INNOVATIONS IN EMPLOYMENT SUPPORTS

Employment 101

“NICK GETS A JOB”

About today

- Today’s schedule
- Sign in and sign out
- Site details
- Engage!
The Foundation

**Mission:** We help people with developmental disabilities live richer lives.

**Vision:** People with developmental disabilities enjoy meaningful relationships with friends, families and others in their lives, experience personal health and growth and live in the home of their choice and fully participate in their communities.

---

Today...

**Purpose:** Explore “Why Employment?”
- Discover job coaching techniques

**Process:**
- Shifting perspectives
- Practice and application

**Payoff:**
- Confidence in our roles
- Person-centered career development
### Supported Employment Statistics

<table>
<thead>
<tr>
<th>Dates</th>
<th>Individuals with Developmental Disabilities Enrolled in Supported Employment</th>
<th>Competitively Employed in an Integrated Setting Earning at Least Minimum Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>March 2013</td>
<td>9,972</td>
<td>7,044</td>
</tr>
<tr>
<td>March 2016</td>
<td>10,507</td>
<td>8,016</td>
</tr>
</tbody>
</table>

OPWDD Transformation Agreement April 1, 2014 Quarterly Update and Annual Progress Report

Compassion e Dignity e Diversity e Excellence e Honesty

### Vocational Development

When considering children who experience life **without** disabilities, when does vocational development begin?

When considering children who experience life **with** disabilities when does vocational development begin?

Compassion e Dignity e Diversity e Excellence e Honesty
THE GAP?

How might we be standing on what we are trying to lift?

-John O’Brien

---

THE EVOLUTION OF EMPLOYMENT

---

NEW YORK STATE EMPLOYMENT FIRST

Gov. Cuomo established an Employment First Commission with a main focus on:

- Increase the number of people with disabilities in the competitive workforce by 5%
- Decrease the number of people with disabilities living below the poverty level by 5%
CONSIDER EMPLOYMENT SUPPORTS

✓ Who is driving the process?
✓ Who else is on the bus and where are they seated?
✓ Where is the bus (process) headed?
✓ What does the road look like?
✓ Is there anyone who should get off the bus?

ETHICAL PRINCIPLES

✓ Autonomy
✓ Beneficence
✓ Nonmaleficence
✓ Justice
✓ Fidelity
✓ Veracity

ETHICAL DECISION MAKING
ETHICAL DILEMMA

Compassion e Dignity e Diversity e Excellence e Honesty

Should all people be expected to work?

Compassion e Dignity e Diversity e Excellence e Honesty

KEY ELEMENTS OF HCBS SETTINGS REGULATION

• Integrated in, and supports full access to, the greater community;
• Selected by the individual from among setting options;
• Ensures individual rights of privacy, dignity and respect and freedom from coercion and restraint;
• Optimizes autonomy and independence in making life choices; and
• Facilitates choice regarding services and who provides them.
WHAT IS INTEGRATED EMPLOYMENT?
Work settings where workers with developmental disabilities have opportunities to interact with, and work alongside, co-workers who do not have disabilities are considered integrated.

WHAT IS NOT INTEGRATED EMPLOYMENT?
If supervisors, job coaches and other staff are the only people without disabilities that workers interact with, then the setting does not meet the definition of integrated.

Adapted from "5 Star Quality: From Clienthood to Citizenship" by Michael Mayer and Derrick Dufrene

THE JOB COACHING BOTTOM LINE

I Can’t...

I Can If...
COACHING FOR...
- Work Based Learning
- Volunteer Opportunity
- Employment Training Program (ETP)/Internship
- Competitive Job

WHAT IMPACTS LEARNING?
- Learning Style(s)
- Learning Environment
- Personality

CRITICAL THINKING SKILLS
- Analyze
- Evaluate
- Create
EXPEDITIONARY LEARNING

- Self Discovery
- Wonderful Ideas
- Responsibility for Learning
- Empathy and Caring
- Success and Failure
- Diversity and Inclusion
- The Natural World
- Collaboration and Competition
- Solitude and Reflection
- Service and Compassion

LISTEN DEEPLY, LISTEN FIRST

“Maybe we were born with one mouth and two ears because we are supposed to do twice as much listening as talking”

-Unknown author

ARE YOU LISTENING?
THE LANGUAGE WE USE

COACHING INTERVENTIONS
- Training
- Natural supports
- Modification
- Restructuring

INSTRUCTIONAL TECHNIQUES
PROVIDING FEEDBACK

✓ Trainee
✓ Manager/Supervisor
✓ Support Team

Data from self/agency reported reasons leaving job 2012-2015

SOLUTION BASED RESOURCES

[New York State APSE logo]
[Job Accommodation Network logo]

www.nyapse.org
www.askjan.org

- Certified Employment Support Professional™
- NYS APSE Chapter
- Resources for individuals and businesses
- A-Z of Disabilities and Accommodations
JOB COACHING FOR RETENTION

- On-going use of *Discovery Report*
- Forming relationships - natural supports
- Facilitating communication
- Creating and documenting a plan to fade
- Include contingency/emergency plans

---

"FAILURE IS AN OPTION HERE. IF THINGS ARE NOT FAILING, YOU ARE NOT INNOVATING ENOUGH."

**- He is the founder, CEO and CTO of SpaceX; co-founder, CEO and product architect of Tesla Motors; co-founder and chairman of SolarCity; co-chairman of OpenAI; co-founder of PayPal; and co-founder of Zip2.**

---

Contact Information

Center for Human Services Education
innovations@humanserviced.org
www.humanserviced.org
(585) 340-2051