

Keys to Employment!



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MEDICINE of THE HIGHEST ORDER



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MEDICAL CENTER

Strong Center for Developmental Disabilities

Mission:

Develop partnerships, foster accessibility, translate research to best practice, and promote diversity and inclusion with and for people with intellectual and developmental disabilities in our community.

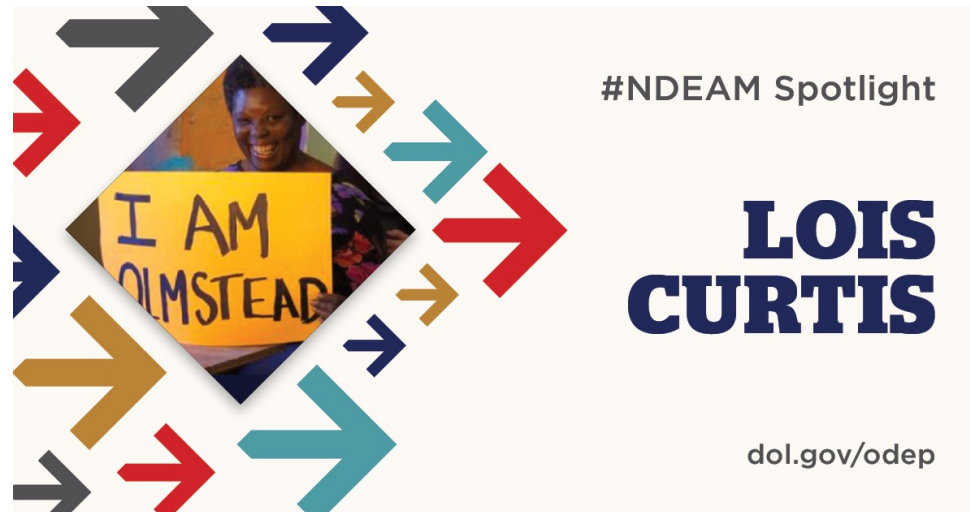
Employment: The Strong Center for Developmental Disabilities strives to create a system of supports that makes competitive employment a reality for all people with disabilities in New York State.

NYS Culture Shift Employment First: What is it?

What is Employment 1st?

- Employment in the general workforce is the first and preferred option.
- Anyone who is interested in working has the option to work, no matter the complexity of the disability.
- Zero Exclusion: Everyone is seen as eligible to work, who would like to work. There should not a process to get ready, but everyone is seen through a strength based philosophy and supported to become employed.

Why The Push To Employment First?



Lois Curtis's lawsuit against the state of Georgia resulted in the Supreme Court's landmark Olmstead decision, providing a legal basis for independent living and community integration, including through employment, for Americans with disabilities.
#NDEAM Spotlight

Why The Push To Employment First?



(HCBS) Settings Rule (2014) issued

Required every state to offer services integrated settings, access to community life, choice and autonomy.

RI Consent Decree 2013 and 2014

OR Settlement Agreement 2015

RI and OR systems of transition, services and employment were found to violate title II of the ADA. Consent Decree and Settlement agreement were put in place to create a way forward to remedy those violations.

Competitive Integrated Employment (CIE)

Means

- Working in the community alongside other employees without disabilities.

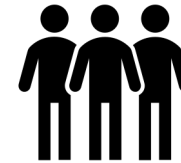
As well as

- Earning at least minimum wage **and**
- Getting the same workplace benefits and opportunities as other employees doing the same job.

Why Is Employment Important?

Social determinants are considered the **root cause** of being **healthy** and/or being **sick**.

Employment is a key factor that influences where we live, our social network, financial stability and overall health.



Types of Employment Support

Supported Employment:

- Competitive employment in an integrated setting with ongoing support services for individuals with significant disabilities (At least 2X per month ongoing)

Customized Employment:

- is a process to achieve **competitive integrated employment** (CIE) through **matching** the **strengths** and **interests** of an **individual** to the **needs of an employer**.
- Starts with a discovery process.
- Uses a “no fail” process based on the presumption that all people can work, no matter the complexity of the disability.

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Where to Start?

