

## Competitive Self Employment

Self-employment is a business in which the client performs, supervises or subcontracts the major part of the product or service to be produced.

### *Physical Abilities and Work Tolerance*

- Able to produce or manufacture a product or service (GLE CD8A12, CD8B12, CD9A12)
- Able to work more than 40 hours per week as business grows (GLE CD8A12, CD8B12, CD9A12)

### *Work Preparedness*

- Understand legal requirements: labor law, tax law, city/county/state/federal laws and regulations (GLE PS1A12, PS1C12, PS3A12, PS3B12, AD4A12 Show Me Standards CA1,3,4,5,6 MA1,5)
- Able to learn and quickly integrate knowledge in the business process (GLE CD9A12 Show Me Standard CA 1, 3, 6)
- Recognize when experts should be called in to manage/assist with certain tasks/processes (GLE PS3A12, AD4B12)

### *Transferable Work Skills*

- Able to recognize errors and correct quickly (GLE CD9A12)
- Able to forecast sales, costs, labor and resources needed (GLE CD9A12 Show Me Standard CA1,3,4,6,)
- Know the target market for products/services (GLE CD9A12 Show Me Standard CA 1, 3,4,6)

### *Interpersonal Skills/Communication*

- Has effective communication skills (GLE PS2A12, PS2B12, PS2C12 Show Me Standards CA1)
- Has marketing and promotion skills (GLE CD9A12 Show Me Standard CA 1,3,4,6)
- Able to work with difficult people (GLE PS2A12, PS3A12 Show Me Standards CA1)
- Has social media, website, communication skills (GLE CD9A12 Show Me Standard CA 1,3,4,6)
- Able to interact with a wide range of people and cultures (locally, nationally, internationally) (GLE PS2A12, PS3A12 Show Me Standards CA1)
- Able to work as a team (GLE PS2A12, PS3A12 Show Me Standards CA1)
- Able to accept criticism and rejection (GLE PS2A12 Show Me Standards CA1)

### *Self-Direction*

- Able to set goals and work towards achieving them (GLE CD8B12 Show Me Standards CA 1,3,4,8)
- Able to manage time, resources, people and money (GLE AD4A12 Show Me Standards CA1,3,4,5,6 MA1,3,5,6)

## Competitive Employment

Competitive Employment - work performed by a person with a disability in an integrated setting at minimum wage or higher and at a rate comparable to non-disabled workers performing the same tasks.

### *Physical Abilities and Work Tolerance*

- Independently navigate work environment (GLE CD9A12)
- Tolerate environmental conditions for job of interest (GLE CD9A12 Show me Standard CA 1,3,4,6)
- Demonstrate work stamina for at least 4 hours (GLE CD9A12 Show me Standard CA 1,3,4,6)

### *Work Preparedness*

- Self-manage medication (GLE PS2B12, GLE PS3B12)
- Manage personal grooming and hygiene (GLE PS 1A12, GLE PS2B12, GLE PS3A12)
- Able and willing to perform work-related tasks (GLE CD9A12)
- Call appropriately if unable to attend (GLE CD9A12 Show me Standard CA 1,3,4,6)
- Able to access needed transportation (GLE PS3A12 Show Me Standards CA 1, 3 4, 5, 6 MA 1, 5, 6)
- Willing/desire to work (GLE CD9A12 Show me Standard CA 1,3,4,6)

### *Transferable Work Skills*

- Able to learn and maintain work tasks within a limited amount of time (GLE CD9A12)
- Recognize when assistance with new tasks is needed and seek support (GLE PS3A12, PS3C12, PS1A12, PS2A12 Show Me Standards CA 6)
- Meet/maintain industry standard for pace, quantity and quality (GLE CD9A12, CD8A12, CD8B12)
- Independently recognize mistakes and correct them (GLE CD9A12)
- Generalize work skills to multiple environments (GLE CD9A12, CD8A12, CD8B12)

### *Interpersonal Skills/Communication*

- Has an effective means of communicating with supervisors and co-workers (GLE PS2A12, PS2B12, PS2C12 Show Me Standards CA1)
- Maintain comfortable eye contact (GLE PS2A3)
- Interpret a range of facial expressions (GLE PS3A12, AD4B12 Show Me Standards CA7)
- Interpret body language (GLE PS3A12, AD4B12 Show Me Standards CA7)
- Understand social cues and how to conduct polite conversation (GLE PS2A12, PS2B12, PS2C12 Show Me Standards CA1)
- Interpret emotions (GLE PS3A12, AD4B12 Show Me Standards CA7)
- Avoid discussing sensitive topics in the workplace (GLE PS2A12, PS2B12, PS2C12 Show Me Standards CA1)
- Recognize others' personal space (GLE PS2A3)
- Refrain from criticizing others (GLE PS2A12 Show Me Standards CA1)
- Work as part of a team (GLE PS2A12, PS3A12 Show Me Standards CA1)
- Voluntarily help others without being asked (GLE PS2A12, PS3A12 Show Me Standards CA1)
- Interact with a wide range of people (GLE PS2A12, PS3A12 Show Me Standards CA1)
- Build positive relationships (GLE PS2A12, PS3A12 Show Me Standards CA1)
- Able to resolve conflict in a positive manner (GLE PS3A12, PS2B12, CD9A12, PS3A12, PS2C12 Show Me Standards CA7)

