

# Just Do It Making Employment the First Choice

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Institute for Community Inclusion



NASDDDS

### SELN Member States



# Agenda

- ❖ **Evolution of employment supports**
- ❖ **Building toward best practice ...**
- ❖ **Building an organizational focus on employment**

1970s



# 1980s Supported Employment



**Train**  **Place**

**to**

**Place**  **Train**



# 1990s – 2000s

**ADA**

**Rehabilitation Act Amendments**

**IDEA**

**TWWIIA**

**Workforce Investment Act**

**CMS**



# Customized



# Customized employment ...

*...individualizing the employment relationship between employees and employers in ways that meet the needs of both*

*Implies negotiation with employer*

# Resource Ownership



# Self Employment



# Alternative Careers



# Freedom Flight – Jessica Vohs



# **Emerging Areas of Focus**

**Employment First**

**Seamless Transition**

**Waiver Service Definitions**

**Employer Engagement**

**Ticket to Work**

**Resource Coordination**



# **Kansas Employment First Initiative Act. HB2336**

**It is hereby declared to be the policy of the state of Kansas that competitive and integrated employment shall be considered its first option when serving persons with disabilities who are of working age to obtain employment.**





# Washington Working Age Adults Policy

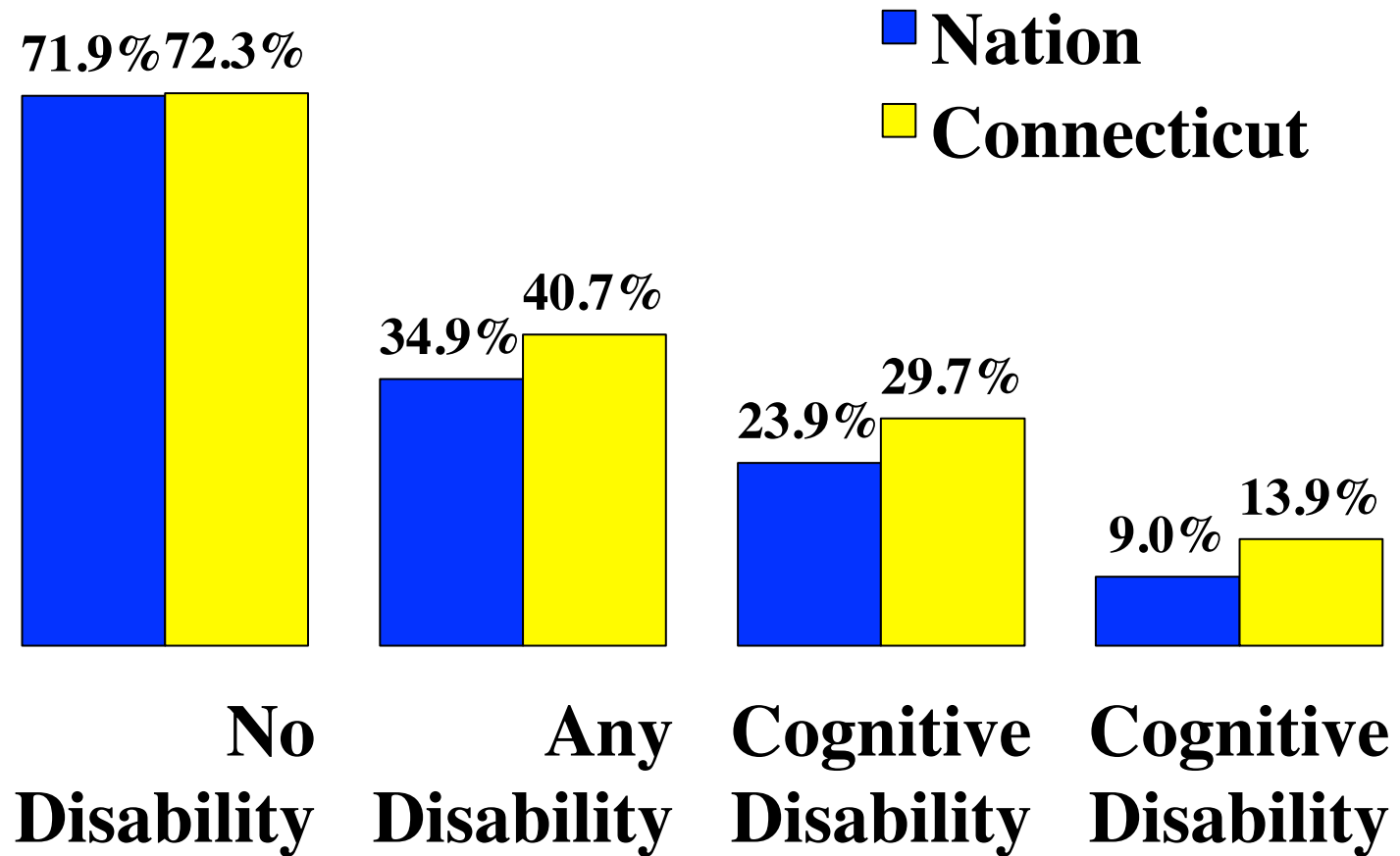
*Supports to pursue and maintain gainful employment in integrated settings in the community shall be the primary service option for working age adults*

# Minnesota Manifesto Grassroots Change

*...expecting, encouraging, providing, creating, and rewarding integrated employment in the workforce as the first and preferred option of youth and adults with disabilities.*

