

READ IF YOU ARE SUBMITTING YOUR FIRST VOCATIONAL PROFILE IN MYODP:

The Vocational Profile submitted in MyODP is the last phase of the job assessment. It is the result of the staff and participant completing the Vocational Assessment service through the Adult Autism Waiver. This is not an assessment written for a fictitious participant.

Vocational Profile - SAMPLE

DEMOGRAPHICS:

Name: Christos Segkos

County of Residence: Elk County

INTERESTS/TALENTS/HOBBIES

Christos' current interests, talents and hobbies include research on summer Olympics, riding bike daily on a 10 mile route, and his collection of sports magazines. Additionally, he is very involved with his church where he attends services every Sunday morning and bible study every Wednesday evening.

Christos can use the internet, but has limited computer skills. He has stated he could be interested in learning how to do other things like using PowerPoint or Word. Christos also stated that although he really only has done exercises in forms of bicycling, he would be open to exploring other activities as well- depending on what they were because he likes being outside.

DESIRED VOCATIONAL OUTCOME:

Christos would like to obtain a position as soon as possible- working approx. 25 hours a week at a location that he access with his bike. He states the position does not matter as long as it is something that he is interested in (he does not know what that is yet).

I. PRIOR OVR ACTIVITIES

☒ ASSESSMENT (Summer 2012): OVR completed an assessment which was followed by job finding with OVR

☒ JOB FINDING (Fall 2012): As a result of the assessment, OVR secured a part time position (12 hours/week) at Walmart as a cart pusher (Christos quit his position 5 weeks later because he did not enjoy the job and lost motivation to find a job to suit him, so he did not call OVR for additional assistance)

☐ ON- JOB SUPPORT

☐ EDUCATIONAL SUPPORT

☐ OTHER

II. HISTORICAL EMPLOYMENT & EDUCATIONAL EXPERIENCE:**A. EDUCATIONAL HISTORY**

Staff who completed Vocational Assessment(include contact information): Colt Jefferson, Employment Specialist, cjefferson@organization.org, (000)000-0000

SCHOOL	DATE	DEGREE OR ACCOMPLISHMENT
Elk County Catholic High School, St. Marys, PA	8/1990-6/1995	General Diploma

B. VOCATIONAL CLASSES, INTERNSHIPS, SPECIAL TRAININGS

IDENTIFY CLASS, INTERNSHIP, OR TRAINING	DATE	SPECIAL SKILLS DEVELOPED
OSHA Work Safety Management course, Johnstown, PA	Fall 2012	OSHA compliant- learned safety requirements for the work place

C. WORK HISTORY

BUSINESS	DATES	JOB TITLE	PAY	REASON FOR LEAVING
Walmart, Johnstown PA	Fall 2012 (for 5 weeks)	Cart Pusher/Collector	Min. Wage	Resigned after 5 weeks- did not like job

III. INDIRECT DATA COLLECTION METHODS

☒ INTERVIEWS: LIST TOOLS USED: Organization's own Job assessment interview

RESPONDENT(S) Christos Segkos (with assistance for clarification purposes by Colt Jefferson)

☐ INVENTORIES: LIST TOOLS USED: RESPONDENT(S)

☒ STANDARDIZED ASSESSMENTS: LIST TOOLS USED:

- COPSsystem Interest Inventory (COPS)
- Online Assessment Matrix; www.transitionassessmentmatrix.com
- Social and Vocational Abilities Listing- Pleasant View Inc.
- Satisfaction your Need; Career/ Transition Planning Forms, 2007

RESPONDENT(S) Christos Segkos (with assistance for clarification purposes by Colt Jefferson)

☐ VOCATIONAL RATINGS: LIST TOOLS USED: RESPONDENT(S)

☒ RECORD REVIEW: DOCUMENT(S)

- Elk County Catholic High School Transcripts (Release signed by Christos)
- Employment record from Wal-Mart (Release signed by Christos)
- OVR records and paperwork obtained by Christos

☐ OTHER: DESCRIBE**IV. DIRECT DATA COLLECTION METHODS**☒ Situational Vocational Assessment: Location City Cycle, St. Marys

Brief synthesis: At City Cycle (Tuesday from 8a-3:30p), Christos was able to stock and front bicycle merchandise on shelves as well as sort merchandise in bins. The work environment required him to orient to several work stations in a large warehouse and provided him frequent contact with coworkers. He reached some level of independence at stocking and fronting the shelves, completing 84% of the task analysis independently. Most of the difficulty was related to determining when an item was located in the store for stocking. Once he was verbally prompted as to the correct aisle, he was able to place stock on the shelves until he had emptied the box of merchandise (requiring 3 or less prompts on average).