- Able to follow supervisor directions and accept criticism (GLE PS2A12 Show Me Standards CA1)
- Able to work independently (GLE CD9A12, CD8A12, CD8B12)
- Able to ask for help when needed (GLE PS3A12, PS3C12, PS1A12, PS2A12 Show Me Standards CA 6)

### Self-Direction

- Desire/motivation to work competitively (GLE CD9A12 Show me Standard CA 1, 3, 6)
- Able to identify preferences and interests for work (GLE CD7A12 Show Me Standards CA 1, 3, 6)
- Has good attendance and is punctual (GLE CD9A12, CD8A12, CD8B12)
- Able to manage time (GLE AD4A12 Show Me Standards CA 1, 3, 4, 5, 6 MA 1, 3, 5, 6)
- Follow dress code and has good hygiene (GLE PS 1A12, GLE PS2B12, GLE PS3A12, Show Me Standards CA 1,3,4,5,6)
- Manage medication independently (GLE PS2B12, GLE PS3A12, GLEPS3B12, Show ME Standards CA1,3,4,5,6)
- Follow policies/rules of workplace (GLE CD9A12, CD8A12, CD8B12)
- Recognize safety hazards and demonstrates understanding of safety procedures in workplace (GLE PS1A12, PS1C12, PS2A12, PS2B12, PS3A12, PS3B12 Show Me Standards CA 1, 3, 4, 5, 6)
- Look for things to do during slow times (GLE CD9A12, CD8A12, CD8B12)
- Complete a task promptly and starts next task without delay (GLE CD9A12, CD8A12, CD8B12)
- Able to make simple, concrete decisions (GLE 3A12, 2B12, CD9A12, PS3A12, PS2C12 Show Me Standards CA7)
- Use practical approaches to solving problems (GLE CD9A12, PS3A12, PS2C12 Show Me Standards CA7)
- Adjust to changes in schedule and routine (GLE PS3A12, AD4B12 Show Me Standards CA7)
- Maintain a consistent production level (rate and accuracy) (GLE CD9A12, CD8A12, CD8B12)
- Has an established means of handling stress appropriately in the workplace (GLE PS3A12, AD4B12 Show Me Standards CA7)
- Understand and utilize natural supports (GLE CD9A12, CD8A12, CD8B12)

\*Refer to O-NET, <https://www.onetonline.org>, for skills related to specific industry areas

## Supported Employment

Supported Employment is defined as competitive employment in integrated work settings in which individuals are working toward employment with minimal support. Ongoing support services are provided for workers with the most significant disabilities not to exceed 9 months with the goal of independent work. Other funding sources may be available to provide long-term, follow-along, on-the-job support services that the individual needs to remain employed. (May require funding through Vocational Rehabilitation.)

### *Physical Abilities and Work Tolerance*

- Learn to independently navigate work environment with time-limited supports (GLE CD9A12)
- Tolerate environmental conditions for job of interest with time-limited supports (GLE CD9A12 Show me Standard CA 1, 3, 6)
- Demonstrate work stamina for at least 4 hours (GLE CD9A12 Show me Standard CA 1, 3, 6 4.8)

### *Work Preparedness*

- Self-manage medication (GLE PS2B12, GLE PS3B12, Show Me Standards CA 1, 3, 4, 5, 6)
- Manage personal grooming and hygiene (GLE PS 1A12, GLE PS2B12, PS3A12, Show Me Standards CA 1,3,4,5,6)
- Willing and able to perform work-related tasks with time-limited supports (GLE CD9A12)
- Call appropriately (with support) if unable to attend (GLE CD9A12 Show me Standard CA 1, 3, 6 4.8)
- Able to access needed transportation (GLE PS3A12 Show Me Standards CA 1, 3 4, 5, 6 MA 1, 5, 6)
- Willing/desire to work (GLE CD9A12 Show me Standard CA 1, 3, 6)

### *Transferable Work Skills*

- Able to learn and maintain work tasks with time-limited supports (GLE CD9A1, CD8A12, CD8B12)
- Recognize when assistance with new tasks is needed and seek support (GLE PS3A12, PS3C12, PS1A12, PS2A12 Show Me Standards CA6)
- Meet/maintain industry standards for pace, quantity and quality (GLE CD9A12, CD8A12 CD8B12)
- Independently recognize mistakes and correct them (GLE CD9A12)
- Generalize work skills to multiple environments with support (GLE CD9A12, CD8A12 CD8B12)

