Oregon Department of Human Services

Department Approved Trainings for CECs

This catalog is furnished by the Oregon Department of Human Services, Office of Developmental Disabilities Services, to assist employment service providers to identify authorized training curriculum to meet the standards outlined in the Employment Rule 411-345 for obtaining Supported Employment Competency Based Training.

Courses that are ACRE or APSE certified and/or approved will typically count towards continuing education credits (CEC). Additionally, employment related trainings that are state sponsored will typically be approved for CECs. Also, some annual conferences will have sessions that have been approved for CECs.

If you are unsure if a training qualifies for CECs, send an email to employmenttraining.review@dhsoha.state.or.us. Please note some courses may have prerequisites not listed, including coursework and/or experience. Please consult with the issuing agency regarding course availability and any prerequisites. This is not an exclusive list of every course offered by these providers.

Resources

Worker's Guide: Employment Professional Qualifications and Training
https://www.oregon.gov/dhs/EMPLOYMENT/EMPLOYMENT-FIRST/Policy/Employment-Professional-Qualifications-Training-Worker-Guide.pdf

Employment Rule OAR 411-345
https://www.oregon.gov/DHS/SENIORS-DISABILITIES/DD/ODDSRules/411-345.pdf

Discovery Guidelines for Service Coordinators, Personal Agents and Discovery Providers
https://www.oregon.gov/dhs/EMPLOYMENT/EMPLOYMENT-FIRST/Policy/Discovery-Guidelines-Service%20Coordinators-Personal-Agents-Providers-Worker-Guide.pdf

Employment Policy Website
https://www.oregon.gov/DHS/EMPLOYMENT/EMPLOYMENT-FIRST/Pages/policy.aspx

Table of Contents

JOB COACHING

JC1 History

Throughout this module, the key local, national, and international points in history will be discussed related to people with intellectual and developmental disabilities. The historical messages are not always positive, but nonetheless are important. Knowing the bigger historical story allows progress to continue moving forward. The learner will discover that changes continue today that will forever impact history and that they have an opportunity to be part of this history.

Learning Outcomes for This Module
- Discover the history of employment for people with Intellectual and Developmental Disabilities, or IDD, limits of evaluations and impacts of both on current practice.
- Identify Federal and State historical impacts and legislation on employment for people with IDD.
- Recognize values for employment for people with IDD like the right to work and inclusion.
- Gain an understanding of competitive integrated employment and the settings where it occurs.

Workday Learning Link: Click to Access Training

CECs: 1.5

JC2 Task Design

Task Design is how to set up a job task or tasks for teaching a supported employee. It is important to teach standard and cues that will enable a supported employee to gain independence as quickly and easily as possible. As a Job Coach, you will need to ask questions and observe the workplace to learn job expectations. Then you will teach the supported employee in a that will meet the standard.

The learner will discover the importance of gathering clear job expectations and teaching to the standard of work. The learner will also be able to identify natural cues available in a task and also recognize consideration for customizing task design and will be able to practice creating different task designs for different people.

Learning Outcomes for this Module:
- Discover the importance of gathering clear job expectations and teaching to the standard of work.
- Identify the natural cues available in the task and how to teach to them.
- Recognize considerations for customizing task design, including reinforcers.
- Practice creating different task designs for different people, including accommodations.

Workday Learning Link: Click to Access Training

CECs: 1.5

JC3 Task Analysis

Task Analysis, or TA, is a tool for the Job Coach to us to establish a baseline, or the supported employee's skill when starting a job. This is done in order to inform coaching and evaluate whether the task design is working. Task Analysis provides a way to observe someone in action and understand how they perform a task or tasks by collecting data.

Learning Outcomes for this Module:
- Understand what Task Analysis is and how to use it.
- Practice completing a Task Analysis.
- Grasp the value and uses for Task Analysis, including data for baseline assessment and monitoring progress.

Workday Learning Link: Click to Access Training

CECs: 1.5

JC4 Teaching Strategies

As with everyone, each supported employee is different. The way that you coach them, should reflect that diversity as well. Coaching strategies should always be customized to the supported employee.

Coaching should reflect how they use their body, how they interact with their world and how they will best learn the task you are teaching them. So, when considering possible strategies, start first with whatever strategy seems to be the best fit for the unique person you are coaching.

Learning Outcomes for This Module
- Recognize anxiety and the impacts on learning and responses when it occurs.
- Identify learning preference and needs and how to incorporate those into teaching.
- Gain systematic instruction strategies for how to identify and teach difficult steps, including use of natural supports.
- Consider available resources for adaptations and creative problem-solving support strategies, including universal design.
- Identify when to request an accommodation to facilitate job performance and explore a key resource.

Workday Learning Link: Click to Access Training

CECs: 1.0

JC5 Fading

The intent of job coaching is to fade paid employment support and implement natural supports. The goal of a job coach should be to "Work themselves out of a job." This enables the supported employee to work independently and enables the job coach to be available to support the next person toward independence.

This module also discusses how to develop a fading plan that ensure that the job coach is not "built in" or is not a "cue" to the supported employee while performing job tasks. Additionally, it demonstrates ways of bringing in natural supports as the supported employee become more independent and how to recognize when to fade from the worksite.

Learning Outcomes for This Module
- Discover the history of
- Identify the five fundamentals of fading
- Learn training techniques that help create independence

- Discover ways to collaborate with employee, employer, co-workers and support team to implement fading strategies.

Workday Learning Link: [Click to Access Training](#)

CECs: 1.0

JC6 Job Start, Soft Skills, Data Tracking and Professionalism

For the job coach, the job start phase, begins before the first shift of the supported employee. The job coach will want to connect with the employer and job developer to obtain information and provide coaching in certain areas of the job prior to the supported employee's first day.

This module provides a variety of tools and tips to make sure that the job start experience is successful for both the supported employee and the employer. Topics that are covered in the module are the creation of a job start checklist, the importance of knowing job expectations, understanding work culture, developing a transportation plan, and specifying the role of a job coach during the job start phase, including modeling professional dress and language.

Learning Outcomes for This Module
- Gain tools to help a supported employee prepare for, and rapidly engage, on their first day of a new job by gathering clear job expectations, knowing roles and responsibilities, understanding workplace culture, and utilizing the employer training process.
- Identify how to build communication between a supported employee, and their supervisor and co-workers, by the supported employee and their Job Coach.
- Attend a typical training program, supplementing employer training if needed, introducing the supported employee and explaining the role of the Job Coach.
- Understand the importance of structure, visual supports, and positive behavior intervention supports at work.

