Embracing Technology

Maximizing Independency and Autonomy

> **For most people, technology makes things easier.**
> **For people with disabilities, technology makes things possible**
>
> MARY PAT
> RADABAUGHE

Assistive Technology

- The term "Assistive Technology" (AT) has been widely used over the years and across various domains. One of the first official definitions of AT was included in the Technology-Related Assistance for Individuals with Disabilities Act, which was first passed in 1988, reauthorized in 1994, and reproposed in 1998.

The Rights of People with I/DD to Technology and Information Access.

- In 2013, the Coleman Institute for Cognitive Disabilities, a coalition of disabilities organizations and individuals, drafted a declaration regarding the rights of people with I/DD to technology and information access. This document was shared at its Thirteenth Annual Coleman Institute National Conference on Cognitive Disability and Technology, held October 2, 2013, in Broomfield, Colorado. As of January 2020, it has been endorsed internationally by 650+ organizations and 3000+ individuals. The declaration details what access means and why it is critical for people with I/DD, and reminds all of us why advocacy around this issue is critical.

Changing Role of Job Support

Then

- Job coaches provide all the training – control
- Professionals know best "experts"
- Set structure
- One customer

Now

- Training for any new employees – assist not do – empower
- Consultant – facilitate natural supports
- Controlled chaos
- Many customers

Problems with the Traditional Approach to Support

Natural responsibility for support is taken away by the "job coach"

It becomes hard for the job coach to reduce support

Employer does not regard the employee as one of their employees

Co-workers do not develop natural relationships with the new employee

Planning for Workplace Supports

What are supports and accommodations?

It is any strategy that:

Alleviates or lessens the effects of a specific challenge or barrier

Helps people feel more confident, competent, and/or comfortable

Don't forget to include family in the conversation! Their support is crucial – and they might need supports as well!

We can do more with less...

- There will always be a workforce shortage

- Independence is "the key"

- More independence = Less staff needed

- Not over supporting anyone assures that EVERYONE gets supported

Integration vs Inclusion

Integration and inclusion are often used interchangeably, but they are not the same thing. Integration refers to the act of bringing someone into an existing group or system, while inclusion means creating an environment that values and respects all individuals, regardless of their differences

EXCLUSION

INTEGRATION

INCLUSION
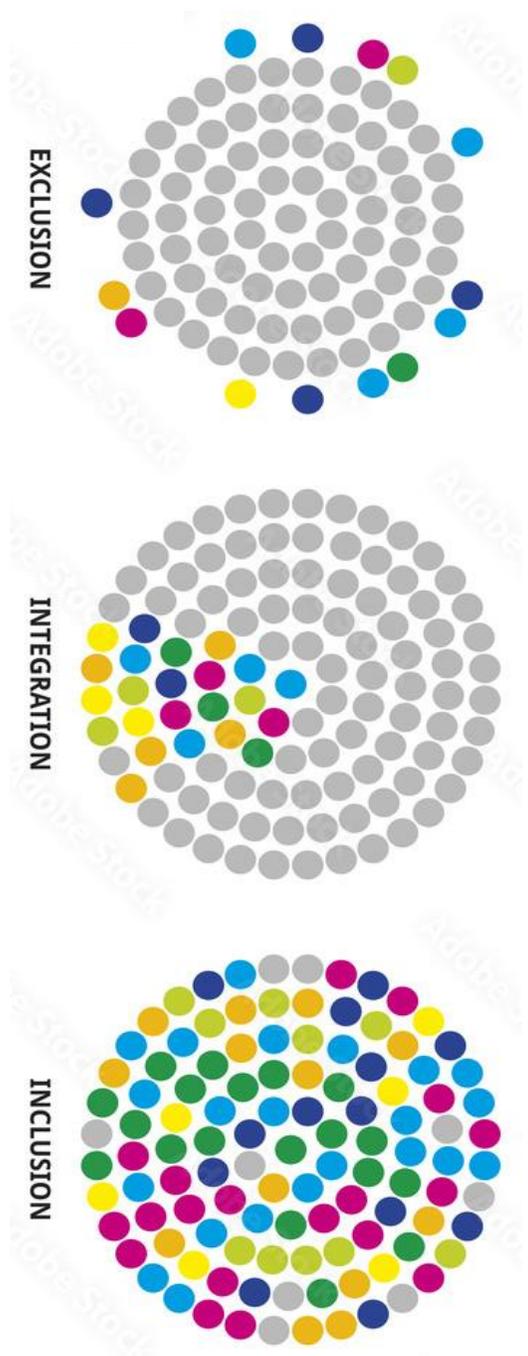
Why is Technology Important?

