

Mapping Out Pre-Employment Transition Services: How to Use Community Mapping Tools and Principles with Pre-ETS



Presented By Alex Rios and Kathryn Schwaar

Partners for Employment, University of New Mexico, Center for Development and Disability



CENTER FOR
DEVELOPMENT
& DISABILITY

ABOUT US:

We provide trainings and technical assistance across the state of New Mexico on school-to-work transition, supported employment, and Project SEARCH.



- Training and Development Consultant
- Dog Mom
- Ecstatic Dance Enthusiast
- Nature Advocate

Alex Rios

MPH, CESP, ACRE



- Education Specialist
- Cat Mom
- Lover of Opera, Swimming, and Baking Competitions

Kathryn Schwaar

MM, CESP, ACRE



Also wannabe Professional Pickleball Athletes!

OUR GOALS

1

Review the WIOA -DVR Standards for Pre-ETS

2

Learn Community Mapping principles and how to access the UNM PFE Community Mapping Training Series

3

Learn how to use Community Mapping principles and tools for taking a person-centered approach with Pre-ETS

ABOUT YOU:

Name: _____ Date: _____

DISCOVERY ACTIVITY
circle all of the images that represent you

1

←
Discovery
Activity





WHY DISCOVERY?

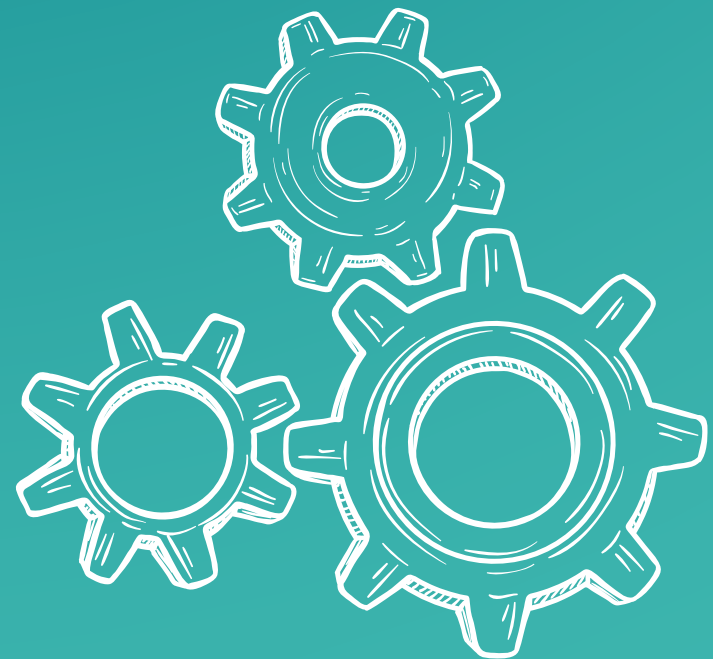
THE FOUNDATION FOR DEVELOPING A PERSON-CENTERED PLAN

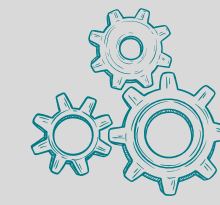
Core Values:

- It's always about the individual
- The discovery process looks different for everyone
- It supports individuals with making informed choices about their life
- Everyone is employable and equal
- Each person is an expert on themselves
- Opportunities for exploration are encouraged and provided



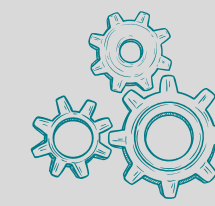
PART ONE: Pre-ETS & Community Mapping Principles





THE FIVE **REQUIRED** PRE-ETS ACTIVITIES:

1. Job Exploration Counseling
2. Work-based Learning Experience
3. Counseling on Opportunities for Post-Secondary Education
4. Workplace Readiness Training
5. Instruction in Self-Advocacy



FOUR PRE-EMPLOYMENT TRANSITION COORDINATION ACTIVITIES:

attending individualized
education plan meetings when
invited

working with the local workforce
development boards, one-stop
centers, and employers to
develop work opportunities for
students with disabilities

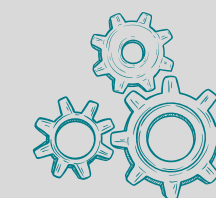
working with schools to
coordinate and ensure the
provision of pre-employment
transition services

attending person-centered
planning meetings for students
with disabilities receiving
services under Title XIX of the
Social Security Act when invited

