



Making CIE a Reality, not just a Goal

October 20, 2022

**Presentation before the State Coun
Developmental Disabilities Employm
Committee**

Presenters:

Lucile Lynch, President & Co-Founder,
Tyler Hershey, Director of PathFinder Vocational
Program

Beacons, Inc.
6150 Yarrow Drive, Suite E
Carlsbad, CA 92011
www.BeaconsNorthCounty.com
760-448-6230
Serving San Diego County



2022 • Introduction



Lucile Lynch

President & Co-Founder

Tyler Hershey

Director of PathFinder

Clarity of
Mission

Getting to know the
Jobseeker

Building skills based on
their strengths & interests

"PathFinding," looking beyond
the position

Relationship Building



S U C C E S S



Mission

Why Beacons?

2013 • Changing the Expectation



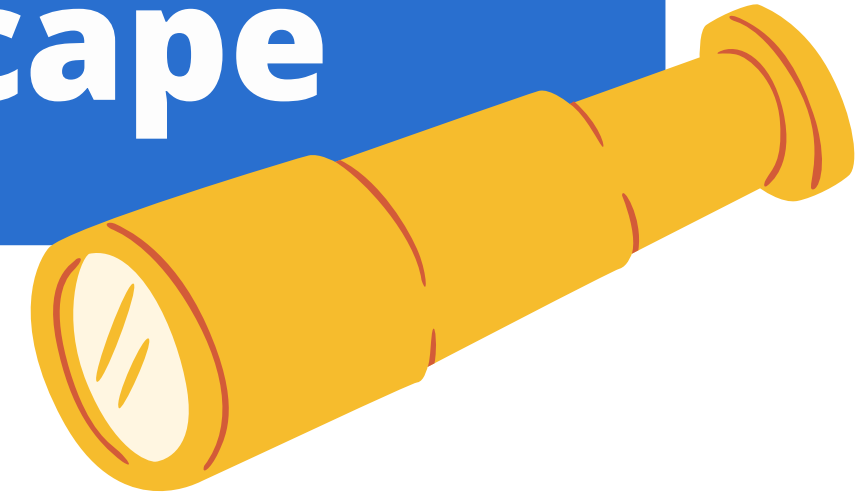
Employment First Policy - WIC § 4869(a)(1)

Policy of the state that opportunities for integrated, competitive employment shall be given the highest priority for working age individuals with developmental disabilities, regardless of the severity of their disabilities.

- 1) **Competitive integrated employment** (CIE) is intended to be the **first option considered** by planning teams for working age individuals
- 2) **Postsecondary education, technical or vocational training**, and **internship programs** may be considered as a means to achieve CIE or career advancement



2014 - 2016: Exploring the landscape



Team of local families heard the call to action:

- Started a **special education parent forum** at our local school district to learn about process;
- Examined "**Indicator 13**" to determine its impact on ITPs and explored whether strong transition plans were in place;
- Examined the **Adult Transition Programs** and **Workability** to explore whether school placements resulted in postsecondary employment;
- Examined **course offerings at local community institutions** to see if there were vocational opportunities for those with ID/DD designed to result in employment.
- Explored options available and **local unemployment rates** for individuals with ID/DD.



2017: Facing the reality ...

- **"Indicator 13"** - Provided no assurance of postsecondary employment success
- **ATP** and **Workability** work placements during school year typically did not result in individual postsecondary competitive integrated employment
- **Local community colleges:**
 - a. Generally did not provide vocational or postsecondary educational opportunities for those with ID/DD that resulted in employment even though studies show that postsecondary education can increase both wages and employability.
 - b. Access to higher education typically defined in terms of services, not content.
 - c. Donahoe Higher Education Act - Not designed to support those with ID/DD
- San Diego County **unemployment** averaged **84%** for those with ID/DD.
- **Current employment supports were not working.**



2018: Creating an option

- 1 Offered **outcome-driven learning options** not found in traditional educational institutions,
- 2 **Fostered meaningful relationships** with friends, businesses and community members that extended and lasted beyond the walls of Beacons and home life,
- 3 **Built confidence, knowledge and socio-emotional strength** to enable adults with developmental disabilities to effectively self-advocate and become valued participants throughout their life journey,
- 4 **Created pathways built on individual strengths and interests** with opportunities for growth,
- 5 Maintained **high expectations** based on the presumption of competence,
- 6 Consistently used **tailored best practices that honored individuality**, and
- 7 Integrated the use and exploration of **assistive technology** to optimize success.
- 8 **MADE LEARNING FUN.**



Not a placement, but a choice

How we started:

Four families pooled together private funds.

Rented a space in the middle of the Carlsbad business community within walking distance of employers and public transportation.

Created curriculum that used pre/post assessments to measure knowledge and performance, and which included a robust unit that explored local resources to empower trainees with knowledge to create a person centered plan.

Obtained grant funding to help with curriculum and technology.

2019: Pilot: 1 workshop with 4 trainees.

Secured regional center vendorization for individual training once we had data that showed our approach worked.

Sample Curriculum



From November 2018 to present:

- **Curriculum:** Created curriculum for **six vocational training workshops**, and **over 40 vocational exploration workshops** with more in development.
- **Expanded options:** Launched Club Beacons social recreational division, Self-Determination Planning, Tailored Day services, parent training services, and even a day program, much of these started by volunteers.
- **Growth:** We have doubled our space twice and are looking to expand a third time by 2025.
- **COVID-19 Shelter-in-place:** We never stopped operating during COVID-19 shelter in place orders and transitioned our training to 100% live virtual training by the next business day, with materials, loaner devices and social support. Our volunteers provided free social events up to 4 times a month during the shelter in place orders, including leadership training to reduce isolation and improve social wellbeing.
- **SDWP:** We are now partners with the San Diego Workforce Partnership who worked with us to start grant funding for organizations in San Diego County to support employment of those with ID/DD. Beacons can now hire people onsite for more supported employment development and training.
- **AT:** We secured grant funding and developed other funding channels to secure assistive technology (such as interactive smart screens, touchscreen devices, iPad 12 pros, apple pens, commercial printer).