Workday Learning Link: [Click to Access Training](#)

CECs: 1.0

JC7 Natural Supports and Communication

Like anyone else, supported employees have a lot of people in their lives. Some of them have roles that will require you, as the Job Coach to communicate with them. So, it is important to be able to identify each and consider types of communication that you might provide to them. Sometimes those roles have more than one title, and some titles have more than one role!

Learning Outcome for this Module:
- Gain understanding of the importance of communication.
- Identify areas to seek clarity through communication, collaboration and relationships with:
  - Employers
  - Co-workers
  - Supported Employees
  - Home supports and/or family members
- Practice explaining the job coaching role in a professional and respectful way.
- Learn strategies for identifying and building natural supports and teamwork through training, workplace cultural activities, and expectation sharing.

Workday Learning Link: [Click to Access Training](#)

CECs: 1.5

JC8 Job Preservation and Behavior Support

The very best job loss prevention tactic is ensuring good job matches, both for now and for any future career goals. A job coach should know the supported employee's desired work type, work environment, desired hours and wages. Job coaches are in a unique position to identify if there is a poor job match and advocate for change.

This training will help the learner to identify key elements related to providing long term supports to help a person maintain and advance in employment. It will also discuss skills that can help a supported employee meet employer expectations for work and workplace culture. Other topics this training will cover how to recognize and address challenges if they occur and learning skills for supporting positive and negative behaviors at work.

Learning Outcomes for this module:
- Identify key elements in providing long-term supports to help supported employees maintain and advance in employment.
- Gain skills to help a supported employee meet employer expectations for work and workplace culture.
- Recognize, understand, and address challenges when they occur.
- Know the Job Coach and employer/supervisor role in addressing challenges and intervention supports.
  - Typical training program,
  - Employer improvement process, and
  - Supports (e.g. structure and visual supports).
- Learn skills and resources for supporting positive and negative behaviors at work and facilitate fading.

Workday Learning Link: [Click to Access Training](#)

CECs: 1.5

MANAGING DISABILITY BENEFITS WHILE WORKING

BC1 Employment and Supplemental Security Income (SSI)

Some people who receive public benefits may think they need to limit their work hours or avoid employment advancement due to concerns about losing SSI or Medicaid insurance benefits. The fact is that special work rules, known as work incentives, enable people to earn far more income than typically thought possible. This training will discuss the various SSI work incentives that help support a person's employment and earnings goals. The information in this training will help you reassure people receiving that SSI benefits that they can indeed work and earn significant income. You will also learn when it is time for a supported employee to seek out a certified benefits counselor.

Learning Outcomes for this Module
- Explore the Supplemental Security Income or SSI, program.

- Discover the relationship between SSI and Medicaid.
- Identify and comprehend SSI and Medicaid work incentives.

Workday Learning Link: [Click to Access Training](#)

CECs: 1.5

BC2 Understanding How Employment Impacts SSDI Benefits

This module discusses Social Security Disability Insurance (SSDI) and its corresponding work incentives, including medical insurance, such as Medicare. With this information, you will be able to reduce fears that supported employees may have about working while receiving SSDI benefits. You will also learn when to reach out to Social Security or a certified benefits planner about work incentives. Finally, you will also understand the importance of the Work Activity Report and the types of information to provide and share with other team members.

As you build relationships with the job seeker or supported employee, their employer, and their team you will often become the person those people go to for information. It is helpful to have a basic understanding of SSDI work incentives, so you can point them in the right direction.

Learning Outcomes for This Module:
- Identify who can receive Title II disability benefits from SSA.
- Discover how Title II disability benefits are affected by earned income from a job.
- Identify how Medicare and Medicaid interact with Title II benefits.
- Explore how various work incentives can maximize a beneficiary's earning potential while maintaining benefits and health care coverage.

Workday Learning Link: [Click to Access Training](#)

CECs: 1.5

BC3 Bringing it All Together and Building Assets

This training is the last of a three-part series. It is highly recommended that the learner complete both the SSI and SSDI trainings of this series first, before taking this training.

This module makes comparisons between SSI and SSDI as they relate to earnings from employment. SSI and SSDI are very different programs but do have some similarities that are important to consider. This module will also discuss the various ways a supported employee can save money and build assets above the typical resource limits found in SSI and other programs.

Learning Outcomes for this Module
- Understand common aspects of different Social Security Administration or SSA benefits and how they interact.
- Discuss work incentives and other factors that are common to both Title II benefits, the most common of which is Social Security Disability Insurance or SSDI, and Supplemental Security Income or SSI benefits.
- Explore how various asset-building options can allow people to better their financial situations while still maintaining health coverage and crucial supports.

Workday Learning Link: [Click to Access Training](#)

CECs: 1.5

JOB DEVELOPMENT

JD1 Supported Employment Introduction

This module will introduce the concept of Supported and Customized Employment. Supported Employment is the term for services provided to support Competitive Integrated Employment, Self-Employment, and Small Group Employment, for individuals with intellectual and developmental disabilities (IDD).

Learning Outcomes for This Module
- Gain an understanding of supported and customized employment.
- Become familiar with Employment First in Oregon.
- Explore the 20 hours standard policy set by ODDS and Vocational Rehabilitation.
- Discover what person-centered practices look like in employment services.
- Explain the job developer's role in supported employment.
- Become familiar with strategies for representing yourself as a job developer and representing job seekers.
- Identify potential partners during the job development process.

Workday Learning Link: [Click to Access Training](#)

CECs: 1.5

JD2 Marketing

This module discusses a variety skills, method and techniques on how to market a job development agency. It will provide the learners tools to understand strategies of job development and the ability to determine needs of a business for possible employment opportunities.

Learning Outcomes for This Module
- Let's explore the learning objectives for this course.
- Gain tools to understand the strategies of job development.
- Determine the needs of a business for potential employment.
- Develop communication skills for marketing.
- Familiarize yourself with a potential workplace.
- Discover how to present tools for employers.

Workday Learning Link: [Click to Access Training](#)

CECs: 1.5

JD3 Business Exploration

This training is intended to provide you with a brief overview of the core competencies, skills and techniques related to marketing and job development and business exploration.

Learning Outcome for This Module
- Gain tools to understand the strategies of job development
- Gain tools to understand the strategies of job development.
- Determine the needs of a business for potential employment.
- Attain communication skills for marketing to businesses.
- Identify the transferable skills of a person.
- Obtain familiarization with a potential workplace.
- Learn to present tools for employers.

