



Employment Domain – Restructured

Effective 6/20/16

Domain: Employment, Volunteering & Training

About this domain

Our lives are enhanced when we engage in activities we find meaningful, and that give us a sense of contribution, accomplishment and belonging. Career and job aspirations help us to define ourselves as contributing members of society. Work provides meaningful productivity as well as income, social connections, routine, support, accomplishment, and benefits. It also provides opportunities for us to realize pride in our accomplishments, enjoyment in our personal connections, and appreciation in our ability to earn income. Likewise, pursuing educational interests, volunteering, or spending time doing the things that add value to our lives provides us with a sense purpose, meaning and enjoyment.

In this domain capture your interview conversation specific to **work, education and volunteering**. People are at different stages of employment or job readiness. Some are early in their career paths and need support for learning about competitive work; others are ready to explore work options or taking steps to find a job. Those currently working may be interested in discovering other options in competitive employment including education to improve their employment opportunities. Still others are unable to work for varying reasons, retired or preparing to retire.

Wherever they are on their path, it is important to discover how competitive work is or can be a valued part of their life plan, and to consider volunteering or further educational pursuits when it is not.

Question Group: Employment

Status of employment

- Not working; not looking for work
Current focus: In school Retired Other (write in)
- Not working; looking for work
- Working
Hours: Part Time Fulltime

Type: Employed in a competitive, integrated job Center or facility-based employment
 Crew/enclave/group employment

(If competitively employed) Self-employed Y/N

Person-centered interview. Based on status, interview takes one of three (3) tracks:

Track 1

Not working or looking for work

Person may be in school, retired, attending a day program, or volunteering. Construct your interview to learn about and understand their current activities and to discover concerns, preferences, and aspirations for competitive work.

Describe them in each notes section.

Current activities that are meaningful to the person, e.g., school, volunteering, retired, hobbies.
Comments

History of work, volunteering, or school experience.
Comments

Interests, skills, or experiences they found meaningful.
Comments

Reason(s) person is not currently working (Describe)
Comments

Concerns or dissatisfactions with current activities
Comments

How concerns or dissatisfactions have been or might be worked on.
Comments

Comment on their interest or willingness to learn, explore, or find work, especially competitive employment, or other contribution-based activities like volunteering. Include job support needs discovered in interview.
Comments

Informed choice decision: Based on the interview, assessor completes the following:

- Yes. Begin learning about competitive work.**
A final decision of the type of work may remain undecided at this stage but is willing to learn more and explore options before deciding.
Create goal in plan.
- Yes. Start taking steps toward competitive employment.**
Start exploring or looking at work options.
Create goal in plan.
- No. Not interested at this time in working or exploring competitive work options.**
Indicate reasons below.
- No. Not interested in working at this time; prefer to explore day programs, volunteerism or other personally meaningful activities.**
Create goal in plan.
Indicate reasons below.
- No. Prefer the day program, volunteering, or other activity already engaged in rather than employment.**
Indicate reasons below.

Concerns or perceived barriers in exploring competitive work options:

None

Chooses not to answer

Retired/approaching retirement

Impact on disability benefits
Transportation
Safety or vulnerability in the community
Lack of services, supports or resources
Intermittent health crisis or needs
Limited skills
Limited experiences with work; uncertainty about what is possible
Impact on caregivers
Criminal history
Unstable housing
No longer interested in work due to negative experiences
Other:

Track 2:

Not working but is looking for a job

Person may be in school, attending a day program, or volunteering. Construct your interview to learn about and understand their job seeking progress. Listen for concerns and preferences to include in their support plan. **Describe them in each notes section.**

Work skills, interests or previous work experience.

Comments

Special considerations or preferences they identified/shared that are needed to secure the job/career they want

Comments

Progress with job search activities – what they are learning or have explored/tried, including the different work experiences offered and/or provided

(If looking with the help of another, indicate name and relationship, if available.)

Comments

Things that are going well with job search

Comments

Concerns/issues with the progress of job search and effort and/or with those involved in the process

Comments

Preference or need for additional or alternative supports

Comments

Informed choice decision: Based on the interview, assessor completes the following:

- Yes. Recently started exploring or looking for a competitive job.**
Create new goal in plan.
- Yes. Recently started exploring non-competitive work options.**
Create new goal in plan.
- Yes. In process of learning about, exploring, or searching job options.**
Support plan goal in process.

Concerns or perceived barriers in exploring competitive work options:

None

Chooses not to answer

Retired/approaching retirement

Impact on disability benefits

Transportation

Safety or vulnerability in the community

Lack of services, supports or resources

Intermittent health crisis or needs

Limited skills

Limited experiences with work; uncertainty about what is possible

Impact on caregivers

Criminal history

Unstable housing

No longer interested in work due to negative experiences

Other:

Track 3:

Working

Person may be working competitively, in a center-based facility, or with a group enclave. Construct your interview to learn about and understand their current work, and to discover concerns, preferences, and/or aspirations for competitive work.

Describe them in each notes section.

Information about the type of work they are doing, their responsibilities or tasks:

Comments

Valued and enjoyed about working/their job

Comments

Concerns or wishes about what should be different about their job, what they do, or how it is going, including hours working and salary.

Comments

If looking for or wanting a new job, gather information about preferences, such as competitive jobs and search effort

Comments

If not working in competitive position, discover if person is willing to explore this option or has concerns about looking for this type of work. Indicate reasons in section below.

Comments

Job support needs discovered in interview

Comments

Informed choice decision - Based on the interview, assessor completes the following:

- Yes. Currently working in non-competitive job and interested in exploring competitive.**
Create goal in plan.
- Yes. Currently working in competitive job and interested in exploring other competitive options.**
Create goal in plan
- Yes. Currently working in competitive job and seeking no changes.**
- Yes. Currently working in non-competitive job and seeking no changes.**
(Indicate reasons below.)

Concerns or perceived barriers in exploring competitive work options:

None

Chooses not to answer

Retired/approaching retirement

Impact on disability benefits

Transportation

Safety or vulnerability in the community

Lack of services, supports or resources

Intermittent health crisis or needs

Limited skills

Limited experiences with work; uncertainty about what is possible

Impact on caregivers

Criminal history

Unstable housing

No longer interested in work due to negative experiences

Other: (write in)

Rate (1-5) satisfaction with current hours, pay and/or type of work:

(1) Dissatisfied, (2) neither satisfied or dissatisfied (cannot discern), (3) Satisfied
Comment

Question Group: Referrals and Goals

What the person values and wants for their life -

Support plan implications for meeting the person's identified needs

Referrals assessor and/or case manager will make:

- Assistive technology evaluation
- Disability Benefits 101 (DB101 – mn.db101.org) – information about work exploration
- Create “MYDB101” account
- Review DB 101 “try it” tools
- Disability Linkage Line (1-866-3332466)
- Local school district – Transition planning
- Minnesota Workforce Center (in-person) – Finding a job
- Vocational Rehabilitation