

INTRODUCTION TO EMPLOYMENT



Innovations in
Employment Supports

Turn on Original Sound

Total non-video participants: 13

00:00:49 Speaker View

Gallery View



Priscilla Barolo, Shari Clare, 3600..., Simon Booth, 9..., Jules Park, 9007, Alex Kim, 9005, Don Jy, 9008, Yatin M...

Park, 9006, Steven Crosby, Winston Twu, 900..., Kabe Williams..., Dan Roman, 9, Art Gilbreath, 9..., Waylon Betz, 9...

Sadler, 900-1, Shawn Lan, 900-1, Andy de Artola, 9..., Raphael Villa, ..., Joanna Jiang, ..., Berni Sertig, Brett Little, 900...

Brian Spragg, Andy Kim, 90, Eowne Ling, 90..., Evan Byerly, ..., Alex Guerrero, 1..., Brook Bayuh, 90..., Eric Platt, 900-1

David King, 9..., Chris Gleave, Heather Goold, James Desmon, George Gubi, Jay Mohammed, Austin Stumpe, ...

Jeffrey Faulner, James Woolridge, Janelle Spac, Dustin DeMayo, John Mensik, 0..., Katherine Sm..., Katrina Tsai, 000.

Mute Stop Video Invite Manage Participants (57) Polls Share Screen Chat Record Closed Caption Breakout Rooms More

End Meeting

Speaker View

The image shows a Zoom meeting interface in Speaker View. At the top, the title bar reads "Zoom Meeting ID:". Below this is a row of four participant thumbnails: Molly Parker, Nishita, Andy, and Vanessa. The "Gallery View" button in the top right corner is highlighted with a red box. The main video area displays a large view of Nishita, who is smiling. A "Recording..." indicator is visible in the top left of the video area. The bottom toolbar contains icons for Mute, Stop Video, Invite, Participants (5), Share Screen, Chat, and Pause/Stop Recording. A "Leave Meeting" button is located in the bottom right corner.

Tools



Distance Learning Protocol

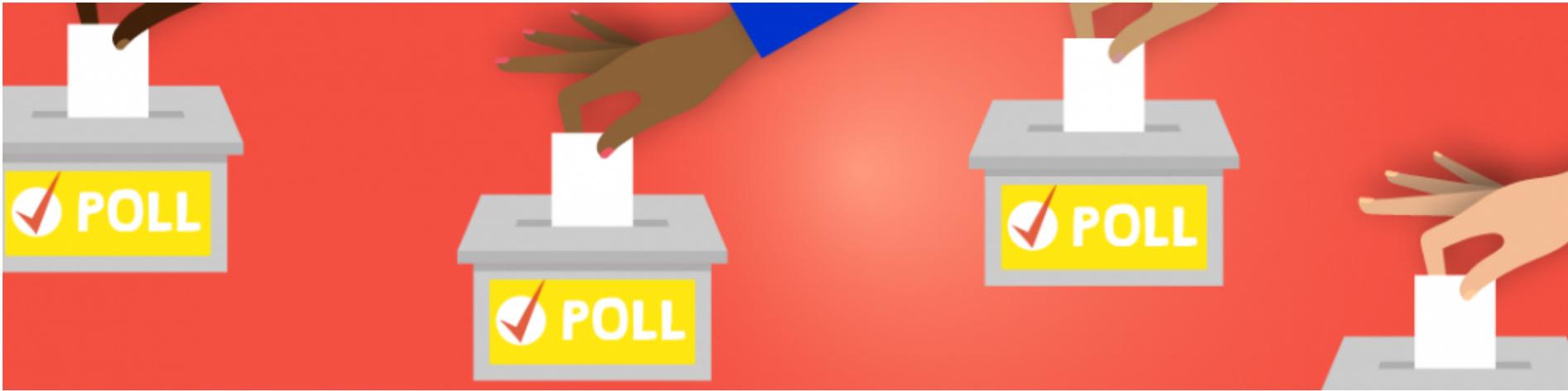
1. You are expected to be on-time for an online training just like an in-person training. It is best to join the room a few minutes early so you can address any technical issues should they arrive.
2. Ensure you are in an environment free from distraction. Close your work email application so you will not be distracted by email notifications.
3. Follow any instructions given by the trainer regarding attendance so you can receive credit for the class. This may include filling out an evaluation after the session.
4. Innovations credit will not be given until you have completed all sessions of the training.

Distance Learning Protocol

5. You must be able to attend all sessions of the scheduled training to receive credit. For example, if it is a two-part course and you only attend one part, you will need to register for the course at a later date and attend both parts in order to receive credit.
6. Participation in polling questions and chat box discussions is required.
7. Please cancel your registration if you are unable to attend the webinar so you are not marked as a “no-show”.
8. Each registered student should use their own device to participate in the webinar so Innovations staff can accurately account for who attended. Multiple students should not participate using the same computer.

Breakout Rooms





VOTE!

About today

- Today's schedule
- Sign in and sign out
- Site details
- Engage!



Today...