A coworker reported that there was a list of the aisle numbers and the corresponding merchandise that was used for this purpose. Christos was unable to read the chart and he would need a compensatory strategy or map to assist him in orienting to this or a similar workplace. This same coworker was very receptive to assisting Christos and encouraged him to ask him if he could not find where an item belonged. The employment specialist stepped back and observed that he was able to locate the coworker and follow his directions for re-stocking an item with a request to repeat the directions in a more simple manner 2 times.

Christos required intermittent prompting on an average of every 10 to 15 minutes to continue working. He would stop work and look around especially when customers entered his area. He said hello appropriately, but also wanted to engage in conversation with the customers. This took him off task a total of 6 times in which each time took 2 or less prompts to redirect him back to his task. He may need training in saying "hello" to customers and then returning to work. Or, he may do really well matched to a job when talking with the public is acceptable and part of his job duties.

Christos had some difficulty when straightening the bins. This task required him to discriminate between similar items in a bin and sort out which ones did not belong there. He was able to lift items from the bin weighing up to 25-30 pounds and place them on his cart for re-shelving. His interest in this task seemed minimal and he needed an average of 6 verbal prompts to return to work and complete the task.

During this assessment, Christos learned a lot of new skills and areas of need were identified as well as strengths. He did confirm that he could do this position if he was asked to come back for paid employment, but also stated it was not his dream job because he would prefer a job outdoors although he likes being around all of the bicycles and feels he has the knowledge necessary to work in a place such as this.

☒ Situational Vocational Assessment: Location St. Marys Track and Field, St. Marys

Brief synthesis: At St. Marys Track and Field (Saturday from 6a-1p), Christos was on the managerial team. At first, he was not pleased with the responsibilities associated with this, but became excited when he realized the majority of his work would be conducted outside as long as the weather was nice. The work environment required him to concentrate a lot more than City Cycle since it was outside where he enjoyed looking around and could be distracted by the louder sounds around him. His first task was to collect all of the garbage from the 6 outside garbage cans, combine the bags, and then take them to the dumpster. The first 3 times, he had forgotten his next steps and had to go back to the team leader and ask him what he should do next. On the third time, the team leader had Christos write down the steps on a piece of paper. On the 4th garbage can, he was prompted to read his list when he asked what he should do next and then was able to complete garbage 5 and 6 independently. Finally, he combined the bags and took them to the dumpster with no prompts needed because he was using his list.

The next task was Christos identified as his least favorite: cleaning out the three bathrooms and stocking them with paper towels, toilet paper, and fresh towels. For this task, a task analysis was developed for him. Using the task analysis as a self-monitoring tool, Christos was able to complete an average of 9 out of the 13 steps completely independently with only needing a total of 6 prompts across three bathrooms.

Since the self-monitoring tool worked so well during the bathroom cleaning, he also utilized one on the last task to use a broom and dust pan to pick up the garbage and cigarette butts around the track. This task analysis only required 8 steps in which Christos completed 6 out of 8 steps independently, needing only 4 prompts total for this task.

During this assessment, Christos completed tasks that he knew how to complete within his home and was able to transfer these skills to a new environment with minimal prompts. Using a task analyses as a self-monitoring tool was extremely helpful and Christos even stated he liked having it to help. He stated he did not like some aspects of the job (cleaning the bathrooms) while he did enjoy others (being able to be outside). He stated even though he could receive less hours when the weather was not as nice, that this was a job he definitely enjoyed.

