game #3

Darren Ritzman—128 points

Next Bowling Event...

February 6th @ Willapa Lanes in South Bend from 10:00-1:00. Please RSVP Melissa by January 29th if you would like to participate (360) 875-9343.

Pacific County

Human Service Advisory Council

The Human Service Advisory Council (HSAC) of Pacific is looking to add new members to their board.

The HSAC board meets on the 1st Tuesday of every other month. The next meeting is set for March 2, 2010.

Please contact Katie Lindstrom at the Pacific County Health & Human Services Dept. if you have interest in joining or would like to attend a meeting.