

S.T.R.I.V.E.

Introduction

- Life'sWork of Western PA is a non-profit organization located in Pittsburgh, Pennsylvania that serves individuals with intellectual or developmental disabilities (IDD) or other barriers to occupational participation.
- 40.4% of individuals with a disability are employed**, compared to 78% of individuals without a disability (Office of Disability and Employment Policy, 2024).
- To best support the clients served by Life'sWork and optimize sustainability, we focused on the job coaches, who spend the greatest amount of time with the clients.
- S.T.R.I.V.E: Supporting Transitions & Reaching Independence in Vocational Experience takes an assets-based approach to career advancement, workplace communication, and role competency.

Learning Objectives

- Identify strategies to optimize employee vocational performance to promote workplace satisfaction and participation.
- Recognize priority areas of training for direct support professionals working with individuals with developmental disabilities in a vocational setting.

Methods

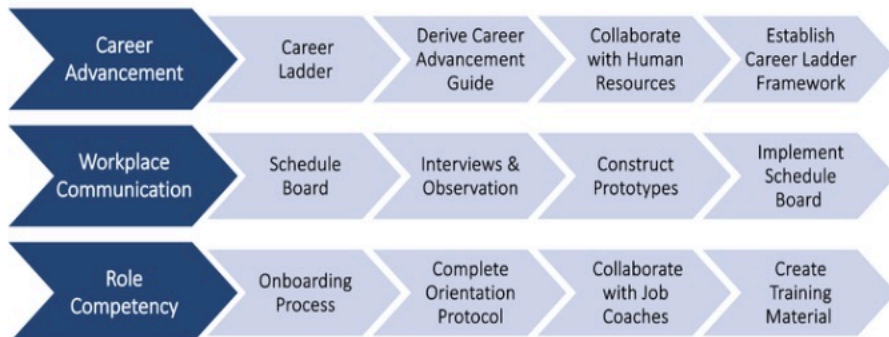
PROCESS MEASURES (Need Indication)

Qualitative Quantitative

OUTCOME MEASURES (Need Application)

Qualitative Quantitative

SCAN FOR SURVEY



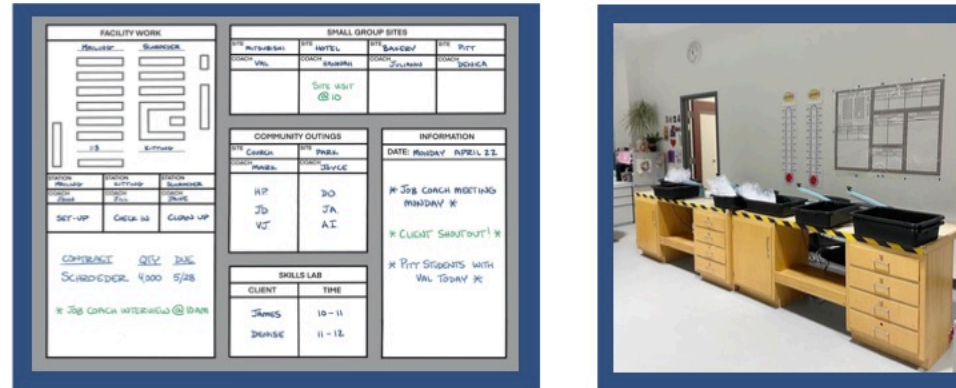
Aim One

To optimize the vocational experience and potential for career advancement of job coaches and the individuals they serve.



Aim Two

To promote communication and role competency amongst staff.



Aim Three

To address identifiable training gaps and enhance employee vocational performance and participation.

DIAGNOSIS SPOTLIGHT: INTELLECTUAL AND DEVELOPMENTAL DISABILITIES (IDD)

Background Information: • IDD is usually present at birth and affects the majority of an individual's physical, intellectual, and emotional development.