☐ Situational Vocational Assessment: Location State Hotel, St. Marys

Brief synthesis: Christos's final assessment was at the State Hotel in the laundry department (Monday from 8a-4:30p). It was apparent that this was not on his preferred job list. However, this venue was chosen since it is along his 10 mile route that he bike rides every day. His team thought if he is used to riding on the same route, perhaps a job on this route could be beneficial to him even if it fell outside of his lists of interests.

His duties included using a pressing machine, folding laundry, and cleaning two vending machine areas. He quickly became independent on using the pressing machine to press the hotel napkins and tablecloths used in the hotel restaurant and for room service. This was the only task across all of the assessments that he completed with 100% accuracy for the steps in the task analysis. It was obvious that he enjoyed working with the machine and with the coworkers in the laundry room.

The coworkers at the State Hotel were female and of approximately the same age as Christos compared to the other situational assessment sites which the co-workers were predominately male. For the task, he fed the napkins and tablecloths through the machine while another coworker folded them on a table in the

same area. In general, it seems that Christos does well if there is coworker supervising or available for support. This should be taken into consideration when locating a job for him in the community.

In the laundry area, Christos was also successful in folding the washcloths and hand towels. However, the larger bath towels seemed problematic and he demonstrated success on only 60% of the task. Perhaps he had learned to fold towels differently at home and had difficulty conforming to the requirements of the hotel. If this was a position he would be interested in the future, folding towels in this way could be practiced within his home and transitioned to this environment.

Christos expressed a strong dislike for cleaning the vending machine area during this situational assessment. He complained that the cleaner smelled bad. He had to be prompted 8 times in a 30 minute period to return back to his task. Additionally, he was given 2- 5 minute breaks to go outside. In the end, this was a task that was not completed. He also had difficulty with running the vacuum cleaner and establishing a pattern for vacuuming the area. While vacuuming the room for 15 minutes- he needed 8 verbal prompts to “stop talking and get back on task.” A conversation with him validated that Christos does not like to clean. Strong odors also seem to trigger his allergies so this would need to be taken into account if cleaning products were needed for him to complete a position of employment.

During this assessment, it was discovered that Christos has great difficulty operating a vacuum or using cleaning products. These concerns should be considered when seeking employment. However, this was the first time Christos had opportunities to really interact with females and he seemed to work well given the circumstances. He seemed to respond well to their directives and suggestions and they all worked very well as a team and in their partnerships. Christos really did not feel he would like this position; however he stated outside of the “bad smelling” cleaning products, he actually felt like he did some very important things and he would like to go back and do other work at the State Hotel.

☒ Informational Interviews: Location State Hotel, St. Marys

Brief synthesis: An informational interview was conducted with the Manager at the State Hotel after Christos voiced that he would like to go back to the hotel and work again. This interview was completed by following the narratives provided in the BAS Module 2 Vocational Assessment training's guided questions.

At the end of the interview, it was clear that the Manager had a lack of understanding of people with ASD and admitted that he learned a lot with Christos working within the laundry room for the day. He also stated that Christos brought with him a work ethic that was difficult to find and would like to provide another job opportunity in the future. It is the goal to pursue this and keep communication open with this manager.

V. ASSESSMENT RESULTS:

A. WORK PREFERENCES

DESIRED HOURS AND WAGES

25 hours/ week, morning into afternoon (e.g., 8a-4p), routine schedule/ making at least minimum wage

PREFERRED & NON-PREFERRED WORK ENVIRONMENT

Non-preferred: Jobs that require him to work with strong smelling chemicals and potentially using a vacuum. He also does not like cleaning the bathrooms, but stated he could be flexible, if needed. Inconsistent work schedules, places where he does not have access to others that can assist him if he is off task or forgets what he is to be doing are also non-preferred.

Preferred: A place that will permit him to take breaks, use a task analysis as a self-monitoring tool when working (and could assist him with updating his list as needed), working closely with another person and asking questions or gaining reminders, if needed, and a place he can ride his bike to and from.