Recognition of our work over last 4 years:

- **State Assembly, Rep. Tasha Boerner Horvath:** Certificate of Recognition for staying open during Covid.
- **County Supervisor Jim Desmond:** Certificate of Commendation for expansion and PathFinder.
- **County of San Diego Board of Supervisors:** Proclamation declaring 8/30 "Beacons North County Day"
- **Carlsbad Chamber of Commerce:** Twice selected as finalist for Nonprofit of the Year (2021 & 2022).
- **Kids for Peace:** Kindness Certified nonprofit partner for our work and for giving back to the community through our volunteer teams.
- **Expanded 2x and will expand a 3rd time by 2025.**
- **Most important: Positive feedback from our trainees and their families.**



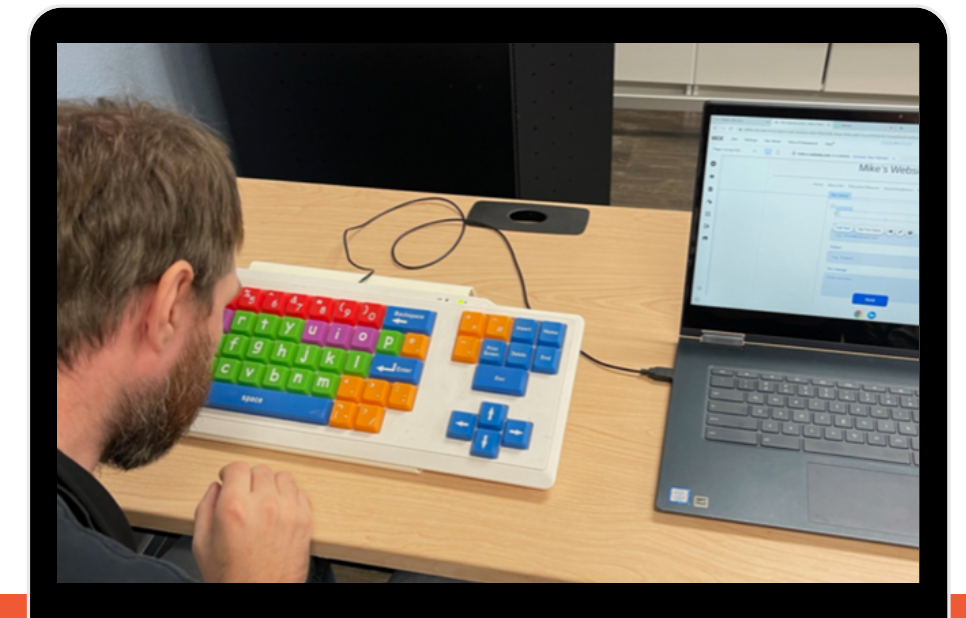


**Get to know
the Jobseeker**
No size fits all!

Technology • Communication

Make sure effective communication is in place to get to know trainees.

1. **Accessibility:** All workshops explore assessibility tools
2. **Workshop Devices:** Lenovo Yoga touchscreen 15.6" Chromebooks - can be used as chromebooks or tablets.
3. **Onescreens:** Multiple-touch interactive touchscreen monitors for interactive learning, alternative response modes, and visibility. Enables mirroring, screen casting and more!
4. **Accommodation review and planning, accessibility features.**
5. **12.9" 2021 iPad Pros**, with keyboard cases with Apple pens or other stylus
6. **Mac Desktops & Double wide monitors** for larger viewing when needed.
7. **Assistive Technology:** If additional AT or tools are needed to support a trainee's success, we can usually purchase items to try and use onsite.



Accommodation Exploration



Optimize participation, learning, and scope of employment.