Rating System



- 1) High Expectations!
- 2) Work jobs into conversations early: build expectations of work!
- 3) Identify Strengths!
- 4) Build Skills and Network: Responsibilities at home, school internships, volunteering, community involvement. (ie.C
 - Letters of Reference
 - Video Resume
- 5) Get to know what you like **and** do not like! Through hands on experience! Pen and Paper Assessments are not enough.

Find/Create a Job That Matches You!

Identify skills and interests

Types of jobs:

- Inside/outside
- Moving/sitting
- With people without people
- Sensory Considerations/Loudness, textures, smells (ie Lindsay)



Does the job **match** my skills and interests? **(The just right challenge)**

- But its such a good job! Don't force the match!
- What if "I want to be an Actor/Comedian/Lobbyist"!????? Explore!
 - What are the steps would need to be taken be make that job happen?

Opportunities: A Key to Success!



According to Malcolm Gladwell: Success comes from opportunity! Not only is it about hard work but success depends on who has been given opportunities!

What Opportunities Are Out There?

There are cleaning jobs **AND** there are lots of **other jobs!**

Josh Blue: Stand Up Comedian

Conner Long: Actor, Activist, Public Speaker

Isabella Springmuhl Tajada: Guatemalan Fashion Designer

Kayla McKeon: Registered Lobbyist Capitol Hill

https://www.youtube.com/watch?v=2_Iq7Su83RQ



The Job match!



The Importance of Soft Skills

“Research suggests that it is more common for individuals with developmental disabilities to lose employment due to social and behavioral difficulties than inability to perform their specific work tasks” (Dew & Alan, 2007; Homles, 2007; Hurlbutt & Chalmers, 2004; Westbrook et al., 2012)

- Communication
- Teamwork
- Positive Attitude
- Adaptability
- Problem-Solving
- Taking Initiative



Including Family!

“Family-centred transition planning processes help to increase student and parent expectations for the future, self-determination, and vocational decision making amongst young people with disability” (Sheppard, Harrington, & Howard, 2017)

- Families as Experts and a Resource
- Bring Families with you!
- Share information about employment services
- Encourage family connection and communication with adult service agencies and resources while still in High School
- Introduce individuals and families to graduates who can share what community employment and living choices are like.
- Utilize Family Networking for employment opportunities!
- If the individual or family have some hesitations or fears, have a conversation about it! Address what needs to be in place for success. Demonstrate success!

Self Advocacy/Advocacy

Be clear in what you want! Begin with the end in mind!

Set your path by creating goals and targets to reach your goal!



IEP/Life Plan

Include Employment/Employment Experience in Your Annual Plan!

- job tours and visits to various workplaces
- job shadowing
- short or ongoing hands on work experience
- internships
- volunteering
- **part time or full-time work!**

***Ask for experiences that are in the community.**

The #1 Predictor!

*"Having a paid working experience prior to exiting high school is **the number one predictor** for youth with intellectual disabilities pursuing CIE [competitive integrated employment] after graduation"* (Wehman et al., 2018. p. 140).

Employment/Career Support Resources

Your Own Network!

It is estimated that 70-80% of all jobs are found through networking!

- Who is in your network? Let them know you are looking for a job!

Care Coordination Organization (CCO)

Care managers work with individuals with I/DD and their families to develop their Life Plan. <https://opwdd.ny.gov/find-care-manager>

(ACCES VR) Adult Career and Continuing Education Services <https://www.acces.nysed.gov/vr>

(OPWDD) Office for People with Developmental Disabilities

Employment Services

<https://opwdd.ny.gov/types-services/employment-services>

American Job Centers! (Workforce Boards)



Provide Support: to youth and adults through resume development, interview skills, job listings, job fairs and access to Disability Resource Coordinators.

***Disability Resource Coordinators (DRC's)**

- Help people with disabilities universally access local workforce centers.
- Provide Benefit Planning Services
- Help Navigate Community Resources

Find the DRC near you!

