

WELCOME

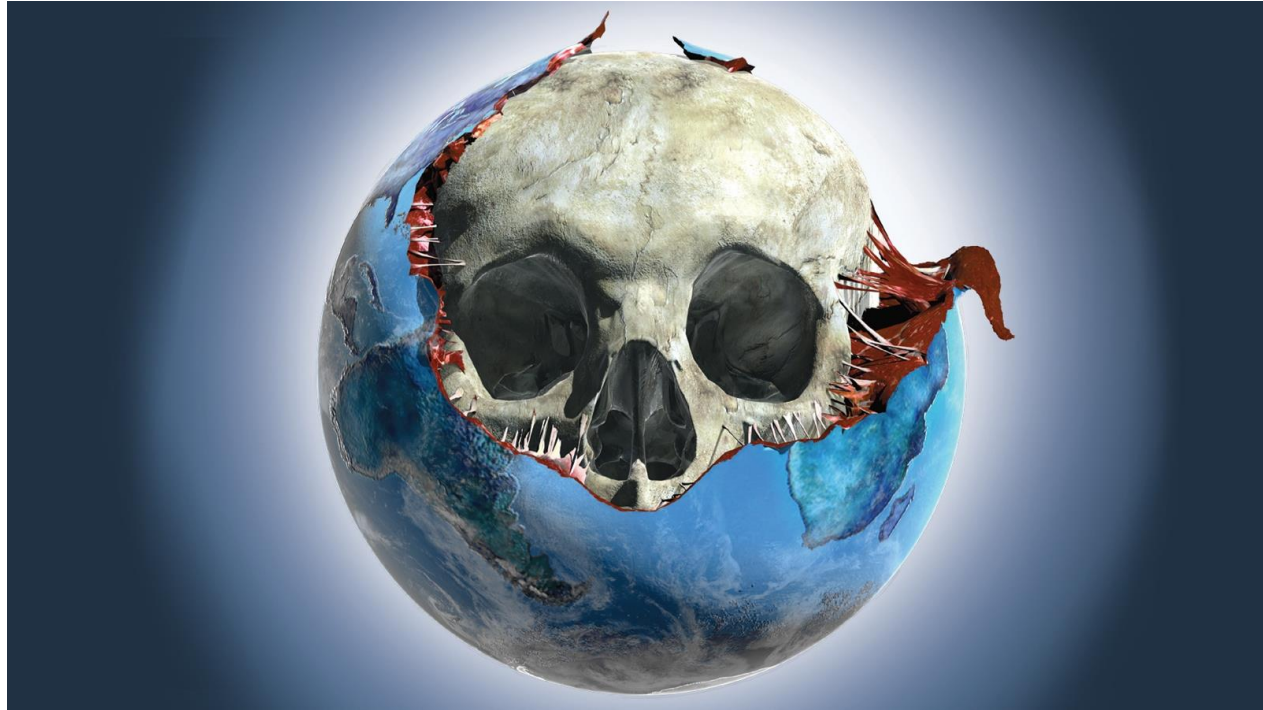
The Future of Young Adults
With a Disability and How to
Improve It