**(Minnesota's Employment First Manifesto, 2007).**

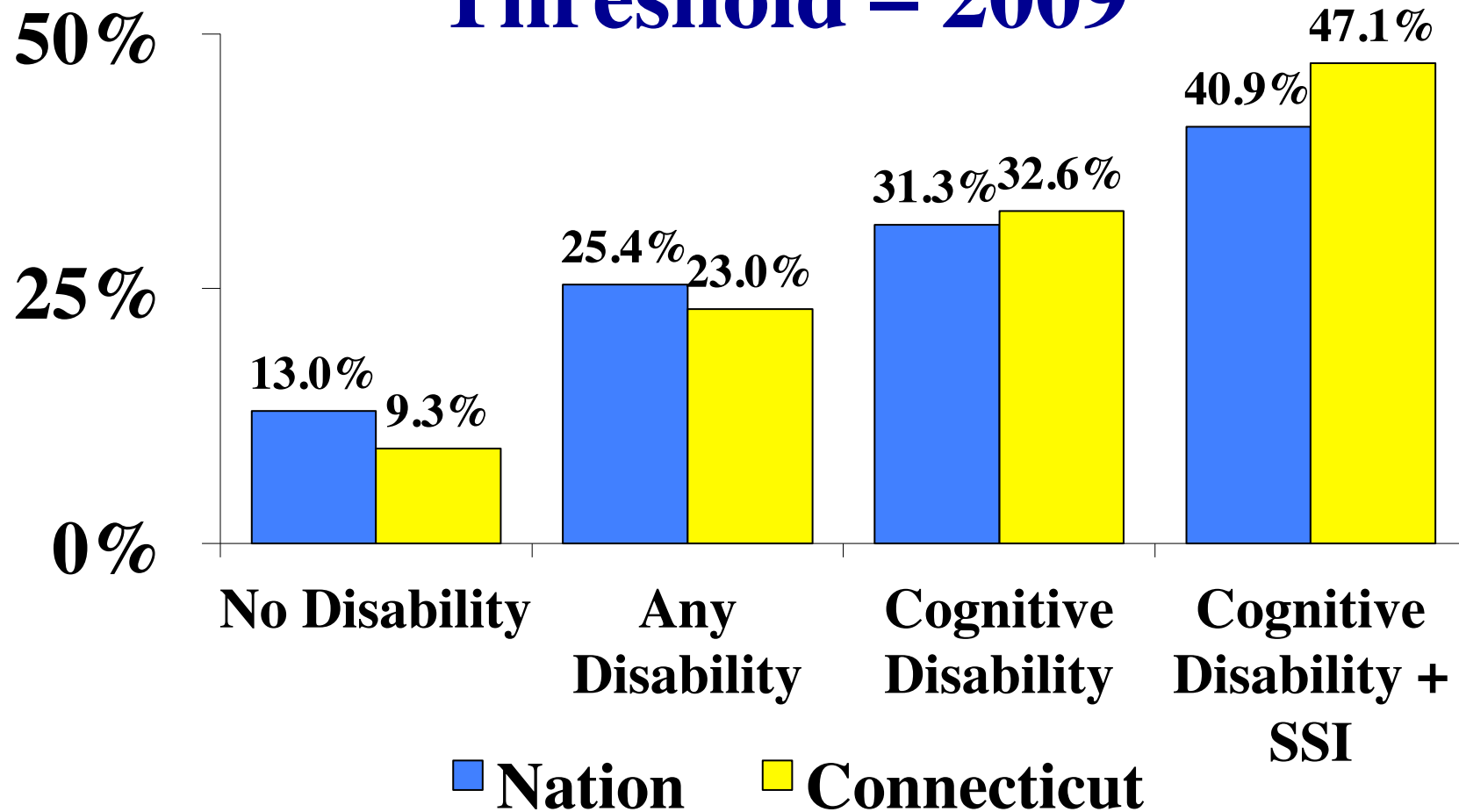
# Employment participation 2009



American Community Survey



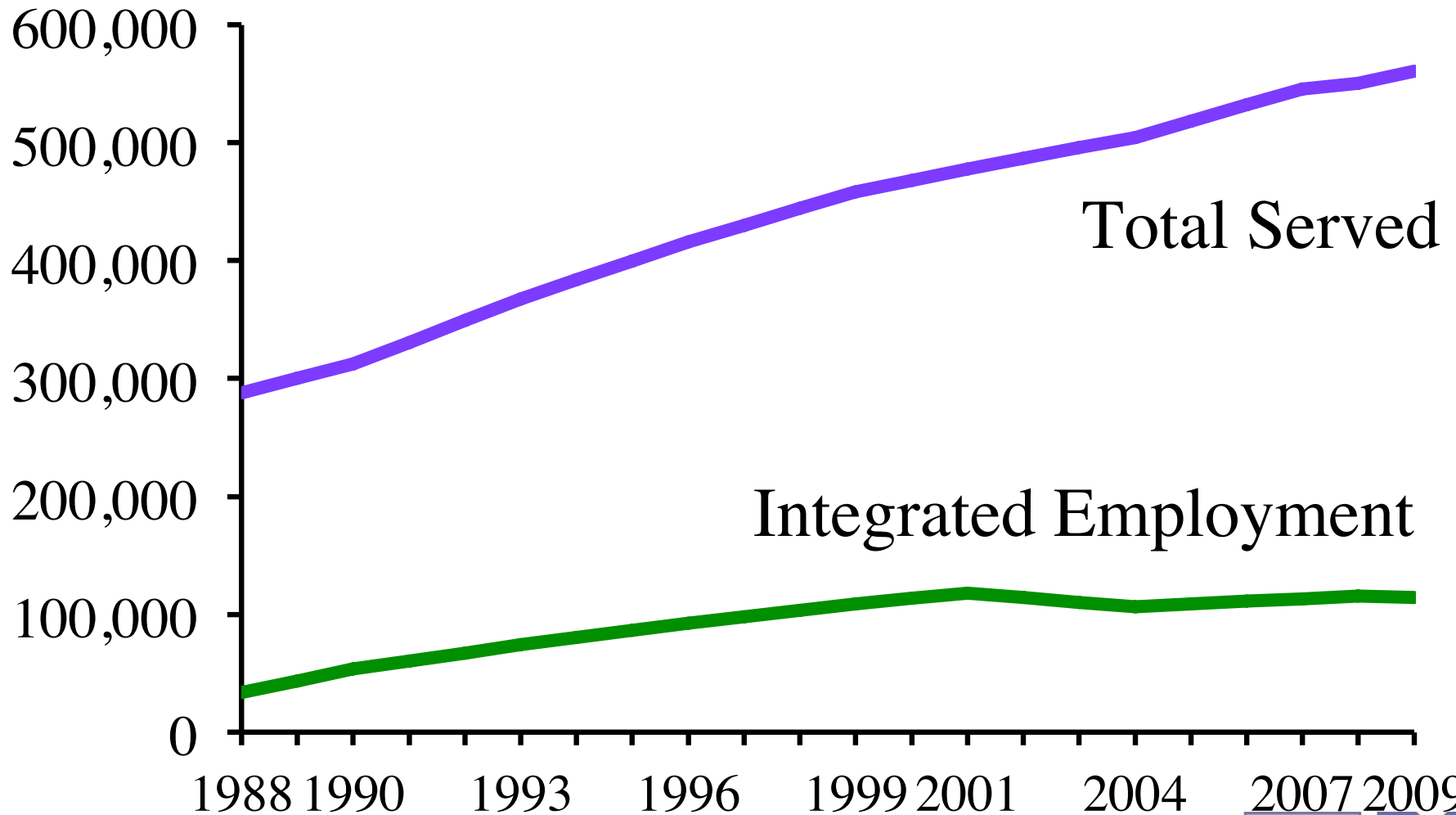
# Lives in Household Below Poverty Threshold – 2009



