

EMPLOYMENT & YOU!

~Key Strategies and Resources to Consider to
Get Real Jobs for Real Pay!



Bin Feng

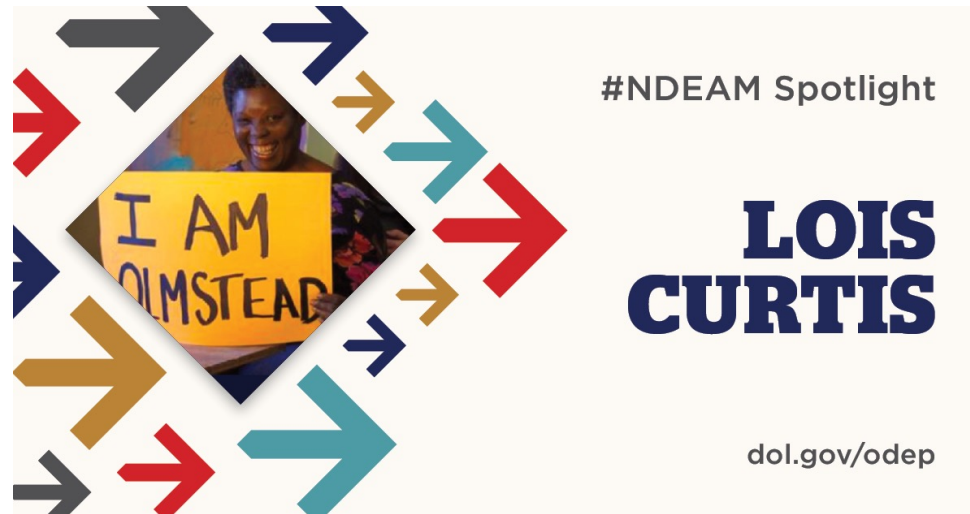


Marilee Boylan



Brendan Klein

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 employment, for Americans with disabilities.

NYS Culture Shift Employment First!

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.

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.



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).



Brendan Klein

- Coordinator of Self Advocacy & Community Engagement



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Who am I?

- I am a 29-year-old self advocate/leader who has worked for WIHD in Valhalla NY for 6 years.
- Before I came to WIHD I had several internships and 4 jobs that helped me prepare for where I am now.
- I am also active in my community which has given me lots of great job skills and contacts.



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Why Community Service is Important

- I am active in my community which has given me lots of great job skills and contacts.
- I love to garden. I started a children's garden at WIHD with a small grant from the Pleasantville Community Garden.
- I am now on the Board of PCG and we grow healthy food for local Food Banks



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How do you make the most out of internships or volunteer opportunities

- Find something that you like to do to volunteer on, something that make you happy when you are doing volunteer work then you know what kind of job you like to do.
- Check the Volunteer NY.org site to see what can you volunteer.
- You know when it the right fit for you, when want to go to the internship or volunteer work, you are making new friends, you are being included and you are having fun at the place.



My First Job: Jacob Burns Film Center



- When I turned 16, I applied to our local movie theater to work as an usher and concession stand.
- My high school offered to support me there, but the theater said we don't think he needs support, and everyone works as a team so I would get the support of my co-workers and managers.
- I worked there for 5 years.
- I knew it was time for me to leave when the teenagers who worked there annoyed me.
- Sometimes you just need to know when you're ready to move on.



Second job: Mt Pleasant Library



- Next, I worked at the Pleasantville Library. I was offered the job by the library director who I met from SEPTA
- I took the job because I was ready to leave the JBFC.
- I could walk to the Library from my home or school.
- I worked there for just 1 year because I broke my foot, which took a long time to get better.
- I didn't go back because I learned that I didn't like to I work by myself



Third job: Scarborough and Tweed



- I started as intern when I was in The Lab School.
- I was offered a job at my graduation and worked at Scarborough and Tweed for 2 years.
- I liked the people but got bored by the job pretty fast.
- I advocated with my manager for more challenges. There weren't really any opportunities for growth there
- I knew I wanted to do more and really liked what I had learned about advocating for new challenges.



What have I learned from my internship, volunteer and work

Community service, internships and employment have all taught me:

- How to work with others
- Time Management
- Communication skills
- Building Community Connections
- Networking
- Job skills
- Technology skills



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- My social groups called TicTacGO was growing very fast, but it was hard for me to teach other people how to start their own Facebook groups.
- People with disabilities did not have the technology skills or the support to do what I was doing.
- WIHD really liked what I was doing and wanted to find a way to support this work.
- I was hired in 2018 with a grant from the Taft Foundation to teach other people with disabilities internet safety, leaderships skills and event planning.