Purpose: Learn the basics of providing employment supports

Process: Exploring employment perspectives, practice, and application

Payoff: Confidence in your roles and Person-centered career development

Innovations Trainings

More information is available on our website at:
www.HumanServicesEd.org

Introduction to Employment

Discovery: Assessment and Planning

Beyond Discovery

Basics of Business Engagement

Job Development

Effective Job Coaching

Community Prevocational Services

Employment Training Program (ETP) 101

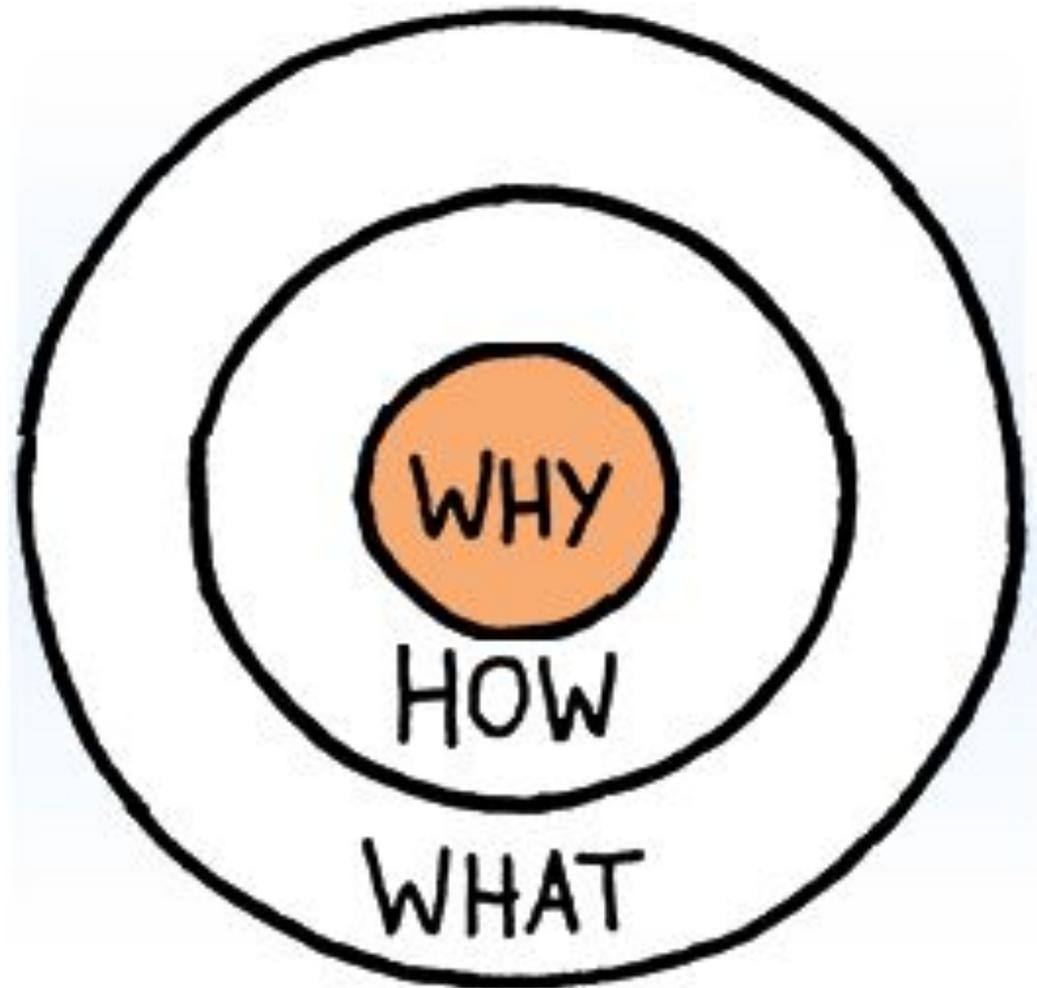
Management Skills for SEMP Leaders

*Special Request: Curriculum Courses

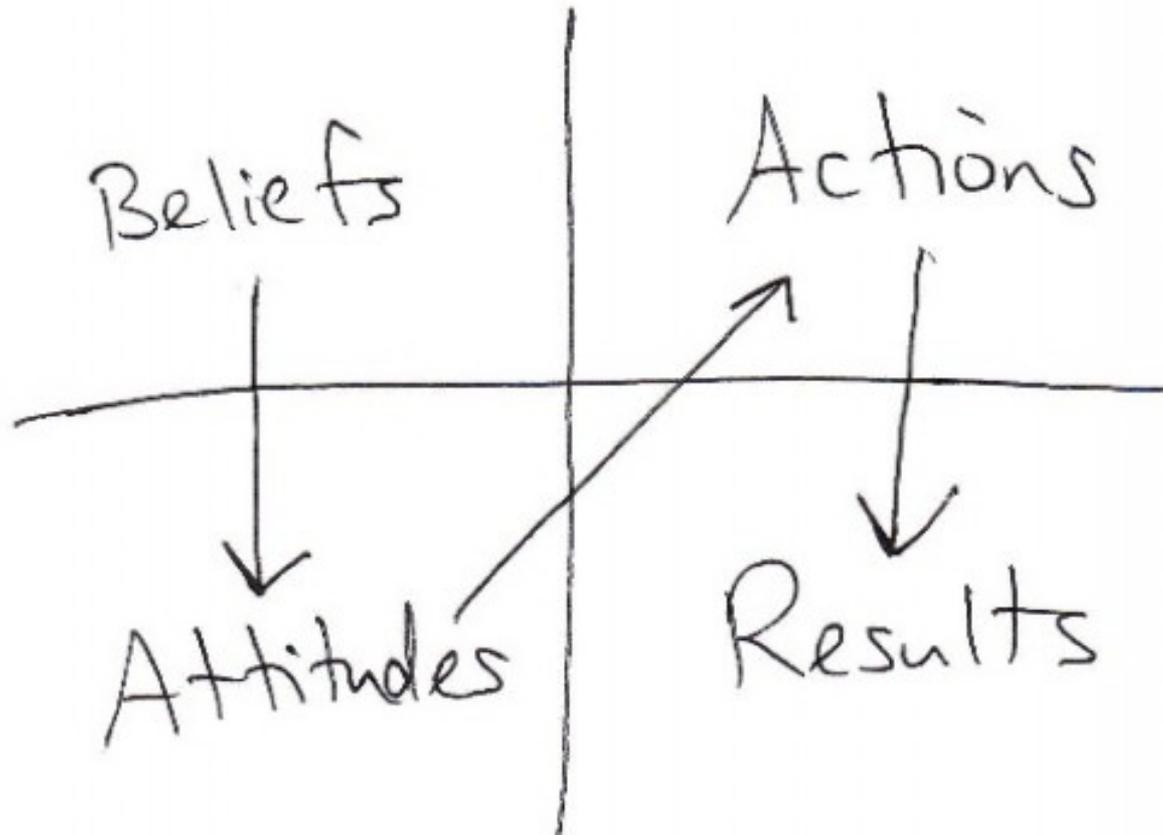
Key Take-Aways

1. Beliefs matter- yours and the people you support
2. Words have power- use them to encourage and to reinforce positive beliefs