Workday Learning Link: [Click to Access Training](#)

CECs: 1.5

JD4 Representing the Job Seeker

The Job Developer's role is to represent themselves and the job seekers professionally, to know each job seeker's skills, strengths, abilities and to build relationships with employers in the business community. The key to finding the "right" job starts with the job seeker. This module will cover how to get to know job seekers and how to use person-centered strategies to effectively represent each job seeker to employers.

Learning Outcomes for This Module:
- Identify a job seeker's skills, abilities, and interests.
- Recognize skills used to complete a task.
- Explain why a job seeker portfolio is useful.
- List vocational assessments used in job development.
- Discover rights and responsibilities related to disability disclosure.

Workday Learning Link: [Click to Access Training](#)

CECs: 1.5

JD5 Workplace and Job Analysis

As a Job Developer, once you have built relationships with employers and prepared to represent the job seeker, you will want to conduct a job analysis. A job analysis is the process of reducing a job into duties, tasks, and responsibilities for the purpose of establishing a job description. Using that job description, you are then able to draft a job or employment proposal with the intent of developing employment with the business where you are conducting the analysis. It is a very beneficial tool for employment professionals to use when assisting job seekers to find competitive integrated employment. This module will cover the purpose of a job analysis and how to develop one.

Learning Outcomes for This Module
- Identify the concepts of job analysis.
- Determine potential tasks for a job seeker.
- Discover how to analyze various aspects of a workplace.
- Identify workplace culture and climate.
- Become familiar with employment proposals based on business needs.
- List the elements of an employment proposal.

Workday Learning Link: [Click to Access Training](#)

CECs: 1.5

JD6 Working with Employers

This module will discuss working with employers with the goal of increasing community integrated employment for people experiencing intellectual and developmental disabilities. Building relationships with community employers is one of an employment professional's primary goals.

Learning Outcomes for This Module
- Identify ways to build relationships with employers.
- Recognize good customer service skills.
- List common business needs.
- State the features and benefits of your agency.
- Identify employer resources outside of your agency.
- Understand negotiation techniques useful to employer engagement.

Workday Learning Link: [Click to Access Training](#)

CECs: 1.5

VR/SC/PA MODULES

VR/SC/PA1 Employment Expectations, Conversations, and Informed Choice

A disability does not define a person's life. The role of a Services Coordinator, Personal Agent, and Vocational Rehabilitation Counselor is to help a person see their strengths, gifts and capacities. Those are the building blocks for employment. It's important to teach people that they are more than their disability. Disability is a normal part of the human experience, and we are all more alike than different!

Learning Outcomes for This Module
- Explain why everyone should be a fully contributing member of the community.
- Identify how to set the expectation of integrated community employment at minimum wage or higher for people of working age.
- Know how to have a conversation about employment from childhood through retirement for people with intellectual and developmental disabilities, including those with significant disabilities, and their families.
- Discover how to embed this information throughout your work.
- Realize the Services Coordinator or Personal Agent will often be the first to have this discussion with people who do not want to change or try something new.
- Explore cultural diversity and its impact on the value or importance of work for people from different backgrounds.
- Know how to deliver information about employment in a way that gives the person a true understanding of their options (having informed choice, and that employment is the first option discussed) and supports the person in their decision making, regardless of their support needs or communication methods.

- Services Coordinators, Personal Agents and Vocational Rehabilitation Counselors will understand how to have robust and effective conversations about employment with people who may be afraid to work, who are afraid they will lose their benefits as a result of working, and who are unsure of how to incorporate work into their life, and who are unsure of what type of work they can do.

Workday Learning Link: [Click to Access Training](#)

CECs: 1.5

VR/SC/PA2 Understanding Developmental Disability Services

The Intellectual and Developmental Disabilities, or IDD, service system serves people who experience intellectual and developmental disabilities who apply for, and are found eligible for, services. This module provides a general understanding of ODDS services, including the population served, eligibility and general Developmental Disabilities services (DD services), including employment services.

Learning Outcomes for This Module
- Gain a general understanding of ODDS services, including the population served, eligibility, and general Developmental Disabilities or DD, services, including employment services.
- Obtain a general understanding of the differences between Brokerages and Community Developmental Disability Programs.
- Discover how other available DD services support a person's employment goal.
- Identify the role of the Services Coordinator, Personal Agent and Vocational Rehabilitation Counselor in coordinating with each other as well as education and other employment focused partners.
- Be able to locate resources that are available to assist with employment services.

Workday Learning Link: [Click to Access Training](#)

CECs: 1.5

VR/SC/PA3 Understanding Vocational Rehabilitation, Oregon Commission for the Blind and Tribal Vocational Rehabilitation

This presentation will provide an overview of the Vocational Rehabilitation, Oregon Commission for the Blind, and Tribal Vocational Rehabilitation process (VR/OCB/Tribal VR). It will discuss eligibility processes and what is needed to determine eligibility to go into plan. It will also explore VR/OCB/Tribal VR plan development. This module will also explore VR/OCB/Tribal VR plan development and their individual service as well as blended services.

Learning Outcomes for This Module
- Gain a general understanding of VR/OCB/Tribal VR services and when to access those services.
- Know what to bring to intake, useful information and documentation.
- Discover eligibility and what is needed to determine eligibility to go into plan.
- Explore VR/OCB/Tribal VR plan development and VR/OCB/Tribal VR services as well as blended services.

Workday Learning Link: [Click to Access Training](#)

CECs: 1.5

VR/SC/PA4 Understanding Schools, Transition Planning and Employment

Transition Planning prepares people for their future based on their preferences, interests, needs, and strengths, or PINS. Transition planning is a service within schools that prepares high school youth with disabilities for employment or career related post-secondary education. This module will discuss the school's role in transition planning and successful employment outcomes.

Learning Outcomes for This Module
- Discover the school's responsibility in developing a Transition Individualized Program, or IEP, including post-school outcomes and how schools assist people in accessing services.
- Learn the school's responsibility in collaborating with service providers, parents and people with disabilities to provide information and documentation to assist in designing an employment plan.
- Determine the school's role in inviting service providers to meetings, including but not limited to IEP and transition planning meetings.
- Identify your role as the Services Coordinator, Personal Agent, or Vocational Rehabilitation Counselor in working with schools, and what added value you bring to the person's transition program.

