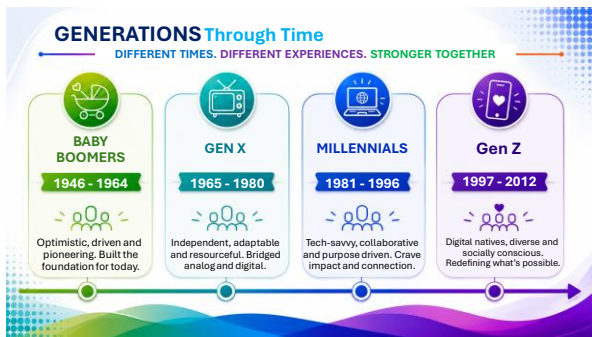




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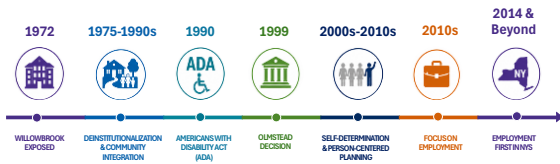
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3

A TIMELINE OF CHANGE

KEY EVENTS THAT TRANSFORMED THE LIVES AND OPPORTUNITIES OF PEOPLE WITH DISABILITIES



4

Meet Michael – Before Willowbrook exposure (1960s)

- Michael is 18
- Where does he live?
- Who makes his decisions?
- Education opportunities?
- Work opportunities?
- Community involvement?
- Personal choices?



5

Michael – After Willowbrook exposure (1970s)

- Michael is now 28
- His family is exploring community living option
- What new opportunities become possible?



6

Michael – The ADA (1990s)

- Michael is 46 and he wants to work
- Before the ADA, employers could legally exclude him
- After the ADA, what changes?



7

Michael — Post Olmstead (2000s)

- Michael is 55
- He wants to choose where he lives, works and spends his day
- Who makes Michael choices?



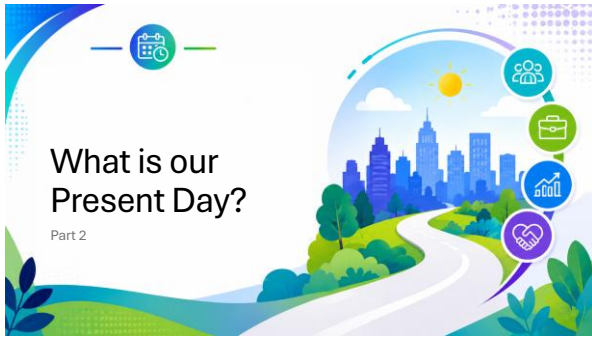
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Michael — NYS Employment First (2014-present day)

- Michael is 60
- He says "I want a real job"
- What would Employment First professionals do?
- Identify 3 actions



9



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The Medical Model of Disability Services

Disability is seen as a problem within the individual.
The goal is to "fix" or cure the individual.



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The Social Model of Disability Services

Disability is shaped by barriers in society, not by an individual's impairment.



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What is IDD/DD?

Intellectual and Developmental Disabilities (IDD/DD) are lifelong conditions that affect a person's intellectual functioning and adaptive behaviors.



People first. Abilities matter. Inclusion is everyone's responsibility.

Affects Learning and Daily Life

Before Age 22

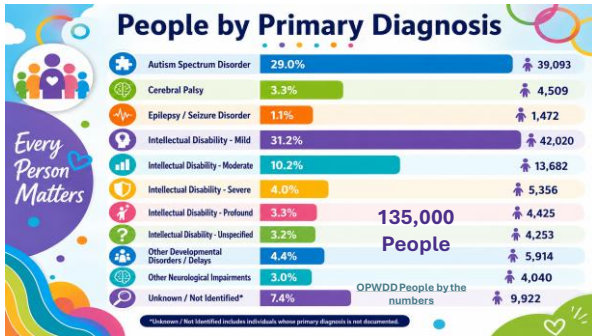
Many Causes

Lifelong

Support Makes a Difference

IDD/DD is about a person, not just a diagnosis. See the person. Value the potential.

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Examples of Developmental Disabilities



Autism Spectrum





Cerebral Palsy





Epilepsy / Seizure Disorder





Intellectual Disability



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Internet Resources to Learn More About Disability

AskJAN.org
Practical information, training, and resources on disability and inclusion.

askjan.org

CDC.gov/Disabilities
Information on developmental disabilities health, and data.

cdc.gov

Disability.gov
A comprehensive source for Gov't disability services and resources

Disability.gov

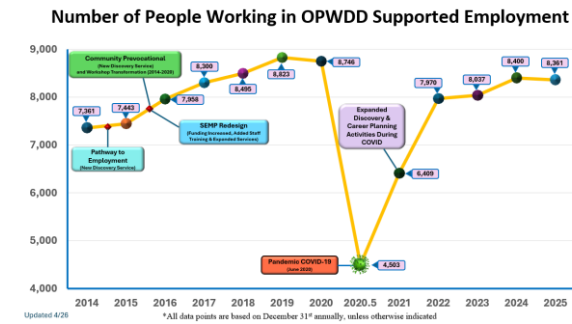
The ARC
Advocacy, resources, and community for people with ID/DD

thearc.org

Stay curious. Keep learning. Build inclusion.

Knowledge leads to understanding. Understanding leads to inclusion.