3. Fight for inclusion, not just integration
4. Discovery is a vital component in the career journey
5. A good job match isn't just about skills, it's about matching a person's personality with the right work culture

WHY DO
WE DO
THIS?



BELIEF MATTERS





NICK GETS A JOB



THE FOUNDATION

Mission: We help people with developmental disabilities live richer lives.

Vision: People with developmental disabilities enjoy **meaningful** relationships with friends, families and others in their lives, experience personal health and growth, and live in the home of their choice, and **fully participate in their communities.**

THE
EVOLUTION
OF
EMPLOYMENT



NEW YORK STATE EMPLOYMENT FIRST

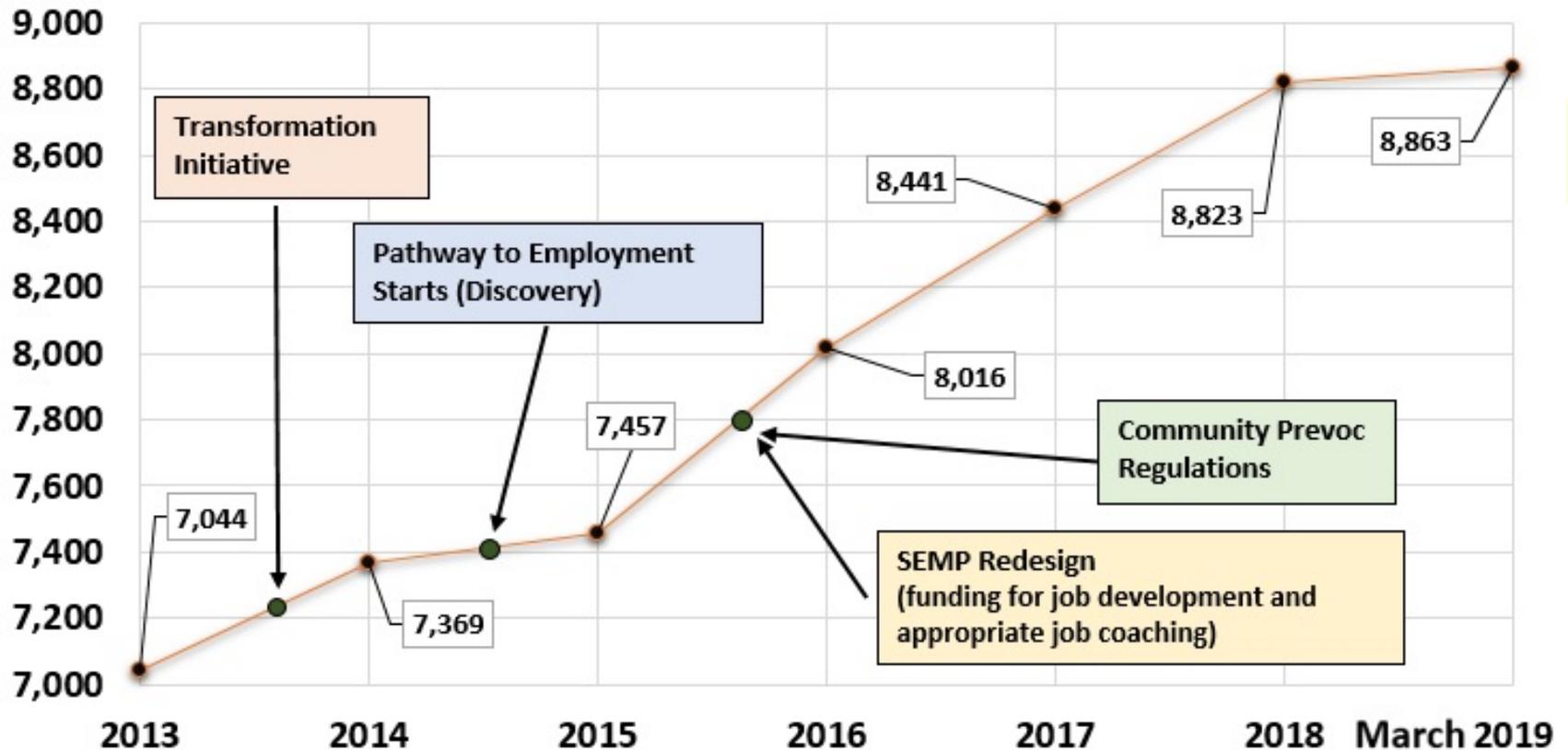
Gov. Cuomo established an Employment First Commission with a main focus on:

- Increase the number of people with disabilities in the competitive workforce by 5%
- Decrease the number of people with disabilities living below the poverty level by 5%



OPWDD Supported Employment

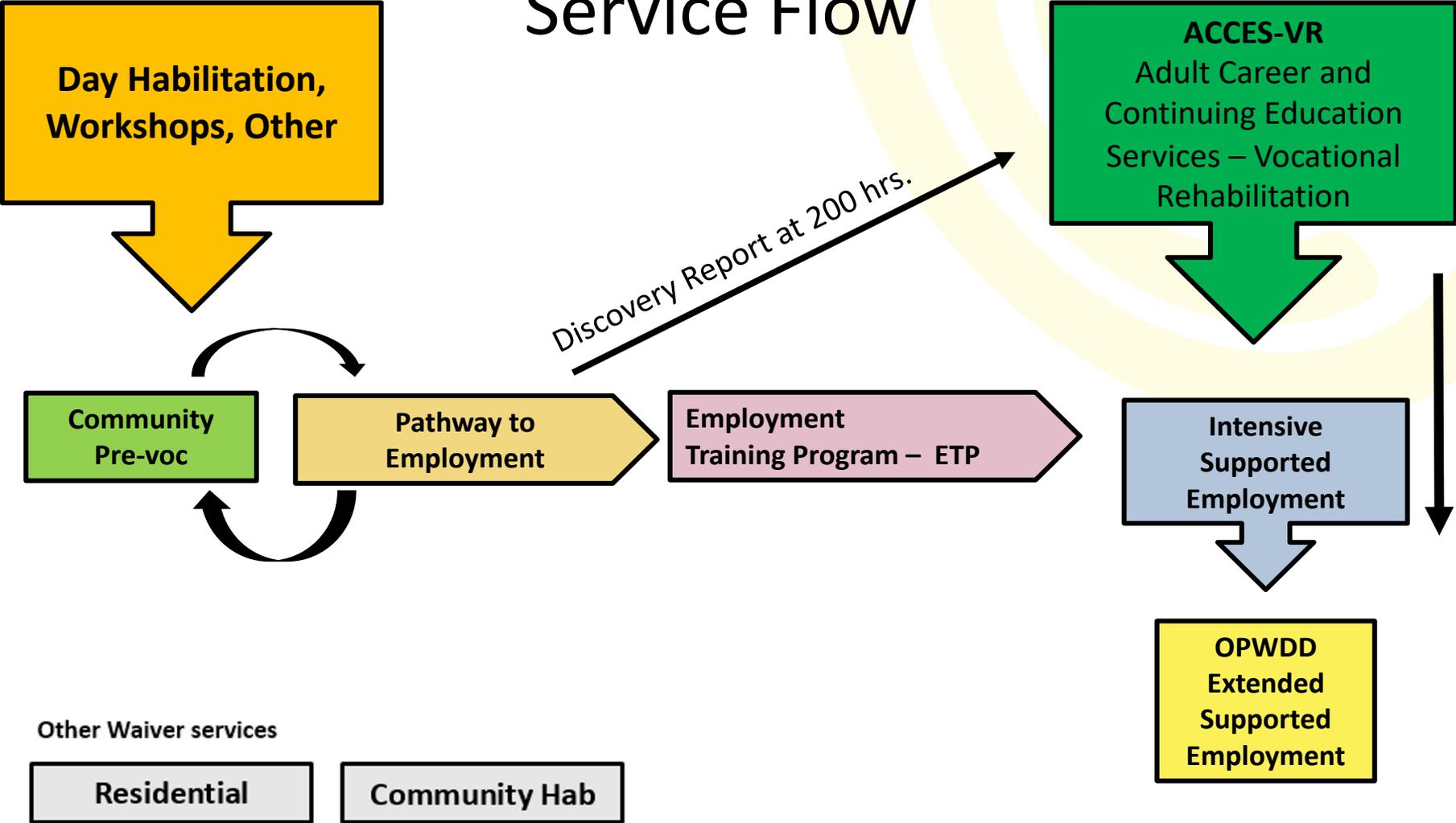
Number of Individuals in Competitive Employment
2013-2019



