

## Pathway D: The person would like to maintain their position and continue to grow in their career

### *Section 2: Exploring Pathway D: What support does the person need to maintain their job?*

Suggested question and prompts for Pathway D:

- ❖ Tell me about the things you are good at.
- ❖ What is the best part of your job?
- ❖ What do you do at work that makes you feel proud or important?
- ❖ Do you enjoy working with your co-workers? Your supervisor?
- ❖ Do you want more hours? How many more hours are you interested in?
- ❖ Do you have enough money and support to do the things you want to do?
- ❖ Specific to your job, are there new tasks or responsibilities you would like to try?
- ❖ What other jobs do you know about?
- ❖ What is your dream job?
- ❖ What new activities would you like to try outside of work?
- ❖ Is there another company you would like to explore for the future?
  - What work would you like to do there?

### *Section 3: Develop the Services and Supports for Pathway D*

Suggested Next Steps for Pathway D: The person would like to maintain their position and continue to grow in their career

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| <p style="text-align: center;"><b><u>Person-Centered Planning</u></b></p> <ul style="list-style-type: none"> <li>● Update work-based goals and review all existing supports.           <ul style="list-style-type: none"> <li>○ Address any changes needed to goals or supports.</li> <li>○ Focus on maintaining the job, opportunities for advancement, and inclusive community activities.</li> </ul> </li> <li>● Discuss opportunities for progress</li> </ul> | <p style="text-align: center;"><b><u>Vocational Rehabilitation (VR)</u></b></p> <p>It is not recommended in this pathway to meet with VR. <b>If you still want to discuss VR resources, please move to Pathway C: “The person is currently working but desires a change”</b></p> <p style="text-align: center;"><b><u>VR Services for All People with Disabilities</u></b></p> <ul style="list-style-type: none"> <li>● Benefits Counseling           <ul style="list-style-type: none"> <li>○ Utah Work Incentive Planning</li> </ul> </li> </ul> |
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such as:

- Independence from paid supports,
  - Plan to fade direct job coaching;
- Increases in wages and hours;
- Expanded job duties or cross training;
- Opportunities to grow professional and personal social connections; and
- Continuing education opportunities to keep credentials current.

**Transition Age (14-24): Person-Centered Planning**

- Youth who are transition age (14-24) should have a Support Coordinator attending **Individualized Education Plan (IEP)** meetings as part of the Transition Team. In addition, an effort should be made to:
  - Align goals between VR, the school district, and the PCSP.
    - If the job is temporary or entry level, discuss a plan for future permanent work,
  - Consider concurrent enrollment while in high school.
  - Build familiarity with accommodations, technology, devices, and supports.
  - Develop social connections.
  - Find resume building activities such as:
    - Volunteering in the desired industry,
    - Job shadowing,
    - Informational interviews,
    - Involvement in community activities, or

Services (UWIPS)-

<https://jobs.utah.gov/usor/vr/services/uwips.html>

- Assistive Technology
  - Utah Center for Assistive Technology (UCAT)-  
<https://jobs.utah.gov/usor/vr/services/ucat.html>

**Transition Age (14-24): VR**

It is not recommended in this pathway to meet with VR. **If you still want to discuss VR resources, please move to Pathway C: “The person is currently working but desires a change”**

Youth who are transition age (14-24) could speak with a VR counselor about:

- Aligning PCSP, and school district goals with VR;
- Pre-Employment Transition Services (Pre-ETS);
- Customized Employment;
- Coordinate any assistive technology needs for the person;
- Age-appropriate vocational trainings (life skills, interviews, resumes, etc.);
- Temporary Work Experiences (internships, summer employment, etc.);
- Work Based Learning Opportunities; and
- Post secondary goals including college.

<https://jobs.utah.gov/usor/vr/services/student/preetshandout.pdf>

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| <ul style="list-style-type: none"><li>■ High school leadership and clubs.</li></ul> |  |
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