<https://dol.ny.gov/career-services/career-services-for-persons-with-disabilities>

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ACCES Lunchtime Series

Vocational Rehabilitation



10/16/23 -
Hospitality/Food Service

11/13/23-
Manufacturing Occupations

12/11/23-
Health Care Careers

1/8/24
STEM Careers

2/19/24
Careers in Education

3/11/24
Human Service Occupations

4/15/24
Government Careers

5/13/24
Skilled Trade Careers

Zoom Lunchtime Series
12:00 PM - 1:00PM

*Geared towards students,
families, transition counselors,
school staff, service
coordinators and community
partners working with youth
and students with disabilities*

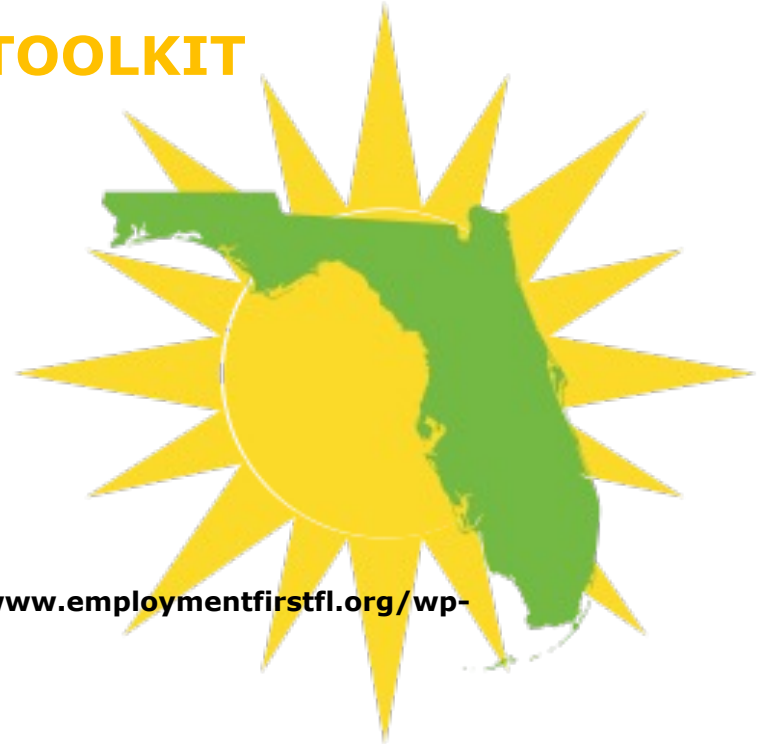
Contact: Julia Rood
Senior Counselor, Transition and
Youth Services
with any questions:
julia.rood@nysed.gov

YouTube Video Recordings:
youtube.com/@JuliaRoodACCESVR

zoom.us
Meeting ID: 474 838 0855

EMPLOYMENT FIRST FLORIDA

EMPLOYMENT FIRST FLORIDA TOOLKIT A GUIDE FOR JOB SEEKERS



Link to Full Tool Kit:

<chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.employmentfirstfl.org/wp-content/uploads/2022/03/EF-toolkite-level-2.pdf>

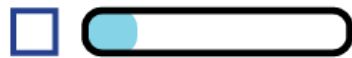
This project was provided by the Florida Developmental Disabilities Council, Inc., supported in part by grant numbers 1901FLSCDD-01 and 2001FLSCDD-01 from the U.S. Administration for Community Living, Department of Health and Human Services.

How do I Identify an Effective Employment Provider/Services?

Right to Work

Offer community employment as the first option to all people seeking services.

HOW ARE THE JOB SERVICES IN THIS AREA BEING PROVIDED?



POOR

- They tell me I am not ready to work.
- To be offered the chance to have a job, I must meet certain requirements.
- They might call me “unready” for work.
- They might turn me away for job services.



FAIR

- They think I can have a job in the community, but only after I have more training.
- They say they support Right to Work, but they might say I am “too disabled” for some jobs.
- They might not offer me job services until I go through more job preparation.



GOOD

- They will help me get a job right away.
- They offer jobs matched to my own skills and interests.
- They offer job services no matter how serious my disability is.

Community Work

Offer jobs within the community instead of workshop jobs or programs run by the job services provider's organization.

HOW ARE THE JOB SERVICES IN THIS AREA BEING PROVIDED?



POOR

- They offer me only workshop jobs or jobs run by job services.
- I am paid by the job services provider's organization instead of by my employer.



FAIR

- They sometimes offer me community jobs, but they also offer me jobs in workshops or in businesses owned or run by job services.
- I might be paid by the job services provider's organization instead of by my employer.