The Tools in our Toolbox

Community Prevocational Services	Pathway to Employment	Employment Training Program (ETP)	Supported Employment (SEMP)
Waiver service: Prepares people for paid employment or meaningful activities in 1 year or more	Waiver Service: Prepares people for paid work in approximately 1 year	Program: Employed in 1 year or less	Waiver Service: Coaching, Job Development Life-Long Support on a Job
Community based opportunities	Activities to introduce the possibility of work and develop a vocational goal	Internship opportunity	Community based, competitive, integrated employment
Unpaid or paid Experiences	Unpaid/ Volunteer Experiences	Wages paid by OPWDD	Paid by business at minimum wage or higher

Service Flow



Person -Centered
Planning with the Person
and their Support Team

Implementing Discovery,
Creating Community
Experiences, Building
Independence and Skill
Development

The Employment Process

Career Development,
Continual Skill
Development and
Periodic Work
Performance Evaluation

Job Development, Job
Matching, and Negotiating
Training and Performance
Agreements with Businesses

Job Coaching, Building
Independence, Facilitating
Relationships and Building
Natural Supports in
Community Employment



VOCATIONAL DEVELOPMENT

When considering children who experience life **without** disabilities, when does *vocational development* begin?

When considering children who experience life **with** disabilities when does *vocational development* begin?



THE GAP?

How might we be standing on what we are trying to lift?

-John O'Brien



What is work?

Value ↔ \$

What is an employee?

“In general, anyone who performs services for an organization is an employee if the organization can control what will be done and how it will be done.”-*IRS*

Traits of an employee in competitive, integrated employment:

- Paid by an independent employer-not OPWDD or the agency providing services
- Earns at least minimum wage
- Wages are subject to taxation
- Not a volunteer
- Consistent, permanent relationship

EMPLOYMENT

IS

- Consistent
- Competitive
- Integrated
- Person-centered

IS NOT

- Charity
- Mobile Day Hab
- Segregated

KEY ELEMENTS OF HCBS SETTINGS REGULATION

- **Integrated** in, and **supports full access to, the greater community;**
- **Selected by the individual** from among setting options;
- Ensures individual **rights of privacy, dignity and respect** and freedom from coercion and restraint;
- Optimizes **autonomy and independence in making life choices;** and
- Facilitates **choice** regarding services and who provides them.



WHAT IS INTEGRATED EMPLOYMENT?

Work settings where workers with developmental disabilities *have opportunities to interact with*, and *work alongside*, co-workers who *do not have disabilities* are considered integrated.



GREY AREA

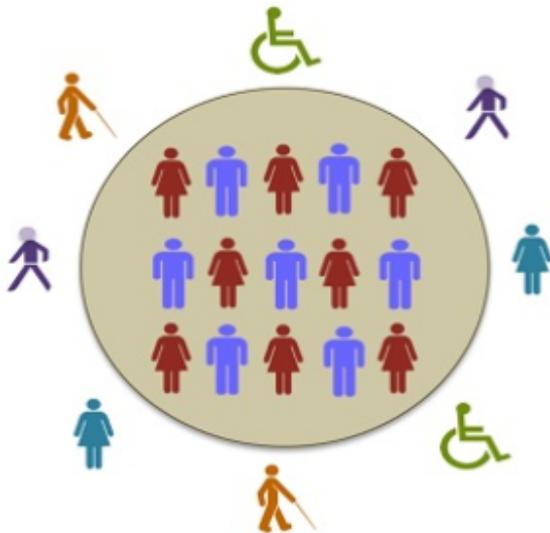
WHAT IS NOT INTEGRATED EMPLOYMENT?

If *supervisors*, job coaches and other staff are the *only people without disabilities* that workers interact with, then the setting *does not meet* the definition of integrated.

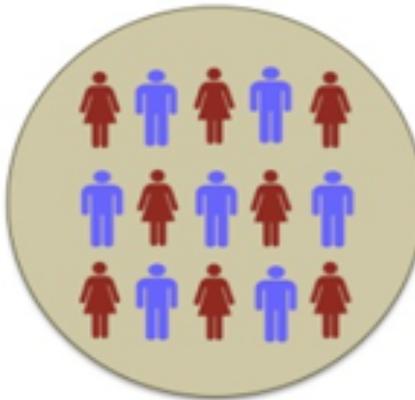


INCLUSION

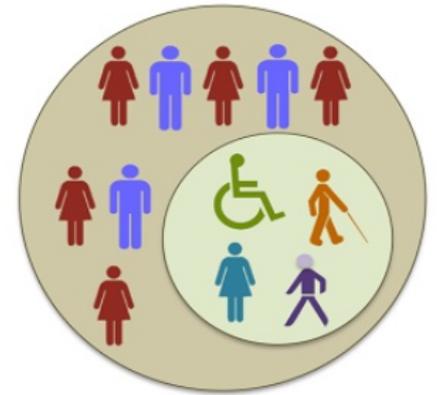
QUALITY TRANSFORMATION THRESHOLD



EXCLUSION



SEGREGATION



INTEGRATION

INGREDIENTS OF A SUCCESSFUL EMPLOYMENT SPECIALIST

- Balance of business sense and empathy
- Good observation skills
- Writing skills
- Active listener
- Self-motivated
- Ethical Behavior



ETHICAL PRINCIPLES



Autonomy



Faithfulness



Justice



Honesty



Do No Harm

Ethical Decision Making



Important information from OPWDD

- OPWDD is open for business! ETP Supervisors are available to answer questions and assist you.
- Requests to bill Intensive and Extended SEMP hours are being processed regularly. If an individual is in need of hours, please submit a request.
- Please submit any employment and vocational service questions you may have to:

employment.technical.assistance.questions@opwdd.ny.gov

Important information from OPWDD

- Please be sensitive to the unique situations and difficult circumstances of the people you work with.
- Know who is on your roster and what services could benefit them.
 - What can they be working on now? Discovery? Work Readiness?
 - Will they be ready to get back to work if they've been furloughed or terminated? Are they maintaining or learning new skills?
- What services do you need to request now in order to be ready to support people returning to work?

