

PROJECT OYEAH Practice Model

Wraparound Milwaukee has operated under the values and principles of Wraparound for over 17 years embracing that each person, regardless of age benefits from a values guided model that puts individualized planning unique to each person's needs as the guiding principle for effecting a better future. As youth approach adulthood it becomes even more important to view their assets and needs through a developmental lens that assures each young person reaches their full potential with the level of support they need and desire.

Project Objectives:

- To make a measurable and positive difference in the lives of older youth and young adults as they transition to adulthood
- To provide resources and support that will assist young adults (16 through 24 years of age) in developing positive plans for their futures.
- To assist young adults in developing skills for independence, leadership, confidence, and empower them to take ownership of their lives.

Guiding Values and Principles

Wraparound Milwaukee since its onset has used the values and principles of the Wraparound Process as a compass to guide the development and sustain as a system of care. With each expansion, Wraparound Milwaukee has embraced these values and principles to guide the practice of all who work in the system of care. To that end, Project OYEAH has incorporated the following values into the Individualized Future Planning approach for serving young adults:

Person Centered/Young Adult Driven- Creating an individualized plan that the young adult can identify as theirs. Young adults are always in the driver's seat. They feel listened to and work themselves into leadership roles to assist others and influence the further development of a responsive system of care.

Strengths- Utilizing the qualities, skills, preferences and interests of the young adult and their support system to guide and assist in their plan.

Needs Driven- Identifying meaningful underlying unmet needs of the young adult that are chosen and prioritized by them. Not just labeling problems or deficits of the person or providing services without a reason. Remaining needs driven provides direction for meaningful actions and solutions.

Cultural Competency- Increasing our understanding of the young adult's culture and his/her family's or peers' culture. Asking about and incorporating the unique strengths,

interests, preferences, etc. of the young adult into the future plan as indicated and agreed upon by the young adult.

Normalization- Taking into account what is normal for the young adult at this stage of his/her life. Normalization means having expectations and incorporating activities that are considered to normal for the young adult working towards his/her goals.

Community Based- Looking within the young adult's support system as well as in their indentified community to find additional support and resources as needed.

Refinancing- Finding Innovative ways to use existing resources to better meet the needs of the young adults.

Collaboration- Working together with the young adult and his/her chosen support system to assure barriers to success are addressed and needed resources are available. Taking an active role to ensure everyone who has agreed to support the young adult is working together to accomplish that person's individualized plan.

System Integration- All systems work together to create and sustain a seamless system of care where young adults clearly understand where and how to get needed help and support.

Unconditional Care- Never giving up. This will include allowing the young person the time and space to try on new ideas as well as reworking the plan when things aren't working for the young adult. This value requires those involved to re-examine the situation at times, including evaluating the engagement skills needed to better serve the young adult.

IFP Phases and the role of the Transitional Specialist

Each person enrolled in Project OYEAH is partnered with a Transitional Specialist who works with them to create a "Future Plan" utilizing **Individualized Future Planning (IFP)**. Following is the description of the four phases of IFP and the role of the transitional specialist in each phase.

Phase 1-Relationship Formation

Forming individualized and strength based relationships with young adults that help build engagement and trust. Engaging young adults through meaningful ways that help build partnerships. Important tenets for engagement include:

- A support system, young adult chosen
- One-on-one support and role modeling by a transitional specialist

- Promoting ownership of decision making and allowing the young adult to experience and learn from natural consequences.
- Providing opportunities for age specific /relevant interactions and responses
- Coaching by the transitional and/or peer specialist to promote self advocacy
- Assisting in the formulation of future goals written in young adults' own words and assuring they are driving the process and plan

Transitional Specialist Role-The job of the transitional specialist is to listen to the young adult, being sure to acknowledge the young person's role as an emerging adult by not offering too many opinions as well as being careful not to prescribe solutions. During phase one as well as throughout, the transitional specialist will be functioning as a supportive role model while assisting the young person in discovering their assets to be built upon during their continuous development into adulthood.

Phase 2-Planning

Partnering with young adults to build individualized future plans. The Future Plan is built around the young adult's vision for their future and what they identify as their needs in order to see themselves at being successful in managing their lives. Important components include participating in and completing the following:

- A Domain Review which assists the young person in developing a holistic plan by examining areas beyond traditional mental health needs such as learning, living, working, and being safe
- A Functional Strengths Discovery to assist in strategy and skill development
- A Needs Inventory prioritized by the young adult
- Benchmark identification to provide a method to track progress
- Strategy development built on strengths, community resources and supports
- Planning around self care and keeping safe that is meaningful and owned by the young adult
- Completion of the Future Plan document to provide the road map to success

Transitional Specialist Role- The transitional specialist functions as the coach and scribe and in partnership with young adult creates an individualized plan, that is focused on young adults desires and needs. The Future Plan is written with "I" statements to ensure ownership. Using the young adult's chosen support network to assist them in uncovering underlying needs and create meaningful strategies to meet those needs, the Transitional Specialist's job is to document the plan and work with the young adult to stay on course, track progress, celebrate accomplishments and revise the plan as needed.

Phase 3-Action

This is the "doing phase" of the process. Once the young adult has access to needed resources and supports, they will work at their own pace to accomplish the benchmarks and goals that they have identified. Supports have been mobilized to assist the young

adult in accomplishing tasks as well as learning new skills which will assist them in being successful in their transition to adulthood. Important aspects of the action phase:

- A Provider Network that has providers who are competent and responsive to this age group
- Community supports and resources that are meaningful to the young adult population
- Continued engagement with the young adult that allows for and encourages the young person to determine who their support system will be in the future
- A bridge to easy access to non-traditional and community based adult services
- Access to Owens place, a resource and community based gathering place for youth aging into the adulthood

Transitional Specialist Role- The role of the transitional specialist is to ensure the plan is doable and that all who have a role and task in the plan are following through, while maintaining a strength based and patient approach. The transitional specialist is responsible for monitoring forward movement, acknowledging and celebrating milestones and success along the way. They are also responsible for communicating concerns and addressing any setbacks in a manner that is supportive, outcome focused and agreeable to the young adult.

Phase 4-Transfer of Learning and Leading

This phase consists of individualized one-on-one coaching that will teach and assist the young adult in leading their own planning process and moving to a place of no longer requiring the assistance of a transitional specialist. Once this phase is completed the young adult is capable of navigating their own future plan and mobilizing their support system as needed. They may also be in a place where they will choose to function as a peer specialist to assist other young adults in future planning if interested. Important tenets of this phase include:

- A trustworthy and supportive feedback loop
- Growing through setbacks with support and coaching
- Volunteer experiences
- Opportunities to practice an outward focus off of self and on to others
- Learning opportunities which foster leadership skills
- Train the trainer experiences to gain skills on strength/needs assessment, planning and other needed skills
- Involving interested young people in peer specialist training and job opportunities

Transitional Specialist Role- The role of the transitional specialist is to learn from each individual the timing of when and how much to let go. By this time, the young adult will have decided who in their life they can and will depend on and while this may not remain constant, the transitional specialist will be in the place of allowing the young adult to depend on those he/she has chosen. The role of the transitional specialist becomes one of coaching on an as needed basis to assist young people in doing for and

advocating for themselves. The transitional specialist will also act as a train the trainer to assist interested young people who may want to become peer specialists. Peer specialists serve the important role of supporting and coaching other young adults who are in the beginning phases of the process of developing their future plans and becoming successful.

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