GOOD

- They help get jobs at businesses in my own community.
- The jobs they offer me are suited to my own interests and skills.
- My pay is from my employer.

School-to-Work Transition

Provide a smooth transition to jobs and adult services.

HOW ARE THE JOB SERVICES IN THIS AREA BEING PROVIDED?



POOR

- They do not plan for my school-to-work transition at all.
- They will not offer job support until I am out of school. Even then, job supports are not designed just for me.
- They have no connection to schools or other agencies that would work with my transition from school.



FAIR

- They begin some planning for my school-to-work transition but have few connections to schools and agencies.
- They usually will not offer job support until I am out of school. Even then, job supports are designed for older people, not for me.



GOOD

- They begin planning for my school-to-work transition early.
- They offer me job supports that are effective and are designed for my age and needs.
- They try to help me leave school with a paid job.

On-the-Job Training

Begin training that helps the job seeker learn about the new job and meet co-workers before the first day of work and continue after the job has started.

HOW ARE THE JOB SERVICES IN THIS AREA BEING PROVIDED?



POOR

- They provide job training and supervision but without letting me learn while working.
- They do not support interaction between me and my co-workers.
- They do not look at how people interact at work to help me be a part of it.



FAIR

- They sometimes provide job training and supervision while letting me learn while working.
- They sometimes, but do not always, support interaction between me and my co-workers.
- When they support my interacting with co-workers, they usually also are involved themselves.



GOOD

- They work with me to create a plan that will help me learn in typical ways others at work learn.
- They always support interaction between me and my co-workers and realize how important it is.

Sample Questions to Interview Providers



- 1) Can you give me some examples of jobs other people have gotten with your agency's support?
- 2) How do you build support of an employee with the disability with co-workers on the job site?
- 3) How would you assess my interests and strengths and match me with a potential job?
- 4) How would you include me in the job search process?

Benefit Planning and Resources



Talk to a benefit planner!

❖ Disability Resource Coordinator (DRC, American Job Centers)

***Disability Resource Coordinators (DRC's)**

- Help people with disabilities universally access local workforce centers.
- Provide Benefit Planning Services
- Help Navigate Community Resources

Find the DRC near you!

<https://dol.ny.gov/career-services/career-services-for-persons-with-disabilities>

❖ ACCES VR- to initiate benefit planning

Work Incentives to Consider.....



✓ **ABLE Account:**

Living with a disability is often associated with significant amounts of extra costs. Individuals and families can contribute to ABLE accounts — tax-advantaged savings accounts that can fund disability expenses. ABLE accounts allow savings that will not count as a resource.

✓ **Income Related Work Expense (IRWE)**

Impairment-Related Work Expenses (IRWE) are costs for items or services that you need in order to work because of your disability. Social Security will deduct the costs of an IRWE from your countable income. (Service Animals, Transportation, Prosthetics....etc)

Work Incentives to Consider.....



✓ **Student Earned Income Exclusion**

Allows individuals who are under age 22 and regularly attending school to exclude a specified amount of gross earned income per month up to a maximum annual exclusion which allows eligible recipients to keep more of their SSI check when they work.

For 2024

\$9,230 a year. The amount of earnings that can be excluded each month, until we have excluded the maximum for the year, is \$2,290 a month.

Work Incentives to Consider.....



✓ **Plan to Achieve Self Sufficiency(PASS) Plan**

A PASS plan allows a person with a disability to set aside income and/or resources for a specified period of time in order to pay for items or services needed to achieve an employment goal. An individual may set aside money to pay for education or training, job coaching or other support services, transportation, job-related items, equipment needed to start a business, or just about anything else needed to achieve an occupational goal.

✓ **Medicaid Buy In** This program allows working people with disabilities to earn more income without the risk of losing vital health care coverage.

Employment Training Programs to Consider

Project SEARCH <https://www.projectsearch.us/transition-to-work/>

The Project SEARCH Transition-to-Work Program is a unique, business-led, one-year employment preparation program that takes place entirely at the workplace. Total workplace immersion facilitates a seamless combination of classroom instruction, career exploration, and hands-on training through worksite rotations. The program culminates in individualized job development.