B. WORK SKILLS DESCRIBE STRENGTHS AND NEEDS

ENDURANCE & WORK PACE

When Christos is working on a task alone and without anyone else around him, he can become off task by day dreaming, attempting to talk to someone he sees, or other reasons. He stays on task more frequently when he has someone else working with him as it seems that he has a desire to work and keep up with them. He responds well to verbal praise as well as evidenced in the laundry room when the women continuously told him what a good job he was doing and he would work harder and faster to keep up with them.

MOBILITY & ORIENTATION

Christos has no identified issues within this area.

LIFTING & CARRYING ABILITY

Christos has no identified issues within this area and has proven he can lift and carry objects safely and securely.

SOCIAL

Even though Christos does not consider himself a social person, he has proven to be quite social in the work environment with co-workers, as well as, customers. At times, Christos needs reminders to redirect him back to work instead of socializing. Additionally, it could be beneficial for those around him to understand that this takes him off task so they understand best times to socialize.

COMMUNICATION

Christos will go to someone if he is in need of assistance, reminders, or clarity to directions that seem confusing to him. However, he does not understand when it is appropriate to ask someone these things (e.g., interrupting meetings or phone conversations, etc.). He could benefit from a list of "communication rules" to follow in an employment setting so he understands what is appropriate and not appropriate in regards to communicating with others. Additionally, Christos seems to be more comfortable communicating with women than he is with men. He is always respectful with anyone he communicates with and people tend to like him and like working with him. When it comes to taking directions, Christos believes he is able to listen and follow directions; however the job trials showed that he responds better when directions are written. This would need to be communicated to his Supervisor, as well, to ensure he is able to accurately follow directives given.

OTHER

n/a

C. BENEFITS & PERSONAL RESOURCES

INCOME, IF APPLICABLE

n/a

OTHER

Christos does receive SSI and has expressed his fear of losing it “if he makes too much money.”

D. MEDICAL CONSIDERATIONS

EXISTING CONDITIONS

Christos does wear glasses and has very poor vision. Due to this, he cannot be anywhere without his glasses. He does not have any other medical issues.

MEDICATIONS

n/a

E. LEARNING

PROCESSING & MEMORY

Christos has a delay in processing verbal directives. Additionally, (even though he says he does not) he has difficulty remembering what is told to him, particularly if it is multiple steps. He does best writing things down and should keep a notebook with him to take notes and refer to when he has questions.

PROBLEM SOLVING

Christos feels comfortable seeking clarification or additional guidance when he is in need of it. However, he needs to become more skilled on when and how to do this as he does not always do this at appropriate times. Additionally, Christos may not always be able to identify when he needs to seek help and assistance. To that end, having others accessible to assist him would be beneficial to him as well.

DECISION MAKING

Even though Christos is able to make his own decisions and knows exactly what he wants, this can change in the work environment when he is not always sure what is expected of him. It is beneficial to keep things written down as much as possible because he refers to his notebooks frequently when he knows he has the information written down. Additionally, it would be helpful to know who his, “go to” person is in case he does not know the answer to something.

TIME MANAGEMENT

Christos states he has always managed his own schedule and has proven that he likes to be on time, if not early for a scheduled appointment. During his job trials, he was early for every shift. This was noticed and appreciated by his supervisors. He did need to be reminded that just

because he is not “on the clock yet,” others were and he was not able to speak to them so they could get their work completed. A waiting place was designated at each job trials so he knew where to go and wait until it was time to start his shift.

LEARNING STYLE AND NEEDS

Christos learns best by being told the expectations of the task, seeing the end result or outcome, and then be given a list of each step broken down for him to refer back to and follow. The task analysis served as a self-monitoring tool during job trials and was proven to be very successful for him.

F. BARRIERS/CONCERNS

BEHAVIORAL

Christos has a tendency to persevere on any topic relating to the Olympics or bicycles. This can cause people to not want to start or maintain a conversation with him. Additionally, he interrupts people and will change the subject to these topics.

