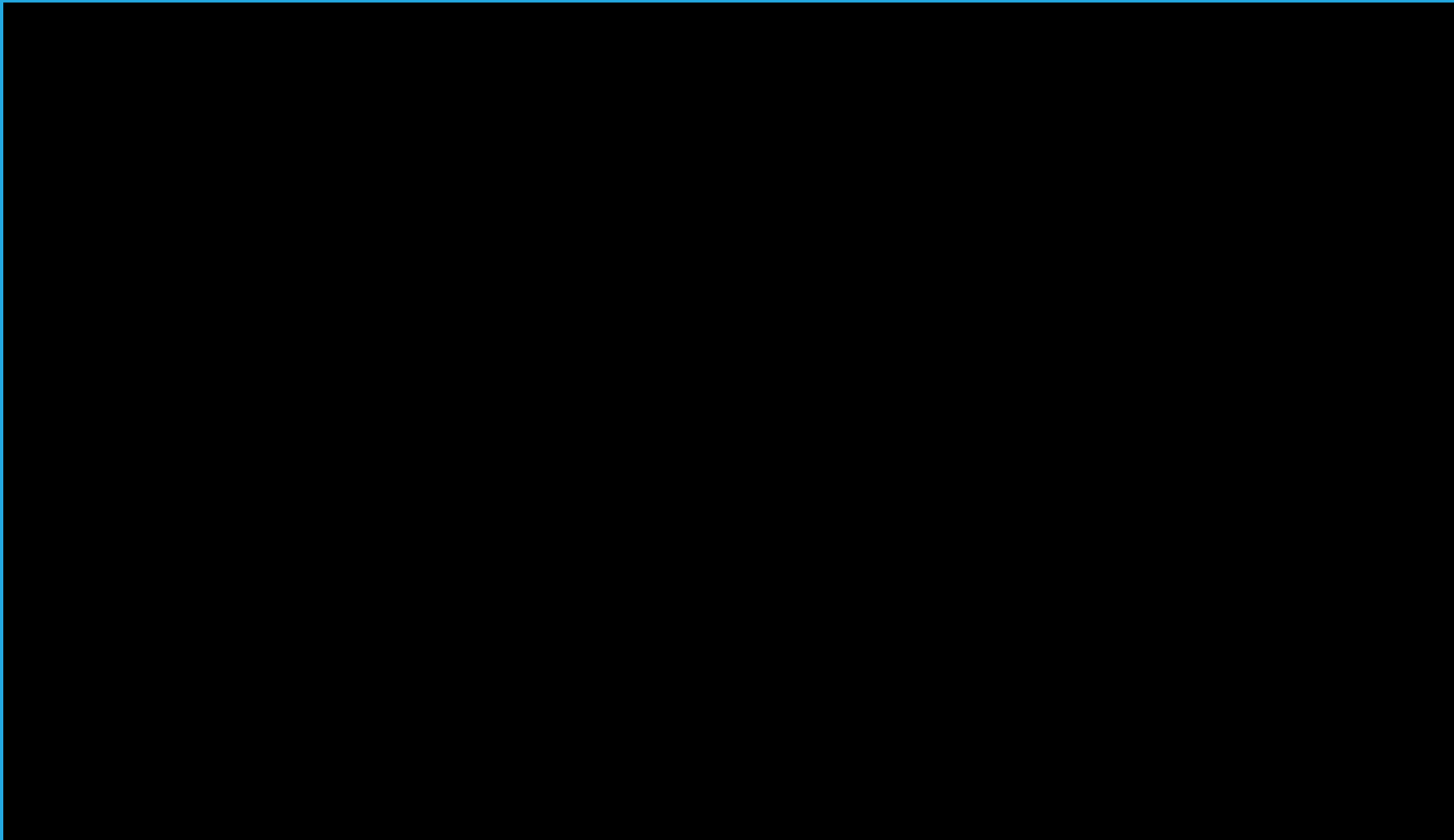


Teaching Digital Skills to help I/DD adults transition into the workforce

Alics D. Dillard, MA LPC





History of Specialized Employment and Training at Goodwill

What worked?

What didn't work?

COVID

We looked at trends of other day programs and realized we needed to change

Digitability



Shannon Kelley

Digital Skills Coordinator at Goodwill Industries of Greater Detroit

Why focus on Digital skills?