- Enhances functional independence, self-sufficiency and productivity.

- Levels the playing field.

- Enhances quality of life.

- Increases engagement and participation in all life domains.

It also...

Grants us speed, access and adaptability, all alongside the destruction of harmful labels.

Provides consistency in staffing which is often key to success. Technology gives us the ability to widely distribute consistency.

Simply Put…

- Leveraging technology for employment supports can enhance productivity, streamline processes, foster collaboration, and enable continuous learning and development.

- By effectively using technology, individuals can optimize their work and achieve better outcomes.

Enabling Technology

- A model or approach that places priority on the inclusion of technology as a natural support for people with disabilities desiring to live, work and connect in the community.

  These include off the shelf and customizable devices and services that empower independence and enhance the quality of life.

- Technology first language is used to describe agencies, organizations, or states that have embraced technology and related services to improve quality of life and empower independence.

Technology and HCBS Waivers

- States began expanding waiver definitions to include broader classifications for equipment and services as awareness began to grow around enabling technologies. People qualifying for Medicaid waivers can now access new technologies for home, work, and the community without having to pay out of pocket.

- At the same time states began experiencing critical reductions in their workforce. Concerns about lack of qualified staff motivated provider organizations and state agencies to look for new opportunities and solutions.

- Focus is now on sustainable solution of enabling technology integration as an effective tool for support. With momentum growing around successful implementations nationwide, states and providers have adopted the phrase "technology first" to indicate their commitment to technology in the support planning process.

Types of Technology

Low Tech

Tennis balls

Pencil grippers

Raised Lined Paper

Post it notes
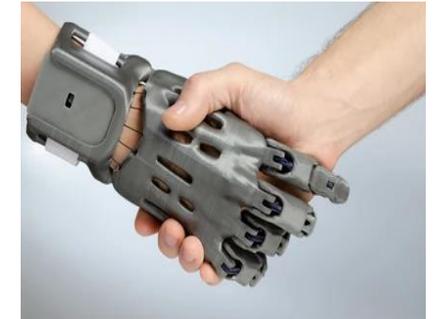

High Tech

Prosthetics

Software

Communication Devices

Free

Apps

Pictures

Very Expensive

Automated Devices

Examples of AT

- Mobility: Cane, walker, wheelchair, prosthetic

- Sensory: Hearing aids, glasses, vision boards

- Speech Language: Augmentative and alternative communication such as speech generating devices and communication apps

- Cognitive: Apps and tools for daily organization and reminders.

Person Centeredness

- Person-centered means treating others with respect and dignity, and helping them achieve their own goals. It also recognizes the right of people to make informed choices, and take responsibility for those choices and risks.

What Person Centered Thinking, Planning and Practice Is

- Thinking: Focuses language, values, and actions toward respecting the views of the person and their loved ones. Emphasizes quality of life well being and informed choice.

- Planning: directed by the person with supporters they choose. It is a way to learn about the choices and interests that make up a goof life and supports (paid and unpaid) needed to achieve it.