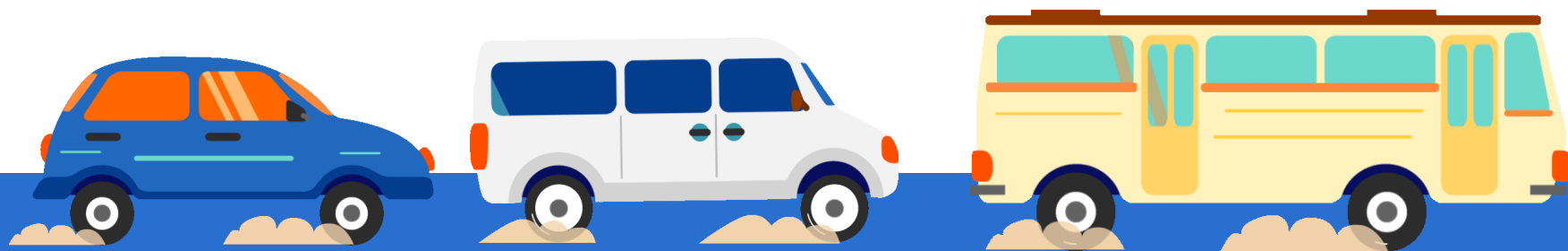
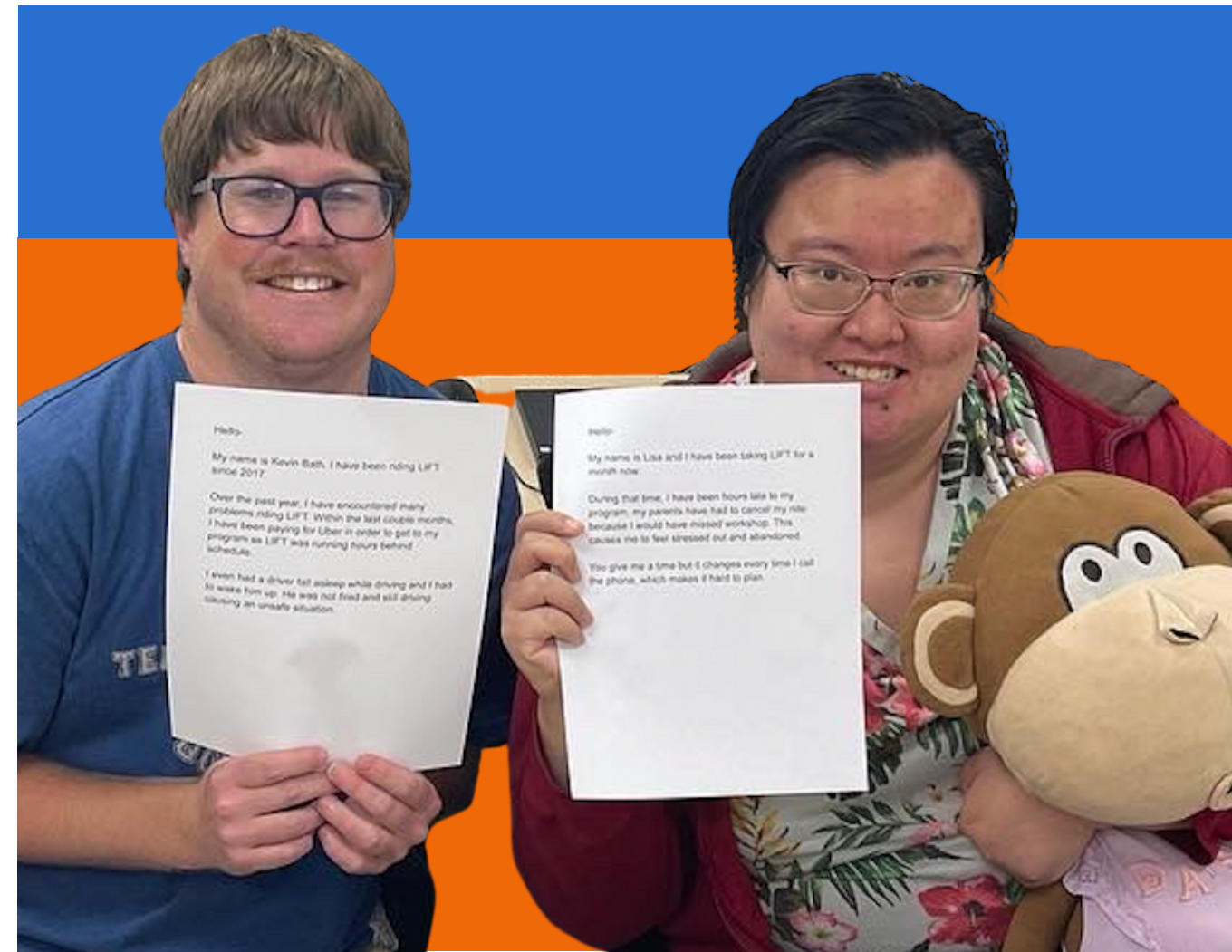
- Explore accommodations
- Hands-on trial of accommodations
- Creation of an accommodation plan
- Accommodation letters
- Advocacy



Transportation

Barriers must be identified if they are to be overcome.

- Exploration of transportation needs, and barriers
- Awareness of transportation options available
- Support to enlist in a para-transit or other option to get to work and training
- Guidance to support advocacy with transportation company/ies, in public forums before local decisionmakers to improve transportation options, and at home.



Pre & Post Assessments

Presume competence, but identify areas in need of growth to optimize trainee's success.

- Assess knowledge and performance
- Customize assessment tools
- Positive reinforcement of learning



Social Emotional Status

Trainee's emotional job readiness must be explored.

- Confidence level
- Friendships
- Past trauma
- Comfort level with making mistakes
- Family support



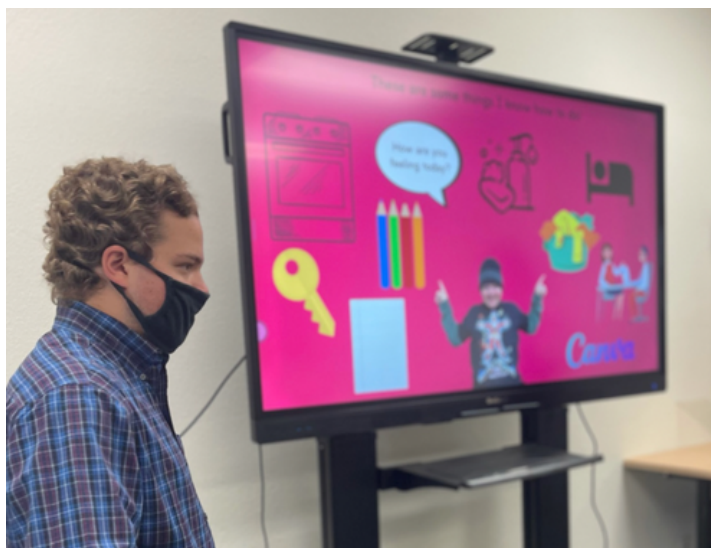
Person-Directed Planning



Housing • Employment • Educational Options
Services • Team Planning • Vision Plan!