Workday Learning Link: Click to Access Training

CECs: 1.5

VR/SC/PA5 Employment Information Gathering

This module will explore a variety of approaches to get to know the person and find a job that would be the best fit. When you first start working with a person, you are exploring who they are, including their Preferences, Interests, Needs and Strengths, otherwise known as PINS. Each of these aspects will be covered in more depth in this module.

Learning Outcomes for This Module
- Discover the importance of gathering information about the person that helps them and their employment team identify their strengths, gifts, capacities, needs and preferences.
- Identify how to synthesize information in a person's daily life using existing tools to gather pertinent information that could be utilized in a competitive employment setting.
- Know how to pull together the information learned with the person's team to help them move forward on their path to getting a job.

Workday Learning Link: Click to Access Training

CECs: 1.5

VR/SC/PA6 Employment Plan Development

This module will examine the roles of the Office of Developmental Disabilities Services or ODDS, Vocational Rehabilitation or VR, Commission for the Blind or OCB, and Tribal Vocational Rehabilitation or Tribal VR. This training will include a discussion of some of the plans provided through these organizations.

Learning Outcomes for This Module
- Discover the role of the Service Provider and Services Coordinator/Personal Agent and Vocational Rehabilitation Counselor plays and strategies to use for coordinating the development of plans.
- Identify the purpose of the Career Development Plan (CDP).
- Recognize ODDS employment services and strategies for using employment services to achieve Competitive Integrated Employment (CIE).

Workday Learning Link: [Click to Access Training](#)

CECs: 1.5

VR/SC/PA7 Collaboration, Coordination, and Communication – Building the Employment Team

The module will explore the various people and services to include in the employment team, as well as the types of employment meetings that may happen. Also discussed are tips and trick on how to facilitate the coordination of employment meetings, as well as how to get needed information to ensure success in pursuing integrated employment.

Learning Outcomes for This Module
- Identify the potential people someone may want on their team and their purpose on the team.
- Practice building the team for different people in different situations.
- Identify prospective employment meetings and the purpose of those meetings.
- Discover how to coordinate team meetings, including tips and tricks.

Workday Learning Link: [Click to Access Training](#)

CECs: 1.5

VR/SC/PA8 Negotiating and Mediating Employment Issues

In this module, you will learn some of the basic components of conflict negotiation and steps for mediating with an aim toward negotiation. It will start with some basic definitions of negotiation, conflict, and mediation. This module will also explore the fundamentals of conflict negotiation and mediating conflict. Along the way, you will learn how to apply these skills in employment conversations.

Learning Outcomes for This Module
- Identify the techniques used in negotiation and mediation.
- Apply the learned technique of negotiation and mediation.
- Know where to go for additional resources and support in negotiation and mediation.

Workday Learning Link: [Click to Access Training](#)

CECs: 1.5

VR/SC/PA9 Vendor Selection

This training discusses the six stages of supported employment. It will also review important aspects of vendor selection, quality indicators to look for, how to identify if goals and expectations are being met, and what you can do as a Services Coordinator, Personal Agent or Vocational Rehabilitation Counselor to help the person reach their employment goals.

Learning Outcomes for This Module
- Discover rules & policies that guide vendor selection and customer informed choice.
- Realize the importance of vendor selection by the team.
- Identify the selection process.
- Discover basic strategies for communication and tips to help Vocational Rehabilitation Counselors (VRCs), Personal Agents (PAs) and Services Coordinators (SCs) solicit feedback on vendor selection.
- Identify how to read, use, and share regular reports as tools in plan and vendor monitoring.
- Determine common quality indicators related to Discovery, Job Development, Job Placement, Job Training and On-going Extended Support.
- Gain tools and resources to support the vital roles of Vocational Rehabilitation Counselors, SCs and PAs.

Workday Learning Link: Click to Access Training

CECs: 1.5

VR/SC/PA10 Benefits Counseling

This module discusses how Supplemental Security Income (SSI) and Social Security Disability Insurance (SSDI) interact with employment and earnings from employment. SSI and SSDI have special work rules, known as work incentives that supports a person's employment objectives while allowing the person to continue to stay connected to important benefits like Medicaid and Medicare.

Learning Outcomes for This Module
- Identify the difference between Supplemental Security Income, or SSI, and Social Security Disability Insurance, or SSDI.
- Discover that SSA Benefits have work incentives and rules that support the path to employment.
- Know that receiving benefits should not be a barrier to employment.
- Recognize the difference between Medicaid and Medicare.
- Know how to look for available community resources, natural supports, and assistive technology.

Workday Learning Link: Click to Access Training

CECs: 1.5

CORE COMPETENCY

ATTENTION: Please do not repeat the Core Competency courses for credit. These courses only need to be completed during initial eligibility or within the first year of employment. You will not be given continuing education credit if you repeat these modules.

EP 101 Introduction to Supported Employment

This module is a basic introduction of supported employment services that are available in the State of Oregon through the Office of Developmental Disability Services. The module introduces the various partners and stakeholders and also describes their role in supporting people achieve their employment and earnings goals. DO NOT REPEAT THIS COURSE FOR CREDIT.

Learning Outcomes for This Module
- Recognize that all people having the right to work and being entitled to equal access to employment in the general workforce.
- Review disability etiquette.
- Explore the impact of employment services in history on current practice.

Workday Learning Link: Click to Access Training

CECs: 1.0

EP 102 Discovery and Career Planning

The purpose of Discovery is to provide meaningful information to the person seeking integrated employment options, facilitate informed decisions, develop specific information about the person's strengths and interests, and to begin active pursuit of integrated employment. This module is a general overview of Discovery services. DO NOT REPEAT THIS COURSE FOR CREDIT.

Learning Outcomes for This Module
- Document job candidate's strengths, interests and talents.
- Conduct interviews with the job candidate and others familiar with their abilities and work history.
- Evaluate the impact of job candidate's demographic cultural and social background.
- Identify non-work needs that may impact successful employment.
- Identify job candidate's preferred style of learning, skills, talents and modes of communication.

Workday Learning Link: Click to Access Training

CECs: 1.0

EP 103 Marketing and Job Development

This module will cover a few aspects of job seeking. This includes community building, marketing and networking, job development techniques, using portfolios, customized employment, and exploring resources for employers. DO NOT REPEAT THIS COURSE FOR CREDIT.

These concepts are important to help the employer and job candidate find the most suitable employment outcome. It is also a tool to build the reputation and prove the quality of the supported employment organization.