OTHER

n/a

G. CULTURAL CONSIDERATIONS DESCRIBE

Christos attends church every Sunday morning, as well as, Bible study every Wednesday evening. It is his wish that these days and times be excluded in regards to his work schedule

H. NEIGHBORHOOD MAPPING

	OPPORTUNITIES	THINGS TO AVOID
TRANSPORTATION	Riding his bike	N/A (this location does not have public transportation)
NATURAL SUPPORTS	Neighbor- Bob- seems to be familiar with Christos and checks in with him once in a while, Christo's talks about his “church family.”	N/A (Christos has no family that he is in communication with)
ACTIVITIES	On his bike route, there is a bowling alley, 2 restaurants, and a bar	About 15 miles away from his home (opposite way of his bike route) is a neighborhood considered very unsafe. He often talks about a desire to ride his bike there to meet new people.
CIVIL ENGAGEMENT	Lives in a friendly neighborhood- seems to be a lot of political involvement especially with upcoming presidential election	N/A
GENERAL COMMERCIAL AREAS	Downtown is just a small main street with a few mom & pop stores and businesses. St. Mary's is a very small town with not a lot of places to go to.	N/A
OTHER	Christos has mentioned a social club at his church, but states that he doesn't have a desire to go even though he has been invited. He won't explain why.	N/A

VI. RECOMMENDATIONS: LINKED TO MEET DESIRED VOCATIONAL OUTCOME**1. SUPPORTS & SERVICES NEEDED TO PREPARE FOR SHIFT**

Christos would need to be reminded to check the schedule at work to ensure that it has not changed. No additional support would be needed to prepare for a shift.

2. SUPPORTS & SERVICES NEEDED ON JOB SITE

Christos could benefit from additional support on the job to stay on task, learn expectations of the job, learn new tasks, how to properly and effectively communicate, and socially acceptable socialization skills.

3. IDEAL WORK CONDITIONS

Christos could benefit from working in a workplace where there are fewer people to overwhelm and distract him, but enough people where he is not working alone. An environment where he can speak out when he needs something and communicate and socialize with others without getting reprimanded, but at the same time have structured policies to follow so he knows what the expectations are at all times. He prefers having a schedule that does not change often; however, he would be willing to pick up a different shift if planned ahead of time. He would also benefit from a team of people who understand his needs so they can assist him, as well as, a Supervisor who is aware of his strengths and areas of need that could provide assistance, if needed.

4. VOCATIONAL THEMES & IDEAL JOBS:

THEME 1: Bicycles/ Sports	THEME 2: Outdoors/ Nature	THEME 3: Hotel Laundry
1. Track and Field	1. Stuver's Nursery	1. Room service
2. City Cycle	2. St. Mary's Conservatory	2. Hotel landscaping
3. Dunham Climbing Gym	3. Lou's Landscaping and Lawn Care	3. Bar back
4. Slinky Action Zone	4. Stanley's Pools and Spas	4. Hotel maintenance
5.	5.	5.
6.	6.	6.
7.	7.	7.
8.	8.	8.
9.	9.	9.
10.	10.	10.

5. EMPLOYER & NATURAL SUPPORTS TO PROMOTE FADING/INDEPENDENCE

☒ Initial training for employer and colleagues

Training for the employer and colleagues on Christos' strengths and areas of needs would be extremely beneficial to ensure that the Supervisor knows and feels comfortable in how to set up the environment for Christos' success and to ensure the other employees feel comfortable when working with him especially in terms of interacting with him in a manner that is beneficial to all.

Once trained, ongoing monitoring would be necessary until it is confirmed no more training is necessary.

☒ Permanent Prompts

In addition to task analyses as self-monitoring tools, setting reminders in Christos' phone to check his work schedule prior to leaving work, etc. This would be individualized to the employment setting.

☒ Assistive technology

See above

☒ Individualized resources developed

Cristos uses a notebook where everything he needs to know and remember is written down. He revisits the notebooks countless times in each job trial and it has proven to assist in his success with the job trials.

Communication rules should also be developed individualized to the employment setting. This could be included in his notebook, as well.

☒ Other

N/A

Please maintain a hard copy of the current Vocational Profile in the participant's file(s). The following individuals have reviewed the Vocational Profile.

Name	Signature	Role	Date