

# Boot Camp

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Charles W. McDowell Center



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What is **Boot Camp** ?

How is **Boot Camp** different from  
usual McDowell Center Training?

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# Candidate

- Our current program is for consumers entering rehabilitation or those who still need significant rehabilitation to be considered for work or school.
- The Boot Camp is at the end of the rehabilitation program with consumers who are “rehabilitated” or prepared to enter work.



# Timing of Training

- Training is offered in the midst of other training that may continue for several weeks or months.
- Focus is on finding employment immediately during the 3 week program offered several times a year.



# Consumer Skill Level

- Consumers receiving comparable training at many different skill levels in:
  - Assistive Technology
  - Orientation and Mobility
  - Note Taking
  - Ready to Work Behavior
- Consumers accepted into Boot Camp will have advanced job ready skills in:
  - Assistive Technology
  - Orientation and Mobility
  - Note Taking
  - Ready to Work Behavior



# Interviewing Skill Training

- Training is received at the beginning of the consumer's training at McDowell, to be followed by training in other areas.
- Training is received during the consumer's participation in their job campaign.



# Ownership of Outcome

- The consumer's expectation is that the job search will begin at some unknown future date.
- Gives the consumer an opportunity to have ownership & responsibility of job search.





# Action Plan

- Consumers exiting McDowell Center training are at varying levels of readiness for employment. They do not exit with an action plan.
- Consumers participating in Boot Camp will have an action plan whether they successfully complete the program or not that will detail the next steps to take to become employed.



# Sample Action Plan

**Date:** July 4, 2014

**Goal:** To secure employment as a barista at Starbucks

**Target Date:** by August 15, 2014

**What I need to do and by when:**

- 1). Using my PDS, complete an online application for Starbucks (July 5)
- 2). Buy a bus pass so that I can visit local coffee shops ( July 5)
- 3). Pick up or complete applications at smaller coffee shops:  
refer to action plan in your packet
- 4). Visit my favorite Starbucks location and see if I can talk to the manager to let her or him know I've submitted my application. Find out what my chances are! (July 9 to visit and follow up by July 13)
- 5). Follow up with shops where I've submitted applications after 3-5 days to check status (Week of July 16)

6). Practice interviewing with my counselor and instructor. (July date that works for them –call if I get an interview before our appointment)

7). Use week of July 23 to follow up with any dangling applications, try to get interviews!!!

### **What I'll do if I don't have a job by August 15:**

1. Revisit any of the shops that I haven't heard from to see if they are still considering my application. If not, find out if they need other help.

2). If none of the coffee shops work out, expand my search and consider jobs in other nearby restaurants.

3). If restaurant jobs don't work out, consider retail sales options.

4). Revisit my counselor or instructor and do more brainstorming!!!

# Follow up with Consumer

- Outcomes for consumers leaving the McDowell Center are unknown to staff, who cannot use outcomes as a marker for effectiveness of training.
- Consumers will have bi-weekly meetings by phone or video conference.
- Consumers will have monthly phone or video conferences on a particular employment topic.



# Attendance & Learning Agreement

- Consumers are adjusting to their visual impairment and are given leeway to improve their performance in training.
- Consumers are expected to be on time for all sessions.
- Consumers are expected to work at capacity through all sessions.
- Consumers failing to perform on the point above will be asked to leave on the third occurrence.





# Curriculum and Components

## Boot Camp

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# Boot Camp Modules

- Introduction
- The Group & Me
- Labor Market Realities
- The Perfect Job
- Self Awareness
- Career Resources
- Identifying Jobs and the Tools to do them
- Communication Skills and Participant Presentations
- Looking for Work is harder than Working
- Working with a Visual Impairment
- How and When to Disclose Disability
- The Perfect Worker
- The Paper Trail
- What You See is What You Get
- Interview Performance
- Mock Interview Feedback



