Integrated Employment: Moving from "Can" to "How"

Arizona
September 18, 2018
September 20, 2018

TRANSCEN, INC.
career and workforce development

MEANINGFUL WORK + COMMUNITY INCLUSION

Ground Rules

- Ask questions!
- Challenge your thinking!
- Think "how" rather than "can"…

Employment should be the *Expectation* not the *Exception*

"If people are treated as capable, they often surprise everyone and live up to expectations."

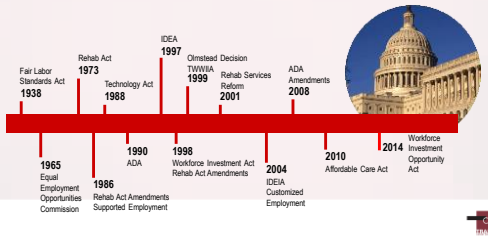
~Ken Steele "The Day the Voices Stopped."

The Dignity Of Work

- Strengthens sense of self and competency
- Builds community
- Empempowers

Times are changing…

Drivers of Change



Things are finally coming together!

The Americans with Disabilities Act (ADA)

"…individuals with disabilities are a discrete and insular minority … subjected to a history of purposeful unequal treatment, and relegated to a position of political powerlessness in our society… resulting from stereotypic assumptions not truly indicative of the individual ability of such individuals to participate in, and contribute to, society; … the Nation's proper goals regarding individuals with disabilities are to assure equality of opportunity, full participation, independent living, and economic self-sufficiency…"

emp1st oyment

There's a job for everyone who wants one **regardless** of disability, need for support or economic vitality of their community

- Movement towards community integration and competitive integrated employment - not likely to turn back
- Economic opportunity and work parity are fundamental to achieving full citizenship
- Employment is the gateway to community acceptance and value

Workforce Innovation and Opportunity Act (WIOA)

- Increase employment in integrated settings and significantly limits use of subminimum wage (14c)
- Defines and prioritizes competitive integrated employment
- Requires individuals under age 24 to explore and try integrated employment before being placed in subminimum wage setting; prohibits schools from contracting with subminimum wage providers

Implications for Services

Competitive integrated employment as a priority

Meaningful community inclusion/engagement as an imperative

Change the way we operate is inevitable

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Changing Expectations

Liz

- Young people with developmental disabilities will learn about employment options and planning during their school years.

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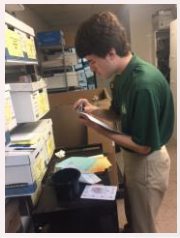
Changing Expectations

- Competitive integrated employment (i.e, employment that takes place in an integrated setting, is the preferred outcome for working-age adults with developmental disabilities.



Michael

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True Culture Shift

- ✓Presumption of employment – all means all
- ✓Services versus programs
- ✓No more asking "Do you want to work?" but instead "Where do you want to work?"
- ✓Opportunity - Job shadowing, internships, volunteering, community involvement
- ✓Working is the norm – not the exception

Customized Employment

- Old model of *Train and Place* uses sheltered workshops to get people "ready" for work
- *Place and Train* Model quickly became "Place and Pray"
- New approach…***Discover, Connect and Support***

ODEP Defines Customized Employment

- "A flexible process designed to personalize the employment relationship between a job candidate and an employer in a way that meets the needs of both"
- "Customized employment is based on individual's match between the strengths, conditions and interests of the job candidates and the identified business needs of an employer" (ODEP, 2012)

Customized Employment Strategies

- Customized employment should not be the "new model" for job seekers with disabilities, but should expand the universally accepted practice recognizing the power of community and promoting relationships
- Customized employment gives power back to individuals, families, employers and community stakeholders fostering flexibility, individuality, unique strengths and desires, and builds partnerships with the community

Customized Employment Basics

- Presumption of employment
  - No "job readiness"
  - No "realistic"
- Seeks to individualize the relationship between the job seeker and the employer.
- Primary components of Customized Employment process :
  - Non traditional assessment or what is referred to as job seeker exploration or discovery – the foundation for customized employment
  - Development of an individual profile (Positive Personal Profile)
  - Negotiation/Customization/Re-assignment of tasks focusing on strengths and assets of the job seeker

Have High Expectations

18 years at Pizza Hut

6 years at Menomonee Falls School District

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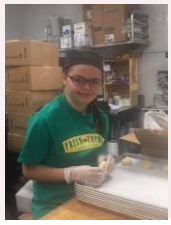
Make your needs known

Maddie's Informational Interview



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Don't be afraid to try and fail.

Failure is an important ingredient to success.

Patrick

Try a new perspective

Ivan - “Human Zamboni”

Don't let constraints deter you

Genna – Lake Country School (K-8)

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Keep Your Eyes on the Prize!

Comments!
Questions?
Thoughts!
Reflections!
Ideas!
Debate!
Dialogue!
Stump the Presenter…

About TransCen, Inc.

TransCen, Inc. is a national organization offering web-based and in-person training for state agencies, school districts, provider organizations, and others interested in meaningful work and community inclusion for individuals with disabilities.

www.transcen.org or contact us at info@transcen.org for more information!

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