- Practices: Present when people have the full benefit of community living and supports are designed to assist people as they work toward their desired life goals.
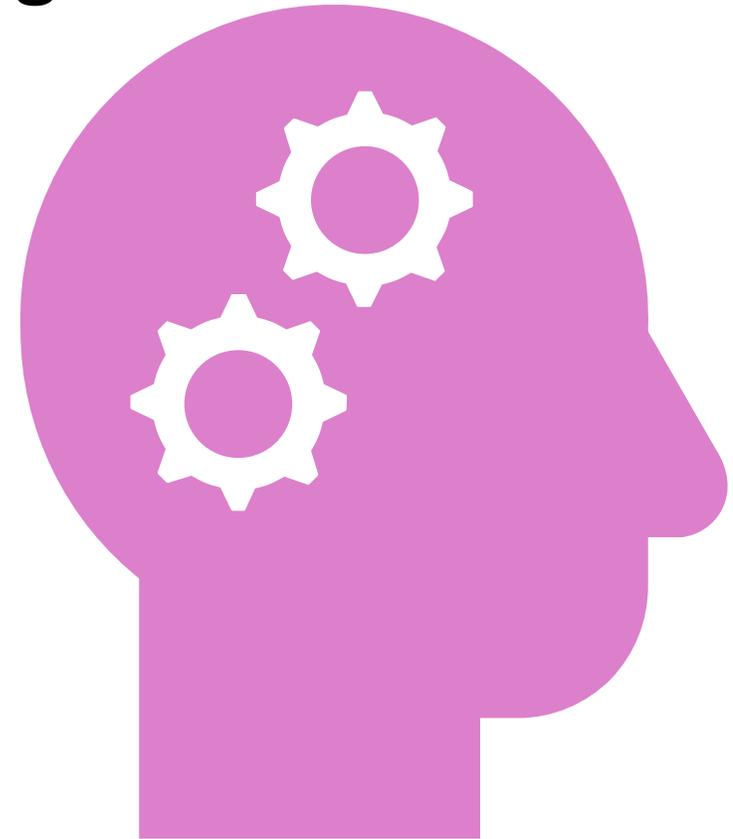
Assessment Identify Need

1. Assess Work, Home, and Community Demands.

2. Evaluate Physical, Mental and Cognitive skills.

Perform Gap Analysis

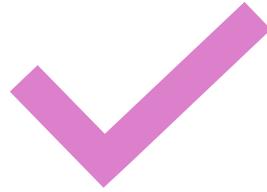➢ **What are the goals to be achieved identified by the person**

Supporting a Culture of Technology

- How managers and supervisors approach the value of technology greatly impacts the value of technology being seen as a natural support included in person centered practices.

Two Camps-

Confidence vs Competence

✓

I am going to do whatever needs to be done to accomplish the task

Technology is something that I can break, it is stressful, and I am not good at it..

We have the capacity for both growth and fixed mindsets. These are reinforced by supervisors, coworkers and ourselves.

- Developing a Growth Mindset

- Acknowledge your weaknesses

- Prioritize learning

- Know how you learn best

- Focus on process

- Let mistakes go

- Ask for help when needed

Need for a Champion

Enabling Technology Integration Specialist

The **Enabling Technology Integration Specialist Certification (ETIS)** is most appropriate for professionals who specialize in the integration of enabling technology. These professionals often work with a provider organization or state agency to complete assessments, identify & implement appropriate technology solutions, provide training, and serve as a resource & mentor to other staff.

Time to Embrace

Organizations will continue to struggle with a diminishing workforce and significant budget limitations. In order for organizations to continue providing quality services, they must adapt to these challenging circumstances. By adopting innovative approaches and developing alternate service models - like those offered by technology - organizations are better prepared to face these challenges successfully.
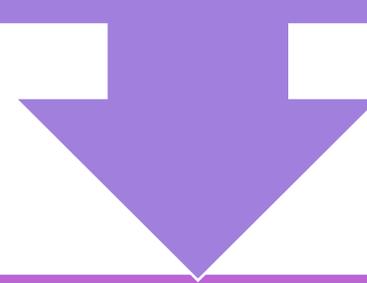
What have you used?

Life Sherpa

One integrated cloud-based platform, LifeSherpa powers and delivers content, reminders, reinforcements, self-help resources, best practices, communications, and analytics – turning the support experience into a proactive, proficient process and keeping your data secure. 3rbehaviorlsolutions.talent

The app includes reminders, assigned tasks, timers, emotion regulation support, etc. to help individuals reach their goals in one place.