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Why having the right support matters.

- At WIHD I have great natural supports from my manager, my co-workers and Hear Our Voices team.
- Their supports make me feel like a valuable member of the team.
- They listen to my ideas and give me confidence to take on new challenges.



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What is SEMP?

- Supported Employment or SEMP is one of the HCBS waivers available to individuals with a disability.
- SEMP can provide the supports you need to maintain a paid competitive job in the community.
- Typically, you will transition to Supported Employment after you have received supported employment services funded by the NYS Adult Career and Continuing Education Services-Vocational Rehabilitation (ACCES-VR) and you require limited job coaching to successfully maintain your employment.
- [Employment Training and Supports | Office for People With Developmental Disabilities \(ny.gov\)](#)



Why is employment important to others with disabilities?



I was asked to introduce the Commissioner of OPWDD at the SANYS 2023 Statewide Conference.

- In 2022, the jobless rate for those with a disability was about twice as high as the rate for those without a disability.
- Employment gives people a purpose, community and money.
- I am so lucky to have a job that I love and amazing support staff like Minh and CJ and Mark who provides Com Hab. I want people with disabilities to know that they can be like me, have the job that they like and the supports that they need to do great things.



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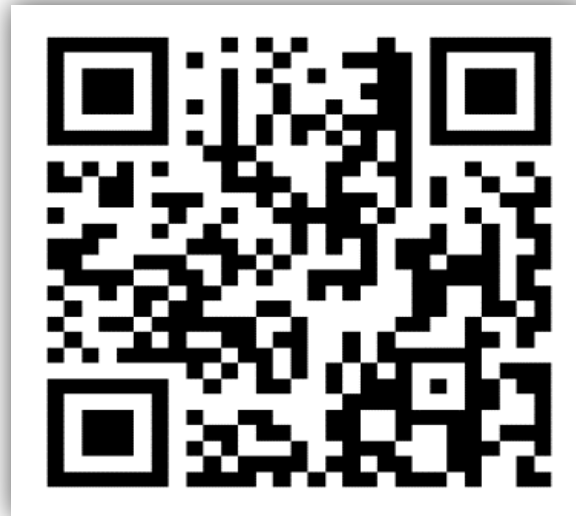
Contact info



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Coordinator of Self
Advocacy & Community
Engagement at WIHD



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IEP/Life Plan



Include Employment/Work Experience in Your Annual Plan!

- job tours and visits to various workplaces
- job shadowing
- short or ongoing hands-on work experience
- internships
- volunteering

***Ask for work experience in the community!**

***Ask about Pre ETS: Pre-Employment Transition Services (Ages 14-22)**

Pre-Employment Transition Services (Pre ETS)

1. Job Exploration Counseling
2. Work-Based Learning Experiences
3. Counseling on Postsecondary Education Opportunities
4. Workplace Readiness Training
5. Instruction in Self-Advocacy

Contact: ACCES VR Senior Counselor Transition Youth Services (TAYS)

to learn more

<https://www.acces.nysed.gov/vr/student-and-youth-transition-services>

What Opportunities Are Out There?



There are lots of **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

Including Family!



Families as Experts and Resource

- Utilize expertise/knowledge
- 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 Networks for employment opportunities!
- If the individual or family have hesitations or fears, have a conversation about it! Address what needs to be in place for success.

Bin/Vincent Story

Vincent Feng, 25, ASD/ADHD

Working as Janitor for 6 years

Bin Feng, parent advocate

Member of **NYS Council on Developmental Disabilities**

Co-chair of Family and Individuals Advisory Board, **CareDesign NY**

Father Support Coordinator of **Parent to Parent NYS**

Co-founder of **Project Ready**



Bin/Vincent Story

How I advocate for my son with Autism ?



“What Parents can Do for Children’s Goal to Employment ?”



Before and During the Transition Planning :

1: You can build up many essential skills at home and community !

- Transportation Training
- Help House Cores
- Looking for Volunteer Work
- Set goal to Employment

“What Parents can Do for Children’s Goal to Employment ?”

2:Find Out Their Strength !

Advocate for Them !

- Find out what your child likes to do
- Find out where your child likes to go
- Find out what your child does not like to do
- Find out where your child does not like to go
- Find out what is your child’s future road to employment



“What Parents can Do for Children’s Goal to Employment ?”