- **Comprehensive PCP planning 1 - 3 weeks** to help trainees make decisions about their future based on in-depth exploration of local resources, not from the choices presented by others.
- **Group meetings** are held the last week of the workshops with trainees and their families, their SDRC service coordinator, and others who the trainee invites to support transitions and steps towards self-determination. Trainees lead discussion so that their circle of support knows what they want and don't want.
- **Assessment results, work samples, websites,** and more are shared to celebrate the achievements of the trainee!

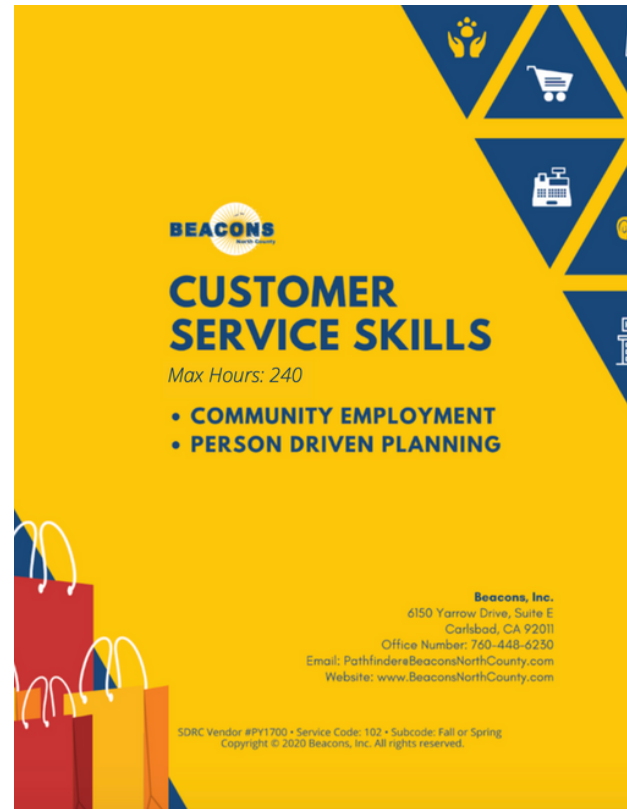


Build Skills based on interests

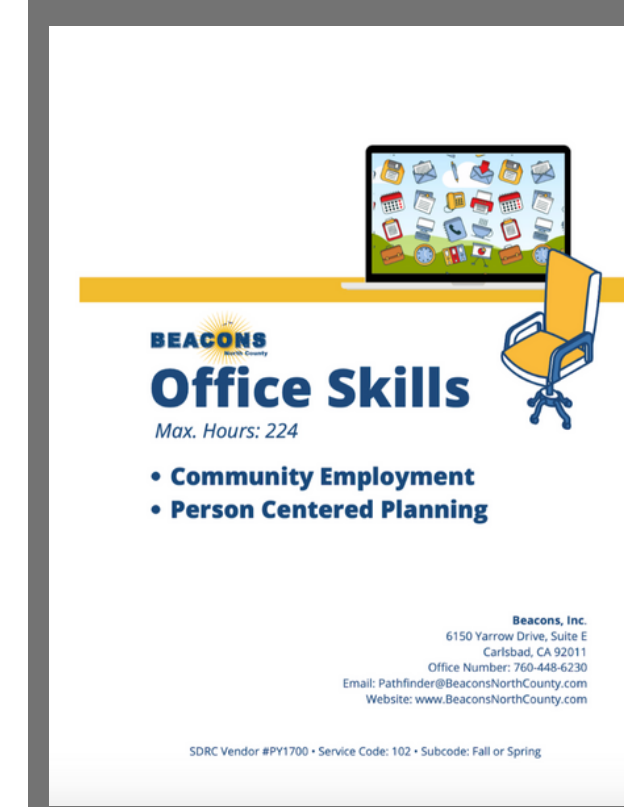
Trainee selects workshop



Workshop Subjects



Addition workshop subjects have been approved.



Vocational Divisions



PathFinder (2019)

Ratio: 10:3 max per workshop

Spring & Fall: 4-month **vocational training** sessions (240 hours each)

Summer: 16+ 1-week **vocational exploration** sessions (8 hours each)

CIE Employment rate: Fall 2021 - 100%, Spring 2021 - 100% (of those wanting work)

Capacity: Up to 40 each spring/fall sessions, over 190 in the summer.



Explorer (2022)

Ratio: 3:1, max 12 per workshop day

Options: 2, 3 or 5 days (depends on content taught and interests of trainee)

Launched April 1, 2022

2-year Program: Four 5-month sessions (min. 240 hours per session)

CIE Employment rate: 41% within 6 months

Capacity: 12 a day

Other divisions: **Club Beacons**, **Self-Determination** & **Tailored Day**



PATHFINDER

- 4-month workshops in subject of trainee's choosing
- Hours: 3 hours daily M - Th (9 - 12, or 1 - 4 pm)
- Fridays: 4 hours (Individualized support, team building, application of skills)
- Total support: 240 hours per session
- Ratios: 10:3 (trainees/instructors) w/cap of 10 per workshop
- Family engagement: Orientation, consent forms
- Advocacy: Accommodation planning, AT exploration, PCP instruction and presentations



EXPLORER



Term: 2-year option (two 5-month sessions a year)

Days: 2, 3 and 5 days depending on trainee's interests

Hours: 240 - 480 per session (Decided by IPP team)



Community volunteering related to areas taught to develop employer relationships and practice hands-on skills in actual workplace

Weekly fitness development (physician designed) to increase strength and stamina for the workplace



Community Garden to develop knowledge about plants and plant care for home improvement stores, use fresh plants to develop restaurant skills, and more!