American Community Survey  
[www.StateData.info](http://www.StateData.info)



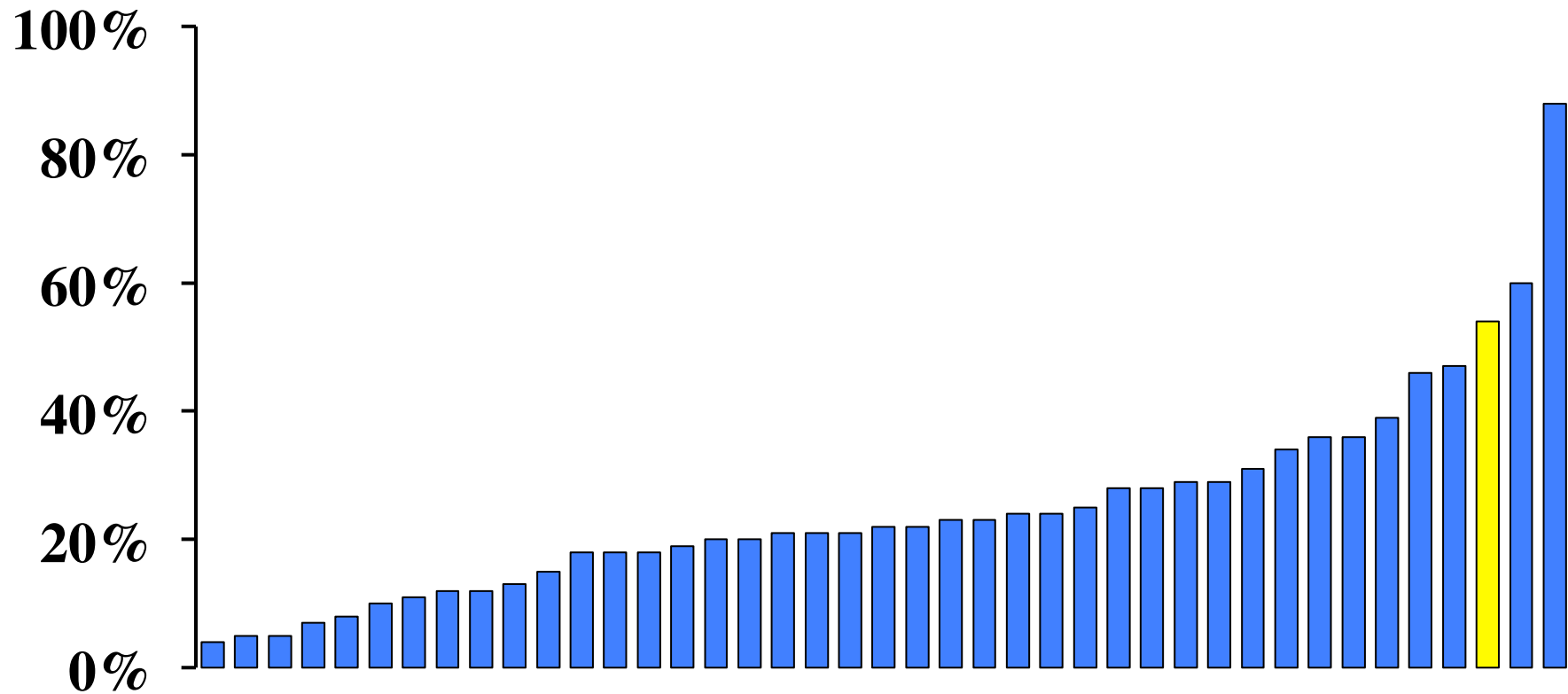
# Employment and Day Supports Nation



ICI IDD Agency Survey



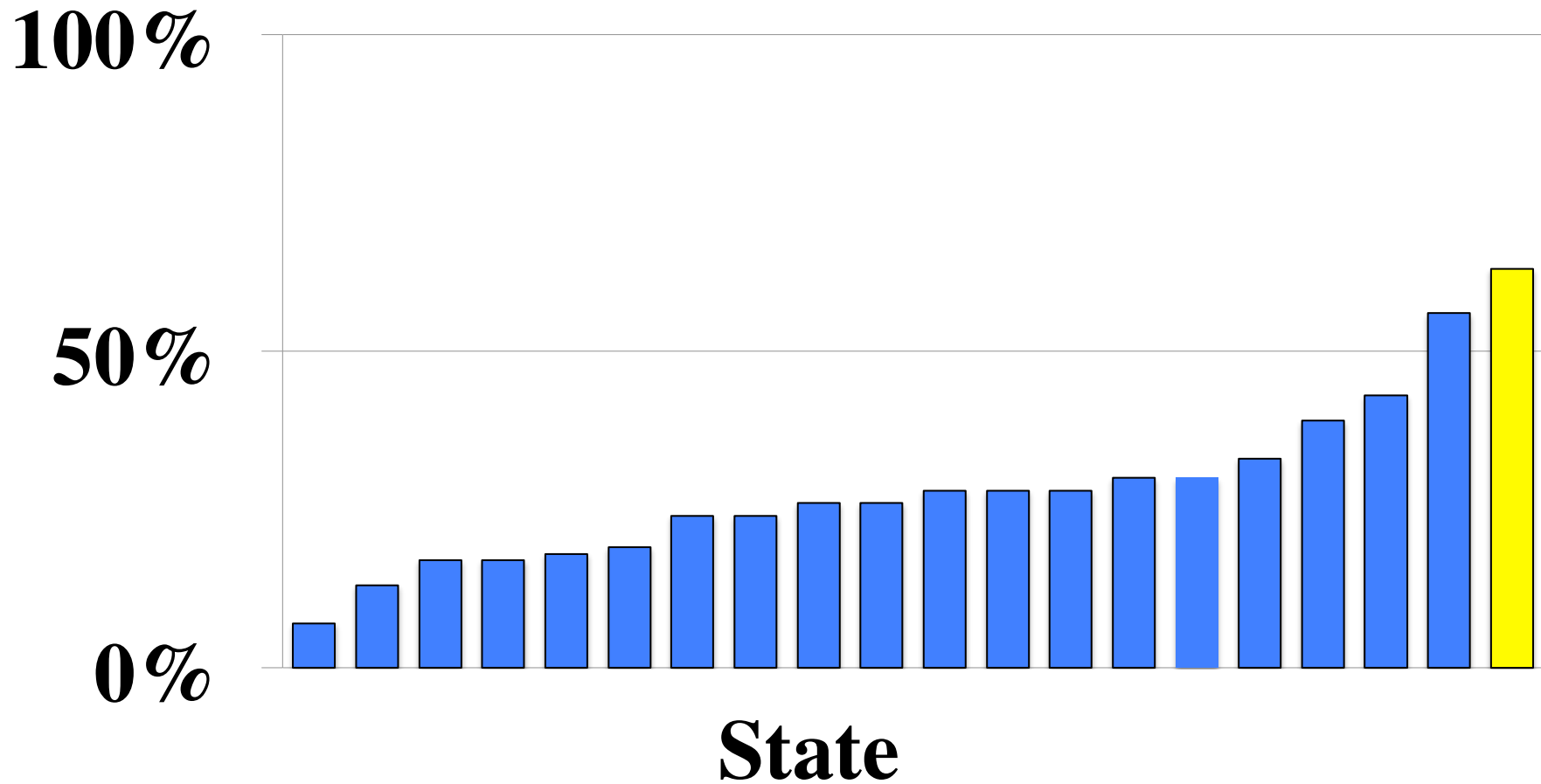
# State success in integrated employment varies widely