### *Interpersonal Skills/Communication*

- Has an effective means of communicating with supervisors and co-workers (GLE PS2A12, PS2B12, PS2C12 Show Me Standards CA1)
- Learn to maintain comfortable eye contact (GLE PS2A3)
- Interpret a range of facial expressions (GLE PS3A12, AD4B12 Show Me Standards CA7)
- Interpret body language (GLE PS3A12, AD4B12 Show Me Standards CA7)
- Understand social cues and how to conduct polite conversation (GLE PS2A12, PS2B12, PS2C12 Show Me Standards CA1)
- Interpret emotions (GLE PS3A12, AD4B12 Show Me Standards CA7)
- Avoid discussing sensitive topics in the workplace (GLE PS2A12, PS2B12, PS2C12 Show Me Standards CA1)
- Recognize others' personal space (GLE PS2A3)
- Refrain from criticizing others (GLE PS2A12 Show Me Standards CA1)
- Work as part of a team (GLE PS2A12, PS3A12 Show Me Standards CA1)
- Voluntarily help others without being asked (GLE PS2A12, PS3A12 Show Me Standards CA1)

## Local Industry Standards- Skills by Outcome

- Interact with a wide range of people (GLE PS2A12, PS3A12 Show Me Standards CA1)
- Build positive relationships (GLE PS2A12, PS3A12 Show Me Standards CA1)
- Able to resolve conflict in a positive manner (GLE PS2B12, CD9A12, PS3A12, PS2C12 Show Me Standards CA7)
- Able to follow supervisor directions and accept criticism (GLE PS2A12 Show Me Standards CA1)
- Able to work independently (GLE CD9A12, CD8A12, CD8B12)
- Able to ask for help when needed (GLE PS3A12, PS3C12, PS1A12, PS2A12 Show Me Standards CA 6)

### *Self-Direction*

- Desire/motivation to work competitively (GLE CD9A12 Show me Standard CA 1, 3, 6 4.8)
- Able to identify preferences and interests for work (GLE CD7A12 Show Me Standards CA 1, 3, 6)
- Has good attendance and is punctual (GLE CD9A12, CD8A12, CD8B12)
- Able to manage time (GLE AD4A12 Show Me Standards CA 1, 3, 4, 5, 6 MA 1, 3, 5, 6)
- Follow a dress code and have good hygiene (GLE PS 1A12, PS2B12, PS3A12, Show Me Standards CA 1,3,4,5,6)
- Manage medication independently (GLE PS2B12, PS3B12, Show Me Standards CA 1, 3, 4 ,5 ,6)
- Follow policies/rules of workplace (GLE CD9A12, CD8A12, CD8B12)
- Recognize safety hazards and demonstrates understanding of safety procedures in workplace (GLE PS1A12, PS1C12, PS2A12, PS2B12, PS3A12, PS3B12 Show Me Standards CA 1, 3, 4, 5, 6)
- Look for things to do during slow times (GLE CD9A12, CD8A12, CD8B12)
- Complete a task promptly and starts next task without delay (GLE CD9A12, CD8A12, CD8B12)
- Able to make simple, concrete decisions (GLE CD9A12, PS3A12, PS2B12, PS2C12 Show Me Standards CA7)
- Use practical approaches to solving problems (GLE PS2B12, PS3A12, CD9A12, PS2C12 Show Me Standards CA7)
- Adjust to changes in schedule and routine (GLE PS3A12, AD4B12 Show Me Standards CA7)
- Maintain a consistent production level (rate and accuracy) (GLE CD9A12, CD8A12, CD8B12)
- Has an established means of handling stress appropriately in the workplace (GLE PS3A12, AD4B12 Show Me Standards CA7)
- Understand and utilize natural supports (GLE CD9A12, CD8A12, CD8B12)

\*Refer to O-NET, <https://www.onetonline.org> , for skills related to specific industry areas

## Pre-Employment Programs

Pre-Employment Programs are work experiences in a variety of community settings, possibly including non-credit college experiences to assist job seekers with developing skills to promote future job success. On-site support is available to help navigate the job environment and build job skills. (May require eligibility and/or funding from the Department of Mental Health.)