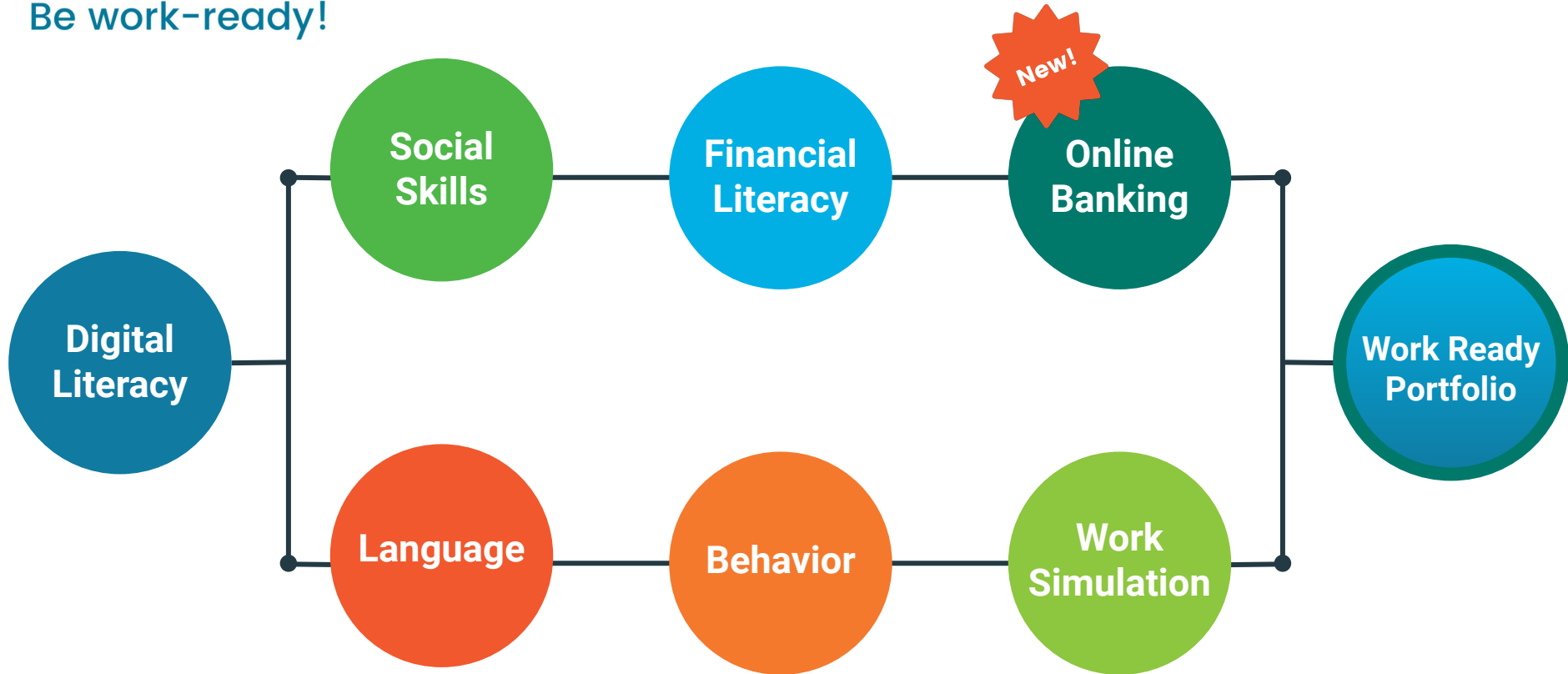
In March 2020, when COVID-19 was declared a global pandemic the use of digital devices has increased rapidly. This has led to much greater reliance of remote digital technology for all aspects of life. (Chadwick et al 2022)

Digital skills are necessary in order to gain access to the job market, higher education, to take part in society or benefit from various services (Carretero Gomez et al., 2017)

A digital gap negatively affects people who suffer the consequences of a lack of technology availability, accessibility and usability (Sachdeva et al., 2015)

Digitability™

Be work-ready!





SOCIAL ECONOMY

Checking Account Balance: \$399.00 Savings Account Balance: \$175.00

Bills Due	Date
Rent	04/01/2022
Recreation Fee	04/01/2022
Wifi	04/15/2022
Rent	05/01/2022
Recreation Fee	05/01/2022
Wifi	05/15/2022

Students earn virtual income for work and behavior, receiving deposits to their checking account.

PAYING BILLS

Pay A Bill

Bill	Amount	Due Date	Pay
Rent	\$10.00	09/01/2021	Pay
Pens & Pencils	\$2.00	09/01/2021	Pay
Paper	\$3.00	09/01/2021	Pay

Paid Bills

Bill	Amount	Paid
Rent	\$10.00	08/01/2021
Electric	\$2.00	08/01/2021
Paper	\$3.00	08/01/2021
Pens & Pencils	\$2.00	07/01/2021
Rent	\$10.00	07/01/2021
Paper	\$3.00	07/01/2021

Students navigate pay stubs while paying taxes each period.