Learning Outcomes for This Module
- Gathering and analyzing labor trend information
- Developing and communicating effective marketing and messaging tools for employment
- Positioning the agency as an employment service
- Targeting message to specific audience
- Targeting message to specific audience
- Using language and images that highlight abilities and interests of job candidates
- Using language and images that highlight abilities and interests of job candidates
- Mentoring job candidates during the job search process
- Incentives to businesses when hiring job candidates with disabilities (e.g. tax credits on-the-job training diversity goals)
- Counseling job candidate on disability disclosure

Workday Learning Link: Click to Access Training

CECs: .5

EP 104 Workplace and Job Analysis

This focus of this module will be on identifying potential work tasks, learning general info about workplace, and analyzing specific jobs. DO NOT REPEAT THIS COURSE FOR CREDIT.

Learning Outcomes for This Module
- Workplace culture and climate awareness and sensitivity
- Strategies for contacting and communicating with employers
- Employment proposals based on business and job candidates' preferences
- Responding to employer concerns about job candidates' abilities and interests
- Responding to employer concerns about job candidates' disabilities
- Developing and implementing job analysis
- Strategies for job matching
- Paid work trials and job tryouts
- Job Shadowing

Workday Learning Link: Click to Access Training

CECs: .5

EP 105 Task Design and Training

This module will focus on preparing and coordinating for the first day on job, helping employee meet employer expectations regarding workplace culture, exploring the social aspects of work, task design and accommodations (e.g. job aids, assistive and information technology), systematic instruction and motivation and responsibility on the part of the job candidate. DO NOT REPEAT THIS COURSE FOR CREDIT.

Learning Outcomes for This Module
- Gathering clear job expectations from employers
- Identifying employer's training process and supplementing if needed
- Use of data collection to monitor progress

- Training schedule and instructional procedures
- Recognizing and adapting supports to individual learning styles and needs

Workday Learning Link: [Click to Access Training](#)

CECs: .5

EP 106 Job Coaching Support Strategies

This module continues the exploration of Job Coaching techniques to facilitate the fade of the Supported Employment Professional. DO NOT REPEAT THIS COURSE FOR CREDIT.

Learning Outcomes for This Module
- Behavioral supports at work.
- Structural and visual supports that can be developed.
- Employee attending typical training program.
- Implementation of behavior and intervention supports as defined in a Behavior Support Plan.

Workday Learning Link: [Click to Access Training](#)

CECs: .5

EP 107 Job Coaching: Natural Supports

In this module the focus will be on identifying and developing natural supports, teaching coworkers to train and support people, and building ongoing relationships with employers (e.g., communications, negotiating job enhancements). DO NOT REPEAT THIS COURSE FOR CREDIT.

Learning Outcome for This Module
- Communicating with job candidate/employee and their natural and paid supports;
- Family support;
- Housing or residential staff supports and cooperation;
- Facilitating co-worker relationships and workplace connections; and
- Collaboration with employees, employers and family members to ensure successful employment.

Workday Learning Link: [Click to Access Training](#)

CECs: .5

EP 108 Managing Benefits

This module will explore benefits planning, Social Security Work Incentives (e.g. PASS, IRWE), and medical benefits (e.g., Employed Persons with Disabilities Program, Medicaid). DO NOT REPEAT THIS COURSE FOR CREDIT.

Learning Outcomes for This Module
- Benefit analysis for job candidate
- Strategies to reduce or eliminate entitlement benefits
- Impact of earned income on entitlements
- Scope and limitation of funding sources for ongoing support

- Access to community resources and supports (e.g. transportation, counseling, food assistance, financial, housing)
- Impact on benefits/entitlements as earned income changes and ongoing access to benefits counseling (e.g., Community Work Incentive Coordinators)
- Support employees for job and/or career advancement

Workday Learning Link: [Click to Access Training](#)

CECs: 1.0

EP 109 Systems Partners and Resources for Employment

This module will focus on the collaborative networks in supported employment. It also provides a general overview of the typical partners that play important part of a person's employment team. Other valuable resources are also considered. DO NOT REPEAT THIS COURSE FOR CREDIT.

Learning Outcomes for This Module
- Vocational Rehabilitation Service;
- Partnerships with Community Resources;
- Medicaid Waiver Programs;
- Referrals to appropriate agencies organizations and networks based on career plans, including Work Source;
- Obtaining and maintaining transportation for work.

Workday Learning Link: [Click to Access Training](#)

CECs: .5

EP 110 Transition from School to Work

Having a job in the general work force helps people avoid poverty, earn an income and participate in their community. Transitioning directly from school to work is especially critical for students who typically face barriers to employment. The student and their planning team will talk about goals and develop a vision for the future. The team will also help to plan the school, work and community experiences the student needs to reach their goals. This module identifies the many strategies and partnerships that allow transition planning to be successful. DO NOT REPEAT THIS COURSE FOR CREDIT.

Learning Outcomes for This Module
- Engage in work experiences,
- Need assistance in navigating systems (VR, DD, Schools), and
- Be assisted using best practices in transition.

Workday Learning Link: [Click to Access Training](#)

CEC: .5

EP 111 Organizational Change

Organizational change occurs when an organization makes a transition from its current state to some desired future state. Managing organizational change is the process of planning and implementing change in organizations in such a way as to minimize employee resistance and cost to the

organization while simultaneously maximizing the effectiveness of the change effort. DO NOT REPEAT THIS COURSE FOR CREDIT.

Learning Outcomes for This Module
- Discuss organizational change and how to manage it effectively
- Understand resistance and barriers to change
- Learn the importance of education and communication to help overcome resistance

Workday Learning Link: [Click to Access Training](#)

CECs: .5

EP 112 Self-Employment

Anyone who has the motivation can own a small business. If a person likes to work independently self-employment could be a good fit. For a person with complex challenges, operating a small business is entirely feasible with the proper support, adequate financing, and a talent to market. DO NOT REPEAT THIS COURSE FOR CREDIT.

Learning Outcomes for This Module
- Learn about the purpose of microboards and how to develop them.
- Micro enterprises;
- Funding and other resources for building and marketing a business; and
- Self-employment resources for job candidates.

Workday Learning Link: [Click to Access Training](#)

CECs: .5

SUPPORTED EMPLOYMENT ACRE CERTIFICATION

Virginia Commonwealth University

Summary from Website: The course consists of six lessons each lasts two weeks, giving participants ample time to complete the assignments. A new lesson is made available every other Monday morning by 9:00 a.m. E.T. The course web site is always available, and a participant may log in at any time in order to view content, listen to the lectures, and complete the assignments. Each lesson will require 6 - 8 hours of staff time to complete. Please note that our online offerings are intensive, and we do not recommend taking more than one of these courses concurrently.