Diagnosis Examples: • Autism • Brain Injury • Cerebral Palsy • Down Syndrome • Fetal Alcohol Syndrome • Fragile X Syndrome • Intellectual Disability • Multiple Sclerosis • Spina Bifida

COMMUNICATION STRATEGIES

- Use multiple methods of communication delivery.
- Minimize environmental distractions.
- Present clear communication & expectations through easy to understand instructions.
- Use modeling techniques to show how to complete tasks.
- Offer cues and prompting to help correct tasks.

CONSIDERATIONS

- IDD presents differently in everyone, not everyone with an intellectual disability also has a developmental disability and vice versa.
- Intellectual disabilities can impact intellectual functioning which is linked to someone's ability to learn, reason, & problem solve and adaptive behaviors like social & life skills.
- Developmental disabilities can impact physical, cognitive, or behavioral abilities.

SCAN FOR SUPPLEMENTAL MATERIALS

INTERACTING WITH INDIVIDUALS WHO COMMUNICATE NONVERBALLY

USE COMMUNICATION BOARD
The individual will use a card with an icon representing the communication.

POINT TO OBJECT
Point to the object or picture on the communication board to indicate the communication.

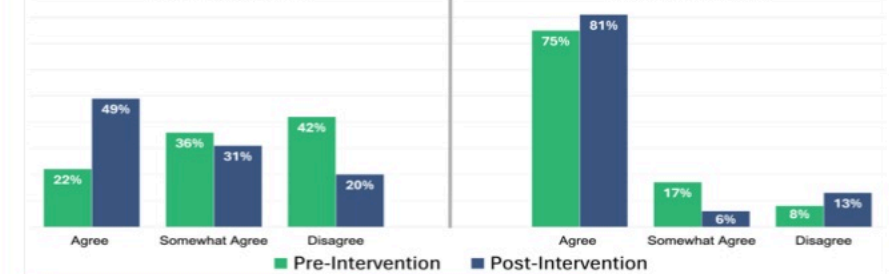
POINT TO PICTURE
Point to the picture on the communication board to indicate the communication.

USE SIMPLE SENTENCES
Use simple words and phrases to communicate.

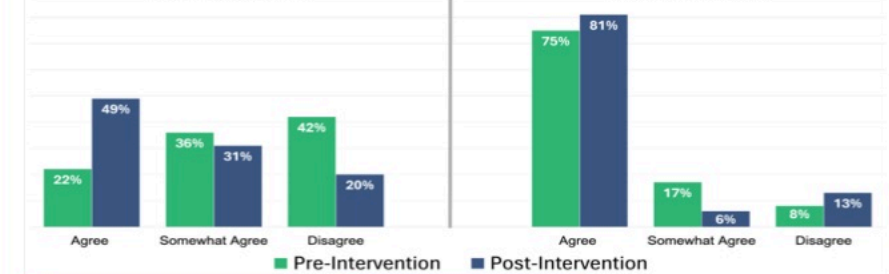
USE VISUAL CUES
Use visual cues to indicate the communication.

Results

SATISFACTION



CONFIDENCE



- Human Resources:** Your team came with some excellent ideas, many of which will likely be included in our final roll out of the career ladder.
- Job Coaches:** I'm highly satisfied with the training your team provided.
- Leadership Team:** That's why this piece of equipment you've created is so helpful. It helps keep everyone up to date on decisions being made.

Discussion

- Results**
- Satisfaction increased by a larger margin than confidence
 - Communication station spurred additional administrative initiative
- Limitations**
- Project duration & introducing new protocol into organizational structure
 - Staff turnover and variable coverage
- Sustainability**
- Advancement facilitates peer-to-peer mentorship and sustainable hiring practices
 - Training and coverage materials are accessible electronically

Conclusion

- Anticipated Next Steps**
- Implement Career Ladder at Pittsburgh and Monessen locations
 - Utilize supplement educational materials in staff meetings and onboarding process
- Clinical Relevance**
- The Occupational Therapy Practice Framework highlights components of the occupation of work (American Occupational Therapy Association, 2020).
 - Task analysis & environmental modifications

Acknowledgements

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References

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