ICI IDD Agency Survey 2009



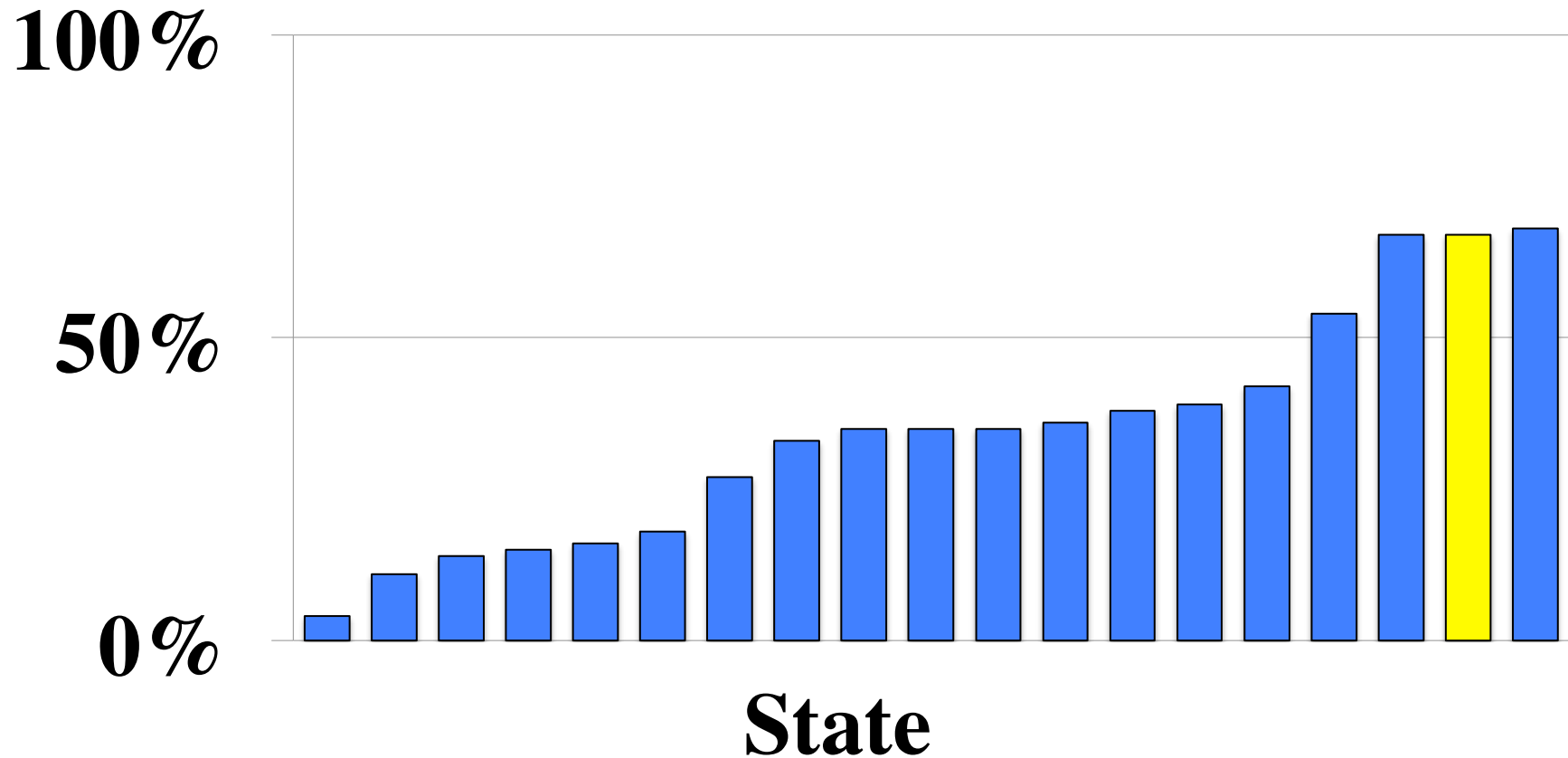
# Percent in Integrated Jobs - NCI



National Core Indicators Project 2008-2009



# Percent of those in Integrated Jobs in Group Employment – NCI

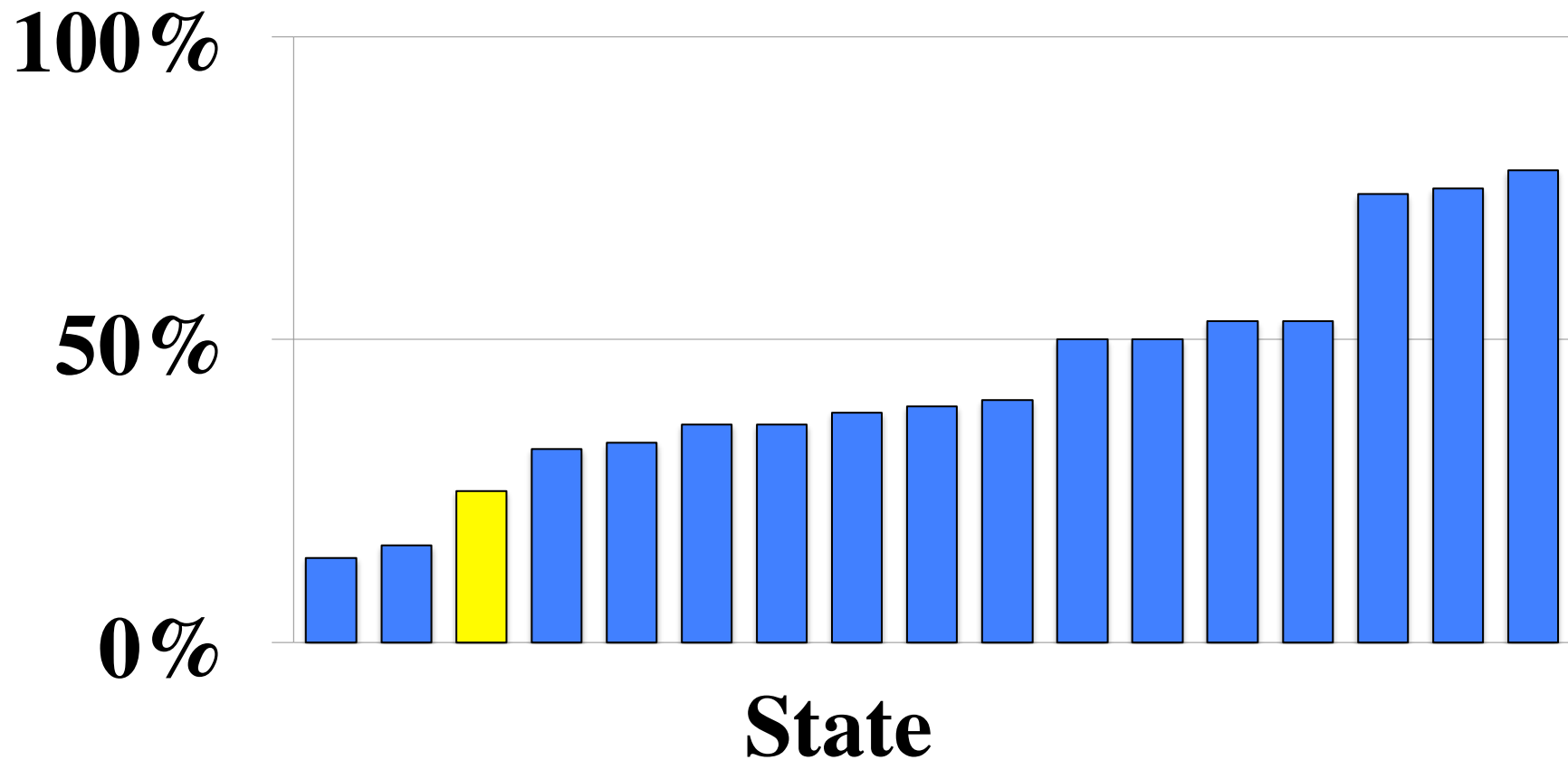


National Core Indicators Project 2008-2009





# Percent of those in integrated jobs at or above minimum wage – NCI



National Core Indicators Project 2008-2009

