Integrated Employment: Moving from “Can” to “How”

Arizona
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September 20, 2018

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.”
Social Security told me I can't work. You're not job ready. There are no jobs. You're not job ready. You'll lose your benefits. You'll lose your health care. I think I should go to work.

The Dignity Of Work

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

Times are changing...
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..."
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.
Changing Expectations

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

Liz

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

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

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Have High Expectations

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18 years at Pizza Hut

6 years at Menomonee Falls School District

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Make your needs known

Maddie's Informational Interview

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)

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!