**IMPORTANT
INFORMATION**









**No matter where you are in your
thoughts**

Laser focused

Know exactly what's going to happen

No questions asked



**No matter where you are In your
thoughts**

Worried

Confused

Sleepless nights

No matter where your child is in their lives

Junior high school

High school

Post graduation

Long time post graduation









4 Areas of Concentration When Helping Someone with a Disability Find a Place in the World One that Best Fits Them



Clean Playing Field



Keep Your Mind Open



#1

Working On You Is FIRST

With a close second being your team

**Working On
You
Is FIRST**

FEAR



FEAR

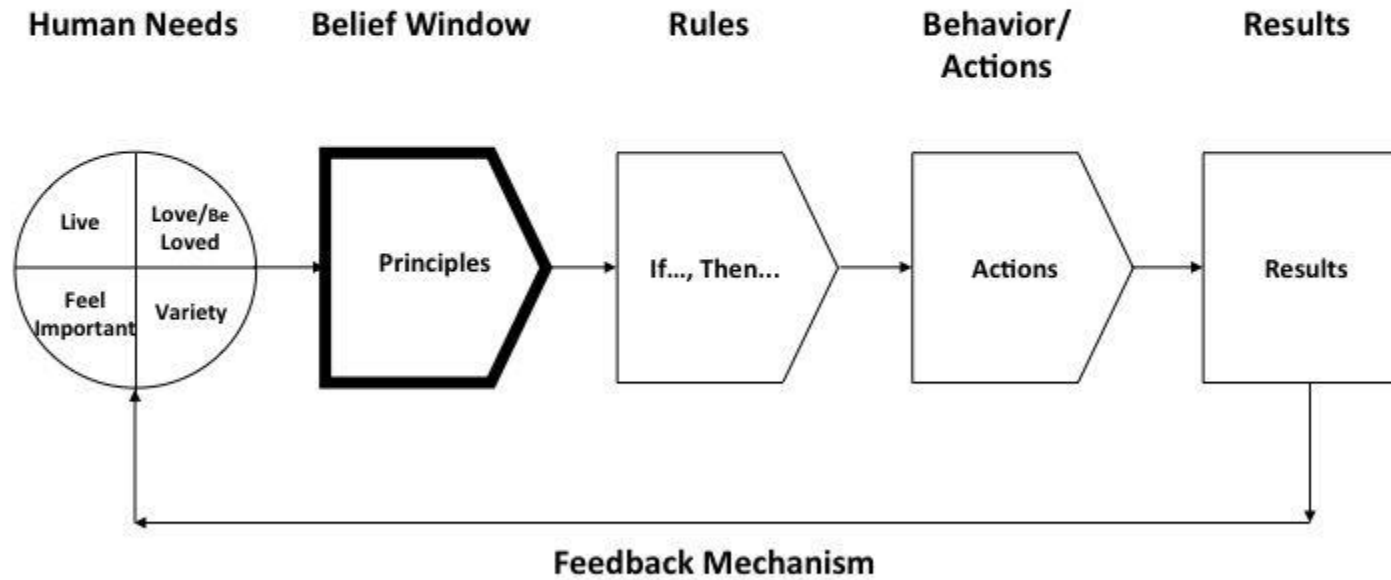
Ask yourself

Where is the fear coming from?

Is the fear real or made up?

What is the worst thing that could happen?


The Reality Model





Your Belief Window

(Everybody has one!)

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the right side of the frame, creating a modern, layered effect. The text is centered on a white background.

What are Your Beliefs About Your Child?



What are Your Beliefs About Your Child?

- Confident
- Self driven
- Leader



What are your Limiting Beliefs About your Child?



What are your Limiting Beliefs About your Child?

- Lazy
 - Not capable
- Follow the crowd



They are Only Beliefs

Where did they come from?

Are they true beliefs?

All beliefs can be changed



Keep Asking



#2

Work
or
Volunteer

Why Hire People with Disabilities?

- Greater diversity
- High productivity
- Higher retention rate
- Tax incentives

- Good qualifications
- Impeccable training
- Low maintenance
- Highly motivated

A few things to know

- ✓ Different job types
- ✓ Job developer
- ✓ Vocational assessments
- ✓ Job coach
- ✓ How to get your foot in the door for a job opportunity

Pre-Employment: Volunteering

- Investigating what a field is like
- Least committal
- Low Pressure
- Relaxed Atmosphere
- Less intention from the employee



Types of Employment

- Competitive
- Carved position
- Full- or Part-time
- Short-term or Permanent
- Seasonal
- Typical & Non-Typical
- Customized internship
- Mentorships
- Self Employment



Identified Vocational Themes

Vocational Assessments

Identifying Themes: Emerging Patterns

From worksheets, emerging patterns should identify:

- Interests
- Saleable skills
- Tasks performed
- Personal attributes
- Activities
- Ideal conditions

FINDING CAREER OPTIONS FOR PEOPLE WITH DISABILITIES: MODULE 2 PREP
3/7

Review Summary Sheet

2 PREP

2 PREP

What do you find are their greatest strengths?

What do you find are their greatest weaknesses?

What do you find that they enjoy being engaged in?

What do you find they mostly dislike being engaged in?

Have you ever known them to volunteer for an activity?

What did they enjoy most about it?

What did they enjoy least about it?

Have you known them to get paid for an activity such as a household chore? What Chore?

What did they enjoy about the paid employment?

What did they not enjoy about the paid employment?

Strategic Staffing, Inc. | www.strategicstaffing.org | tel. 631-807-5328 | john.strategicstaffing@gmail.com
© 2018 Strategic Staffing, Inc. All rights reserved.