3:How do choose what job best fit for your child ?

- Think Learning Style
- Think Sensory Impact
- Think Social Skills
- Think Multiple Tasks Skills
- Think Flexibility
- Think People Interaction



“What Parents can Do for Children’s Goal to Employment ?”

4:How does for my son ?

- Think Learning Style -- visual and hand-on learning
- Think Sensory Impact -- hates hot, noisy place, not touch dirt
- Think Social Skills -- minimal or no
- Think Multiple Tasks Skills -- can only do one thing at a time
- Think Flexibility -- No way
- Think People Interaction -- Keep away from people



“What Parents can Do for Children’s Goal to Employment ?”

5: Which job best fit for my son ?

- School Cafe -- too noisy , hot plates
- Office staff -- multiple tasks, too many people, keep changing
- Gardening -- hot weather , noisy
- Hotel room services -- client interaction
- Cooker -- No, No, No
- janitor-- touch dirt ?



“What Parents can Do for Children’s Goal to Employment ?”



6: His Best Job: Janitor

- Hand on learning
- Routine tasks
- Almost no need to socialize
- Keep moving
- Keep away from people
- Same place, same people, same routine, same job



MEDICINE *of* THE HIGHEST ORDER



UNIVERSITY *of*
ROCHESTER
MEDICAL CENTER

Bin/Vincent Story

My Advice:

- 1: Plan Early and make a goal.
- 2: Build a circle of support.
- 3: Ready to fight for your child !
- 4: Always believe people with I/DD can work !
- 5: Advocate for Inclusion and Support.



Contact: Bin Feng (him/his)



Father Support Coordinator



Co-founder



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)

A blue sign with the words "Job Search" in orange, held by a hand in a red sleeve.

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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Contact Information

- **Marilee Boylan, Director of Employment Programs**
Strong Center for Developmental Disabilities, University of Rochester
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- **Bin Feng, Father of Adult son with Autism and Co Founder of Project Ready a transition program for Asian American Immigrant Youth**
binfeng2000@hotmail.com

- **Branden Klein, Coordinator of Self Advocacy and Community Engagement**
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Activity Satisfaction Survey

QR Code Instructions:

1. Open up your camera on your phone
2. Focus the camera on the QR code and a link should pop up on the screen
3. Click on the link.
4. Or you can access the survey at:

<https://redcap.link/satisfaction-employment>





Resources

Office of People with Developmental Disabilities (OPWDD)

Local Assistance:

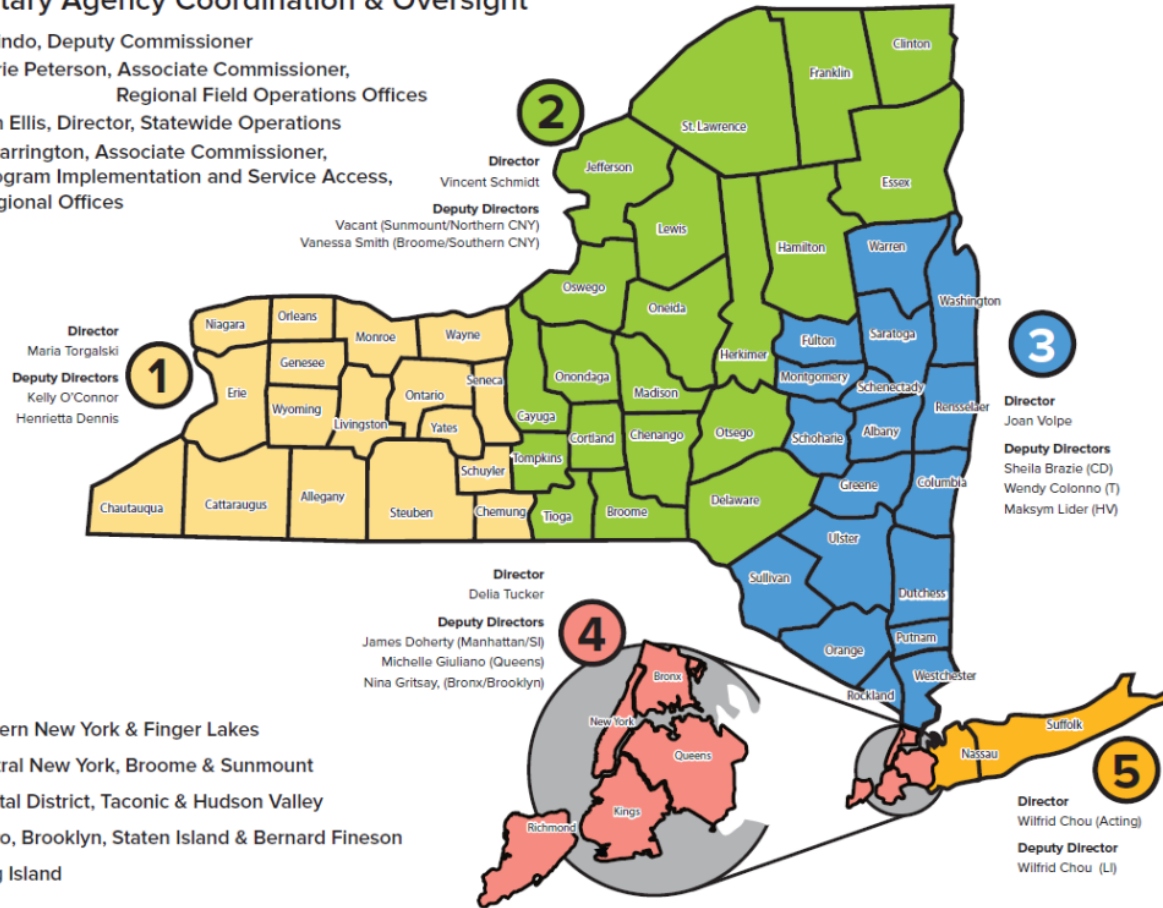
Regional Employment and Vocational Services Liaisons