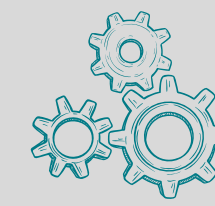
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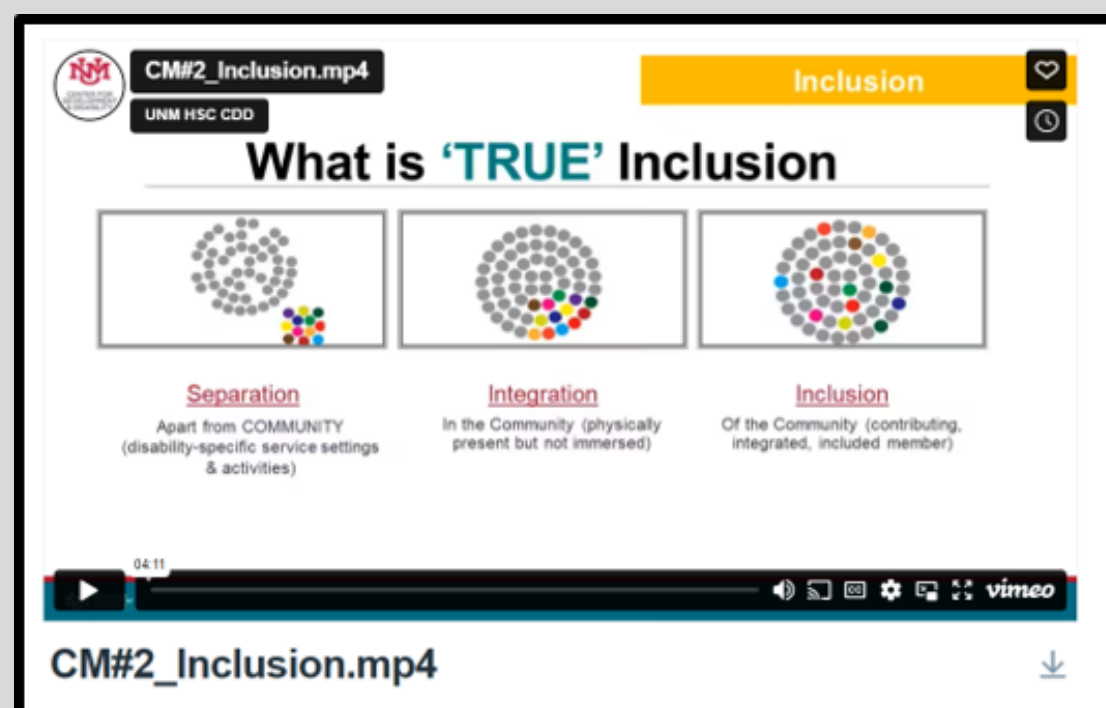
WHAT IS COMMUNITY MAPPING?



- A way of thinking about resources in your community that make life meaningful
- **Person - centered planning** and **inclusion** are the foundation
- Uses close social ties and distant social ties to identify potential connections
- A good community map will:
 - create a visual chart of what exists in the community
 - expand expectations
 - lead to relationship building

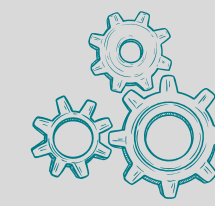


PFE COMMUNITY MAPPING TRAINING VIDEOS:



- A set of **10 micro - training videos** that explain the components of community mapping.
- Each video is no longer than 12 minutes long.
- The videos can be viewed in sequential order in one sitting (approximately 60 minutes in length) or you can view each training separately **at your own pace** and in any order.
- **Additional worksheets** accompany the videos to use for your practice.
- Register online at our website to access the trainings and earn 1.5 continuing education hours

ACCESSING THE TRAININGS:



Visit The PFE Website

(cdd.unm.edu → other disability programs → partners for employment)

Click on Trainings & Technical Assistance

Select Community Mapping Training Series

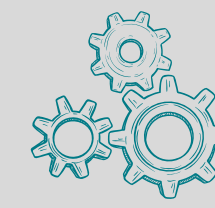
Register For the Training on Learning Stream

Trainings & Technical Assistance

Join free training opportunities on a variety of employment topics.

