

Employment First: Expanding Job Opportunities and Pathways to Work

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Positive Behavior Supports: An important tool for employment success for Individuals with complex emotional and behavioral challenges

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Introduction:

Caveats, disclaimers and ground-leveling



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Goals for Today:

- **PBS Basics and Overview:** Essential components, structure and challenges



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Overview:

- **Science of ABA**
- **Focus on prevention**
- **Alignment with community service philosophy**
- **Definition:** A systematic, person-centered approach to understanding reasons for behavior and applying evidence-based practices for prevention, proactive intervention, teaching, and responding to behavior, with the goal of achieving meaningful social outcomes, facilitating learning, and enhancing quality of life across the life span.

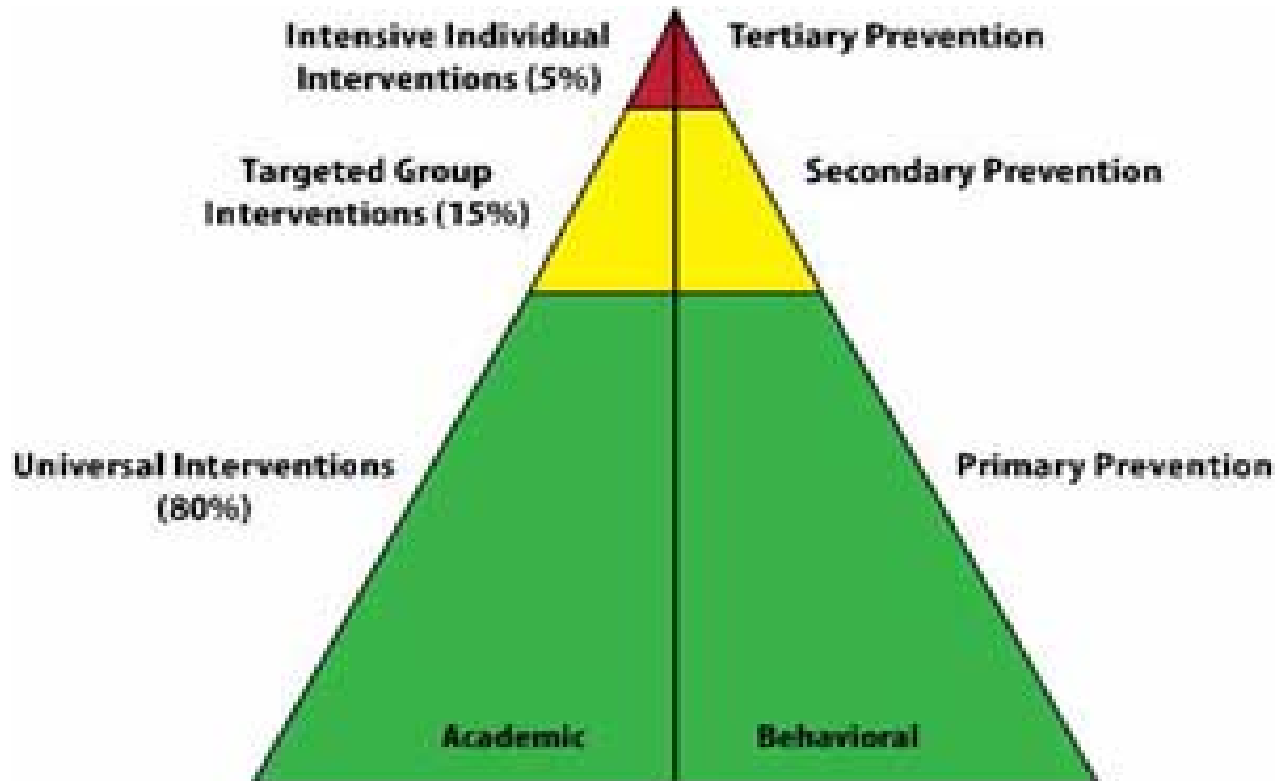
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Basic PBS Structures (a la RTR):

- PBS Leadership Team
- Levels of Intervention:
 1. Universal (Tier 1),
 2. Targeted (Tier 2) and,
 3. Individualized Intensive (Tier 3)

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The Famous (infamous?) PBS Pyramid



The PBIS Pyramid

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Challenges:

Staff Training:

- Format
- Basic versus Advanced
- *Safety Care*, QBC and specialized PBS Coach
- Turnover

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Some days the RTR Training Staff look like this:



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Challenges Continued:

- Metrics
- Roll-Out
- Getting and maintaining engagement
- Silly things that take time: Forms and formats

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Bringing PBS to Work:

- Group Employment versus Individual Employment
- Working with Staff (also known as the “joys of Generalization”!)
- Working with Employers

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Case Examples:

Eric:

- 38-y.o. man who began receiving services with RTR in 2003 in what was then one of our sheltered workshops. Low frequency aggressive and elopement behaviors present but no need for formal clinical intervention.
- 2007: Behaviors intensified significantly: placed on an individualized behavior support plan.

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Eric Continued:

- Started working in a group employment site in 2009 still on the behavior plan.
- 2012: Started PBS, rolled Universal Interventions out to all of our group employment sites.
- 2013: Individualized BSP able to be discontinued after going through a reinforcement thinning process.
- Late-2017: Started looking for competitive employment
- January 2019: Hired by Amazon at \$15.50/hr.: Work with employer around Universal Supports, expectations, teaching and delivering verbal praise.

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Mark:

- In his late- '50's with highly complex history (behavioral, psychiatric and forensic).
- Placed in RTR forensic programs in the early 1990's.
- Initially placed on a complex individualized behavior plan involving a level system and incorporated into our integrated clinical approach.
- Progress made over time but this kind of work is slow.

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Mark continued:

- Made significant progress by mid-2000's: started group employment; off level plan
- Derailed by organ transplant... severe anxiety exacerbated other MH issues; major setback. New PBSP developed (Level 2).
- 2012: PBS launched to employment programs.
- 2013: Mark re-stabilized; transitioned to Level 1 plan and back to group employment.

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Mark continued:

- July 2017: Level 1 plan discontinued; universal supports only
- 2018: Hired by Curtis Liquors 2-days/ week.

Jim:

- Older man; started in sheltered workshop in 1983.
- Limited verbally; very aggressive at times but frequency decreased dramatically with behavioral intervention.

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Jim continued:

- Moved into group employment early- 2000s but easily setback with changes in the work environment (people, activity, etc.), which made work tenuous.
- Universal supports training with RTR personnel and employer personnel... environment became more stabilized.
- Now working 5 days/week supported only by Universal Supports.

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Vera:

- Individual employment story and struggle.

Questions????