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OUR BELIEFS AND LANGUAGE MATTER

PART 2B

RESPECT

INCLUSION

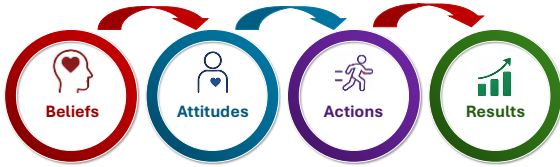
DIGNITY

UNDERSTANDING

POSSIBILITY

18

Beliefs Matter



19



20

Language influences beliefs



The power of inclusive language creates a ripple effect—building understanding, inclusion, and better outcomes for all

21

Let's Reflect on Our Words

The language we use shapes how we think, act, and include others—
especially when talking about people with disabilities

1 What terms did you grow up hearing?



2 Which terms do you still hear today?



3 How can our language support dignity, belonging, and inclusion?



 Our words can open doors—or close them.
Let's choose language that builds understanding, respect, and inclusion for all. 

22

LANGUAGE DOESN'T JUST DESCRIBE PEOPLE—IT DETERMINES WHAT THEY ARE ALLOWED TO BECOME.



23

Supported Employment

Glossary

Discovery

Extended Pathway

Intensive Assessments

Prevoc

Functional Limitations

Acronyms

CSVT

CDOS SSI

CBPV OPWDD SSDI

OMH ACCES-VR

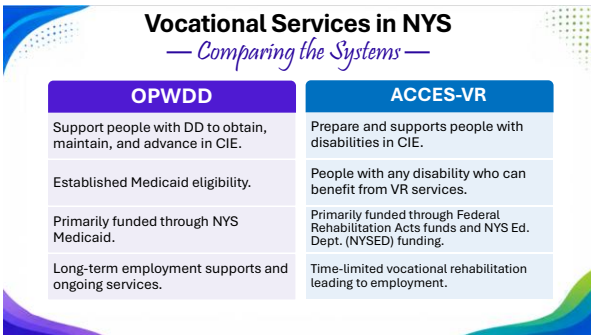
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26



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Vocational Services in NYS — Comparing the Systems —	
OPWDD	ACCES-VR
Discovery, Pathway to Employment, CBPV, SE, Job Coaching, ETP.	Career counseling, assessments, training, education, placement services.
Long-term supports throughout a person's employment journey.	Generally short-term; services end when employment goals achieved.
Billing is typically tied to approved service plans and Medicaid units.	Milestone payments & fee schedules.
Person-Centered Services Plan (Life Plan) and authorizations.	Individual Plan for Employment (IPE).

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HCBS Rules and People's Rights

HCBS Services must:

- Take place in the community and help people be part of the community
- Help people to find a job and working in the community
- Be chosen by the person from all options
- Provide privacy, dignity and respect
- Provide freedom from coercion and restraint
- Support person-centered decision making in life choices, including how, where and with who they spend their time
- Provide a choice of services and providers for those services

Adapted from the OPWDD HVBS Rule Fact Sheet Final 6.14.23

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BARRIERS TO INCLUSION

ATTITUDES

BUILDINGS

SYSTEMS

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THE EVOLUTION OF SERVICES

The first two stages on the path to inclusion

1. SEGREGATION

Excluding people and isolating services

People with disabilities are separated from the community. Services are designed for them, away from others

2. EXCLUSION

Being near, but not participating

People with disabilities may be present in some settings, but barriers prevent full participation and engagement.

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THE EVOLUTION OF SERVICES

The next steps on the path to inclusion

3. INTEGRATION

Fitting in to existing systems

People with disabilities are included in existing services and systems, often needing to adapt to fit in.

4. INCLUSIONS

Belonging, contributing and thriving together

Services, systems and communities are designed together so everyone can participate full and thrive.

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WHAT WILL IT TAKE

PART 3

35

WHAT IS VOCATIONAL DEVELOPMENT?

Vocational development is the process of helping people discover their skills and interests, build their abilities, and achieve meaningful work and independence.

DISCOVER

BUILD

PREPARE

GAIN

ACHIEVE

Empowering individuals to build careers, contribute to their communities, and live fulfilling, independent lives.

Every person. Every ability. Every opportunity.

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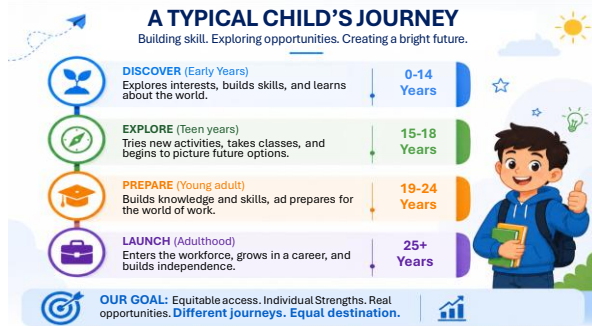
Donald Super's Career Model



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A TYPICAL CHILD'S JOURNEY

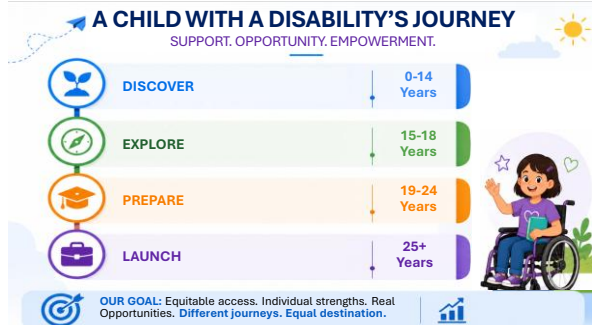
Building skill. Exploring opportunities. Creating a bright future.



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A CHILD WITH A DISABILITY'S JOURNEY

SUPPORT. OPPORTUNITY. EMPOWERMENT.



39



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BASED ON TODAY'S INFORMATION

WHERE DO YOU SEE
THE FIELD HEADING?

WHAT WILL YOU STOP DOING, START DOING, CONTINUE DOING?

STOP DOING

START DOING

CONTINUE DOING

INCLUSION

INNOVATION

OPPORTUNITY

EQUITY
