

# Baldwin Association for Retarded Citizens, Inc.

## Program Description

- I. Orientation to Employment (OE):** Training opportunities are to evaluate the consumer's potential for community employment. The emphasis is placed on the consumer's weaknesses and barriers to community employment, as identified in the ISP. The training should relate to specific consumer's goals. The Work Behavior Outline is an instrument used as a guideline in accessing strengths, weaknesses and barriers to community employment. The Murdoch Center Program Library, Employment Opportunities within the Community and simulated work are often used for training. O.E. participants may never move into community employment, but most consumers are exposed to some work experiences. Work provided through this program primarily consist of hand collating, sorting and packaging. Employees are paid a piece rate for completed work. Staff inspects work for quality and packages final product for shipping.
- **Adaptive Work Skills (AWS):** This program provides consumers in our Day Habilitation Program with the opportunity to participate in simulated work activities designed to enhance their eye-hand coordination, finger & manual dexterity, form & spatial perception; as well as, improve their attention span and increase their environmental awareness.
- II. \* Transitional Employment (TE):** This program allows the consumer the opportunity to develop and enhance good work behaviors, while working in community jobs that provide on the supervision and support. These jobs include: 1) Janitorial services for local and surrounding businesses and industries, 2) Hand collating jobs performed for the local newspaper. The number of workers in the work group/enclave should not exceed (8). Janitorial services employees are paid at minimum wage or according to their performance as determined by an hourly time study and updated every six months. Hand collating positions are paid based on an established piece rate. The consumers

are employed 20-40 hours per month and have frequent opportunities to interact with non-disabled workers. This program is designed to be a transitional program for Supported Community Employment. When a consumer has reached this level the focus shifts more towards Job Readiness, Job Seeking, and Job Retention Skills Training. Various video training series, On the Job Training (OJT), Employment Opportunities within the Community and role-playing are the most frequent means of training utilized.

NOTE: We recognize that some consumers may be at this level of support indefinitely or for an extended period of time.

- III. \* **Supported Community Employment (SCP):** This program allows the consumer the opportunity to be competitively employed in the community with the assistance of a job coach. The consumer should be employed for a minimum of eighty (80) hours per month and have frequent opportunities to interact with non-disabled workers who are not paid service providers. The number of consumers in a work group (enclave) shall not exceed eight (8).
  
- IV. \* **Community Participation:** This program promotes consumer involvement within their community. Its purpose is to afford the consumers the opportunity to participate in community events, of their choosing, that are social, cultural, educational, and recreational in nature. While participating, consumers are encouraged by staff to display appropriate social skills and are assisted with any community skills in which they display deficits. Consumer participation is based on need; therefore, a consumer who has adequate exposure to the community via their home life/natural supports will not be a high priority. All trips should be organized through the Personal & Social Coordinator and followed-up with an activity note.

- V. **Activities of Daily Living Skills Training (ADL):** This program is designed to assist the consumer in the acquisition, retention or improvement of self-help skills such as:
- Grooming & Hygiene - hair care, oral hygiene, face cleaning, shaving, makeup, skin care & fragrances, hand & nail care, and feminine hygiene.
  - Food Preparation, pre-meal skills, eating, manners, meal cleanup and purchasing food. Lunch & Break provide natural opportunities for staff to assist consumers with these skills. However, we provide group and individual training opportunities utilizing the Murdoch, video tapes and role play.
- VI. **Computer Program:** This program provides consumers with the opportunity to explore the many uses of the computer. Whether it is used: as a means of communication, as a form of education or just for fun, the computer proves to be an excellent avenue for consumers to explore their interest and abilities.
- VII. **Socialization Skills Development:** These are social interaction skills that can be practiced and improved upon in all settings. Staff should be aware of a consumers behavior at all times and be prepared to intervene in situations where inappropriate social behavior is being displayed. The intervention is discreet and in a respectful manner. Not only are the staff role models for the consumers, but also for the community. Respect breeds respect. The most frequently used training materials and techniques are video training tapes and curriculum designed for individuals with developmental disabilities, role modeling and practice and feedback.
- VIII. **\* Wellness:** This program is offered in two (2) different locations: Hatcher Square Mall and the BSC. Sit & Be Fit and Sidewalk Walking are conducted as an in-house program. The community walking group walks with local citizens at either Hatcher Square Mall or weather permitting at Oconee Regional Medical Center walking track.