Job Developer

Job Coach



Job Developer

Some Job Functions,

Identify vocational themes

Create your candidate's resume

Know the types of employment

Develop job leads

Prepare them for the work world

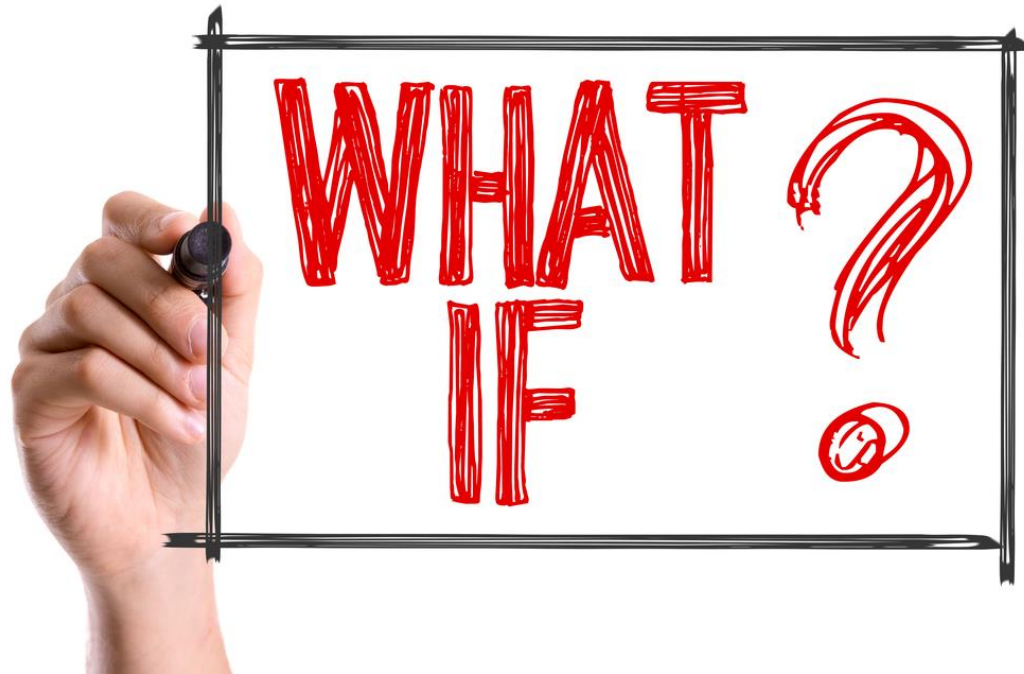
Maintain current industry trends; update labor market information

Role of a Job Coach

- Withhold the employer relationship
- Monitor work
- Look to expand
- Ins & outs



Keep Asking



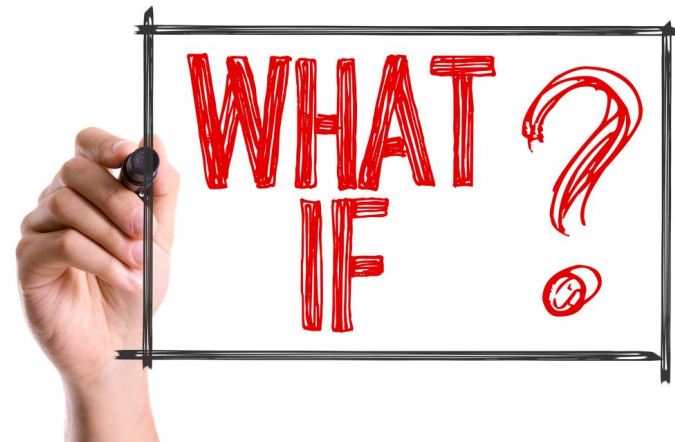
#3

**COLLEGE
&
CERTIFICATIONS**

Keep Your Mind Open



Keep Asking



College Or Trade School



Why College Or Trade School

- New beginning
- Students are older, mature, and more accepting
- It's a whole condensed world
- Lots of activities
- Plenty of clubs
- Many places for social connection

I Didn't Say It Was
Going To Be Easy
or
Without Work



They're an Adult Now



Have a sit down with your child

- Be ready to work
- Sleep schedule
- Hygiene schedule
- Review social etiquette
- Develop a clean workspace

Have a sit down with your child

- Class, homework, and downtime schedules
- Get yourself a big calendar
- Review what deadlines are
- “I Don’t Know” does not work
- One contact person at home