Beacons-to-Home Communication



Explorer™

Director:

Bethany Britt, M.A.

Explorer@BeaconsNorthCounty.com



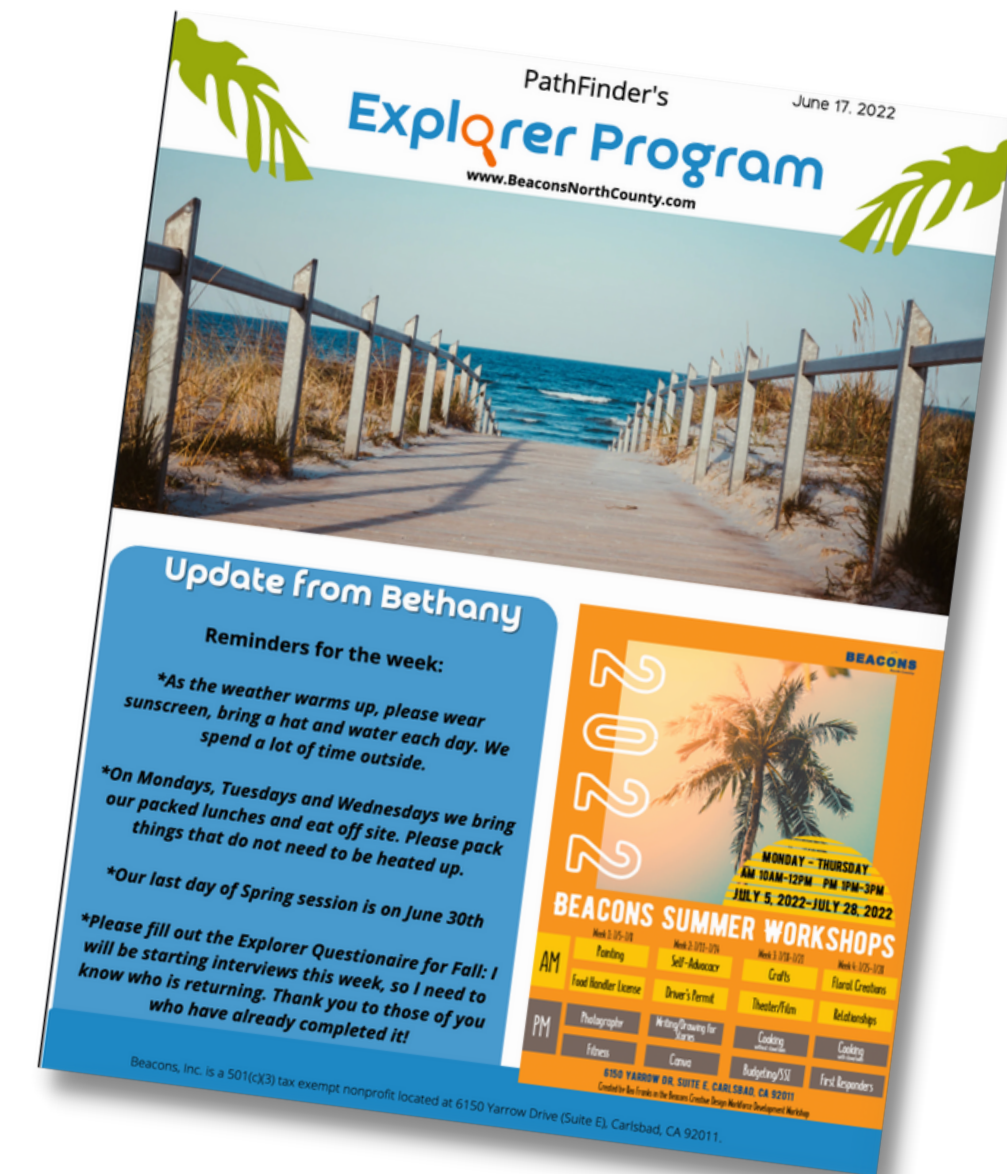
Communication

Weekly Newsletters to ensure our accountability, help families appreciate trainees' work, and provide foundation of shared information to talk about.

Includes information on:

- What trainees have done for the **past** week
- What trainees will be doing for the **following** week
- Photos and updates

Use flipbook technology to create online newsletter "books" for trainees to share, view and talk about at home.



Included in all workshops

Soft Skills

**Technology
Basics**

**PCP
Planning**

**Disability
Discussions**

**Pre/Post
Employment**



Digital Badges & Skill Certificates

Positive Reinforcement



Creative Design 1



Poster & Flyer Designing



Learning how to monogram



PCPs Using Design Themes



Digital "Study" of Andy Warhol

Creative Design 1

Project based learning that teaches:

- **Basic design concepts** (scale, composition, color usage ...)
- **How to be proficient in at least one graphic design program**
- **Digital Illustration**
- **Basic animation**
- **Monogramming and customization of products**
- **Product design and replication:**
- **Design for outside clients** to develop customer skills
- **Community exploration** of how art is used in community

[We now have a commercial level printer]

Discuss photos



Creative Design 2

Beacons offers a **more individualized** next level graphic design workshop that helps trainees develop skills aligned with their employment interests to create products for sale, business materials to support their non-creative business.