### *Physical Abilities and Work Tolerance*

- Desire to work towards preparedness for a job (GLE CD9A12 Show me Standard CA 1, 3, 6 4.8)
- Commit to attend as scheduled (GLE CD9A12)
- Has minimum of 2 hour work tolerance with the intention to build work stamina to 4 hours (GLE CD9A12)
- Tolerate environmental conditions for job of interest (GLE CD9A12 Show me Standard CA 1, 3, 6 4.8)
- Willing to participate in career exploration matching individual strengths to job opportunities (GLE CD7B12)

### *Work Preparedness*

- Self- manage medication (GLE PS2B12, PS3B12, Show Me Standards CA 1, 3, 4, 5, 6)
- Desire to work towards preparedness for a job (GLE CD9A12 Show me Standard CA 1, 3, 6)
- Has reliable transportation, including public transportation with training (GLE PS3A12 Show Me Standards CA 1, 3, 4, 5, 6 MA 1, 5, 6)
- Meet workplace hygiene standards (GLE PS 1A12, PS2B12, PS3A12, Show Me Standards CA 1,3,4,5,6)
- Learn to meet employer expectations (such as attendance, punctuality, work quantity, following employer policies, etc.) (GLE CD9A12, CD8A12, CD8B12)
- Improve decision making skills (GLE PS2B12, CD9A12, PS3A12, PS2C12 Show Me Standards CA7)

### *Transferable Work Skills*

- Desire to work towards preparedness for a job (GLE CD9A12 Show me Standard CA 1, 3, 6 4.8)
- Able to learn and maintain work tasks with an extended amount of time (GLE CD9A12)
- Able to work towards pace, quantity and quality meeting industry standards and be able to maintain (GLE CD9A12, CD8A12, CD8B12)
- With supports, transfer work skills to a new environment (GLE CD9A12, CD8A12, CD8B12)

### *Interpersonal Skills/Communication*

- Has an effective means of communicating with supervisors and co-workers (GLE PS2A12, PS2B12, PS2C12 Show Me Standards CA1)
- Learn to maintain comfortable eye contact (GLE PS2A3)
- Learn to interpret a range of facial expressions (GLE PS3A12, AD4B12 Show Me Standards CA7)
- Learn to interpret body language (GLE PS3A12, AD4B12 Show Me Standards CA7)
- Learn to interpret emotions (GLE PS3A12, AD4B12 Show Me Standards CA7)
- Avoid discussing sensitive topics in the workplace (GLE PS2A12, PS2B12, PS2C12 Show Me Standards CA1)
- Learn to recognize others' personal space (GLE PS2A3)
- Refrain from criticizing others (GLE PS2A12 Show Me Standards CA1)
- Learn to work as part of a team (GLE PS2A12, PS3A12 Show Me Standards CA1)

## Local Industry Standards- Skills by Outcome

- Learn to help others without being asked (GLE PS3A12, PS3C12, PS1A12, PS2A12 Show Me Standards CA6)
- Learn to interact with a wide range of people (GLE PS2A12, PS3A12 Show Me Standards CA1)
- Learn to build positive relationships (GLE PS2A12, PS3A12 Show Me Standards CA1)
- Learn to resolve conflict in a positive manner (GLE PS2B12, CD9A12, PS3A12, PS2C12 Show Me Standards CA7)
- Able to work toward independence on the job (GLE CD9A12, CD8A12 CD8B12)
- Able to recognize help when is needed (GLE PS3A12, PS3C12, PS1A12, PS2A12 Show Me Standards CA6)
- Able to learn and follow directions (GLE PS2A12 Show Me Standards CA1)
- Able to accept and learn from constructive feedback (GLE PS2A12, PS3A12 Show Me Standards CA1)

### *Self-Direction*

- Desire to work on preparedness for a job (GLE CD9A12 Show me Standard CA 1, 3, 6)
- Has good attendance and is punctual (GLE CD9A12, CD8A12, CD8B12)
- Able to learn to manage time (GLE AD4A12 Show Me Standards CA 1, 3, 4, 5, 6 MA 1, 3, 5, 6)
- Follow work dress code and has good hygiene (GLE PS 1A12, GLE PS2B12, GLE PS3A12, Show Me Standards CA 1,3,4,5,6)
- Learn to follow policies/rules of the workplace (GLE CD9A12, CD8A12, CD8B12)
- Able to learn safety hazards and demonstrate understanding of safety procedures in the workplace (GLE PS1A12, PS1C12, PS2A12, PS2B12, PS3A12, PS3B12 Show Me Standards CA 1, 3, 4, 5, 6)
- Learn to begin new tasks without a delay in productivity (GLE CD9A12, CD8A12, CD8B12)
- Learn to problem solve (GLE PS2B12, CD9A12, PS3A12, PS2C12 Show Me Standards CA7)
- Learn to adjust to changes in the work schedule and routine (GLE PS3A12, AD4B12 Show Me Standards CA7)
- Work towards consistent production levels (GLE CD9A12, CD8A12, CD8B12)
- Learn to establish means of handling stress appropriately in the workplace (GLE PS3A12, AD4B12 Show Me Standards CA7)
- Learn to utilize natural supports in the workplace (GLE CD9A12, CD8A12, CD8B12)

## Sheltered Workshops

**Sheltered Workshops** - entities that are authorized to employ workers with disabilities at subminimum wages. The term has generally been used to describe facilities that employ people with disabilities exclusively or primarily. (Requires certification from Vocational Rehabilitation.)