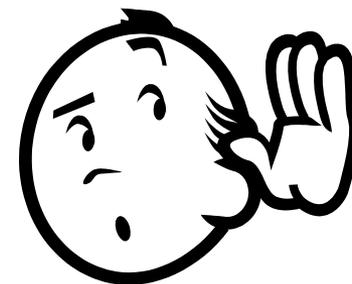
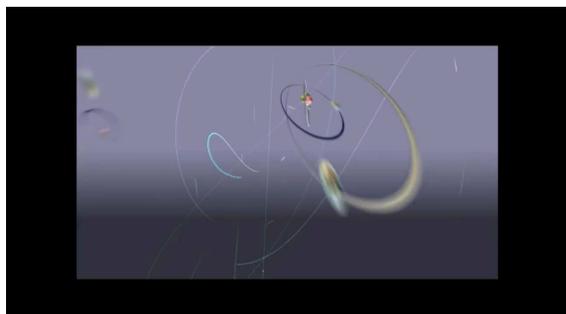
ETHICAL DILEMMA



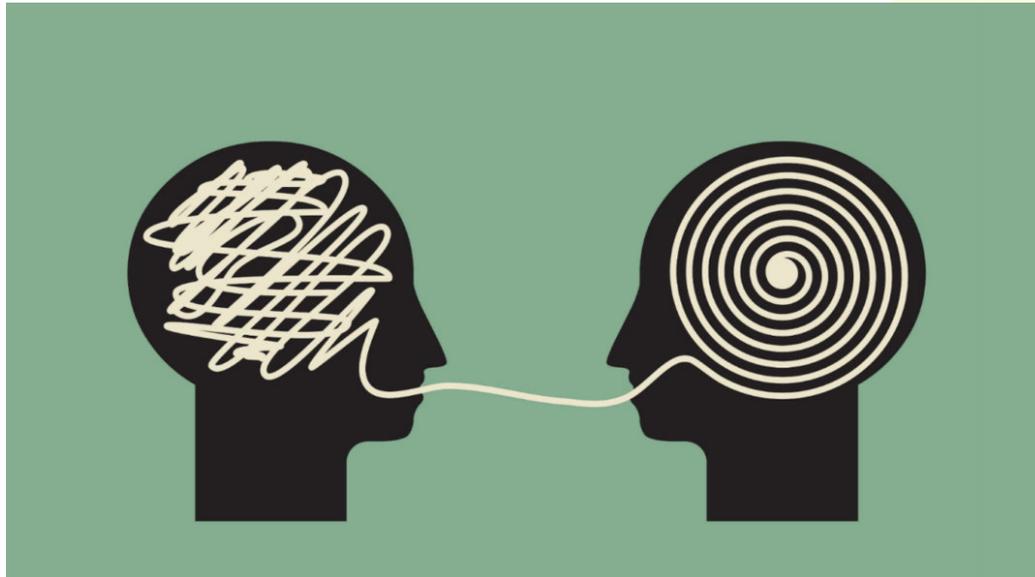
LISTEN DEEPLY, LISTEN FIRST

“Maybe we were born with one mouth and two ears because we are supposed to do twice as much listening as talking”

-Unknown author



ARE YOU COMMUNICATING EFFECTIVELY?



Active Listening

- Body Language
- How you're sitting/standing
- Eye contact
- Smile
- Not preparing
- Nodding/repeating back



THE LANGUAGE WE USE



FRAMEWORK FOR VIEWING EMPLOYMENT



I Can't...

vs

I Can If...

EMPLOYMENT
IS...

