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

<table>
<thead>
<tr>
<th><strong>Person-Centered Planning</strong></th>
<th><strong>Vocational Rehabilitation (VR)</strong></th>
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</table>
| ● Update work-based goals and review all existing supports.  
  ○ Address any changes needed to goals or supports.  
  ○ Focus on maintaining the job, opportunities for advancement, and inclusive community activities.  
  ● Discuss opportunities for progress | 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”**

**VR Services for All People with Disabilities**

● Benefits Counseling  
  ○ Utah Work Incentive Planning
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/ursor/vr/services/uwips.html](https://jobs.utah.gov/ursor/vr/services/uwips.html)

**Assistive Technology**
- Utah Center for Assistive Technology (UCAT)- [https://jobs.utah.gov/ursor/vr/services/ucat.html](https://jobs.utah.gov/ursor/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/ursor/vr/services/student/preetshandout.pdf](https://jobs.utah.gov/ursor/vr/services/student/preetshandout.pdf)
| High school leadership and clubs. |  |