

STARR

a program of LifePath
Systems

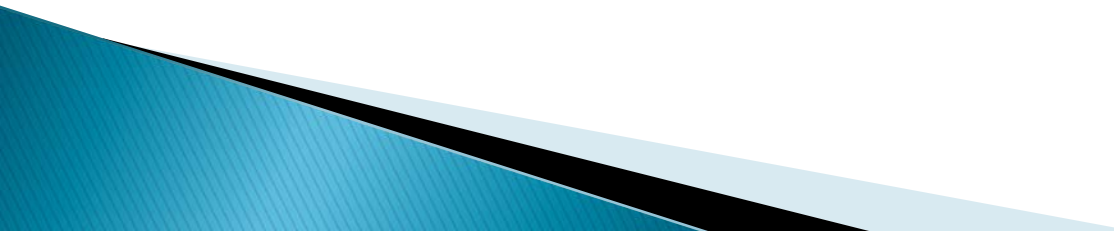
Presenters: Mary Pierce &
Peggy Schmidt



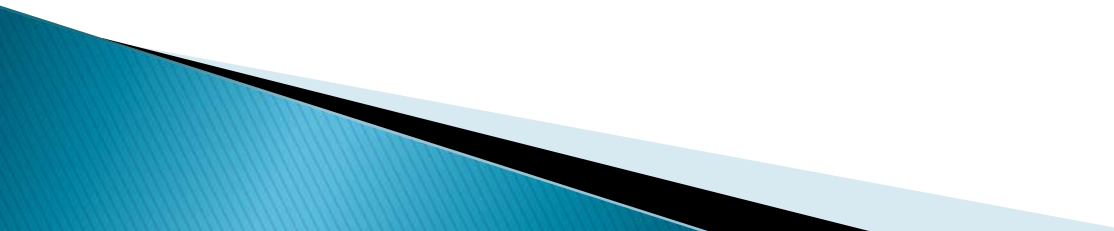
LifePath Systems

- ▶ 3 Divisions of LifePath Systems
 - Behavior Health
 - Early Childhood Intervention
 - Intellectual and Developmental Disabilities
 - STARR is the supported employment department
 - STARR was created in 1997
 - Annual budget for STARR is: \$ 811,588.00

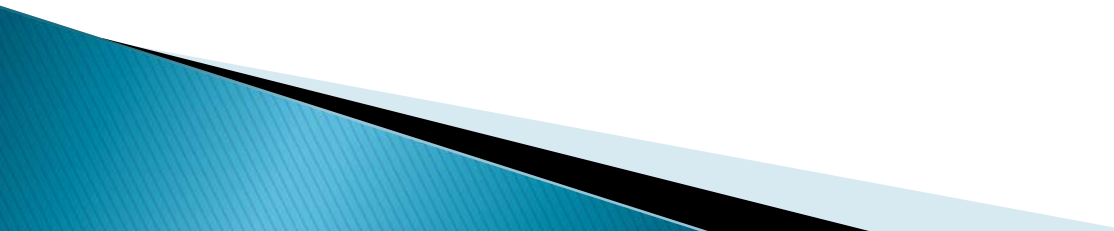
STARR Staff Structure

- ▶ Program Administrator
 - ▶ Employment Specialists
 - 9 full time
 - 2 part time
 - ▶ Job Team Supervisor
 - ▶ Reimbursement Specialist
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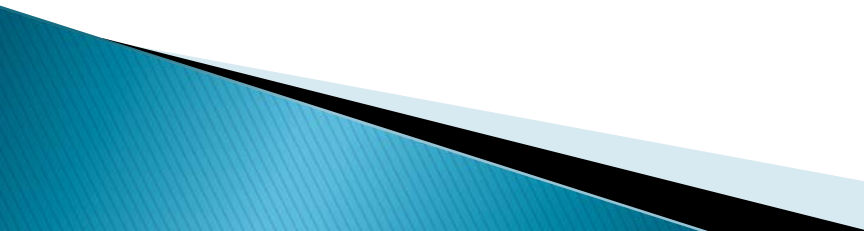
Referral Sources