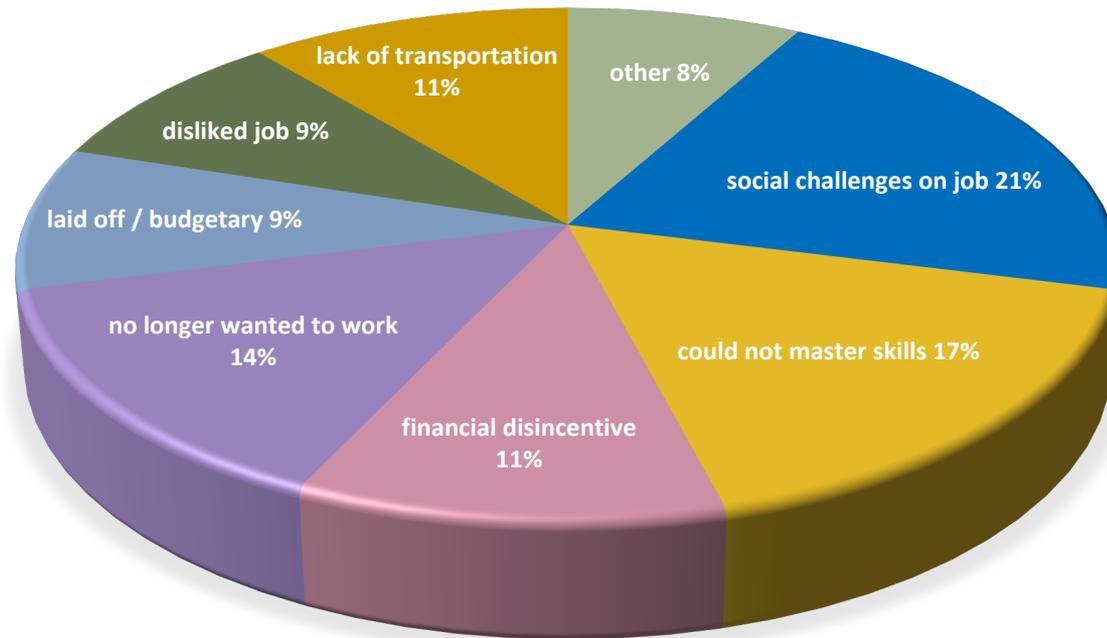


THE JOURNEY



- Who is driving the process?
- Who else is on the bus and where are they seated?
- Where is the bus headed?
- What does the road look like?
- Is there anyone who should get off the bus?

Overcoming Roadblocks to Retention with Discovery



Data from self/agency reported reasons leaving job 2012-2015

MOTIVATION

- External vs. Internal
- Identifying motivations
- What do you do when it fades?



Where should they start?

If the person has had no discovery or employment experience:

- Pre-Employment Supports

If the person has been through Discovery, but has no employment experience:

- ETP (Internship) or SEMP (Job Development and Job Coaching)

If the person has had Discovery and Employment experience:

- SEMP

PRE-EMPLOYMENT SUPPORTS

Discovery

Discovering individual's skills, strengths, and interests

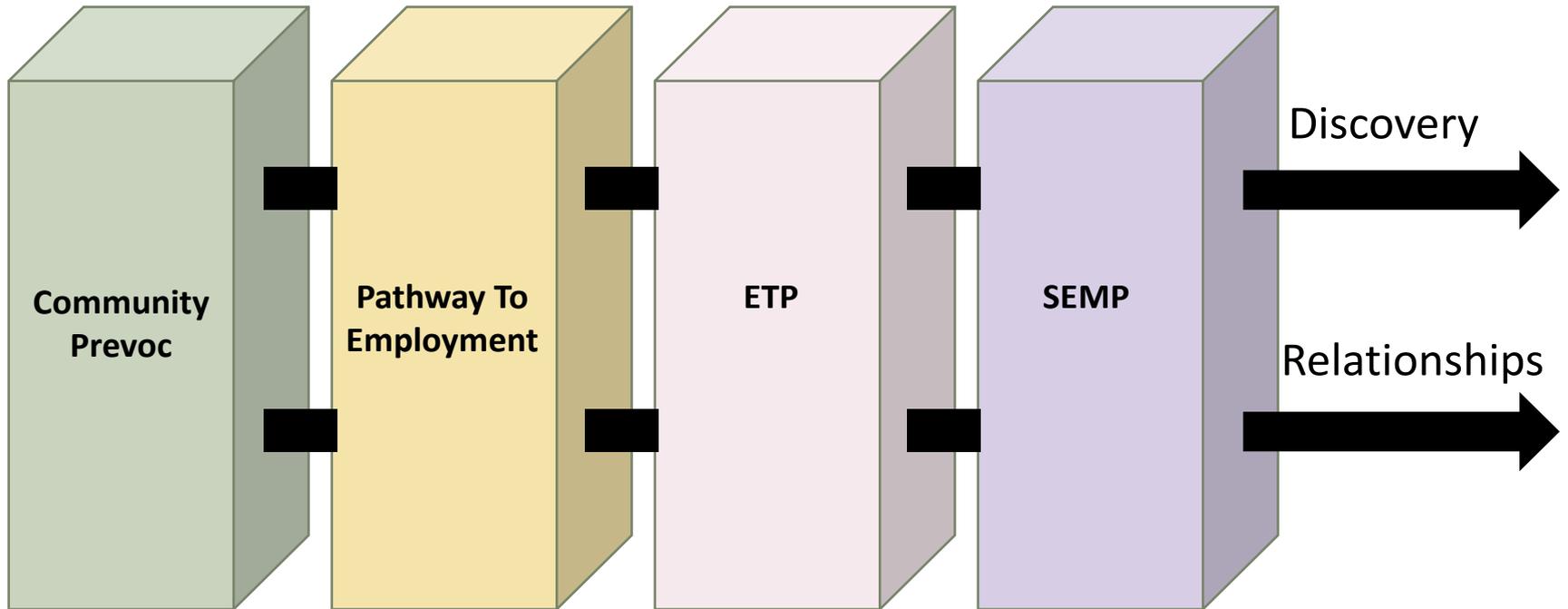
- Community Based Prevoc
- Pathway to Employment
- Employment Training Program (ETP)

ELEMENTS OF DISCOVERY

- Interviews
- Assessments
- Observations



COMMON THEMES



“Detective” Work in Employment Services

- Have a goal and focus
- Look for clues
- Talking to “witnesses”
- Look for patterns
- Put clues together
- Determine next steps



Where should they start?