Region	Name	Email	Telephone
1	Kerry Zajac	Kerry.P.Zajac@opwdd.ny.gov	(585) 241-5845
2	Michelle Jordan	Michelle.Jordan@opwdd.ny.gov	(315) 525-0424
3	Kristina Collins	Kristina.A.Collins@opwdd.ny.gov	(518) 402-2740
4	Edele St. Jean-Pierre	Edele.StJeanPierre@opwdd.ny.gov	(646) 766-3211
5	William Miller-Boccasini	William.J.MillerBoccasini@opwdd.ny.gov	(631) 952-3833

5 Developmental Disabilities Regional Offices

Voluntary Agency Coordination & Oversight

Abiba Kindo, Deputy Commissioner
 Ann Marie Peterson, Associate Commissioner,
 Regional Field Operations Offices
 Deborah Ellis, Director, Statewide Operations
 Alexis Harrington, Associate Commissioner,
 Program Implementation and Service Access,
 Regional Offices



Resources

Office of People with Developmental Disabilities (OPWDD)

State Assistance:

Technical assistance mailboxes if you have questions or would like additional resources.

employment.vocational.services@opwdd.ny.gov

self.direction.redesign@opwdd.ny.gov

Resources

Pre ETS (Pre-Employment Transition Services)

Learn More!

Contact: Transition and Youth Senior (TAYS) in each ACCES district office. To learn about Pre-ETS in addition to the other range of VR services that can be provided in support of or in conjunction with VR services starting at age 14.

<https://www.acces.nysed.gov/vr/student-and-youth-transition-services>

Resources

Project SEARCH: Unique, business-led, one-year employment preparation program that takes place entirely at the workplace. <https://www.projectsearch.us/find-a-program/>

Partnership for Inclusive Internships identifies internship opportunities within state and local government agencies and matches qualified candidates with disabilities to those opportunities.

MaryBeth Schneider: Marybeth.Schneider@labor.ny.gov

Northeast ADA Center: <https://www.northeastada.org/>

The goal of the Northeast ADA Center is to educate and empower the diverse range of stakeholders throughout New York, New Jersey, Puerto Rico, and the US Virgin Islands to increase their knowledge of the ADA, to support our stakeholders to include people with disabilities in local communities, and to implement the ADA in their own lives, workplaces, businesses, and communities.

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

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://efaidnbmnnnibpcajpcgicfindmkaj/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://efaidnbmnnnibpcajpcgicfindmkaj/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://efaidnbnmnnibpcajpcgclclefindmkaj/https://choosework.ssa.gov/Assets/cw/files/FAQ-impairment-related-work-expenses.pdf

Understanding Student Earned Income Exclusion: chrome-extension://efaidnbnmnnibpcajpcgclclefindmkaj/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://efaidnbnmnnibpcajpcgclclefindmkaj/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>

Governor's Program to Hire Individuals and Veterans with Disabilities: [55b/c Recruitment Resources Center \(ny.gov\)](#)