- Skills build upon CD 1, but has more focus on business side than CD 1.
- Possible linkage with mentors with expertise in area (e.g. Etsy).
- Logos, business cards, and websites to market products or services.
- Portfolios and sales pitches, and more!

Example 1:

Want to teach? CD 2 helps create instructional "disposables" such as worksheets, workbooks, and curriculum.

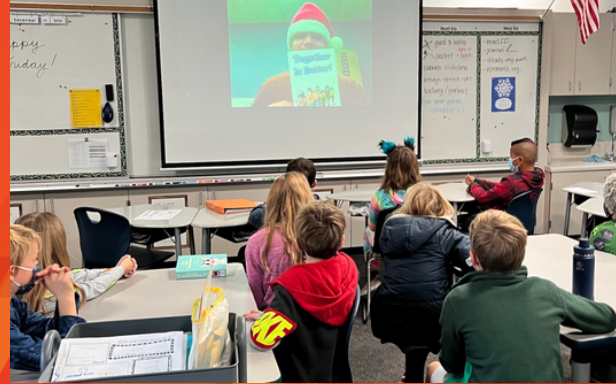
Example 2:

Want to make living in photography? CD 2 helps develop marketing plans and materials, photography driven products (e.g. photo puzzles or placemats), flyers and business cards.

Discuss photos



"Making CIE a Reality, not just a Goal" • 10/20/22 • Beacons, Inc. • www.BeaconsNorthCounty.com



Reading created books to Students



Business cards with QR codes to go to websites



Stop motion animation



Program design for County Supervisor



Customer Service 1

Hands-on training in up to 10 sectors to prepare trainees for entry-level community jobs.

- Units teach specific skills to work in Restaurants, Retail, Grocery, Animal Care, Hospitality, and any other sector as needed!

Simulated onsite work settings and community-based workspaces

Cash register skills

food handler license.

Accommodation plans & self-advocacy, including accommodation letters for employers.

Employment Support: Interviewing, job applications, soft skills, and creation of daily routines to be successful!

Discuss photos



"Making CIE a Reality, not just a Goal" • 10/20/22 • Beacons, Inc.



Cash Register Skills & Coffee Cart



Visits with animal care facilities



Food Handler License for County of San Diego



Customer Service 2

Build upon foundational skills from CS 1 to engage directly with community employers and secure employment. Includes:

- **Pedestrian Safety** (for workplace breaks, and healthy/stress reducing routines)
- **Individualization of soft and worksite skills** for the trainee's preferred workplace
- **Employment trials** with local employers who have an interest in hiring
- **Employment rights**
- **Employment support** (Job placement, interview practice, job searches, job transitions)
- **Interview support** during workshop.



Store visits to observe skills in action



Learning why and how things are done



Entrepreneurial Skills

Development of trainees' dreams to help them devise a plan to be self-employed, and launch or further develop a "micro" enterprise:

- **Business planning** and customer development,
- **Customer Engagement** (eg. soft skills, upselling, and sales processing,
- **Project development** (e.g. profit/loss and pricing skills),
- **Record-keeping** (e.g. Google sheets, filing skills),
- **Impact of Income** (SSI budgeting and reporting),
- **Creative design** for logo design, branding, products, curriculum, packaging, flyers, business website, social media planning, and



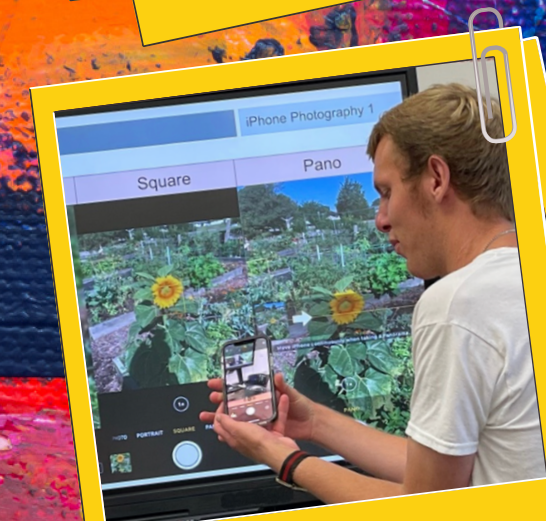
Discuss photos



Teaching children



Teaching Science



Photographer

Office Skills



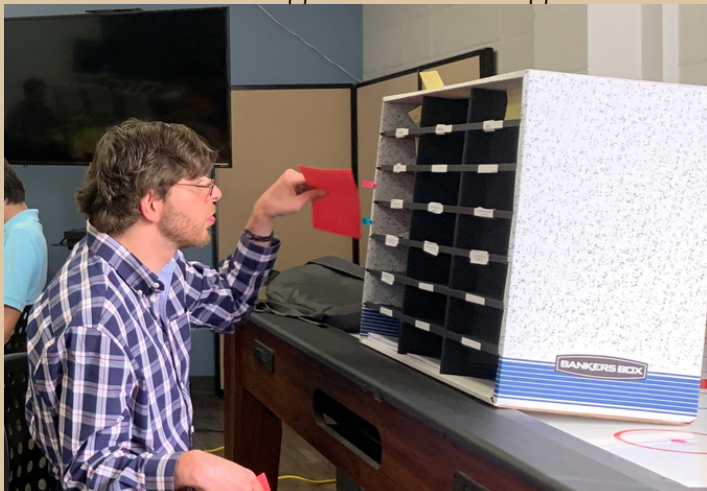
Corporate mailroom at Callaway Golf



YMCA mailroom



Filing & Mail Sorting



Skills for local large companies, school districts and government agencies:

- Filing (digitally and manually, alphabetically and numerically)
- Mail sorting and intra-office delivery
- Coffee Station preparation
- Shipping and handling
- Typing
- LEAP Program (Civil Service)
- Social Media campaigns
- New County Program

Discuss photos



A photograph of a forest path in autumn. The path is covered in fallen brown leaves and leads into a dense forest of trees with yellow and orange foliage. A large, solid orange arrow points from left to right across the middle of the image. The word "PathFinding" is written in a bold, blue, sans-serif font inside the arrow.