Seeing AI
(Low or no Vision)

Converts visual data into audio feedback

- Use camera to:

- Read short text aloud, scan books or documents

- Scan Barcodes to be told what an object is

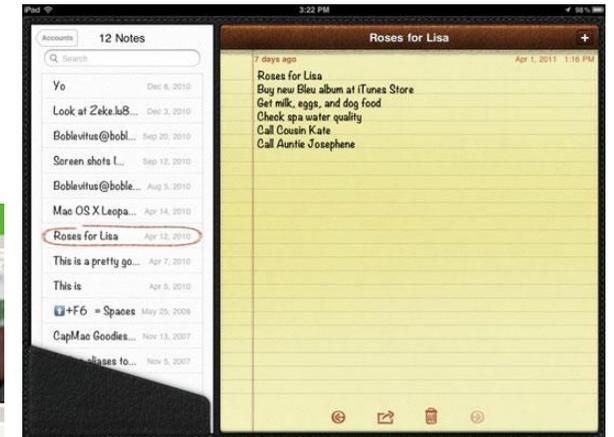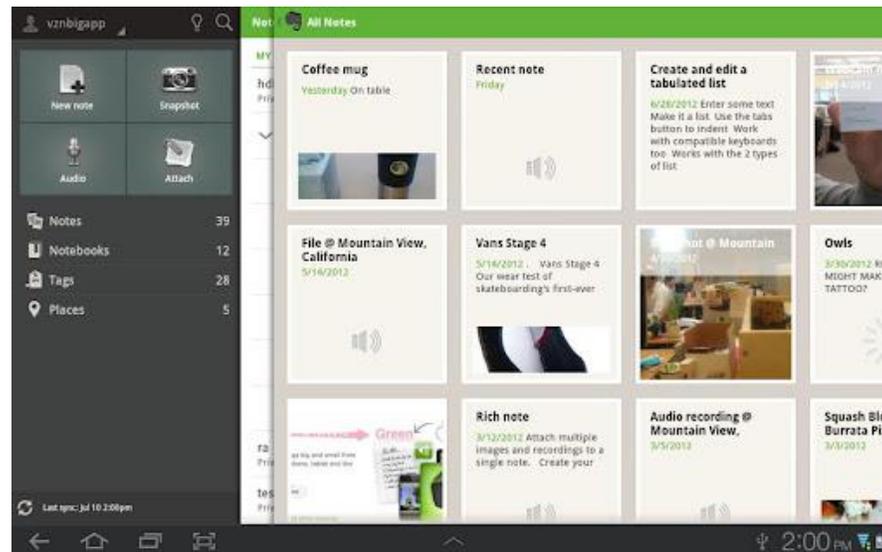- Recognize people, surroundings, colors.

Apps to Aid in Communication: NOTES

- NATIVE APPLICATIONS:
 - Memo
  - Notes
- FREE/PAID APPLICATIONS
  - Evernote
  - Google Keep
  - Office
 - And too many more to name.

Apps to Aid in Communication: COMMUNICATION APPS

- NATIVE APPLICATIONS:
  - None

- FREE APPLICATIONS
  - LetMeTalk
  - CommboardsLite

- PAID APPLICATIONS
  - Proloquo2Go - $249.99
  - Commboards - $19.99
  - Dynavox aka