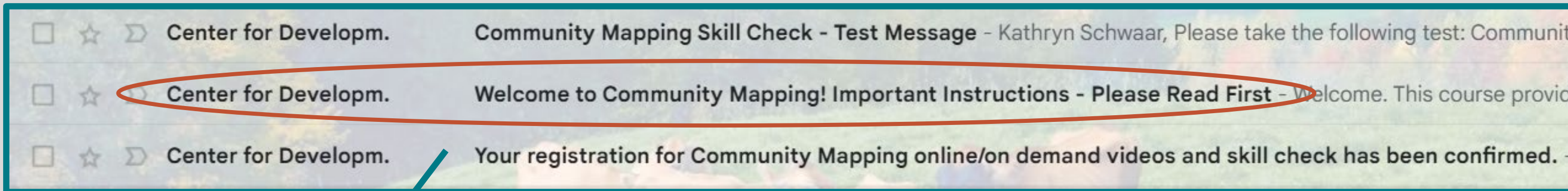


*You will need to have a learning stream account to access the trainings



ACCESSING THE TRAININGS:

Once you've registered, you will receive THREE emails :



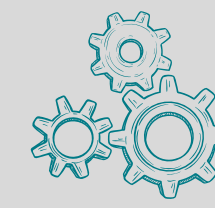
The email with the subject line:
Important Instructions - Please Read First
will contain the links for all the videos.



Tip: Save this email with the links for the videos and/or bookmark all the videos on your web browser to have easy access to the trainings

ACCESS VIDEOS HERE:

- #1 [Person Centered Planning](#)
- #2 [Inclusion](#)
- #3 [What is a Community Map?](#)
- #4 [Concentric Circle](#)
- #5 [Basic Web Search](#)
- #6 [Organizing Your Information](#)
- #7 [Intro Phone Call](#)
- #8 [Researching an Info Interview](#)
- #9 [Hosting an Info Interview](#)
- #10 [Employer Education](#)



PFE COMMUNITY MAPPING TRAINING VIDEO TOPICS:

1

PERSON-CENTERED
PLANNING

2

INCLUSION

3

WHAT IS A
COMMUNITY MAP?

4

CONCENTRIC
CIRCLES

5

BASIC WEB
SEARCH

6

ORGANIZING YOUR
INFORMATION

7

PLANNING AN
INTRODUCTORY
PHONE CALL

8

RESEARCHING FOR
AN INFORMATIONAL
INTERVIEW

9

HOSTING AN
INFORMATIONAL
INTERVIEW

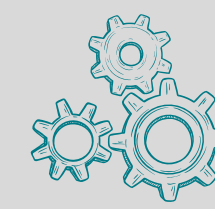
10

EMPLOYER
EDUCATION





BRIEF COMMUNITY MAPPING



VIDEO SUMMARIES:

1

PERSON-CENTERED
PLANNING

Length: 4 minutes, 51 seconds

Principles and Vocabulary: Person-Centered, Informed Choice, Risk and Experience,

Worksheets or Tools: A Person-Centered Conversation and S.M.A.R.T.E.R. Goals

2

INCLUSION

Length: 4 minutes, 11 seconds

Principles and Vocabulary: Separation, Integration, and Community Inclusion

Worksheets or Tools: What Community Inclusion Is and Is Not

3

WHAT IS A
COMMUNITY MAP?

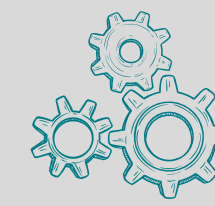
Length: 4 minutes, 40 seconds

Principles and Vocabulary: Community Mapping, Close and Distant Social Ties

Worksheets or Tools: What A Good Community Map Looks Like



BRIEF COMMUNITY MAPPING VIDEO SUMMARIES CONTINUED:



4

CONCENTRIC CIRCLES

Length: 5 minutes, 19 seconds

Principles and Vocabulary: Concentric Circles, Close and Distant Social Ties

Worksheets or Tools: Concentric Circles Worksheet (and example!)

5

BASIC WEB SEARCH

Length: 3 minutes, 26 seconds

Principles and Vocabulary: How to Research and Benefits of Researching Businesses

Worksheets or Tools: Basic Web Search Worksheet (and example!)

6

ORGANIZING YOUR INFORMATION

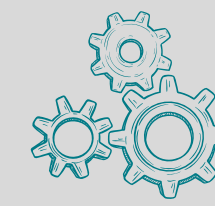
Length: 4 minutes, 53 seconds

Principles and Vocabulary: Organization

Worksheets or Tools: Three Examples/Ideas For Organizing Your Information: Paper Maps, Google Drive, and Smart Phones



BRIEF COMMUNITY MAPPING VIDEO SUMMARIES CONTINUED:



7

PLANNING AN
INTRODUCTORY
PHONE CALL

Length: 7 minutes, 1 second

Principles and Vocabulary: First Impressions, Business' Unmet Needs, Setting Goals and Role Playing

Worksheets or Tools: Planning an Introductory Phone Call Worksheet

8

RESEARCHING FOR
AN INFORMATIONAL
INTERVIEW

Length: 6 minutes, 30 seconds

Principles and Vocabulary: Formal and Informal Informational Interviews, Research, Asking Questions, Where to Host an Informational Interview