EARN REWARDS

Rewards for Purchase

View Sample Rewards

Reward Type	Amount
YouTube Time	\$10
Movie Day	\$10
Free Time	\$ 5
Snack	\$ 5

+ Add Reward Reward created.

Students make purchases for customizable rewards as reinforcement.

PAY STUBS

Student Reports

March 2022 [Download Report](#)

Most Recent Payroll 03/15/2022 Year-To-Date (YTD) Payroll

Earnings	Earnings YTD
Gross Pay \$105.00	Gross Pay \$381.00

Deductions	Deductions
- Behaviors -\$12.00	- Behaviors -\$48.00
- Federal Income tax (15%) -\$15.75	- Federal Income tax (15%) -\$51.45
- State Income Tax (5%) -\$5.25	- State Income Tax (5%) -\$17.15
Net Pay \$72.00	Net Pay \$264.40

Students navigate pay stubs while paying taxes each period.

BUDGET PROGRESS

Set A Budget

Apr 2022 [Edit Budget](#)

Income	\$302 of \$500
Purchases	\$5 of \$100
Bills	\$15 of \$30
Fees	\$1 of \$5

Students review their deposits and withdrawals with bank statements.

PROGRESS MONITORING

Student Reports

Schmidt, Todd Jul 2021 [Download Report](#)

Student Behavior - Trends by Month

Teachers use data to generate progress monitoring reports with the click of a button!

Presented by
Digitability



Financial Literacy



Digitability
Be work ready!

Bills



Rent for desk



Wifi



Gym



Transportation

Rewards



Snacks



Preferred activities



Computer time



Classroom resources





What are Work Simulations?



Introduction to
Employment Pathways
Through Project-Based
Learning

Employment Experience

Identify Interest

Getting Hired to Work

Performance Reviews

Portfolio + Interview

Work-Ready!