### *Physical Abilities and Work Tolerance*

- Demonstrate fine motor skills, hand dexterity (GLE CD9A 12)
- Demonstrate sustained sitting ability (GLE CD9A 12)
- Tolerate 6 hour days (GLE CD9A 12)
- Perform light lifting (GLE CD9A 12)
- Recognize symbols, signs, & colors (GLE CD9A 12, Show Me Standards CA 3)
- Read at a basic level (GLE CD9A12, Show Me Standards CA 3)
- Perform 2 step tasks (GLE CD9A12)
- Has sensory needs, physical limitations that can be accommodated , if appropriate (GLE CD9A12)
- Participate in new employee training and orientation for up to 2 months

### *Work Preparedness*

- Self-manage medications with prompts (GLE PS2B12, PS3B12, Show Me Standards CA 1, 3, 4 ,5 ,6)
- Self-manage personal care needs and lunch (GLE PS1A12, PS2B12, PS3A12)
- Recognize Personal Care Assistance Program may be available (GLE CD8B12)
- Demonstrate grooming and hygiene acceptable for group setting (GLE PS1A12, PS2B12, PS3A12, Show Me Standards CA 1,3,4,5,6)
- Wear attire suitable to warehouse environment (GLE PS1A12, PS2B12, PS3A12)
- Recognize transportation – not provided
- Expected to find type of transportation suitable for dependability (GLE PS3A12 Show Me Standards CA 1, 3 4, 5, 6 MA 1, 5, 6)

### *Transferable Work Skills*

- Able to perform a 2-step task (GLE CD9A12, CD8A12, CD8B12)
- Recognize quality and accuracy is highly valued - 80% expected (GLE CD9A12, CD8A12, CD8B12)
- Perform work pace rate of 30% (GLE CD9A12, CD8A12, CD8B12)
- Work consistently for 1.5 hours at a time (GLE CD9A12, CD8A12, CD8B12)
- Will have two breaks and lunch break (GLE CD9A12, CD8A12, CD8B12)

### *Interpersonal Skills/Communication*

- Aware of personal space (GLE PS2A3)
- Avoid discussing sensitive topics in workplace (GLE PS2A12, PS2B12, PS2C12 Show Me Standards CA1)
- Able to get along with co-workers (GLE PS2A12, PS3A12 Show Me Standards CA1)
- Able to make needs known (GLE PS3A12, PS3C12, PS1A12, CA6)
- Recognize no tolerance for behaviors that could injure self or others (GLE CD9A12)
- Able to resolve conflict in positive manner (GLE PS2B12, CD9A12, PS3A12, PS2C12 Show Me Standards CA7)



### *Self-Direction*

- Desire to work and be productive (GLE CD9A12 Show me Standard CA 1, 3, 6 4.8)
- Has good attendance and is punctual (GLE CD9A12, CD8A12, CD8B12)
- Work towards consistent production levels (GLE CD9A12, CD8A12, CD8B12)
- Learn to follow rule/policies of the workplace (GLE CD9A12, CD8A12, CD8B12)
- Learn to adjust to changes in the work routine (GLE PS3A12, AD4B12 Show Me Standards CA7)
- Complete a task and starts next task without delay, as appropriate (GLE CD9A12, CD8A12, CD8B12)

## Family-Supported Self-Employment

Family-Supported Self-Employment is defined as an entrepreneurship where the individual and his/her family develop a business based on specific interests or skill sets of the individual.

### *Physical Abilities and Work Tolerance*

- Demonstrate fine motor skills, hand dexterity (GLE CD9A12)
- Demonstrate sustained sitting ability (GLE CD9A12)
- Maintain attention to work/tasks (GLE CD9A12)
- Perform light lifting (GLE CD9A12)
- Perform one element of a job (GLE CD9A12)
- Has sensory needs, physical limitations that can be accommodated, if appropriate (GLE CD9A12)

### *Work Preparedness*

- Recognize symbols, signs & colors (GLE CD9A12, Show Me Standards CA 3)
- Desire to work (GLE CD9A12 Show me Standard CA 1, 3, 6 4.8)
- Able to perform one element of a job (GLE CD9A12)
- Read at a basic level (GLE CD9A12, Show Me Standards CA 3)
- Has work activities supported by family or co-workers

### *Transferable Work Skills*

- Consider personal strengths when selecting business or tasks to be performed (GLE CD7A12a)

### *Interpersonal Skills/Communication*

- Consider personal strengths when selecting business or tasks to be performed (GLE CD7A12a)