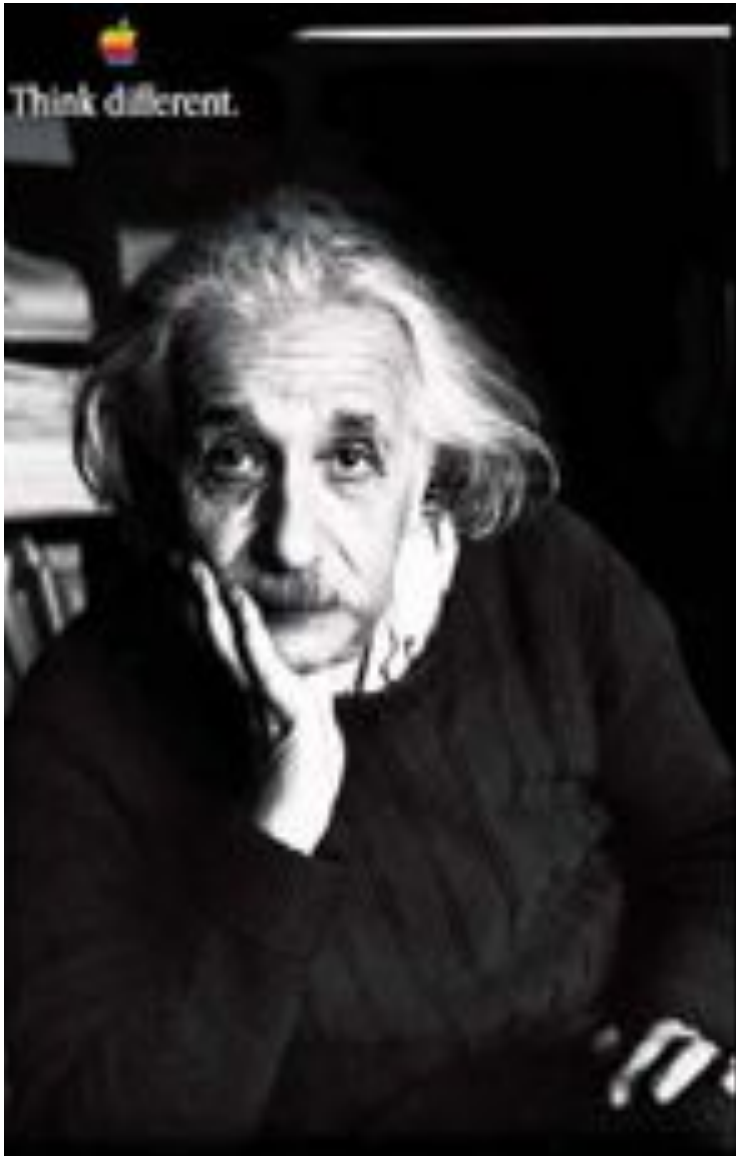


# Why are we stuck?



*Somebody has  
to do something  
and its just  
incredibly  
pathetic that it  
has to be us.*

# *Imagination is more important than knowledge*



- A. Rapid career planning**
- B. Collaboration**
- C. Rapid Placement**
- D. Job Creation**
- E. Natural Support**
- F. Self Employment**
- G. Resource Ownership**
- H. Assistive Tech**
- I. Employer payment**

