



SIS and Work Strategy Assessments Discussion

Division of Services for
People with Disabilities
Employment Roundtable
July 28, 2015

General Overview

Supports Intensity Scale (SIS)

- What it is?
- Who does it?
- When is it done?
- What is the result?

Work Strategy Assessment

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What is it?

Supports Intensity Scale (SIS)

- A tool that measures an individual's support needs in personal, work-related, and social activities, and was designed to be part of person-centered planning processes that help all individuals identify their unique preferences, skills, and life goals.

Work Strategy Assessment

- A situational assessment and exploration of a person's pathway to employment — including preferences, interests relevant skills and tasks, ideal conditions of employment, best learning strategies, interviewing, work history, and work skills — that helps individuals identify their next steps towards becoming employed.

What is it **NOT**?

Supports Intensity Scale (SIS)

- An assessment that tells you whether or not someone is employable.

Work Strategy Assessment

- An assessment that tells you whether or not someone is employable.



Who does it?

Supports Intensity Scale (SIS)

- Specially trained DSPD SIS Evaluators meet with the person, their support coordinator, and their support team, which may include family, friends, service providers, and others.

Work Strategy Assessment

- Provider staff who are trained Employment Specialists that work with the individual in their home, community, possibly in multiple sessions, and may also talk to family, friends, teachers, former employers—people who know them best.

When is it done?

Supports Intensity Scale (SIS)

- Every 5 years for people on the DSPD Community Supports and ABI Waivers.
- Everybody MUST get a new, adult SIS when they turn 16.
- Or there is a significant change in the person's life.

Work Strategy Assessment

- Career planning
- When a person is looking for a job or wants to change jobs.
- During transition ages 14-22 to plan for adulthood and future career goals.
- For an adult who has never had a job or considered employment, NOW.

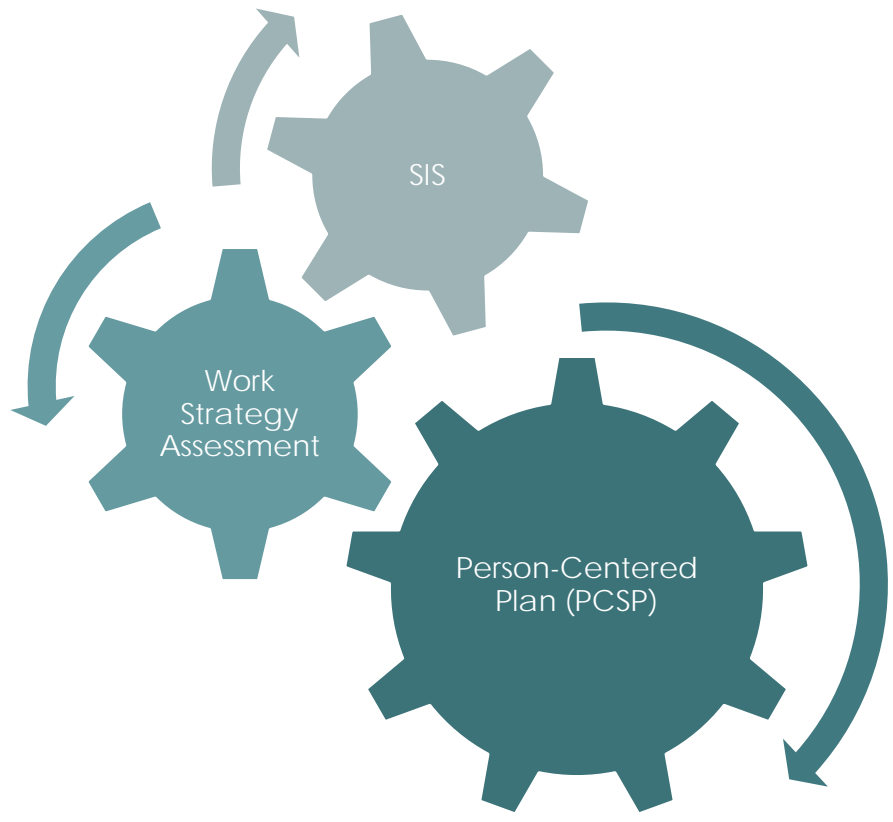
What is the result?

Supports Intensity Scale (SIS)

- Results emphasize what is important TO and FOR the person, and these items are incorporated in their person-centered plan (PCSP).
- Results include information on the type, frequency and support time need to help the person be successful.

Work Strategy Assessment

- Results emphasize specific, concrete tasks and career building strategies.
- Results may include recommendations for assistive technology, job training, job accommodations, or wrap-around supports needed.





SIS Part D – Employment Specific Items

- Accessing/receiving job/task accommodations
- Learning and using specific job skills
- Interacting with co-workers
- Interacting with supervisors and coaches
- Completing work-related tasks with acceptable speed
- Completing work-related tasks with acceptable quality
- Changing job assignments
- Seeking information and assistance from an employer



Other sections/items of the SIS

- Every section of the SIS, as well as the Community Supports Questionnaire (CS), is potentially relevant.
- May provide information about the personal assistance, care, or other supports the individual may need to be successful and/or safe in the community.
- May provide information about the “soft skills” that are needed for success in the workplace.
- Identifies what is most important TO and FOR the person. In addition to preferences for what type of job a person may want, the SIS may also provide insight to what may motivate someone to work and how employment will benefit the person: money, social connection, independence, a sense of accomplishment or importance, etc.



Other sections/items of the SIS

- Home Living Activities
- Community Living Activities
- Lifelong Learning Activities
- Health and Safety Activities
- Social Activities
- Protection and Advocacy
- Exceptional Medical and Behavioral Needs
- Risk Assessment

Work Strategy Assessments – Item Examples*

- Home and Neighborhood visit- Hobbies talents and skills, interests, chores and tasks performed at home, best learning strategies, activities person is engaged in and how often?
- Ideal Conditions of Employment- preferred environments, time of day, types of tasks, communication needs
- Initial informational interview in local business based on initial gathering of information about “who is this person” where do other people who have similar interests in _____work and what do they do?
- Community-based opportunities to verify interests, tasks and skills, taking pictures demonstrating skills
- Benefits and benefits planning



Work Strategy Assessments – Recommendations/Next Steps

- Recommendation is not employment vs a day program
- Should provide strategies for obtaining employment – whether or not additional supports are needed as a wrap-around service during the day
- Minimum 160 units (40 hours) for initial SEI – typically 10-12 hours needed to complete the Work Strategy Assessment, and additional hours to be used for Job Development/Discovery