### *Self-Direction*

- Desire/motivation to work (GLE CD9A12 Show me Standard CA 1, 3, 6 4.8)
- Able to identify preferences and interests for work (GLE CD7A12a Show Me Standards CA 1, 3, 6 1.7, 1.10, 2.6, 4.8)
- Has good attendance and is punctual, as appropriate (GLE CD9A12, CD8A12, CD8B12)
- Able to manage time, as appropriate (GLE AD4A12a Show Me Standards CA 1, 3, 4, 5, 6 MA 1, 3, 5, 6)
- Follow dress code and has good hygiene, as appropriate for job (GLE PS1A12, GLE PS2B12, GLE PS3A12, Show Me Standards CA 1,3,4,5,6)
- Recognize safety hazards and demonstrates understanding of safety procedures in workplace with or without support (GLE PS1A12, GLE PS1C12a, GLE PS2A12, GLE PS2B12, GLE PS3A12, GLE PS3B12a Show Me Standards CA 1, 3, 4, 5, 6)
- Complete a task promptly and starts next task without delay, as appropriate (GLE CD9A12, CD8A12, CD8B12)
- Able to make simple, concrete decisions (GLE 3A12a, 2B12a, CD9A12, PS3A12, PS2C12 Show Me Standards CA7)
- Adjusts to changes in schedule and routine (GLE PS3A12, AD4B12 Show Me Standards CA7)
- Maintain a consistent production level (rate and accuracy) as appropriate to business or ability (GLE CD9A12, CD8A12, CD8B12)
- Has an established means of handling stress appropriately in the workplace (GLE PS3A12, AD4B12 Show Me Standards CA7)
- Understand and utilize natural supports (GLE CD9A12, CD8A12, CD8B12)

## Community-Based Day Program

A Community-Based Day Program is a planned program of activities designed to promote well-being through social and health-related services. Requires a waiver from the Department of Mental Health (Regional Center).

### *Physical Abilities and Work Tolerance*

- Tolerate 4 to 6 hour program day with limited breaks (GLE PS2A12, PS3A12, AD4A12a)
- Able to safely ride in vehicle (GLE PS1A12, PS3A12, AD4A12a)
- Tolerate a wide variety of vehicles (GLE PS1A12, PS3A12, AD4A12a)

### *Work Preparedness*

- Desire for community involvement (GLE PS2A12, PS3A12, AD4A12a)
- Desire for social connections (GLE PS2A12, PS3A12, AD4A12a)
- Follows dress code and good hygiene (GLE PS1A12, GLE PS2B12, GLE PS3A12, Show Me Standards CA 1,3,4,5,6)
- Tolerate assistance with hygiene (GLE PS1A12, GLE PS2B12, GLE PS3A12, Show Me Standards CA 1,3,4,5,6)
- Tolerate assistance with toileting (not all programs do this) (GLE PS1A12, GLE PS2B12, GLE PS3A12, Show Me Standards CA 1,3,4,5,6)
- Match the dress of the social setting (GLE PS1A12, GLE PS2B12, GLE PS3A12, Show Me Standards CA 1,3,4,5,6)
- Able to develop skills to work as part of a group, take turns, ask for assistance, manage stress and behaviors with support (GLE PS2A12, PS3A12 Show Me Standards CA1)
- Develop ability to transition to new activities and community sites (GLE PS2A12, PS3A12, AD4A12a)

### *Transferable Work Skills*

- Not applicable

### *Interpersonal Skills/Communication*

- Understand the need to communicate (GLE PS2A12, PS2B12, PS2C12 Show Me Standards CA1, SS6 2.3, 2.6, 3.2, 3.3)
- Recognize others' personal space (GLE PS2A3)
- Interact with a wide range of people (GLE PS2A12, PS3A12 Show Me Standards CA1)
- Able to follow staff directions (with assistance) (GLE PS2A12,b,c Show Me Standards CA1)

### *Self-Direction*

- Follow dress code and good hygiene (GLE PS1A12, GLE PS2B12, GLE PS3A12, Show Me Standards CA 1,3,4,5,6)
- Follow policy and rules in a variety of settings in the community (GLE PS2A12, PS3A12, AD4A12a)
- Able to stay with staff at all times (required) (GLE PS2A12, PS3A12, AD4A12a)
- Work with support ratio between 1:4-1:8 depends on funding and need of group vs. individual (GLE PS2A12, PS3A12, AD4A12a)
- Has an established means of handling stress appropriately (GLE PS3A12, AD4B12 Show Me Standards CA7)

## Local Industry Standards- Skills by Outcome

- Willing to attend regularly (GLE PS2A12, PS3A12, AD4A12a)
- Willing to learn to adjust to changes in schedule and routine (GLE PS3A12, AD4B12 Show Me Standards CA7)
- Accept guidance with safety procedures (GLE PS1A12, GLE PS1C12a, GLE PS2A12, GLE PS2B12, GLE PS3A12, GLE PS3B12a Show Me Standards CA 1, 3, 4, 5, 6)

## Adult Day Services

Adult Day Services, also called Adult Day Care, are programs that offer activities (in a social model) or basic health services (in a medical model) to people who need supervised care. Requires a waiver from the Department of Health and Senior Services.