# **A. Career Planning**

**Can support staff describe an ideal job?**

**Discovery**

**Situational  
assessment**

**Person centered  
planning**

**Whole life  
planning**

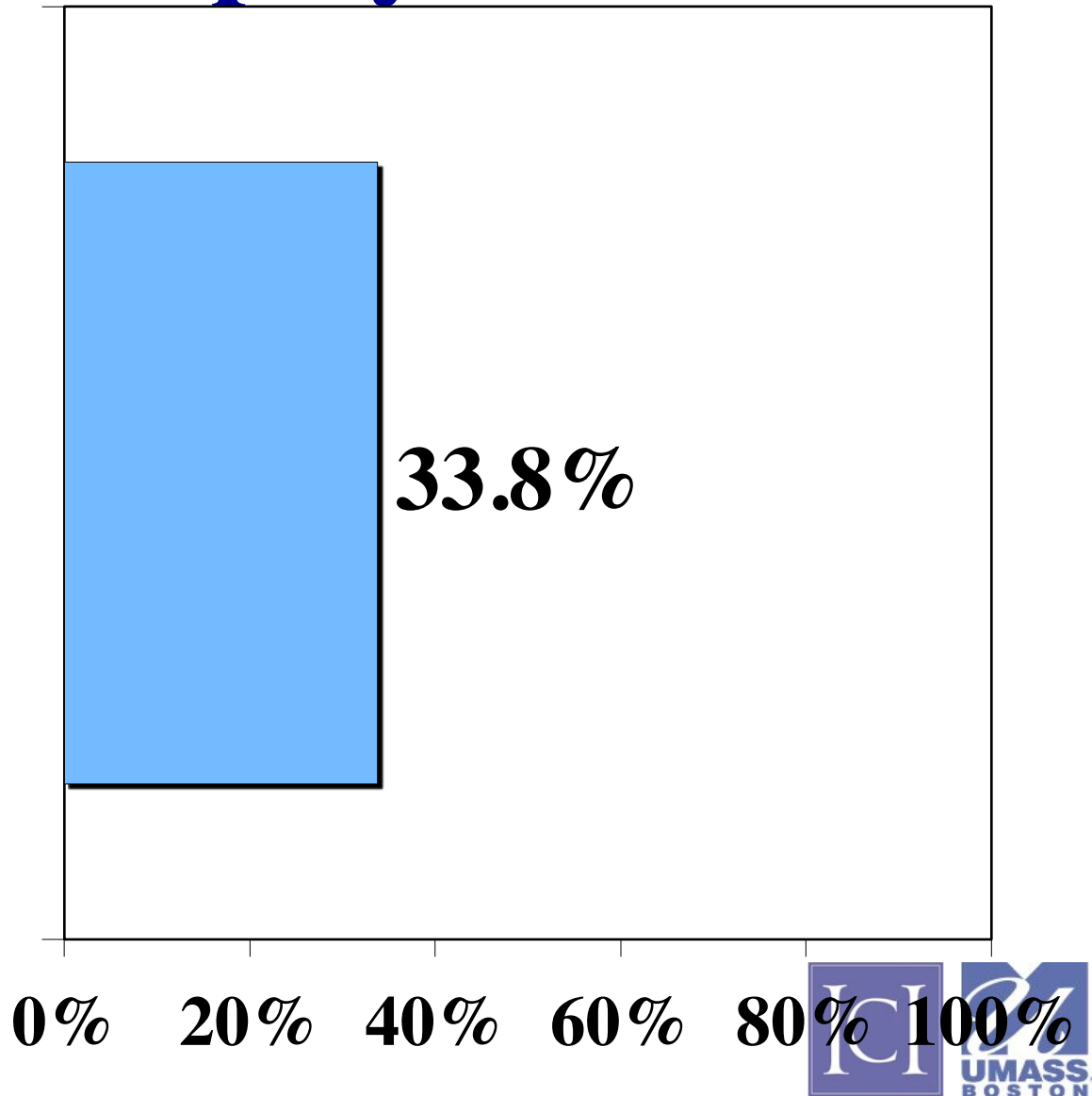
**Job shadowing**



# B. Collaboration & Networking

## Building an employment team

**I involved job seekers' family members and/or acquaintances in identifying business contacts (most or all)**



**John  
Collaborating for Community  
Employment**

**[www.RealWorkStories.org](http://www.RealWorkStories.org)**

**Real People, Real Jobs**  
Stories from the front line

# C. Rapid Placement

## 30 day placement plan

Person Responsible	Task	Due Date
Chris (with help/ input from parents)	Make a list of the health clubs, after-school programs and sports-related businesses in Chris's neighborhood that he could get to, and any contacts he knows there.	3/7
Matt (Chris's brother)	Get the name and phone number of the manager of the health club he belongs to and information on the YMCA where he plays basketball.	3/10
Chris and Sue	Call the people on the list that Chris develops and the contacts that Matt gives Chris.	3/14
Chris (with either Sue or other support person)	Visit four places where Chris is interested in working and see if they are accessible for him.	3/21

# D. Job Creation







## **D. Develop Natural Support**

- ❖ Support that originates from within, rather than from without, a workplace or community system**
- ❖ Support that is consistent with the culture of the workplace or community system**

# **Carrie**

## **Natural Supports at Work**

**[www.RealWorkStories.org](http://www.RealWorkStories.org)**

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# F. Self Employment

## Em and Jerri's Coffee Company

- ❖ Interest
- ❖ Community need
- ❖ Business plan
- ❖ Marketing
- ❖ Capitalization
- ❖ Business management



# Em and Jerri's Coffee Co.

**Link to Webinar (includes the video)**

<http://connectpro97884399.adobeconnect.com/p19084446/>

# It takes a team!!



- ❖ **Parents, family and friends**
- ❖ **Iowa VR**
  - Technical Assistance - accounting, legal, logo design and custom training for equipment
  - Financial Assistance – inventory, supplies, washer/dryer combination, signage
- ❖ **Home and Community Based Waiver Services**
- ❖ **Iowa Dept of Natural Resources Grant**
  - Startup, business diversification
- ❖ **Networking in the community**
- ❖ **Iowa Work Incentive Planning and Assistance (IWIPA)**



# G. Resource Ownership

**Brian**

- ❖ **Clear interest**
- ❖ **Value added**
- ❖ **Capital purchase**
- ❖ **Career path**



# **H. Assistive Technology**

## **Reid: Low Tech Supports**

**[www.RealWorkStories.org](http://www.RealWorkStories.org)**

**Real People, Real Jobs**  
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# **I. Flexible Resource Allocation**

- ❖ Coworker Stipends**
- ❖ Payment or Reimbursement Directly to Family Members or Friends**