Website: https://vcurrtc.org/training/webcourses/se.cfm

Griffin-Hammis Associates

Summary from Website: This course is designed for people working in the field of vocational services for people with disabilities, including Employment Specialists, Job Coaches, Job Developers, Vocational Specialists, Transition Specialists, Vocational Rehabilitation Counselors, or anyone who works in the field and wants to add to their knowledge, skills, and abilities to deliver quality community-based employment services. This course incorporates a **competency focus**, so course participants must complete **applied field assignments** that include activities with people with

disabilities and with businesses in the community. People who may not currently or directly provide community-based vocational services may take this course but <u>must</u> complete all applied field assignments as assigned in order to earn the ACRE Certificate.

You should not take this course if you cannot commit to 4 hours <u>per week</u> (12 -week option) or 8 hours per week (6-week option) devoted to completing course activities, including readings, lectures, on-line classes, applied field-assignments, and participation in discussion boards.

Website: https://www.griffinhammis.com/what-we-do/customized-employment-online-training/

Wise Online Academy

Summary from Website: Wise Online Academy (WOA) 100 Employment Specialist Core Training Series is an ACRE-approved* online employment professional core competency training series. It is designed to provide employment professionals the training, knowledge, and skills they need to deliver quality competitive integrated employment services to people with developmental and intellectual disabilities.

Wise delivers WOA 100 as a series of four online courses presented quarterly throughout the calendar year. Three courses include instructor-led 1-2.5 hour webinars and offline skill building activities presented over a 2-3 week period. The fourth is an On Demand interactive component. The WOA 100 series includes a total of 40 hours of training and activities. Students receive materials and a certificate of completion upon successful completion of each course. Students who complete all four courses earn the **ACRE certification*** and receive an ACRE certificate.

Website: https://www.gowise.org/training/woa100/

MISCELLANEOUS

Overview of the Career Development Plan

This module will discuss SMART goals, desired outcomes, key steps, and implementation strategies to help people explore and obtain successful community employment.

Learning Outcomes for This Module
- Learn about ODDS funded services
- Learn about Desired Outcomes, Key Steps, and Implementation Strategies
- Learn how to create SMART goals
- Understand the role of Service Coordinators, Personal Agents, and provider agencies
- Understand when to write a Decision Not to Explore Employment (DNE) versus a Career Development Plan

Workday Learning Link: Click to Access Training

CECs: 2

FAM The Pursuit of Employment

Everyone is capable of working. Physical, behavior, and communication support needs were once seen as reasons why someone could not work. Now, these former barriers to employment lead to

customized employment positions where, with the proper supports, success occurs every day. People at every level of ability are fully included members of the workforce.

The expectations of family and people who support someone at home around success in employment can impact personal beliefs. Believing and talking about employment and career success is an important starting place in the pursuit of employment. This module discusses how family and other team members can work together to ensure successful employment for the people they support.

Learning Outcomes for This Module
- Have a basic understanding of the history of supported employment in Oregon, and the current status of people with I/DD working in our state.
- Understand the value of person-centered practices.
- Support families and providers to understand the value of a whole life that includes: social independence, increased community access, and financial independence.
- Understand the employment partners, roles, and the flow of the employment process.
- Highlight the benefits of employment, and ways families and Providers can support people to be successful in employment and understand their valuable role in the process.

Workday Learning Link: [Click to Access Training](#)

CECs: 1.5

Direct Service Provider Trainings (Block A)
Some of the trainings that were originally developed for Direct Service Providers (DSP) have been approved as continuing education credits for Employment Professionals. The set of trainings consists of 4 CECs and is collectively called Block A. To receive credit all eight trainings in the set must be completed and no partial credit is allowed. These trainings are only available through your iLearn account. To find these trainings in iLearn, search for DSP.

Trainings Eligible for CECs: DHS-DD-DSP 104, 106, 111, 108, 127, 202, 206, and 210

CECs: 4 (Must complete all trainings in Block A)

Direct Service Provider Trainings (Block B)
Some of the trainings that were originally developed for Direct Service Providers (DSP) have been approved as continuing education credits for Employment Professionals. This set of trainings consists of 8 CECs and is collectively called Block B. To receive credit, all seventeen trainings in the set must be completed and no partial credit is allowed. These trainings are only available through your iLearn account. To find these trainings in iLearn, search for "DSP".

Trainings Eligible for CECs: DHS-DD-DSP 103, 105, 109, 113, 119, 120, 123, 203, 205, 207, 208, 209, 212, 213, 214, 215, and 217.

CECs: 8 (Must complete all trainings in Block B)

ODDS Employment First Podcasts
These podcasts discuss a variety of topics related to intellectual and developmental disabilities. Each completed podcast is equal to .25 continuing education credits. Every four podcasts completed are

equal to 1 continuing education credit. To receive credit, the tracking document (see below) must be completed and signed, certifying the completion of the listed podcasts.

Podcast Link: https://blubrry.com/oregondhs/

Podcast Tracking Document (REQUIRED):
https://sharedsystems.dhsoha.state.or.us/DHSForms/Served/de2596.pdf

CECs: 1 (for every four podcasts completed)

Social Security Work Incentives

Understanding SSA Benefits and Employment, presented by the Work Incentives Network (WIN), focuses on benefits planning 101 and the basics of various work incentives programs.
You will:
• Learn about SSA and medical benefits basics
• Learn about work incentives basics
• Learn about common myths and facts
• Understand how misinformation about benefits and working is a significant barrier to employment
• Understand that benefits counseling isn't about earnings limits, but how to get beyond limits
• Understand that benefits programs actually support employment and are rarely an employment barrier
• Learn more about asset-building programs and resources that are available

Enrollment Link:
https://ilearn.oregon.gov/default.aspx?returnurl=%2fContentDetails.aspx%3fid%3dFD65F66C115A411BA14085C7B47A88C8

CECs: 6

Oregon Intervention System

Oregon Intervention System (OIS) is Oregon's system of training and implementing the principles of Positive Behavior Support and Intervention for people who support adults and children with Intellectual/Developmental Disabilities who may display challenging behaviors. This training can be provided to Personal Support Workers at no cost if certain criteria is met. See the links below for more information.