### *Physical Abilities and Work Tolerance*

- Tolerate 4 to 6 hour program day with limited breaks (GLE PS2A12, PS3A12, AD4A12a)
- Able to safely ride in vehicle (GLE PS1A12, PS3A12, AD4A12a)
- Tolerate a wide variety of vehicles (GLE PS1A12, PS3A12, AD4A12a)

### *Work Preparedness*

- Desire for community involvement (GLE PS2A12, PS3A12, AD4A12a)
- Desire for social connections (GLE PS2A12, PS3A12, AD4A12a)
- Follow dress code and has good hygiene (GLE PS1A12, GLE PS2B12, GLE PS3A12, Show Me Standards CA 1,3,4,5,6)
- Tolerate assistance with hygiene (GLE PS1A12, GLE PS2B12, GLE PS3A12)
- Tolerate assistance with toileting (not all programs do this) (GLE PS1A12, GLE PS2B12, GLE PS3A12)
- Able to develop skills to work as part of a group, take turns, ask for assistance, manage stress and behaviors with support (GLE PS2A12, PS3A12 Show Me Standards CA1)

### *Transferable Work Skills*

- Not applicable

### *Interpersonal Skills/Communication*

- Interacts with a wide range of people (GLE PS2A12, PS3A12 Show Me Standards CA1)
- Able to follow staff directions (with assistance) (GLE PS2A12,b,c Show Me Standards CA1)

### *Self-Direction*

- Follow dress code and good hygiene (GLE PS1A12, GLE PS2B12, GLE PS3A12, Show Me Standards CA 1,3,4,5,6)
- Follow policy and rules in a variety of settings in the community (GLE PS2A12, PS3A12, AD4A12a)
- Has to be able to stay with staff at all times (GLE PS2A12, PS3A12, AD4A12a)
- Work with a support ratio between 1:4-1:8 depends on funding and need-group vs. individual
- Has an established means of handling stress appropriately (GLE PS3A12, AD4B12 Show Me Standards CA7)
- Willing to attend regularly (GLE PS2A12, PS3A12, AD4A12a)
- Willing to learn to adjust to changes in schedule and routine (GLE PS3A12, AD4B12 Show Me Standards CA7)
- Accept guidance with safety procedures (GLE PS1A12, GLE PS1C12a, GLE PS2A12, GLE PS2B12, GLE PS3A12, GLE PS3B12a Show Me Standards CA 1, 3, 4, 5, 6)

## **Community College, Technical School or Four-Year College /University**

Community College – an institution of higher learning where students can earn an Associate’s degree and certificates in a variety of areas, as well as prepare for transfer to a university or employment.

Technical School – a general term used for a two-year college that provides mostly employment-preparation skills for trained labor, such as welding, culinary arts and office management.

College/University – an institution of higher learning that grants a multitude of degrees including Bachelor’s and Master’s degrees in liberal arts, science or both

Post-Secondary Education Programs- a program to support people with disabilities to build educational and vocational skills to prepare for further education, employment and/or independent living.

Short Term Training Program- training that includes classes or programs that last anywhere between one day and two years. It can help an individual qualify for a job, get a promotion, or earn more money.

### *Physical Abilities and Work Tolerance*

- Able to navigate facility for campus based classes (GLE CD9A12)
- Access a computer - Acquire needed adaptive equipment
- Able to produce required products (homework, project, tests, reports) within timeframes (GLE CD9A12, CD8A12, CD8B12)
- Able to determine workload tolerance when scheduling classes (GLE CD9A12)
- Has stamina to sit in lectures/class for required amount of time (1-3 hours) with minimal breaks, for in person classes and on campus obligations (GLE CD9A12)
- Has commitment and motivation to attend classes as scheduled (GLE CD9A12)
- Able to recognize and meet your own sensory needs (GLE CD9A12)

### *College Preparedness*

- Select an attainable/appropriate area of study or program and requirements needed for study (GLE CD7B12)
- Understand which curriculum can be *accommodated* (GLE CD9A12 Show Me Standards CA 1, 6, 1.10, 2.6, 3.1, 4.1, 4.8)
- Demonstrate an understanding of the goal of an educational program as it relates to employment/ career development (GLE CD8B12 Show Me Standards CA 1, 3 4.8)
- Has knowledge of the application process, entrance exams, financial aid and applicable deadlines (GLE CD9A12)
- Able to access and understand class syllabus & understand class requirements (GLE CD9A12, Show Me Standards CA 3,5)
- Demonstrate critical/higher order thinking- problem solving, critical thinking, & research & synthesis skills. (GLE 3A12a, 2B12a, CD9A12, PS3A12, PS2C12 Show Me Standards CA7)
- Demonstrate requisite level reading, writing and math skills based on program requirements (GLE AD4 12 Show Me Standards CA 1,2,3,4,5,6, MA 1,2,3,4,56)