Maria has been in a sheltered workshop for 10 years. Her workshop is closing down. She's never been through a formal discovery process and isn't sure if competitive employment is right for her.

Community Prevoc

John has been working successfully at a machine shop for 5 years, but just got laid off due to budget cuts. He'd like to try something different, but he's not sure what else he'd be good at.

Pathway to Employment

Shonda just moved into your town from a different state. She worked in a business office for 10 years and would like to find a similar job in her new town.

ETP or Job Development depending on how much discovery has been done



EMPLOYMENT SUPPORTS

Matching

- Right person with the right job

Supporting

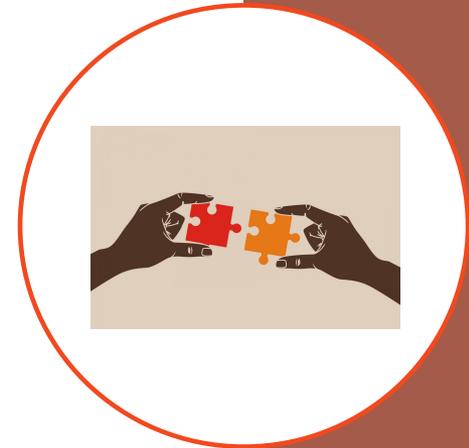
- Employer and Employee

IS THE PERSON READY FOR EMPLOYMENT?

- Can they make an informed choice about employment?
- Do they have a clear vocational goal?
- Do they have consistent, reliable transportation options?
- Can they be alone in the community for an hour or more?

PRINCIPLES OF JOB DEVELOPMENT

- Creating connections with employers
- Preparing the employee
- Getting the interview



Job Coaching



1. Supporting the employee as they learn new skills and adjust to the workplace
2. Supporting the employer and building natural supports
 - On-site
 - Off-site
 - Job Modifications
 - Natural supports
 - Fading
 - Retention

F A Q

Commonly heard

How do I handle a parent who is too involved?

What if the person's dream isn't realistic?

What if nobody wants to hire *my* people?

Reframed

How do I make sure the parents' valuable input is recognized and considered?

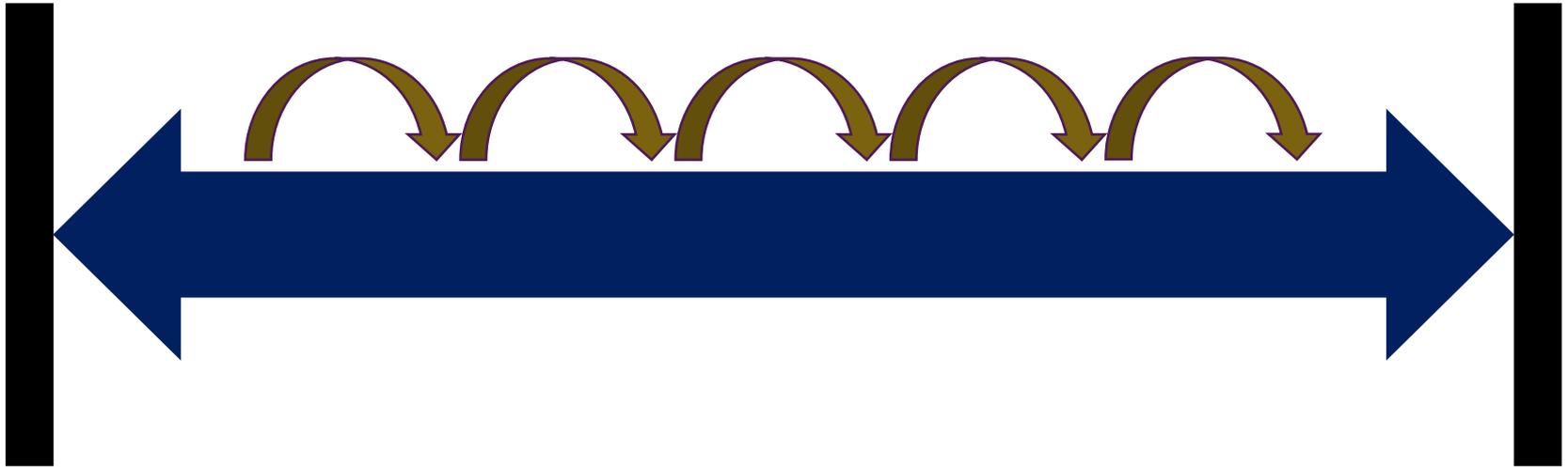
How do I help the person get as close to their dream job as possible?

How do I make better connections with local employers?

GUIDE FOR DIFFICULT CONVERSATIONS

Indirect

Direct



REMEMBER...

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2. Words have power- use them to encourage and to reinforce positive beliefs
3. Fight for inclusion, not just integration
4. Discovery is a vital component in the career journey
5. A good job match isn't just about skills, it's about matching a person's personality with the right work culture



I CAN



↑

"We learn from failure and build confidence upon success"

Thank you!

Contact Information
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(585) 340-2051

Eleversity
NEXT-LEVEL WORKFORCE EDUCATION

