



## **Beatrice State Developmental Center Vocational and Recreational Services**

BSDC has a Vocational and Recreational Services Team that supports the five Intermediate Care Facilities (ICFs) on the BSDC Campus. While the ICFs participate in vocational and recreational activities, utilizing their internal staff, they also have full access to the array of programs provided by the Vocational and Recreational Services Team.

The Vocational and Recreational Services Team consists of four focus areas: Community Employment, Campus Employment, Active Treatment (Home Rooms), and Recreation. The primary purpose of the team is to develop the skills and abilities of the people living at BSDC, enabling each person to realize his or her full potential and achieve the greatest degree of independence possible.

### ***Vocational Services***

The Vocational Services Department focuses on career development for individuals who are not retired. Currently **90%** of unretired people living at BSDC are involved in some type of paid employment. The goal is for 100% of the non-retired people living at BSDC to be employed, with more than 50% of them working in jobs in the community. Currently **60%** have community-based jobs.

The Vocational Department provides opportunities for job exploration and offers a natural progression for career growth. Those who want to explore career paths may work on campus to determine whether they enjoy retail, art, horticulture, training, recruiting, recycling, restaurant work, custodial, or copying. They may explore career possibilities as volunteers, or they may job shadow. Campus jobs are stepping stones to careers in the community; they are not final or permanent positions. This affords individuals opportunities to explore, to gain skills, and to prepare for the work world.

To increase opportunities for community employment, BSDC has partnered with two other community-based specialized day services providers: Resources for Human Development (RHD) and Integrated Life Choices (ILC). The RHD Live Yes Studio in Downtown Lincoln is an entrepreneurial site where nineteen BSDC individuals work in an art studio, creating items to be sold. BSDC has partnered with ILC in Beatrice to offer a location where production work, cement

work, auto detailing, volunteer activities, and community-paid employment opportunities are coordinated. BSDC's former thrift store, Treasures, is now managed by ILC and is located with the core of retail businesses in Downtown Beatrice. ILC staff support BSDC individuals who operate the store that is frequented by the Beatrice community.

Current BSDC career opportunities include, but are not limited to:

- Restaurant work: Carstens Café and Snack Shack are campus-based restaurants serving the community. Residents work in all aspects of these businesses, leading to competitive employment in several Beatrice restaurants.
- Retail/Sales: Treasures Unlimited is a Downtown Beatrice thrift store run by BSDC residents with ILC, and Bear Creek Gifts is a gift shop located on the BSDC campus (but frequented by community members). Both of these resident-operated businesses provide opportunities to learn transferrable retail skills, like cashiering and merchandising, which can segue into community jobs. *A copy of the Bear Creek Gift Flyer is attached in the Appendix U herein.*
- Copying/Laminating/Binding: The Bear Creek Copy Center offers general copy, laminating, and binding services to the public, as well as providing these services to BSDC and the other public human service entities that have offices on the BSDC campus. This provides an additional opportunity for people living at BSDC to learn retail and merchandising skills in environments that mirror community opportunities.
- Art: The individuals who work in the Bear Creek Art Studio create a variety of items such as our own line of candles, aromatic fragrances, jewelry, cutting boards, spoon rests, and decorative wall hangings using “slumped” or flattened bottles, floor mats, holiday decorations and many other artistic and original items, many made from recycled materials. These items are then sold at Bear Creek Gifts and craft fairs throughout the region.



- Entrepreneurship: Many individuals are involved in various forms of off-campus, self-employment, such as mowing crews, janitorial services, and cleaning crews, and others create various artistic work independently to provide merchandise to be sold in our gift shop, at craft shows, the Farmer's Market, the Gage County Fair, and a booth in the Beatrice Mall at Christmas time.
- Horticulture: The individuals we support have access to an immense greenhouse where they grow unusual plants and vegetables, which are then taken to the Beatrice Farmer's Market to sell each week in the summer. The Department holds sales on-site at the greenhouse several times per year, and during the winter, they start plants that will be transplanted in the spring in several areas in the eastern part of the state. In spring of 2013, the BSDC plants beautified the flower beds surrounding state office buildings in Omaha.