- Understand that requisite reading, writing, and math skills determine program acceptance and/or course placement (community college) (GLE CD7A12, CD8B12)
- Able to access a variety of technology to support learning (GLE CD9A12)

*Self-Direction (Demonstrate mastery or progress)*

- Able to manage time (GLE AD4A12a Show Me Standards CA 1, 3, 4, 5, 6 MA 1, 3, 5, 6)
- Understand that accommodations can only be accessed through the disability support office (GLE CD8B12 Show Me Standards 1, 3 1.8, 1.10, 2.6, 3.3, 4.8)
- Able to discuss accommodation needs with Disability Support Services Office and instructors in a timely manner (GLE CD9A12 Show Me Standards CA 1, 6)
- Demonstrate self-advocacy skills and problem solving (GLE 3A12a, 2B12a, CD9A12, PS3A12, PS2C12 Show Me Standards CA7)
- Understand the difference between accommodations and modifications (GLE CD9A12 Show Me Standards CA 1, 6, 1.10, 2.6, 3.1, 4.1, 4.8)
- Understand the accommodations on the IEP & why they are needed
- Able to communicate or provide needed accommodations (GLE CD9A12 Show Me Standards CA 1, 6, 1.10, 2.6, 3.1, 4.1, 4.8)
- Understand/describe/ recognize the educational impact of their disability (GLE CD 7A 12a)
- Seek out and use available resources (library, learning labs, counselors, online help etc.) (GLE CD9A12 Show Me Standards CA 1, 6, 1.10, 2.6, 3.1, 4.1, 4.8)
- Adhere to effective, routine study habits to whatever degree is necessary for success-note taking, organization of materials, test taking strategies (GLE AD4B12, Show Me Standards CA 1)
- Able to be self-reliant and cope with the ever changing challenges of daily living (GLE PS1 B12, CD9A12)
- Follow program rules, regulations and policies (conduct, harassment, cyber bullying, academic honesty, on-line ethics) (GLE CD9A12, CD8A12, CD8B12)
- Understand disciplinary action may be imposed for violating program rules & regs (GLE CD9A12, CD8A12, CD8B12)
- Behave in a manner that does not endanger the safety and health of self or others
- Assume full responsibility for one's behavior and be accountable for individual and/or collective actions (GLE PS1A12, GLE PS1C12a, GLE PS2A12, GLE PS2B12, GLE PS3A12, GLE PS3B12a Show Me Standards CA 1, 3, 4, 5, 6)
- Ask for and accept help from trusted and qualified sources/individuals (call 911, counselor, security)
- Have an established means of handling stress (GLE PS3A12, AD4B12 Show Me Standards CA7)
- Able to set goals & demonstrate perseverance towards achieving goals (GLE CD8B12 Show Me Standards CA 1, 3, 4, 8)
- Demonstrates flexibility to adjust routine and schedule (GLE PS3A12, AD4B12 Show Me Standards CA7)
- Able to work independently (GLE CD9A12, CD8A12 CD8B12)
- Able to manage transportation needs (GLE PS3A12 Show Me Standards CA 1, 3, 4, 5, 6 MA 1, 5, 6)
- Able to manage self-care needs (i.e. hygiene, nutrition, laundry, medication) (GLE PS1A12, GLE PS2B12, GLE PS3B12a, Show Me Standards CA 1, 3, 4, 5, 6)
- Able to balance academic and social obligations (GLE AD4B12, CD9A12, PS1B12)
- Able to manage multiple projects and deadlines simultaneously (GLE AD4B12, CD9A12)
- Able to work independently

*Interpersonal Skills/Communication (Demonstrate mastery or progress)*

- Has an effective communication skills, including: (GLE PS2A12, PS2B12, PS2C12 Show Me Standards CA1, SS6 2.3, 2.6, 3.2, 3.3)
  - Able to interact with a wide range of people/cultures
  - Understand social cues and how to conduct appropriate conversations
  - Able to accept constructive criticism and rejection (GLE PS2A12,b,c Show Me Standards CA1)
- Has an effective means of communication, listening and responding
- Able work as part of a team (GLE PS2A12, PS3A12 Show Me Standards CA1)
- Able to resolve conflict in a positive manner (GLE 3A12a, 2B12a, CD9A12, PS3A12, PS2C12 Show Me Standards CA7)
- Able to participate in a peer support network (GLE AD4B12, CD9A12)
- Able to build positive relationships (GLE PS2A12, PS3A12 Show Me Standards CA1)
- Ask for and accept help from qualified and trusted sources

*Technology*

- Has access to a computer and internet (required) (GLE CD9A12)
- Possess basic computer skills (GLE CD9A12)
- Commit to learning how to navigate program website, portal, email, learning management system and computer based instruction (GLE CD9A12)
- Develop skill with assistive technology, as needed.
- Recognize the need for cyber safety
- Demonstrate appropriate use of social media