Worksheets or Tools: Dig Deeper Website Search Worksheet

9

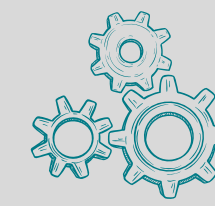
HOSTING AN
INFORMATIONAL
INTERVIEW

Length: 12 minutes, 26 seconds

Principles and Vocabulary: Reflection, Drafting Questions, Active Listening, Follow Up

Worksheets or Tools: Red vs Green Flags and A Real Life Example of An Informal Informational Interview

BRIEF COMMUNITY MAPPING VIDEO SUMMARIES CONTINUED:



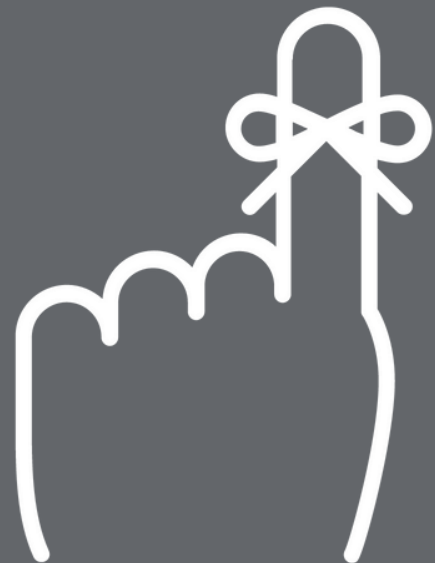
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EMPLOYER
EDUCATION

Length: 8 minutes, 23 seconds

Principles and Vocabulary: Clinical Language vs Employer Friendly Language, Accommodations, What is a Job Coach, and Benefits of Inclusive Hiring

Worksheets or Tools: Common Employer Concerns and Solutions



You Must Register For The Community Mapping Training (via learning stream on PFE's Website) To Gain Access To All Of The Community Mapping Videos.

PART TWO:

Mapping Out Your Pre - ETS Activities





How To Map Out Your Activities:

1

Start with the
Required DVR
Pre-ETS Activity



2

Choose A
Community
Mapping
Principle(s)



3

Use The
Accompanying
Video and
Worksheets To
Help You Craft
Your Activity



Two General Examples:

1

Start with the Required DVR Pre-ETS Activity



2

Choose A Community Mapping Principle(s)



3

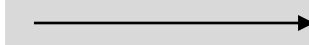
Use The Accompanying Video and Worksheets To Help You Craft Your Activity

Work-Based Learning Experience

Provide students with the knowledge and skills that will help them connect school experiences to real-life work activities and future career opportunities.



Concentric Circles



Identify potential employers in the student's network

Basic Web Search



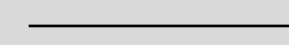
Research employers that were identified

Making an Introductory Phone Call



Call those potential employers

Hosting an Informational Interview



Host an interview with a potential employer



Two General Examples:

1

Start with the Required DVR Pre-ETS Activity



2

Choose A Community Mapping Principle

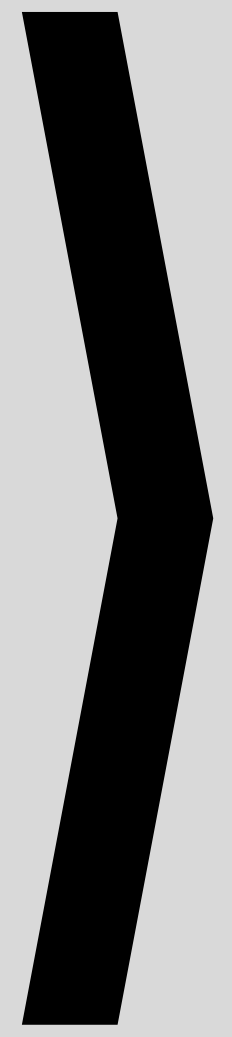


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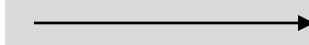
Use The Accompanying Video and Worksheets To Help You Craft Your Activity

Instruction in Self Advocacy

Self-advocacy refers to an individual's ability to effectively communicate, convey, negotiate or assert his/her own interests and/or desires.



Person - Centered Planning



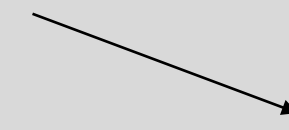
Use this practice to identify what the student would like to achieve for themselves in their future.

Organizing Your Information

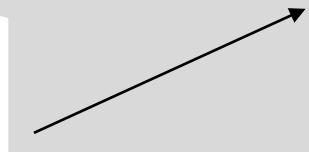


Organize what you've learned about the individual and identify advocacy skills they would like to focus on.