- IX. \*Music Therapy:** This program is sponsored by G.C.&S.U. School of Health Sciences Music Therapy (MT) Department. The program enables our consumers to experience Music Therapy while providing MT students with applied learning experiences in a supervised environment. We also offer music appreciation in house on a weekly basis. This program allows all who are interested the opportunity to sing, dance and play various rhythmic instruments and participate in public performances via The Harmonettes Handchime Choir.
- X. \*Dance Therapy:** This program is sponsored by G.C. & S.U. School of Health Sciences Dance Therapy (DT) Program. The program enables our consumers to experience dance and movement as a creative and expressive outlet. The program allows all who are interested the opportunity to have individual and/or group therapy and participate in public performances via the Hearts in Harmony Dance Company.
- XI. \* Sign Language:** This program is sponsored by GC&SU School of Health Sciences Music Therapy Department. This program enables our consumers to use sign language as an expressive means of interpreting music. This group performs publicly as The Music in Motion Performers.
- XII. Relaxation:** Time set aside for consumers who participate in our Day Habilitation Program to have the opportunity to unwind and relax. For those consumers who are non-ambulatory, it further provides time for them to get out of their wheel chairs and stretch out. Usually during this time, the instructor will play soft music or just have quiet time.
- XIII. Leisure Time:** Our consumers have indicated to us that they would like an opportunity to do things they call "fun". Their areas of interest are gardening, aquariums, reading, playing games, and making arts & crafts. As a result we are developing activity centers that will provide them the opportunity and the means for exploring their areas of interest. These centers include:

- *Garden Club*: sponsored by GC&SU Biology Department provides a hands-on learning environment that allows consumers to enhance their gardening skills while learning more about Mother Nature and her many gifts.
- *Reading Center*: an area that will provide literary enjoyment to both the reader and the non-reader. The consumers have formed a Book Club for those interested in meeting and discussing various literary topics. Representatives from the group go monthly to the local library to select reading materials.
- *Creative Arts*: areas that will allow the consumer to creatively express themselves through various art forms. Staff will be available to issue supplies and provide assistance and supervision as needed.

**XIV. Health & Safety:** This program is designed to ensure that the daily operations and services are conducted in a safe and healthy environment. Regularly scheduled safety meetings, drills, and training sessions are conducted by the Health & Safety Coordinator and/or his designee as outlined in the BARC, Inc. Policies and Procedures.

**XV. \* Volunteer Program (VP):** This program provides consumers with the opportunity to volunteer for various organizations in which they have displayed interest. It gives them the chance to share their gifts and talents with non-disabled citizens in a productive manner. Not only do we want people with disabilities to be valued; we want them to develop healthy relationships with non-disabled peers. We currently provide volunteers for the following: Red Cross, Salvation Army and Brantley's Retirement Home. We have adopted the following projects:

- National Make a Difference Day
- Operation Christmas Child
- Knights of Columbus Tootsie Roll Drive
- Salvation Army Thanksgiving Dinner

- Salvation Army Bell Ringer at Christmas
- American Cancer Society Relay for Life

**XVI. Community Awareness:** This program is designed to keep the consumers informed on what is happening in the community they live in. Each morning, staff and consumers members relay information they heard on the news, review articles & Classified Ads from the newspaper, and ask consumers to provide input. During this time we encourage consumers to practice their appropriate social interaction skills. Job announcements are posted for future reference. On occasions, we invite someone from the community to give an afternoon presentation concerning issues relevant to the consumers we serve, such as: Drug Awareness, Fire Safety, Community Events, Programs, Services, and Businesses within the community.

**XVII. "Good Citizens" Advocacy Group:** This is an educational group designed to teach consumers about current legislative issues and self-advocacy techniques. Consumers meet monthly to discuss various

- Legislative Issues identified in the Developmental Disabilities Council newsletter Looking Forward.
- Upcoming legislative events & advocacy training
- Special occasion and holiday events they wish to make plans for.
- Issues surrounding services and programs offered by the BARC.

**XV. \* Best Buddies Program:** This program partners Georgia College & State University students with individuals who have developmental disabilities, who share some of the same interests, likes and dislikes. The purpose is to develop relationships that foster social growth and maturity among all those involved. The college students are supervised by GC&SU faculty and are required to participate in orientation provided by the BARC. Once a consumer and the college student have been partnered, the BARC takes a back seat and encourages contacts to be made directly between the consumer and his/her family. We feel that the less we are involved the greater the chances are the relationship will build naturally.

## **Baldwin Association for Retarded Citizens, Inc.**

The Baldwin Association for Retarded Citizens, Inc. understands that the population we serve typically display characteristics of significantly sub-average intellectual functioning. This is accompanied with related limitations in two or more of the following adaptive skill areas:

- Communication
- self-care
- home living
- social skills
- community use
- self-direction
- health & safety
- functional academics
- leisure
- work.

The following programs are designed to help consumers overcome deficits in these areas by utilizing the following levels of supports.

- Intermittent: Supports are on an "as needed basis."
- Limited: Supports are consistent, but time limited.
- Extensive: Supports are regular and not time limited.
- Pervasive: Supports are constant, high intensity, across environments and sometimes life-sustaining.

The Baldwin Association for Retarded Citizens, Inc. recognizes the AAMR Diagnosis, Classification, and Supports System (9<sup>th</sup> Edition) as a resource in establishing their understanding of these skills and supports.

- **Indicates Programs with emphasis in community involvement.**

# **BARC, INC.**

## **PROGRAMS**