



The Path to Employment

The Role of the Career Development Plan – Part One

First Impressions Can Limit

Often, the rites of
childhood – running,
riding a bike, reading,
writing, etc. . . .can
be very frustrating to
children with
disabilities. . . .

First
Impressions
Can Limit

Pretty soon, you
can begin to
think you're not
good at
anything . . .so
why even try . . .

The Power of Work

Work is an opportunity to focus on what you are good at – what you shine at – instead of focusing on getting better at what you struggle at. . . It can be the window to hope . . . you discover that there are things you shine at and that you have so much to contribute.

The Power
of Work is
to “be a
Part of” not
“Apart
from”

A literature review
found that one of
the benefits of
work was being
accepted.

~ Ellenkamp, 2016

Why
Competitive
Integrated
Employment?

Griffin et al. (1996) found
higher levels of self
esteem as well as job
satisfaction for those in
supported employment
than for those in
sheltered employment.

~ Akkerman, 2016

Employment
First
Presumes
People:

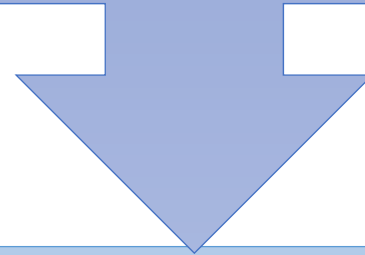
Can work with the right supports

Want to work

Have Talents and Gifts

It's Always Okay to Ask for Help

If you are having a tough time imagining that someone will succeed at work – ask for help – it shows strength not weakness to seek the expertise and imagination of others . . . our lack of imagination must never be the reason someone does not succeed.



By reaching out for insight, you are providing an invaluable service to the person . . .

Employment
is:

**A rich opportunity to find out what you are
good at**

Being part of a team

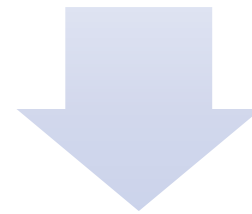
Feeling like everyone else

**Structure – A place to be every day with
things to accomplish every day**

Learning and tackling new challenges

Employment
is:

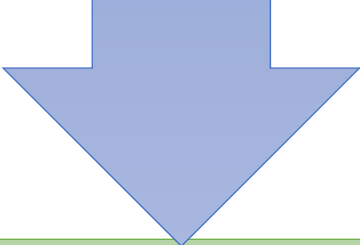
The Opportunity to
Make Money



Money gives us more
control over our life
because we have
more options

Because
Employment
is Everyone's
Job

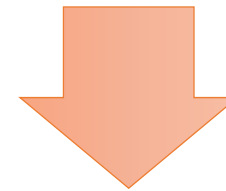
Tap other people's
expertise and insight



Residential staff have
an immense amount
to contribute

Employment is Everyone's Job

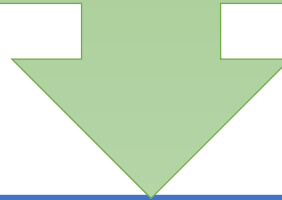
Employment success depends upon everyone who is a paid or natural support – including people who support the person at home. It is critical that everyone understands their roles in supporting the person in matters such as:



being to work on time, adhering to the employer's dress code, scheduling recreational activities so they do not conflict with the person's work schedule, etc. In Oregon, an Employment First state, employment is everyone's job.

The Path to Employment is:

Easier when a person knows they want to work



More challenging if the person:

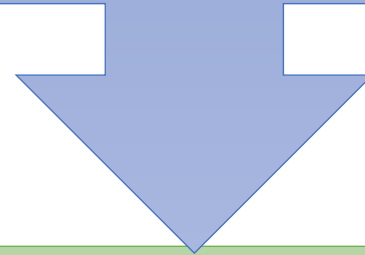
Is not sure about employment

Does not think they will succeed

Has only done work that he/she did not like and/or was not good at

Where to Start?

