

# St. Clair County Community Mental Health Authority

## Opportunities for Success Orientation

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Individual/Job Seeker: \_\_\_\_\_ Case #: \_\_\_\_\_ Date: \_\_\_\_\_

Opportunities for Success (OFS) is a program that assists a Job Seeker with developing a plan to find the right employment opportunity for the Job Seeker.

- ✚ Discovery, the evidence-based model for OFS, is a process that takes a minimum of 6-8 weeks.
- ✚ The Job Seeker will work with an Employment Specialist (ES) and a Mental Health Assistant (MHA) to develop a plan through the Person Center Planning (PCP) process.
- ✚ PCP is a process in which the Job Seeker, guardian, family members, case holder and other significant supporters participate with the ES and MHA to help discover all of the Job Seeker's strengths and assets, as well preparing for any barriers to employment.
- ✚ Once all the information is gathered, an ES may call and do interviews with each supporter to gather more information.
- ✚ During Discovery, an ES and MHA will make home visits and learn about a person's daily routines, chores and other events that are participated in during the week.
- ✚ The ES, MHA and the Job Seeker will go into the community and find places the Job Seeker enjoys being.
- ✚ The ES will then work with the Job Seeker to finalize a vocational profile and develop vocational themes.
- ✚ The ES will start developing relationships with employers based on the vocational themes and schedule where the Job Seeker and ES will start participating in on the job shadowing of positions that the Job Seeker is interested in and learn more about what will be expected on the job.

As the Discovery process is ending, the ES will begin job developing with the Job Seeker to find the right employer and start working with the employer to customize a position based on the Job Seeker's skill set, schedule, and desire. Job coaching will be provided along with developing on the job's natural supports. Job coaching will be primarily provided by MRS and some assistance by the MHA. The ES will come in weekly to determine if any extra supports are needed. The goal is to eventually fade job coaching and support the Job Seeker outside of work on maintaining employment and balancing all of the Job Seeker's activities to support a balance between work and socialization.

The ES will need releases of information to be signed periodically in order to speak to employer, as well as set up benefits coaching which will be provided by a Certified Benefits to Work Coach. A Certified Benefits to Work Coach will help answer any questions about Social Security, SNAP benefits, Medicaid, Medicare and Housing Assistance. These appointments will be separate with only the Job Seeker, guardian and ES.

This orientation is to help the Job Seeker and guardian understand the process and Opportunities for Success process. Each phase will be personalized for the Job Seeker. All employment opportunities will be with employers in our community and a Job Seeker will be subject to following the employer's rules and regulations. The ES will work with the employer to use the Job Accommodation Network to come up with disability accommodations for on the job under the American Disability Act, if needed. Opportunities for Success is a program based on the Discovery and Customized Employment program and may take time to find the job. Since it is person-centered, there are no jobs simply awaiting the Job Seeker, they will be developed by the plan so the right job is found that fits the Seeker's goals and desires.

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Guardian Signature	Print Name	Date
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Employment Specialist Signature	Print Name	Date
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Mental Health Assistant Signature	Print Name	Date
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