APPLY FOR A JOB

Project Samples



Coffee Shop



YouTube Marketing



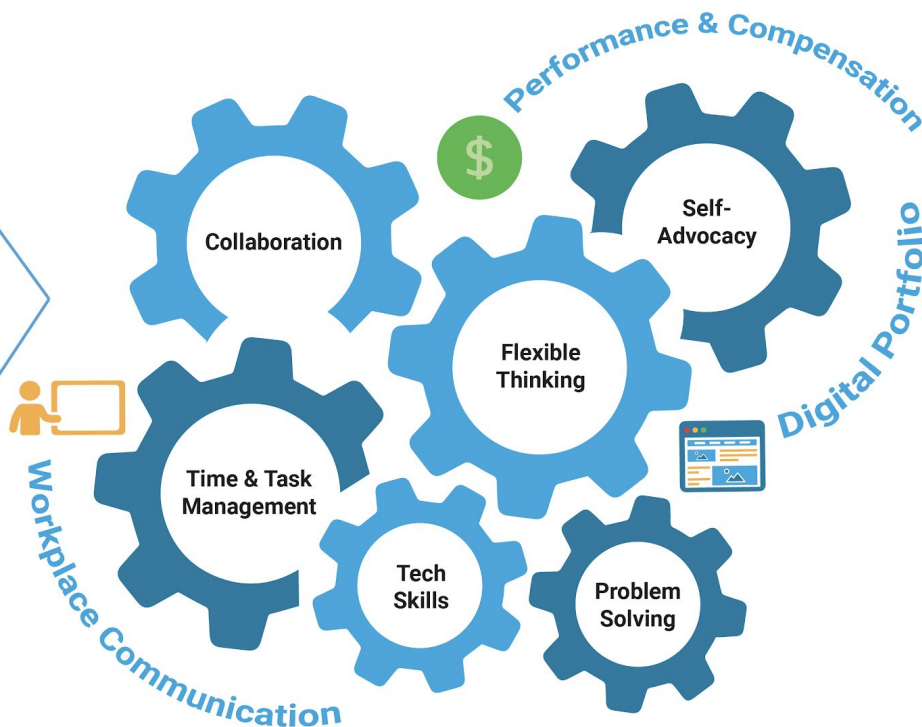
Data Entry



Website Creation



Choose Your Own



Digital Portfolio

Digitability

LEVEL 1: SOCIAL ECONOMY

LEVEL 2: SOCIAL ECONOMY

LEVEL 3: SOCIAL ECONOMY

LEVEL 4: SOCIAL ECONOMY

WORKPLACE CULTURE

WORKPLACE BOUNDARIES

WORKPLACE POLICIES

WORKPLACE ADVOCACY



Earning and Spending



Motivation



Socialization



Personal Budgeting



Executive Functions



Self-regulation



Empowerment



Self-Efficacy



Long-term Planning



Perseverance



Self-Advocacy Plan

Welcome



Goodwill Industries of Greater Detroit

3111 Grand River Ave. Detroit, MI 48208

Contact Number: (313) 964-3900

Hours of Operation : 8 AM - 5PM

Monday thru Friday



Posing outside by the Goodwill building



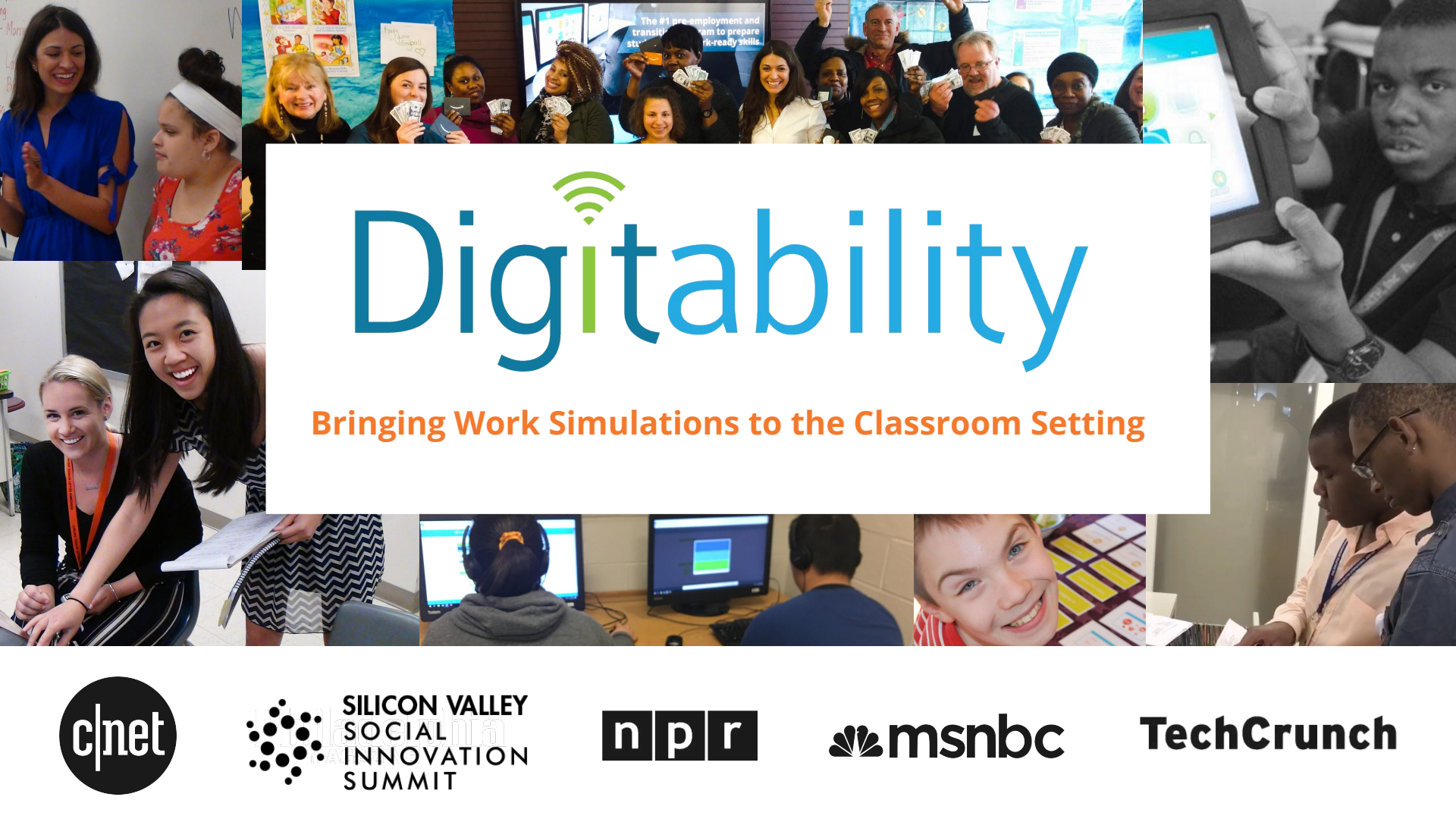


**Work
Simulation**

Our Conclusions

Motivation plays a large role in maintaining engagement, and technology as a tool enhances the motivation of students with disabilities (Bouck et al., 2010)

Participants learn to rely on themselves rather than instructors, which leads to more confidence in exploring their strengths and enables them to play more roles in the learning environment (Faux, 2005)



Digitability

Bringing Work Simulations to the Classroom Setting