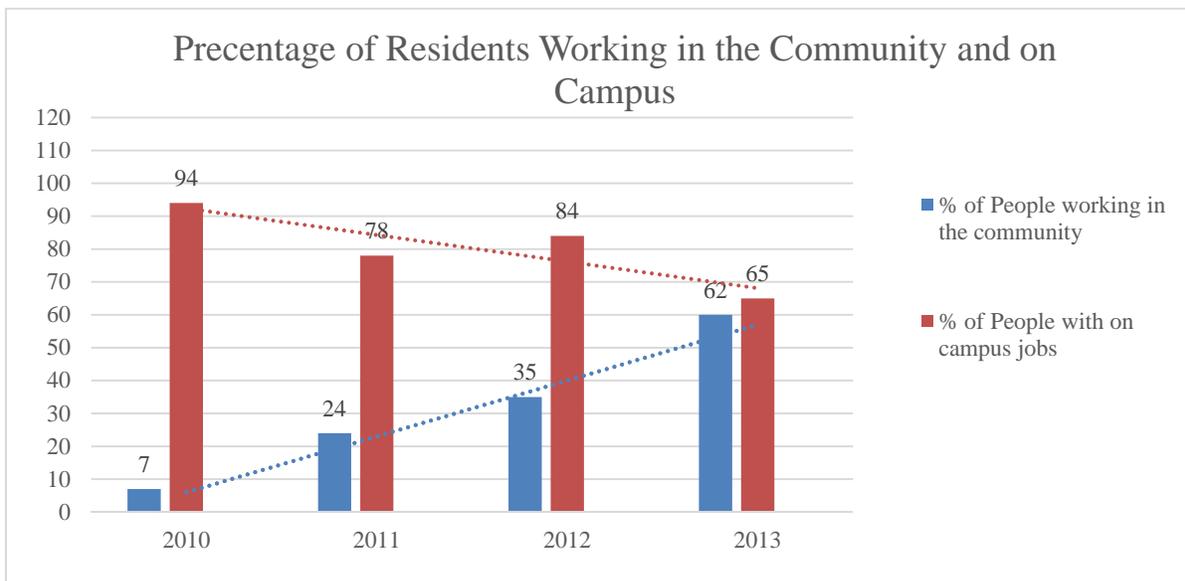
- Production/factory work: The local Beatrice manufacturing community supports BSDC by offering limited assembly work to individuals living at BSDC. Examples include assembling bolt bags, hubs and zerks (a grease fitting), and fishing lure packages. Some of these opportunities are on-site at the various commercial factories in the community and some are assembled at the ILC day services site in Beatrice.

- General Employment: Individuals are employed at various service and sales companies in the Beatrice community. BSDC provides a job coach for each individual on-site. The Vocational Department coordinates with each employer to ensure proper training and supports are available to ensure that people succeed in their community jobs and develop into their careers.
- A variety of on-campus jobs are also available involving operational support services: deliveries, janitorial, and cleaning crews, mowing, mail routes, et al.

In the first quarter of 2014, BSDC had **fifty-five** people working in the community. The jobs they held include:

- Beatrice and Fairbury Department of Roads cleaning crews
- The Beatrice Police Department custodial
- The Beatrice Chamber of Commerce custodial
- Optical Gallery window washing
- Selectel Wireless window washing
- Beatrice Public Schools cleaning crew
- Wymore Public Library cleaning crew
- Wurth Adams manufacturing production
- Penny Press newspaper delivery
- RHD studio artwork in Lincoln
- A variety of jobs coordinated through the ILC day program.

The list is by no means static; efforts are continuously being made to improve employment outcomes for people who live on the BSDC campus.



BSDC's Vocational Services Department is blessed with strong community partnerships. It has partnered with the local Chamber of Commerce and Oasis Staffing to grow community employment opportunities for people living at BSDC. It has also partnered with ILC and the Nebraska Autism Center on several product development projects for the new gift shop. The Department also participates in Alliance for Full Participation in collaborating to improve employment options for people with developmental disabilities living throughout Nebraska. Relationships with our community partners are crucial to the success of the Vocational Services Department.

The Vocational Services Department will continue to progress with its current projects. It will meet quarterly with leadership from the ICFs on campus to determine the needs and preferences of the individuals living at BSDC, and it will work with them to make any necessary adjustments to the vocational programs at BSDC.

In March and May of 2014, Vocational Services hosted Dr. Tom Pomeranz and Scott Hoffman as consultants to guide us in improving the depth and breadth of Vocational Services. In July 2014, Lloya Fritz and Mary O'Hare will conduct focused job-coach training. Nationally renowned IDD authority Pomeranz provides an ongoing wealth of insight into meaningful work and optimum quality of life. Mr. Hoffman focuses on Employment First and career development by ideally matching individual interests with community employer needs. Fritz and O'Hare specialize in vocational-specific staff development. Their input and advice are invaluable.

### ***General Day Program/Home Room Activities***

For each person to realize his/her potential, the Vocational and Recreational Services Team provides appropriate active treatment based on each person's age, health, and their personal goals. This requires extensive coordination between the team and each ICF to ensure appropriate activities are available to meet the needs of BSDC residents.

Home Rooms exist on campus for residents to use **between** participating in specific vocational or recreational activities described in the following sections. Each Home Room is staffed with a Facilitator and a Liaison who work with the Qualified Developmental Disability Professionals (QDDPs) in each home to determine what each resident's habilitation plan requires.

The Home Rooms are designed to be a place outside the homes where residents can experience habilitation opportunities when they are not participating in specific vocational or recreational activities. The Home Room Facilitators design activities that lead to additional skill acquisition to support future employment options. The Liaisons then work with the Facilitators to implement designed activities and also to coordinate referrals to other vocational and recreational services for the residents. BSDC residents are accompanied by ICF direct support professionals who support them while participating in Home Room activities.

