



LAKESIDE CURATIVE SERVICES - CAT TEAM OVERVIEW

LCS has led an EF CAT for the past three years. The initial meeting was a community conversation to discuss community gaps regarding employment/training/education for people with disabilities. That group identified key groups that influence the success of community employment for people with disabilities. The identified groups were: employers, parents/guardians/teachers/self-advocates, and decision makers/legislators. All action steps were made with these groups in mind.

Overview of accomplished action items in the past three years:

- An EF Parade float was designed and represented in Racine's 4th of July parade for the past three years.
- The EF CAT hosted a Legislative Breakfast last year with focus on community employment for people with disabilities; the highlight of the morning was hearing from self-advocates who were working.
- Another legislative breakfast is being planned for April 24th, at the request of the legislators who attended last year.
- An employment video was made to showcase employment success stories and to highlight the benefits to business.
- LCS Staff attended Advocacy Day with self-advocates for the past several years, so they could share with their legislators the importance of working.
- LCS arranged for visits with legislators at participant worksites. These visits were highlighted in the local newspapers.
- LCS' ED and Program Director had a meeting with the Mayor to discuss Employment First Policy in WI and fiscal responsibility of supporting employment for people with disabilities. The Mayor indicated his support in these efforts.
- LCS staff attended a Meet and Greet Event for students and parents of Racine Unified School District. We talked with several parents about Employment First, what it is, and why it is important. Many of the parents agreed that employment will be an option for their child.
- LCS now displays Employment First information at all transition events.

Moving the philosophy ahead within the organization

- All staff are trained on the EF philosophy. This philosophy is shared at every interview when recruiting new staff. It is also shared at every participant tour.
- All Employment Specialists are expected to complete specialized training through APSE and VCU. Once training is completed, staff are expected to obtain their CESP.
- On-going training is conducted for all staff, to include line staff (Production Aides) who are learning job coaching techniques so they can be utilized to support participants on their (community) jobs.
- At each six month participant review, LCS staff discuss employment options. A plan is devised to identify steps to be taken to make employment a reality.
- At monthly client council meetings, the group now discusses community employment as an on-going agenda item.
- Prevocational Services includes job tours, job shadows, attending employment workshops, volunteering, etc. This is part of the weekly expectation.
- In November 2014, a Community Support Specialist position was created to strictly focus on getting prevocational participants out into the community for career exploration activities. This staff person also helps support participants on their jobs, as needed.
- Two years ago, LCS began have celebrations for prevocational participants who obtained community employment. These consisted of cake and sparkling juice for everyone at the facility. These celebrations motivated others to seek community employment (they wanted a party too!).
- LCS put together a video that showcased every person in prevocational services that obtained community employment in 2014. The video was revealed at the 2014 holiday party. (We had to cease the employment celebrations because there were too many...good problem to have!). This video left parents, guardians, board members, residential providers, and self-advocates a positive imagine of what is possible for all the people served at LCS.
- A community prevocational program (E-Now!) was added to LCS' service option. This is a one-on-one service option that allows participants time to complete the Discovery process, build skills through internship opportunities, and obtain employment that is a good fit. Thus far, eight individuals have obtained employment and three people are in paid internships, which have the potential to lead to permanent employment.
- A recent poll indicated that approximately 90% of all prevocational participants want to pursue community employment.