  Boardmaker 7 - $ not yet announced
    - Boardmaker 6 and previous are discontinued as of Nov. 2020 and will no longer be sold, but will receive support for 2 more years.
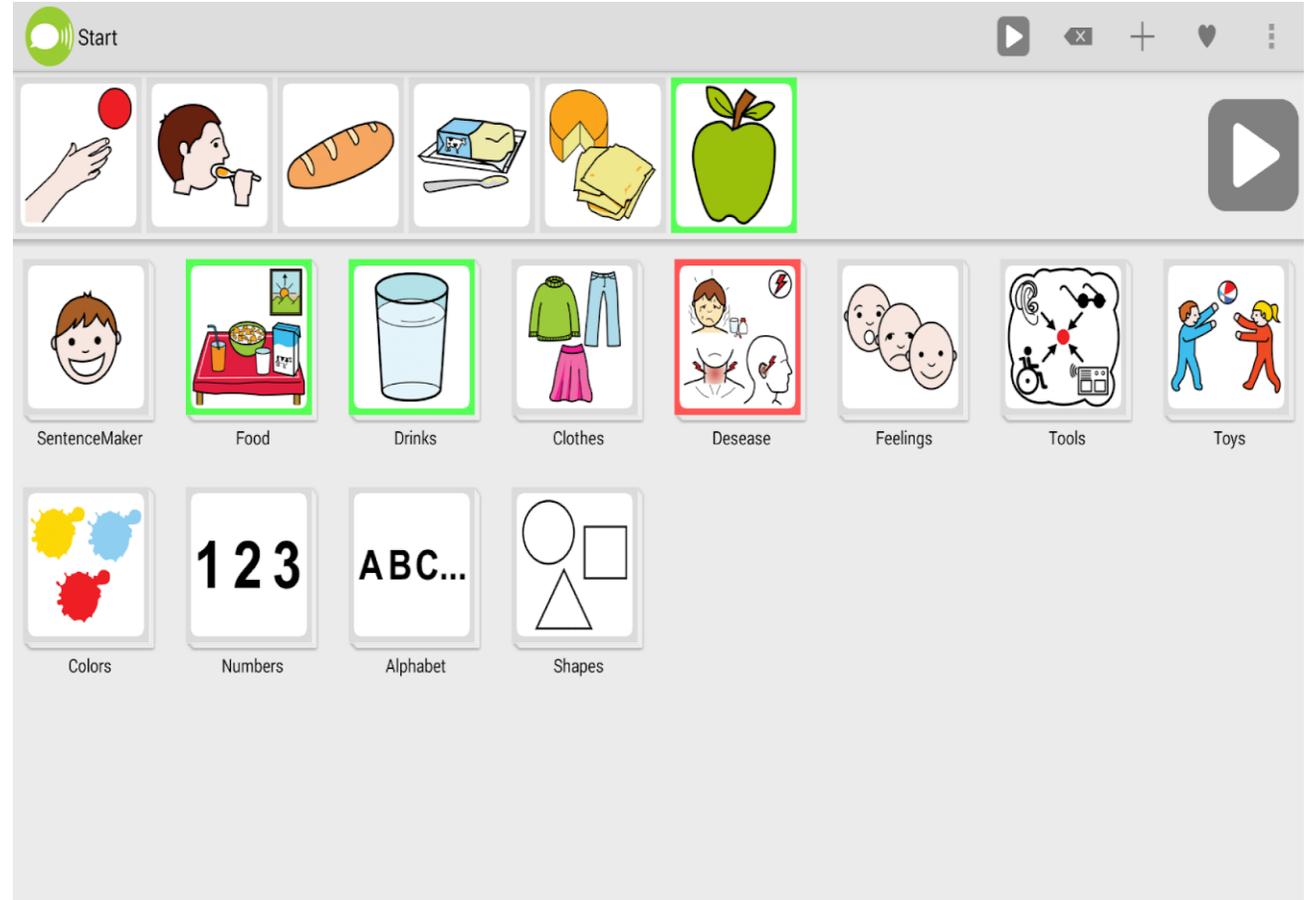
ASSISTANTS:

- Siri

- Alexa

- Google Assistant
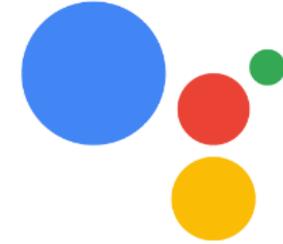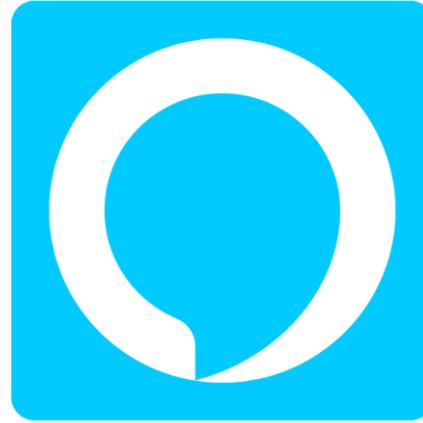
BLUETOOTH AND WIFI/SMART TECHNOLOGY:

- Ear buds

- Tracking Device

- Padlock

- Fitness Tracker

- Smartwatches

- Notification Fob

- Toothbrush

- Trashcan

- Breathalyzer

- Smart buttons/Outlets

- Pill Dispensers

- Etc.

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Wi-Fi   HAND FREE   SMARTPHONE   VACUUM

bruno SmartCan is an automated, Wi-Fi enabled, hands-free trash can, with a powerful integrated vacuum that delivers debris directly to the trash bag... And that's just the beginning of bruno.

The way to get started is to quit talking and begin doing.

Walt Disney

THANK YOU

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