Researching for an Informational Interview



Hosting an Informational Interview



Work with the student to conduct these two activities as a way to practice their effective communication, self-awareness, and leadership skills.

PART THREE:

Community Mapping In Action



A CASE STUDY: RACHEL



Age : 17

Education : High School Senior

Hobbies :

- Listening to Music
- Hanging Out With Friends
- Playing Board Games
- Cooking and Eating Spicy Foods

Goals :

- Earn Her Own Money
- Move Out and Live with Roommates
- Explore Job Possibilities With Cooking



REQUIRED PRE-ETS
ACTIVITY:

COMMUNITY MAPPING
TOPIC(S):

1. Job Exploration Counseling

- Person-Centered Planning
- Inclusion
- Concentric Circles

PRACTICAL IDEAS:

Watch the training videos together and discuss what things stuck out to Rachel and Why

Ask Rachel where she feels like she is a “regular”. Are there other places where she would like to feel that way too? Set goals to work on that.

Ask Rachel if she has ever thought about volunteering or has causes that she is interested in.

Fill out the “Concentric Circles Worksheet” together. See what distant social ties you could connect with to begin building relationships.

Write down your impressions from meeting with Rachel. Make plans to follow up on her progress.



REQUIRED PRE-ETS
ACTIVITY:

COMMUNITY MAPPING
TOPIC(S):

2. Work Based Learning

- Person-Centered Planning
- Inclusion
- Concentric Circles
- Basic Web Search
- Organizing Your Information
- Researching for an Informational Interview
- Hosting an Informational Interview

PRACTICAL IDEAS:

Use the “Basic Web Search Worksheet” to help you begin researching Rachel’s distant social ties.

Review the “Organizing Your Information video” and make plans for how you will organize your ideas and information when helping Rachel.

Make Plans to visit some of Rachel’s distant ties. Use principles from the “Informational Interview” videos to help you.

Sit down with Rachel and discuss which way would be best for her to keep track of her information: paper maps, google drive, or a smart-phone.

When visiting Rachel’s distant ties, look for possible work-based learning opportunities.

LET'S TRY IT!

- Using your worksheet, apply these principles to a real situation for a person you are working with. (If you don't have someone, you can use Marcos). **No personal identifying information please 😊**
- Discuss together in small groups what community mapping videos and principles could be used for them. Come up with a few practical examples.
- Be prepared to share with the larger group





A CASE STUDY: Marcos

Age: 20

Education: High School Transition Student

Hobbies:

- Board game competitions, tanning animal hides, fishing trips, hiking with friends, white water rafting, camping, watching survivor, JROTC, Spanish tutor

Goals:

- Earn Eagle Scout ranking
- Take wilderness first aid certification
- Explore job possibilities with outdoor recreation organizations or businesses



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A CASE STUDY: Marcos



| Five Required Activities | Community Mapping Tool(s): | Practical Activity Ideas: |
|--|----------------------------|---------------------------|
| 1. Job Exploration Counseling | | |
| 2. Work-Based Learning Experiences | | |
| 3. Counseling on Postsecondary Education Opportunities | | |
| 4. Workplace Readiness Training | | |
| 5. Instruction in Self-Advocacy | | |



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REMEMBER:

- The concepts of discovery, person - centered planning, and inclusion are foundational to all Pre -ETS planning.
- Make a plan to have quick and easy access to the community mapping videos and accompanying worksheets.
- Don't be afraid to experiment with different activities and experiences. Each person you work with is unique and will require a unique approach.

RESOURCES:

- [Self-guided discovery facilitator guide](#) (National Disability Institute)
- [Using Discovery as a Tool to Increase Employment and Decrease Poverty in Partnership with Centers for Independent Living](#) (Disability Employment TA Center)
- [Marc Gold & Associates Website](#) (Marc Gold & Associates is a network of training consultants who specialize in employment and community participation for persons with significant disabilities.)
 - [What is Customized Employment](#) (from MG & A website)
- [Customized Employment PDF](#) (Griffin Hammis Associates- an internationally recognized pioneer in the field of customized employment services for people with disabilities.)
- [Job Exploration Counseling](#) (National Technical Assistance Center on Transition NTACT)
- [Work Based Learning Experience](#) (NTACT)
- [Counseling on Opportunities for Post-Secondary Education](#) (NTACT)
- [Workplace Readiness Training](#) (NTACT)
- [Instruction in Self Advocacy](#) (NTACT)
- Pre - Project SEARCH Curriculum Flyer (In your folder)

QUESTIONS?



CONTACT US:



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THANK YOU!