Advance 2 Apprenticeship <https://www.urmc.rochester.edu/strong-center-developmental-disabilities/programs/advance-2-apprenticeship.aspx>

An employment initiative through the Strong Center for Developmental Disabilities to improve access to apprenticeship programs for people with intellectual and developmental disabilities (I/DD) within the manufacturing industry. The project is a collaboration with Mohawk Valley Community College (MVCC), Manufacturers Association of Central New York (MACNY), Center for Workforce Development at Monroe 2–Orleans BOCES (CWD) and Rochester Technology & Manufacturing Association (RTMA).

Contact Information

**Marilee Boylan, Director of Employment Programs
Strong Center for Developmental Disabilities
University of Rochester**

Marilee_Boylan@URMC.Rochester.edu



Feedback!

Please use this QR code to fill out a 1-2 min survey!

- Let us know how we can improve or
- Other topics you would like additional information!



Customized Employment Learning Resources

WISE Customized Employment

Training <https://www.gowise.org/home/training/woa100/>

Griffin Hammis Customized Employment Training: [ACRE CE Training - Griffin-Hammis Associates \(griffinhammis.com\)](#)

Mark Gold Training: <https://www.marcgold.com/training>

One measure of a quality employment training is being ACRE accredited: [Association of Community Rehabilitation Educators - Home \(acreducators.org\)](#) They list ACRE approved trainings/providers

Resources

Definition of Employment First: [https://www.dol.gov/agencies/odep/initiatives/employment-first#:~:text=Defining%20Employment%20First,\(CIE\)%20and%20community%20life.](https://www.dol.gov/agencies/odep/initiatives/employment-first#:~:text=Defining%20Employment%20First,(CIE)%20and%20community%20life.)

Definition of Competitive Integrated Employment: <https://www.dol.gov/agencies/odep/program-areas/cie>

CDC Social Determinants of Health: <https://www.cdc.gov/about/sdoh/index.html>

US Department of Public Health and Human Services:

<https://health.gov/healthypeople/priority-areas/social-determinants-health/literature-summaries/employment>

Supported Employment: What is it?

chromeextension://efaidnbmnnnibpcajpcgklclefindmkaj/http://www.worksupport.com/documents/JVRSE_what_is_it1.pdf

American Job Centers: (Workforce Center) Find one near you!

<https://www.careeronestop.org/localhelp/americanjobcenters/find-american-job-centers.aspx>

Comparing Supported Employment and Customized Employment:

Chrome-extension://efaidnbmnnnibpcajpcgklclefindmkaj/https://worksupport.com/documents/guide_SE-CE-comparison-ac.pdf

Learn about ABLE Accounts: <https://www.ablenrc.org/what-is-able/what-are-able-accounts/#>

Resources

The Olmstead Decision Explained (Video): <https://www.youtube.com/watch?v=C6c6gZEFQdg>

Employment First Florida: <https://www.employmentfirstfl.org/>

What is an IRWE? chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://choosework.ssa.gov/Assets/cw/files/FAQ-impairment-related-work-expenses.pdf

Understanding Student Earned Income Exclusion: chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://vcu-ntdc.org/resources/WIPA_OtherResources/UnderstandingSEIE_2023-07-10.pdf

Q & A on Employment of People with Physical Disabilities Using PASS to Achieve an Employment Goal - June 2015

<https://vcurrtc.org/resources/viewcontent.cfm/1148>

NYS Medicaid Buy In for Working People with disabilities ToolKit: chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/https://www.health.ny.gov/health_care/medicaid/program/buy_in/docs/working_people_with_disabilities.pdf

SSA Redbook: Guide to Work Incentives <https://www.ssa.gov/redbook/eng/main.htm>

Resources

Client Assistance Program <https://www.drny.org/page/client-assistance-program-cap-19.html>

You should contact DRNY if:

- You are interested in obtaining VR services
- Are having difficulty finding VR services and want information or resources
- You applied for VR services and were turned down
- You are dissatisfied with the VR services you're are receiving
- You have questions about policies, procedures, services or programs
- Your case is closed and you want to be reconsidered for services
- You are just not sure what to do
- You were denied services from your local independent living center