# Qualifications for **Boot Camp**

- **VOCATIONAL GOALS:** Written Plan
- **TRAVEL:** Travels Independently in a variety of areas indoors and outdoors
- **NOTE TAKING:** Can independently give and get information for notices
- **COMPUTER USAGE:** Accesses PC with work-related software i.e. MS Word, MS Excel, JAWS, Window Eyes, Zoom Text
- **BEHAVIOR:** Consistent with Employer expectations
- **SOFT SKILLS:** Work appropriate behavior such as endurance, and punctuality
- **ATTENDANCE:** Ability to attend every day of 3 week program





# Career Portfolio

- Strength/Problem Checklist
- Interests/Abilities/Values/Work Personality/Liabilities
- Values Word List
- Self-Directed Search
- Job Analysis (3-5 Jobs)
- The Perfect Job/Worker
- Working in the 21<sup>st</sup> Century
- Communication Dos/Don'ts
- Problem Solving Model
- Assertiveness Skills Handout
- Interview Tips Handout
- 4 Dozen Ways to Stay Unemployed
- Disability Disclosure Handout
- Johari Window Handout
- Composite of Interview Critiques
- Onion Analogy Handout
- Personal Data Sheet
- Resume
- Composite of Worker Evaluations
- Access to Work Fact Sheet
- Information about the Disability
- Job Introduction Scheme
- WORKSTEP Employment program



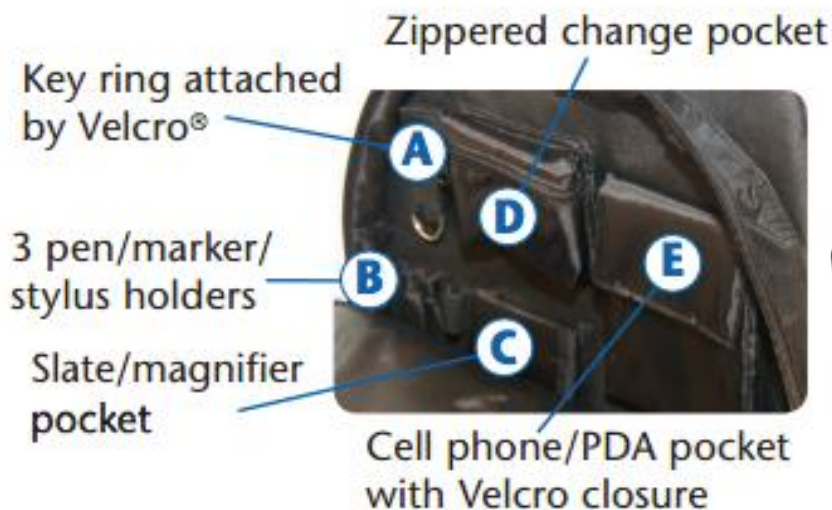
## Transition Tote System Backpack

This attractive, sturdy backpack is a perfect solution for organizing and transporting equipment and tools used by students and professionals. Designed to serve the changing needs of persons with visual impairments as they proceed through school, transition & vision rehabilitation programs, and into the adult world.



### Features

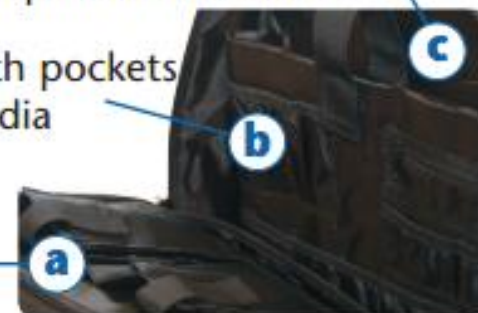
- Measures 18 x 12 inches
- Durable, water resistant material
- "Feet" on the bottom to set it upright
- Top carrying handle
- Roomy front zipper pocket
- Shoulder straps are broad, padded, and adjustable; can be zipped neatly into a back compartment when not being worn.
- Large zippered inner space can hold braille/large print books, a portable video magnification system, or similarly sized items.



Back padded compartment with adjustable Velcro strap protects a laptop or similar device

Back panel with pockets for storing media

Front panel with 3 padded pockets for electronic items



Transition Tote System Backpack: 1-08211-00.....\$68.00

# Deadline for Applications

- August 18th