Optimally, decisions are made based on experiences performing and/or observing work that they are interested in because:



“Exposure precedes interest.”
- *Tennessee Employment First Consortium, 2010*

Where to
Start if the
Person Has
Not
Experienced
Competitive,
Integrated
Employment

A conversation
grounded in
the premise
that the
person can
and does want
to work

Tools for the Conversation

Stories are the best tool

If you need some, click here:

<https://www.oregon.gov/DHS/EMPLOYMENT/EMPLOYMENT-FIRST/SUCCESS-STORIES/Pages/index.aspx>

What if the
Person
Does Not
Understand
the Concept
of Work
and/or
Money?

Connect work
and money to
things and/or
experiences
the person
likes.

What if the
Person Has
Had a Bad
Experience
Working in
the
Community?

Listen and talk
it through so
you both can
consider what
worked and
what did not
work.

When Supporters are Concerned

~ Slide is courtesy of
Don Galligan, Personal
Agent, Eastern Oregon
Support Services
Brokerage

Presume supporters
have good intent.

Remember, if the
supporter can halt
the process, they can
also accelerate it . . .

Starting slowly
toward is better than
not starting at all.

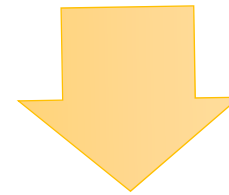
In Oregon,
When a
Person
Decides not
to Even
Explore
Community
Employment:

1. They are not eligible for waiver-funded employment services; and
2. The ISP must show how the person made an INFORMED decision.

A person can change their mind about working at any time

Employment Services:

The purpose of waiver-funded employment services is help a person to explore, secure, maintain and/or advance in Competitive, Integrated Employment (CIE).



An employment service is not an end in and of itself

CMS
Bulletin,
9/16/11:

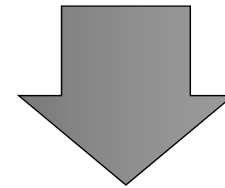
Work is a fundamental part of adult life for people with and without disabilities. It provides a sense of purpose, shaping who we are and how we fit into our community. Meaningful work has also been associated with positive physical and mental health benefits and is a part of building a healthy lifestyle as a contributing member of society.

An
Outcome
is:

How the
person's life
will be different
because of the
time they
invested in the
service

What is NOT
an
Employment
Outcome?

Statements that focus on
improving tasks done at
the sheltered workshop:



John will improve his
productivity at bagging
nails by 15% in the next six
months on the workshop's
Smith Hardware contract.

. . . Having career adaptability, or considering oneself able to construct own future career intentions and to cope with career transitions and difficult work situations, may favor also individual with intellectual disability positive feelings to face difficulties and to succeed in what it is important for them (Scioli et al., 2011), thus stimulating even greater feelings of life satisfaction.

~ Santilli, 2016

Why Work?

Why Work?

Having a regular job offers a range of benefits for example conveying status and purpose to an individual's existence, promoting participation and social interaction with others in society. It is also an opportunity for financial autonomy and a social determinant of health in that it promotes quality of life, better health, and a greater sense of control over one's life. In addition, work allows [people] to learn new skills . .

Ellenkamp, 2015

References

Akkerman, A., Janssen, C. G., Kef, S., & Meininger, H. P. (2016). Job satisfaction of people with intellectual disabilities in integrated and sheltered employment: an exploration of the literature. *Journal of Policy and Practice in Intellectual Disabilities*, 13(3), 205-216.

Ellenkamp, J.J.H., Brouwers, E.P.M., Embregts, P.J.C.M. et al. *Journal of Occupational Rehabilitation* (2016) 26: 56. Work environment-related factors in obtaining and maintaining work in a competitive employment setting for employees with intellectual disabilities: a systematic review <https://doi.org/10.1007/s10926-015-9586-1>

Santilli, Sara & Rochat, Shékina & Marcionetti, Jenny & Rossier, Jérôme. (2016). Career Adaptability, Hope, Optimism, and Life Satisfaction in Italian and Swiss Adolescents. *Journal of Career Development*. 44. 10.1177/0894845316633793.

Thank You

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