- DARS (Department of Assistive Rehabilitation Services)
 - Ticket to Work Beneficiary
 - LifePath Systems Service Coordinator
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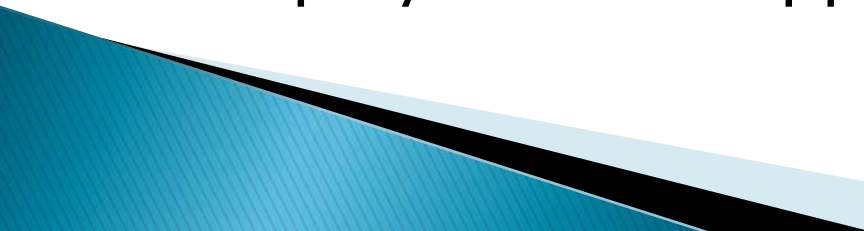
Expectations for the people we serve

- ▶ Desire to work
 - Work needs to be a priority
 - ▶ Means to get to work
 - ▶ 18 years of age or out of school
 - ▶ Resident of Collin County
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Supported Employment Process

- ▶ Discovery
 - DARS Career & Community Support Analysis
 - ▶ Job Development
 - Supported Employment Service Plan
 - ▶ Job Analysis
 - Supported Employment Service Plan part ii
 - ▶ On the job training
 - 4 & 8 week, Stability & Closure benchmarks
 - ▶ Continued support services
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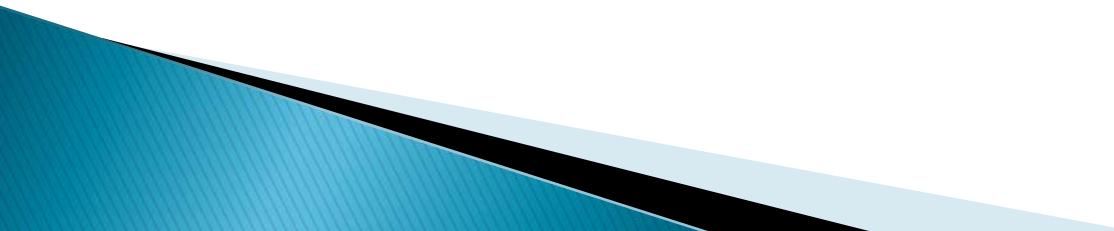
Discovery

- ▶ Getting to know the person's interest, skills and employment preferences.
 - ▶ Job sampling, informational interviews, company tours.
 - ▶ Discovery process must be completed within 45 days.
 - On average we spend 15 hours with the person
 - ▶ Information learned during discovery drives the job development.
 - ▶ At the end of discovery a planning meeting is held to determine the direction of wage employment or supported self employment.
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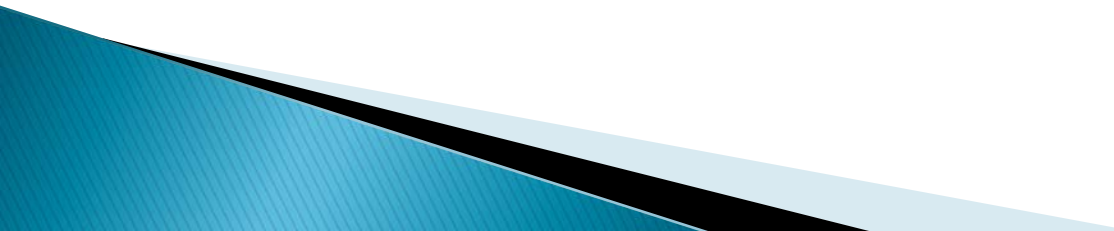
Examples of Assessments

- ▶ Retail (unloading truck, processing product, cleaning)
 - ▶ Restaurant (dining room set up, bussing, dishwashing, prep work)
 - ▶ Manufacturing (packaging, assembly, automated order pulling, soldering, spot welding)
 - ▶ Hospital (materials management, food service, environment services)
 - ▶ Office (filing, answering phones, computer)
 - ▶ Hotel (laundry and front desk)
 - ▶ Entertainment (ticket taking, cashiering, ushering)
 - ▶ Animal Care (kennel assistant, day care)
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Job Development

- ▶ The plan drives job development.
 - ▶ Research the companies and their labor needs.
 - ▶ Building relationships with companies and managers.
 - ▶ Match the person's skills to the companies needs.
 - ▶ Customizing a job description.
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Training & Continued Support Services

- ▶ Job Analysis
 - ▶ On the job training
 - ▶ Fade out
 - ▶ Extended Services
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Classes

- ▶ Vocational Adjustment Training
 - Supported Employment
 - Job Placement
- ▶ Work Stability Class
 - Post DARS closure