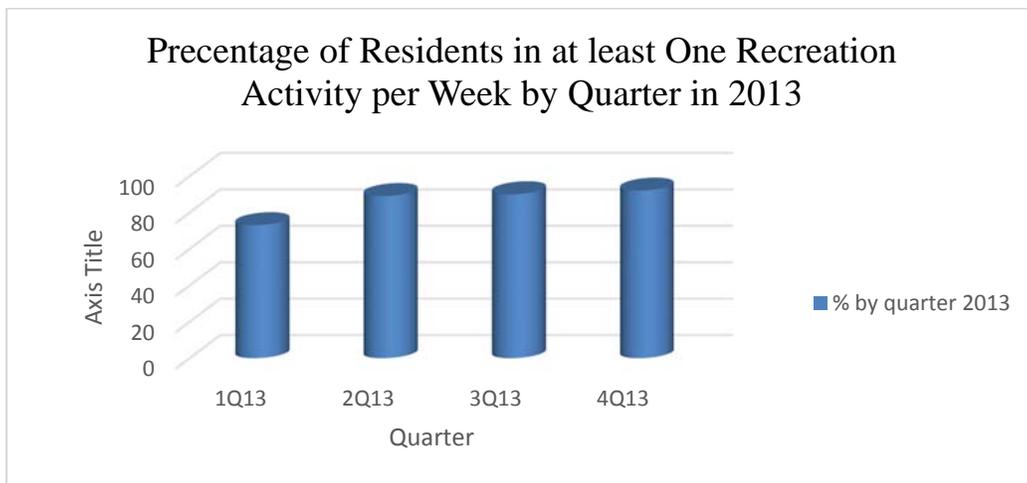
There are ten Home Rooms with corresponding areas of emphasis matching individuals' indicated interests in their habilitation plans.

- Innovations                      Art and products production
- Four Seasons                      Retirement Activities
- Pay It Forward                      Campus and community-based Volunteer Activities
- Tool Time                      Environmental involvement
- Grand Central                      Work-adjustment skills focused
- Sense-Ability                      Work-adjustment skills with a sensory emphasis
- The Rat Pack                      Retirement Activities
- Connections                      Communication focus
- Chapel Verla Dorn                      Religious training, music activities, Red Hats group.
- The Works                      Work skills and independence

Participating in Home Room activities ensures that all BSDC residents leave their homes each day and enjoy meaningful interactions with other people. In addition to specific skills development, this provides a structure whereby BSDC residents maintain involvement in the community outside of their specific ICF. It is expected that this involvement will lead to further integration into the community at large.

***Recreational Services***

The Recreation Services Team sponsors several social and volunteer opportunities for the individuals who live at BSDC and is staffed by Active Treatment Program Specialists and Assistants. In June 2014, the Recreation Team members were specifically assigned to each ICF as a way to ensure optimum participation and tailoring to individual recreational preferences. However, they still operate as a team to coordinate campus-wide events and opportunities.



Volunteer activity is one way in which the residents of BSDC can have a meaningful impact on their community. Each month more than twenty people help deliver Meals-on-Wheels. Another group of people on campus has adopted sections of a Veteran’s Memorial Park and Hannibal Park, and each week they clean their sections. Yet another group has a community garden plot at Homestead National Monument Park where they have planted and harvested vegetables. BSDC residents are also active in community volunteerism through the Humane Society, The Red Hat Society, Grow Big Red (Beatrice beautification project), Salvation Army bell ringing, recycling, Nature Abounds, Special Olympics, various churches, and other local clubs and organizations. Contributing to their community makes BSDC residents feel valued and contributes positively to their self-image.

Initiated by the donation of a scoreboard and other equipment, BSDC developed a new baseball field. With the 2010 summer kickoff baseball game and picnic, a new BSDC tradition has been initiated. All staff, people living at BSDC, people supported in the community by Mosaic and Region V, and all community members are invited. The rules of the game are modified so that people of all ages and abilities can play and enjoy the game.



BSDC sponsors many other recreational events that involve the community. Family Fun Day, an end-of summer tradition, has continued to be well attended. Ice cream socials, street dances, and other events are planned by the Recreational Services Team throughout the year, as well. These activities give people living and working at BSDC a sense of community and provide an opportunity for us to know each other better.



The Recreational Services Team coordinates all Special Olympics activities for people living at BSDC. The Special Olympics teams we participate in include track & field, basketball, basketball skills, bowling, roller skating and swimming. Special Olympics programs offer individuals the opportunity to compete with other people with developmental disabilities, but they also offer opportunities to participate in allied teams – where people with disabilities participate on teams with others who do not have disabilities. Special Olympics activities provide opportunities for physical activity, friendly competition, and the development of lifelong friendships with other community competitors.

Recreation isn't just fun – it truly has a positive impact on the health and wellbeing of the people we support at BSDC. The Recreational Services Team is now embedded within the ICFs to ensure that a wide array of preferred and appropriate recreation opportunities are available, both on and off the BSDC campus.