PathFinding



- Focus on trainee's interests and skills
- Positions in areas of high interest will better engage
- Tasks using established skills build confidence
- Success at workplace builds respect and interest among peers
- Look beyond the position (or step) - always be growth driven
- Find unique ways for trainee/employee to contribute
- Help trainee create unique value based on individual skills
- Address transportation issues (develop a routine)
- Maintain regular contact with employer and employee to help with problemsolving

Sample success stories:

TESS



JARED



BELLA



JOE



PathFinding

SAMPLE SKILLS & INTERESTS

Creative
Kind
Patient
Responsible

TRAINING TO BUILD UPON SKILLS TO NURTURE INTERESTS

Creative Design & Customer Service

1. Made Books
2. Made Puzzles
3. Customer service skills
4. Personal routines
5. Food Handler License
6. Job Interests
7. Skill inventory
8. Strong understanding of self and vulnerabilities
9. Build Advocacy Skills
10. Build Confidence

EMPLOYMENT

Employment Goal:

Find a job that enabled her to use customer service skills, food handler license and/or creative skills.

Employer Goal:

An employer with a site based day care that she could work towards by working hard, sharing her talents and building trust.



THE PATH

Started in food production placing products in boxes

Made her a team leader of Beacons peers to help her demonstrate she could handle responsibility of others

Began volunteering in site day care, shared her books, shared her knowledge of creative skills

Able to share unique skills learned through workshops

Before:

At home taking care of sibling, isolated, no friends.

Now:

Employed in site day care, goes out with co-workers, co-worker drives her to work, full integrated joyful life.

TESS



Dream job:
Working with children

PathFinding

SAMPLE SKILLS & INTERESTS

Creative
Artistic
Hardworking
Focused
Positive Attitude

TRAINING TO BUILD UPON SKILLS TO NURTURE INTERESTS

Creative Design & Customer Service

1. Made Books
2. Made Puzzles
3. Customer service skills
4. Digital Illustration
5. Job Interests
6. Skill inventory
7. Foundational skills for community college
8. Web design to sell art

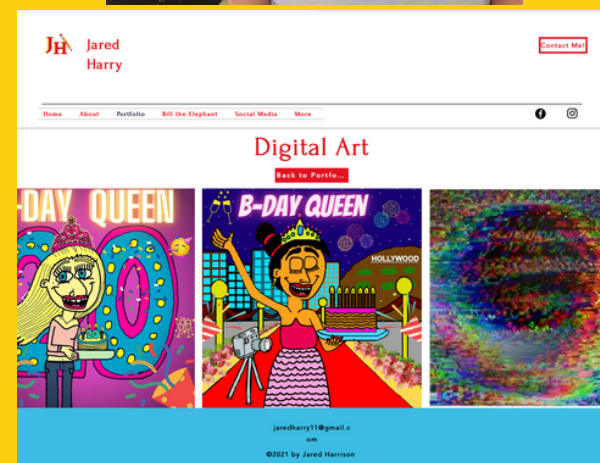
EMPLOYMENT

Employment Goal:

Find a job that let him use creative skills, and/or start his own business.

Employer Goal:

An employer with opportunities for teaching creative design, or using his artistic talents.



THE PATH

Tried out his teaching skills and curriculum on elementary school students.

Received positive feedback from stories and artwork, built confidence.

Creating custom logos for companies and designing artwork. Wrapping up his first full-time semester at a local community college.

Before:

At home hoping to go to community college.

Now:

Able to take community college classes, has a working website to sell work, and works as an instructional assistant at Beacons.



JARED



Dream job:
Graphic Design

PathFinding

SAMPLE SKILLS & INTERESTS

Enthusiastic
Smart
Hardworking
Focused
Positive Attitude
Helpful
Love of people

TRAINING TO BUILD UPON SKILLS TO NURTURE INTERESTS

Creative Design, Entrepreneuria Skills, and Customer Service

1. Soft skills
2. Learned how to use graphic design to create curriculum
3. Learned how to breakdown lessons into sequential steps

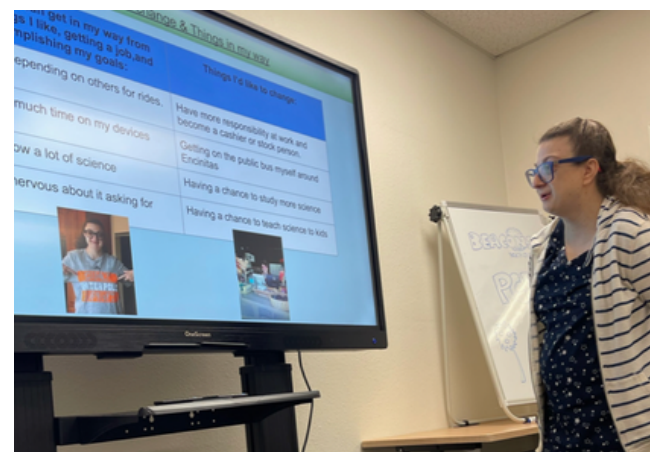
EMPLOYMENT

Employment Goal:

A job that lets her make money, and/or that lets her share her love of rocks and science.