OIS-G Trainings: Do a web search for OIS-G or Oregon Intervention System. There are multiple providers of this training.

OIS-G Training for Personal Support Workers: https://www.oregon.gov/DHS/SENIORS-DISABILITIES/HCC/PSW-HCW/Pages/OIS-Training.aspx

CECs: Varies depending on the training

Job Developer Orientation (Vocational Rehabilitation)

The content of this course will focus on current Workforce Innovation and Opportunity Act (WIOA) regulations and supported employment requirements as they pertain to VR. This course is intended to develop knowledge and skills for job developers in their collaboration with VR Counselors, community partners and participants.

It will also provide information on best practices through the VR and job placement process in order to enhance the provision of quality services to our participants. Information presented will support the development of successful employer relationships, job placement techniques, successful job placements and job stabilization for all VR participants receiving job placement services. If you would like to request any accommodations, please email vr.training@dhsoha.state.or.us.

Training Information: https://www.oregon.gov/dhs/employment/VR/Pages/index.aspx

CECs: 6

Employment Lunch and Learn (Vocational Rehabilitation)
This training is on a variety of employment related topics and is scheduled for every third Thursday of the month.

Training Information: employmenttraining.review@dhsoha.state.or.us

CECs: 1

ODDS DISCOVERY
IMPORTANT: The four Discovery trainings listed below will be required for all providers and staff who deliver Discovery on or after September 1, 2021. Other training requirements also apply.

DSC1 Introduction to Discovery
This is an overview of Discovery and its purpose. Learners will understand the process of determining if Discovery fits the person's needs; the purpose of the Discovery Agenda; as well as how to conduct Phase I of Discovery.

Learning Outcomes for This Module
- Define Oregon's Discovery Service.
- Recognize when Discovery is an appropriate service option.
- Understand the purpose of the Discovery Agenda.
- Know what the components of the Discovery Profile are.
- Become familiar with activities required in Phase I.
- Recognize the skills people demonstrate daily.

Workday Learning Link: Click to Access Training

CECs: 1.5

DSC2 Community Based Experience
The six community-based employment experiences are the focus of this training. Learn the elements of developing strong, person-centered experiences that build the person's confidence.

Learning Outcomes for This Module:
- Understand how Phase I and Phase II form the foundation of the community experiences.
- List the approved community employment-related experiences.

- Define career themes.
- Describe the executive summary.

Workday Learning Link: [Click to Access Training](#)

CECs: 1.5

DSC3 Approval Criteria

Provides an overview of the criteria Service Coordinators/Personal Agents use to approve or deny payment. Learn how each of Discovery's phases build on each other to result in a profile that is foundational to the person's next steps in competitive, integrated employment.

Learning Outcomes for This Module:
- Comprehend the significance of Discovery's structure.
- Understand the criteria for approval or denial.

Workday Learning Link: [Click to Access Training](#)

CECs: 1.0

DSC4 Career Development Plan and Individual Plan for Employment

Understand the impact of Discovery on the Career Development Plan and Implementation Strategies as well as the VR Individualized Plan for Employment.

Learning Outcomes for This Module:
- The learning objective for this module is to understand the impact of Discovery on the Career Development Plan and implementation Strategies, often called Action Plans as well as, to some extent, the Vocational Rehabilitation or VR Individualized Plan for Employment.

Workday Learning Link: [Click to Access Training](#)

CECs: 1.5

Department Approved Discovery Training

Approved Discovery trainings are listed below. Please also consider that anyone who has obtained a department approved credential, such as ACRE, APSE CESP, or equivalents, are deemed qualified to deliver the service of Discovery if all other training requirements are satisfied. If you completed a Discovery course that is not on the list but you think will qualify, send an email to: employmenttraining.review@dhsoha.state.or.us.

Please read the [Discovery transmittal](#) and [Employment Professionals training requirements](#) for more information about Discovery training requirements beginning September 1, 2021.

Supplemental Trainings Approved for Discovery

Provider	Program/Course Name
WISE Employment Learning Network (WELN)	*WELN Intro/History of Supported Employment, Discovery, and Employment Planning* https://www.gowise.org/training/woa100/
WISE Employment Learning Network (WELN)	*Supported Employment Web-Based ACRE Certification* https://www.griffinhammis.com/what-we-do/customized-employment-online-training/
Virginia Commonwealth University	*Supported Employment Web-Based ACRE Certification* https://vcurrtc.org/training/webcourses/se.cfm
Training Resource Network (TRN)	Discovery and Career Assessment https://disabilitywebtraining.com/course/discovery-and-career-assessment/
OTAC	*Person Centered Planning for Community Employment* https://otac.thearcoregon.org/services/training/courses/person-centered-planning-for-community-employment/#product_description_tab
Griffin-Hammis Associates offered through the Relias Academy	*Creating Community Careers: Customized Employment Part 1-5 (All 5 sessions must be taken to satisfy Core Competency)* http://griffinhammis.academy.reliaslearning.com/creating-community-careers-online-courses.aspx
Griffin Hammis Associates	*Supported Employment Web-Based ACRE Certification* https://www.griffinhammis.com/what-we-do/customized-employment-online-training/
Highline College (Employment Professional Certification)	*Employment Professional Certification* http://catalog.highline.edu/preview_program.php?catoid=22&poid=6567&hl=employment+professional+certificate&returnto=search

OTHER SUPPORTED EMPLOYMENT TRAINING OPPORTUNITIES

On Demand

Organization	Course Title	Hours	Format
Training Resources Network (TRN)	*Understanding and Supporting Behavior* https://disabilitywebtraining.com/course/supporting-effective-behavior/ ($45.00)	2	On Demand
Training Resources Network (TRN)	*Conducting a Job Analysis* https://disabilitywebtraining.com/course/conducting-a-job-analysis/ ($49.00)	4	On Demand