- ❖ Job Sharing Arrangements**
- ❖ Stipend to the Company to Reimburse Training Costs**

# Frankie McCurtain Farm Supply and Ranch

## Oklahoma Contracts with Industry Program



# Francis - Nurturing Workplace Supports



# What are our priorities?

People told us their priorities were getting married, having their own home, and getting a job.

We had to ask of our 250 staff how many are wholly focused on helping people:

- ❖ Develop significant relationships
- ❖ Find a job
- ❖ Become home owners?

*Peggy Terhune, Arc of Stanley County*



# T-TAP Lessons Learned



# What's Your BHAG?

*60 jobs in 2006*

**C**  **ASTAL**  
**C** **ENTER** **FOR**  
DEVELOPMENTAL SERVICES, INC.



❖ **Full employment by July 1, 2006**  
**100% of individuals supported ...**

- Work in “integrated” settings.
- Are compensated for work performed;
- Work at least 80% of the days and/or hours in their Individual Plans;
- Receive ongoing Career Planning and Development
- Have a contingency plan for layoffs and terminations

# Communicate Expectations

**Policy**

**Outreach**

**Celebration**



**We will only support individuals  
in individual jobs**

**We will not accept new referrals  
to our workshop**

**We will target community  
employment for all new referrals**



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MTAL SERVICES, INC.

NEWS BOX

by Employment Services

# January Job Explosion

January has been jammin' with job opportunities!

Timberland Apartments property manager Sus Altshuler called CES to see if **Reuben Johnson** was available for employment. Reuben had worked at the apartment complex for almost 2 years before being laid off. Reuben was very excited to go back to his old job and work with his friends.

**Marty Stahl**, who was working at the Comfort Inn-Pooler, was laid off during the slow holiday season. He is now working at the Krystal's in Pooler.

With the assistance of Cynthia Feahy-Deput. of Labor and long time CCES Business Advisory Board member, CES was able to meet with Phillip Scott-Unit Director at Bojangle's. Scott hired **Chris Mayner**, who brings with him experience in the fast food industry and **Arthur Valcourt**, who was ready for a change after working at Candlee Hospital for 10 years.



TOP - Reuben Johnson  
SECOND - Marty Stahl  
THIRD - Chris Mayner  
FOURTH - Arthur Valcourt

## CELEBRATING FEBRUARY ANNIVERSARIES

- **Kimberly Best**  
10 yrs at Courtyard by Marriott
- **Herbert Goshagen**  
4 yrs at Kings' Diamond Casework
- **Kay Giguilari**  
3 yrs at Holiday Inn Express
- **Jeffrey Hunter**  
13 yrs at St Joseph's Hosp
- **Hazelita Loubak**  
6 yrs at Savannah State
- **Kenneth Longwell**  
10 yrs at City of Sav / Paulsen Stadium
- **Al Pinsky**  
1 yr at Giffman
- **Richard Quarstein**  
10 yrs at City of Sav / Paulsen Stadium
- **Glen White**



Congrats to Marty Stahl on his job at Krystal



Congrats Rashaam "Chris" Mitchell on your job  
at Burger King!