Two Types of College Programs

Nonacademic and Academic



Degrees and Certifications

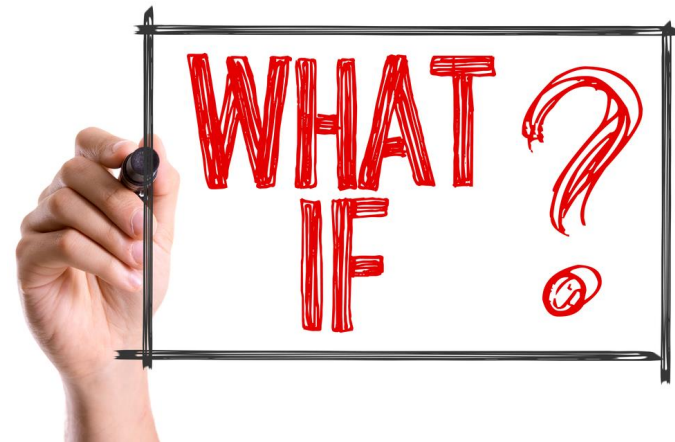
Listing Only a Few

- HHA(Home Health Aide)
- Hospitality Certification Program
 - Childcare
 - Early Childhood
 - Teaching Assistant
- Health Care Certification
- Medical Coding and Billing
 - Food Service
 - Culinary Arts

They don't have to know their
path - YET



Keep Asking



#4

**BENEFITS
ENTREPRENEUR
CIVIL SERVICE**



Supplemental Security Income

SSI vs SSDI


Social Security Disability Insurance



Substantial Gainful Activity (SGA)



To be eligible for disability benefits, a person must be unable to engage in **substantial gainful activity** (SGA). A person who is earning more than a certain monthly amount is ordinarily considered to be engaging in SGA.



Year	Blind	Non-blind
2019	2,040	1,220
2020	2,110	1,260
2021	2,190	1,310
2022	2,260	1,350



Social Security Work Incentives

WHY?

Social Security Work Incentives

- Work incentives are created to allow a person to maintain eligibility status

Goals of Social Security Work Incentives

Help pay for services or items that are need In order to work

- **Trial work Period(Time limited)**
- **Impairment related work expenses(IRWE)**
- **Subsidy/Unincurred Business Expenses (we will talk about later)**

Other Support Programs



- PASS Plans
- Student Earned Income Exclusion (SEIE)
- Achieving a Better Life Experience Accounts (ABLE)
- Project SEARCH
- Employment Training Program (ETP)



Employer Tax Benefits



Self employment



Plan for Achieving Self-Support (PASS)

Less than 5% of the population have plans

Examples of What Plans Are Used For

- Equipment needed to start a business
- Job related items
- Job coaching
- Training or education
- Paid for apprenticeship
- Expensive tools
- Whatever you can imagine

But it must have a clear connection from your goal to the items you're purchasing.

Civil Service Opportunities

The background features abstract, overlapping geometric shapes in various shades of green, ranging from light lime to dark forest green. These shapes are primarily located on the right side of the page, creating a modern, layered effect. The text is centered on a white background.

Federal Agencies

As the Nation's largest employer, the Federal Government has a special responsibility to lead by example in including people with disabilities in the workforce. This website contains important information for federal agencies to use in recruiting, hiring, and retaining individuals with disabilities and targeted disabilities.

On July 26, 2010, President Obama issued Executive Order 13548 ([external link](#)) (PDF file) [42 KB], which provides that the Federal Government, as the Nation's largest employer, must become a model for the employment of individuals with disabilities. The order directs Executive departments and agencies (agencies) to improve their efforts to employ Federal workers with disabilities and targeted disabilities through increased recruitment, hiring, and retention of these individuals. This is not only the right thing to do, but it is also good for the Government, as it increases the potential pool of highly qualified people from which the Federal Government draws its talent. Importantly, the Executive Order adopts the goal set forth in Executive Order 13163 ([external link](#)) (PDF file) of hiring 100,000 people with disabilities into the Federal Government over 5 years, including individuals with targeted disabilities.

Cindy

- Quiet, reserved
- High school diploma
- Worked at a high school internship in the office and kitchen
- Self employed
- Job Responsibilities: makes homemade muffins and drops them off to local businesses



Rose

- Quiet, reserved, difficulty communicating,
- Life Skills Classes
- No real work experience
- Working at Rose of Rose's Roses
- Job Responsibilities: paid flower delivery service to local businesses



Thank You for Joining Me

The Future of Young Adults With a Disability and How to Improve it

Finding Your Child's Life Path After High School

The Class

Starting February 6

On Zoom

Keatingcoaching.net

keatingcoaching@gmail.com

631-807-5328