Organization	Course Title	Hours	Format
Training Resources Network (TRN)	*Employment First* https://disabilitywebtraining.com/course/employment-first-2/ ($35.00)	2	On Demand
Training Resources Network (TRN)	*Normalization and Community* https://disabilitywebtraining.com/course/normalization/ ($45.00)	2	On Demand
Training Resources Network (TRN)	*Person-Centered Planning* https://disabilitywebtraining.com/course/person-centered-planning/ ($45.00)	4	On Demand
Training Resources Network (TRN)	*Customizing Jobs* https://disabilitywebtraining.com/course/customizing-jobs-2/ ($35.00)	2	On Demand
Training Resources Network (TRN)	*Orientation to Disabilities* https://disabilitywebtraining.com/course/orientation-to-disabilities-2/ ($35.00)	2	On Demand
Training Resources Network (TRN)	*Task Analysis* https://disabilitywebtraining.com/course/task-analysis/ ($45.00)	2	On Demand
Griffin-Hammis Associates offered through the Relias Academy	*Creating Community Careers: Customized Employment Part 1-5 (All 5 sessions must be taken to satisfy Core Competency)* http://griffinhammis.academy.reliaslearning.com/creating-community-careers-online-courses.aspx ($190.00)	14.25	On Demand
Griffin-Hammis Associates offered through the Relias Academy	*Creating Community Careers: Customized Employment Part 1-5 (All 5 sessions must be taken to satisfy Core Competency)* http://griffinhammis.academy.reliaslearning.com/creating-community-careers-online-courses.aspx ($190.00)	14.25	On Demand
Griffin-Hammis Associates offered through the Relias Academy	*Creating Community Careers: Self-Employment Part 1-10 (All 10 sessions must be taken to satisfy Core Competency)* http://griffinhammis.academy.reliaslearning.com/customized-self-employment-for-people-with-disabilities.aspx ($180.00)	20.75	On Demand
Griffin-Hammis Associates offered through the Relias Academy	*Social Security Benefits* http://griffinhammis.academy.reliaslearning.com/category.aspx?zcid=594 ($48.00)	3.0	On Demand
Griffin-Hammis Associates offered through the Relias Academy	*Creating Community Careers: Customized Employment Part 1-5 (All 5 sessions must be taken to satisfy Core Competency)* http://griffinhammis.academy.reliaslearning.com/creating-community-careers-online-courses.aspx ($190.00)	14.25	On Demand

Organization	Course Title	Hours	Format
Griffin-Hammis Associates offered through the Relias Academy	_Creating Community Careers: Self-Employment Part 1-10 (All 10 sessions must be taken to satisfy Core Competency)_ http://griffinhammis.academy.reliaslearning.com/customized-self-employment-for-people-with-disabilities.aspx ($180.00)	20.75	On Demand
Griffin-Hammis Associates offered through the Relias Academy	_Social Security Benefits_ http://griffinhammis.academy.reliaslearning.com/category.aspx?zcid=594 ($48.00)	3.0	On Demand

In Person or Online (Contact Training Provider for Availability and Delivery Method)

Organization	Course Title	Hours	Format
Highline College (Employment Professional Certification)	_Employment Professional Certification_ http://catalog.highline.edu/preview_program.php?catoid=22&poid=6567&hl=employment+professional+certificate&returnto=search	See Website	In Person
Wise	_Wise Online Employment Academy: Job Development & Marketing_ https://www.gowise.org/training/employment-online-courses/ ($150.00)	10	Online
Living Opportunities	_Employment Process and Strategies Training_ https://livingopps.org/contact/	15	In Person
Marc Gold and Associates	_An overview of Customized Employment_ http://www.marcgold.com/contact/	4-8	In Person
Marc Gold and Associates	_Profile Document Development_ http://www.marcgold.com/contact/	8-16	In Person
Marc Gold and Associates	_Discovery_ http://www.marcgold.com/contact/	8-16	In Person

Organization	Course Title	Hours	Format
Marc Gold and Associates	*Job Development Representation* http://www.marcgold.com/contact/	8-24	In Person
Marc Gold and Associates	*Systematic Instruction/Job Coaching* http://www.marcgold.com/contact/	16-24	In Person
Marc Gold and Associates	*The Customized Plan for Employment* http://www.marcgold.com/contact/	8	In Person
Marc Gold and Associates	*Development of a Visual Resume* http://www.marcgold.com/contact/	8	In Person
Marc Gold and Associates	*Transition to Adult Employment* http://www.marcgold.com/contact/	4-8	In Person
Oregon Resource Association Toni Smith	*Systematic Instruction 2 Day Workshop* *https://oregonresource.org/current-trainings.html*	12	In-Person
Oregon Resource Association Toni Smith	*Systematic Instruction 1 Day Workshop Refresher* *https://oregonresource.org/current-trainings.html*	6	In-Person
Oregon Technical Assistance Corporation (OTAC)	*Effective Teaching and Training for People in Any Setting* https://www.otac.org/services/training/courses/	Data not Published	In Person
Oregon Technical Assistance Corporation (OTAC)	*Person Centered Planning for Community Employment* https://www.otac.org/services/training/courses/	14	In Person
Oregon Technical Assistance Corporation (OTAC)	*Tools to Find the Right Job* https://www.otac.org/services/training/courses/	6.5	In Person
Oregon Technical Assistance Corporation (OTAC)	*Working It Out* https://www.otac.org/services/training/courses/	6.5	In Person
UCP Oregon	*Discovery: Tools, Tips & Tricks* *https://www.ucpaorwa.org/contact.html*	5.5	In Person
UCP Oregon	*The Art of Job Coaching* *https://www.ucpaorwa.org/contact.html*	6.0	In Person

Organization	Course Title	Hours	Format
UCP Oregon	*Customizing Jobs and Overcoming Objection* https://www.ucpaorwa.org/contact.html	10.5	In Person
UCP Oregon	*Supported Employment 101* https://www.ucpaorwa.org/contact.html	4.0	In Person
Wise	*Introduction to Supported Employment, Discovery and Person-Centered Planning* https://www.gowise.org/wise-events/	8	Online
Wise	*Employment Person Centered Planning and Discovery* https://www.gowise.org/wise-events/	6	In Person
Wise	*Video Resume* https://www.gowise.org/wise-events/	3	In Person
Wise	*Assistive Technology* https://www.gowise.org/wise-events/	3	In Person
Wise	*Job Development* https://www.gowise.org/wise-events/	6	In Person
Wise	*Job Development Employer Approach* https://www.gowise.org/wise-events/	6	In Person
Wise	*Job Development 2.0* https://www.gowise.org/wise-events/	12	In Person
Wise	*Job Development Cohort Series* https://www.gowise.org/wise-events/	12	In Person
Wise	*Job Development for People with Criminal and Sex Offense Histories* https://www.gowise.org/wise-events/	6	In Person
Wise	*Systematic Instruction* https://www.gowise.org/wise-events/	6-12	In Person
Wise	*Systematic Instruction 201 and Fading* https://www.gowise.org/wise-events/	12	In Person
Wise	*Job Coaching* https://www.gowise.org/wise-events/	6	In Person