*Congrats to Johnnie Taylor on his job at Kroger!*



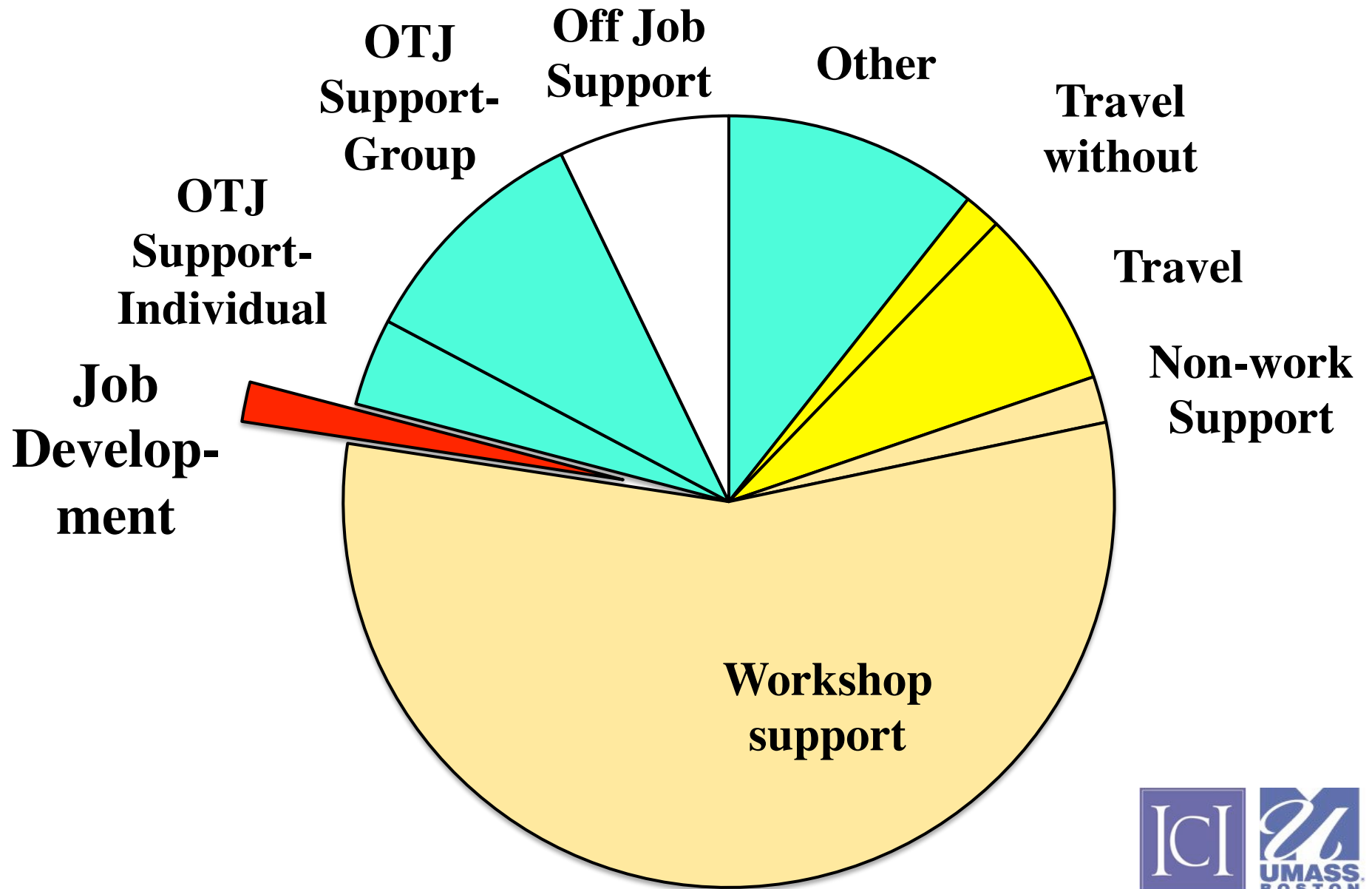
Congrats **Eddie Lee Smith** on your new job!



*Congrats to Jimmy Gammon on his job at Interstate Tire!*



# Reallocate Resources



## Staff Time Log

Staff Title: \_\_\_\_\_

Week Ending: \_\_\_\_\_

Organization: \_\_\_\_\_

		<b>Mon</b>	<b>Tues</b>	<b>Wed</b>	<b>Thurs</b>	<b>Fri</b>	<b>Sat</b>
<b>AM</b>	6:00-6:30						
	6:30-7:00						
	7:00-7:30						
	7:30-8:00						
	8:00-8:30						
	8:30-9:00						
	9:00-9:30						
	9:30-10:00						
	10:00-10:30						
	10:30-11:00						
	11:00-11:30						
	11:30-12:00						
<b>PM</b>	12:00-12:30						
	12:30-1:00						
	1:00-1:30						
	1:30-2:00						
	2:00-2:30						
	2:30-3:00						



# Capacity

“...Regardless of the job seeker’s level of motivation, skill, experience, attitude, and support system, his or her ability to get a job will often depend on the effectiveness of employment specialists. Simply stated, if they are good, job seekers get jobs. If they are not, the barriers to employment for job seekers can become insurmountable...”

(Luecking et al., 2004, p. 29).

# Just Do It

*We have a 'strategic' plan. It's called doing things.*

**Herb Kelleher**  
**Southwest Airlines**



# 30 Day Placement Plan

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# Collaboration



# *Nurture Partners*



# Consider the Whole Person



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[www.communityinclusion.org/aie](http://www.communityinclusion.org/aie)

[www.StateData.info](http://www.StateData.info)