Employer Goal:

A job where she can be around people.



THE PATH

Had a passion for science and chemistry experiments. Needed the necessary tools to build upon skills.

Learned vocational skills in Customer service, successfully placed in job.

Continued working, sharpened science skills through Creative Design. Working with schools to teach lessons in person.

Before:

Taft college independent living. Came back home looking for MORE!

Now:

Working in CIE at Sprouts, volunteers at pre-schools doing science experiments, and in process of creating curriculum to pitch to PTAs at elementary schools for STEM.

BELLA



Dream job:
Teaching Science

PathFinding

SAMPLE SKILLS & INTERESTS

Hardworking
Focused
Positive Attitude
Helpful
Creative &
Artistic

TRAINING TO BUILD UPON SKILLS TO NURTURE INTERESTS

Creative Design,
Entrepreneuria Skills, and
Customer Service

1. Social skills
2. Food handler license
3. Creative Design
4. Develop confidence to engage with others

EMPLOYMENT

Employment Goal:

Find a passion that allows him to make money, while also using his artistic skills.

Employer Goal:

A job where he could form new friendships and earn money to secure an apartment.



THE PATH

Transitioned from vocational workshops to employment walking distance from Beacons.

Increased hours to full time, working alongside passionate team. Planning events with co-workers to meet outside of work.

Working full time, building life-long friendships, started budgeting storsave for apartment. Continuing to work on graphic design skills for paid projects.

Before:

Little job experience, unsure of what he really wanted to pursue. No social network.

Now:

Working in CIE around similarly aged peers at a Costco vendor. Peers welcome him and invite him out for events and get together. Designed cover of program for County Supervisor. Now eager for more!

JOE



Dream job:
Working with people



Relationship Building

Get employers to care

**Strong
Ambassadors
to engage
employer**

**Create
Opportunities
to Showcase
Trainee's Skills!**

**Demonstrate
how hiring
is good for
business!**

**Provide
solutions to
staffing
shortages!**

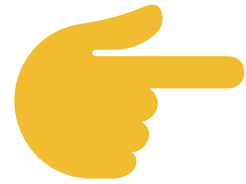
**Create
Opportunities for
natural
engagement!**

**Meaningful
ways
to thank
business!**





From CIE goal to reality



PathFinder: **100%** of those who wanted competitive integrated employment in the last two sessions.

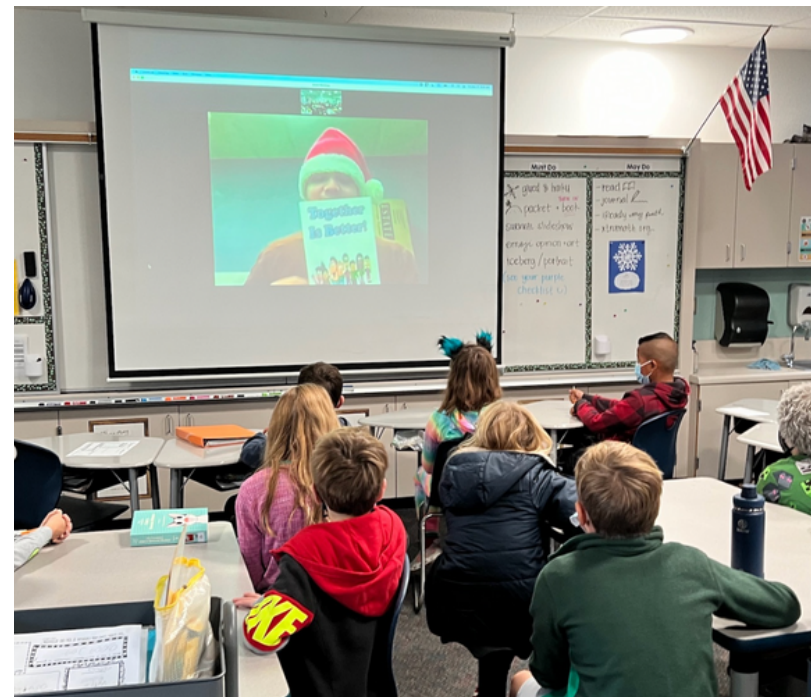
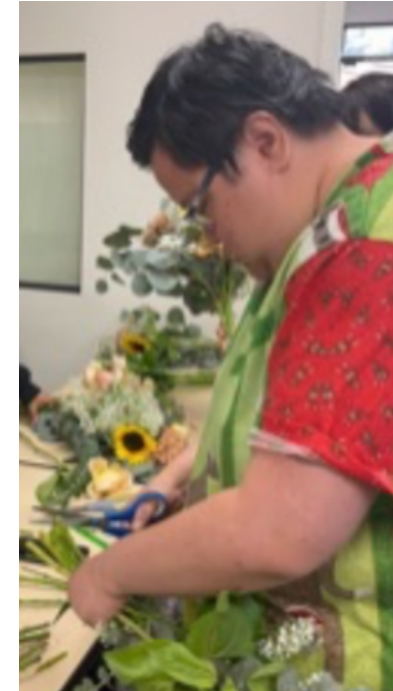


Explorer: **41%** of trainees have competitive integrated employment even though division started approximately 5 months ago.



Project Inspire: Beacons was one of four San Diego county organizations to be granted funding through the San Diego Workforce Partnership to hire and train employees onsite.






BEACONS
 North County

Q & A

Beacons, Inc.
 6150 Yarrow Drive, Suite E, Carlsbad, CA 92011
www.BeaconsNorthCounty.com
 Beacons is a 501(c)(3) public benefit nonprofit.