Student Internships

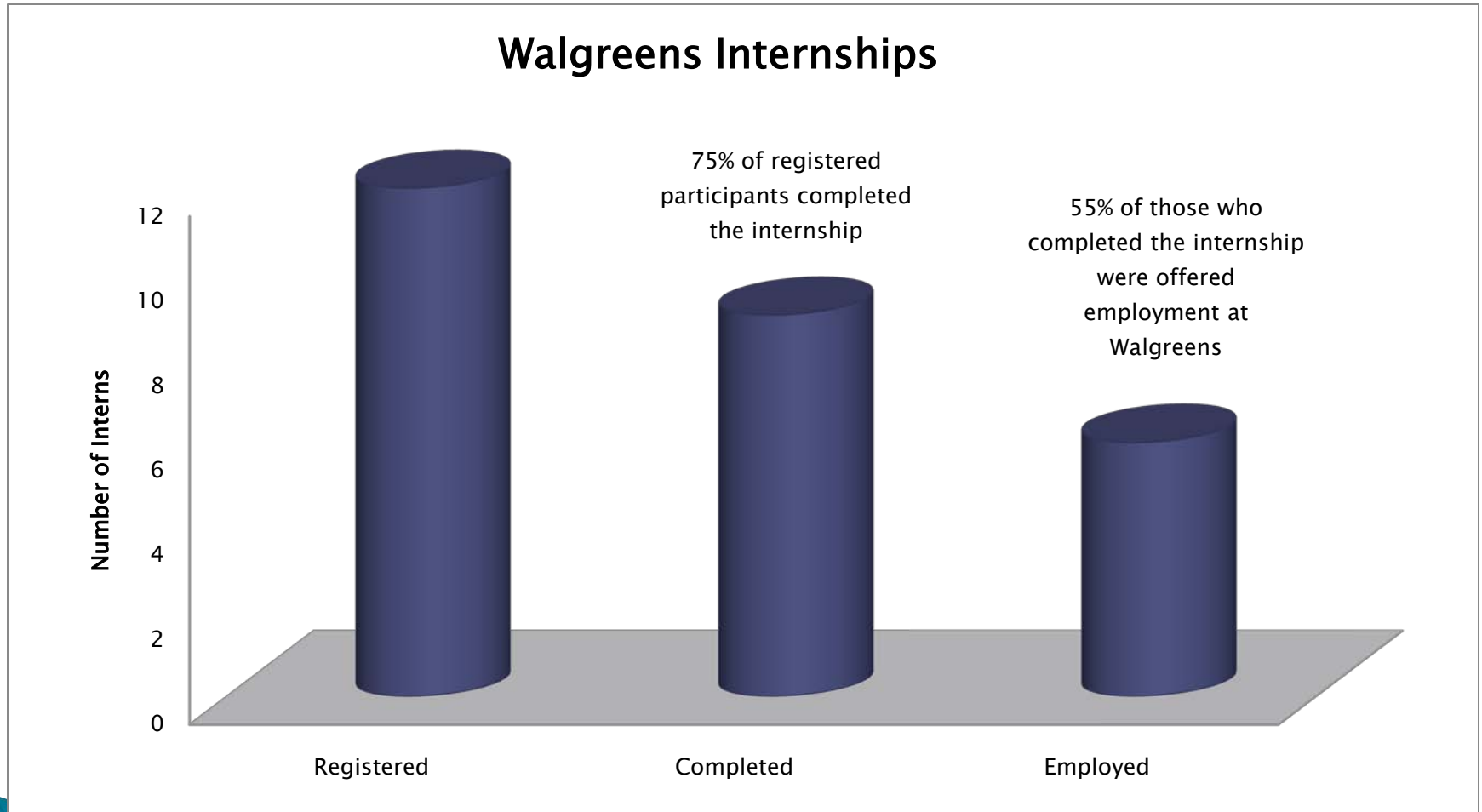
▶ Goals:

- To give students work experience for potential career
- To learn social skills needed for employment
- Establish that work is an expectation

▶ Developed with DARS

- Win/ Win situation
 - LifePath Systems is Employer of record
 - Companies pay ½ of minimum wage to LifePath Systems
 - Long term employment is not the goal of internships

Walgreens REDI Internship



Contact Information

- ▶ Mary Pierce, Employment Specialist
 - 972- 727- 9133
 - mpierce@lifepathsystems.org
- ▶ Peggy Schmidt, Employment Specialist
 - 972-727-9133
 - pschmidt@lifepathsystems.org