

Expectation of Employment!

Rural Illinois Customized Employment Sustainability Project

June 28, 2010

Presentation by: *Health & Disability Advocates*
An Investment of the Illinois Council on
Developmental Disabilities

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Goals For This Session

- BELIEVE that Work is Possible and Achievable
 - Disability vs **Ability**, Opportunity and Support
- Introduce Customized Employment and the RICES Project
- Help you think of new ways to approach employment in your community



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Language Matters!

- Language we use and how it impacts our thinking
 - Descriptions we often hear
 - Non-verbal
 - Behaviors
 - Reframing Observations
 - Uses internet independently
 - Loves nature
 - Fascinated by heavy equipment



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Rural Illinois Customized Employment Sustainability

- RICES - One Person – One Job: A systems approach to Customizing Employment in Rural Illinois
- A collaborative model that facilitates customized employment (wage and self-employment)
 - Griffin-Hammis Associates, LLC
 - Health & Disability Advocates
 - Marc Gold & Associates

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RICES

- Community Building to support Customized Employment
 - Job Seeker Led
 - Families
 - Community Provider Agencies
 - Schools – special Education Cooperatives
 - University Students
 - State Agencies (Division of Rehabilitation Services and Division of Developmental Disabilities)



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RICES – Phase II – 2 Sites

- LaSalle County Initiative
 - Streator Unlimited; Horizon House of Peru; Ottawa Friendship House
 - Monthly Customized Employment Leadership Council meetings
 - Increasing capacity for transition
 - Developing relationships with DRS to fund CE
 - Developing relationships with school district to enhance transition!

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RICES – Phase II – New Model

- Southern Illinois Initiative - SEEC
 - A model of job-seeker and family – led employment planning!
 - In collaboration with students and professors at Southern Illinois University - Edwardsville - Teacher Education Department
 - Two Special Education Transition Specialists / Teachers from the Regional Special Education Cooperative, serving 3 counties
 - DRS and Service Provider getting 'on board'

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RICES – Phase II – New Model

- SEEC – a Human Service Cooperative focused on Socially, Educationally Engaged
- A Human Service Cooperative is a non-profit corporation formed by 3 or more individuals with disabilities and/or their families
- Grounded in self-direction
- Members govern the company

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RICES – Phase II – New Model

- SEEC – a Human Service Cooperative focused on Socially, Educationally Engaged

Mission

- To be a not-for-profit member owned cooperative that provides support for individuals with disabilities, enabling them to have new opportunities, form new ideals and realize their visions, whether it is through employment opportunities, education, and/or social opportunities.

Vision

- To support people with disabilities to live as independently as possible, continue to have lifelong learning opportunities, and to have meaningful involvement in their community, with dignity, acceptance and respect.

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Customized Employment

- Begins with Discovery
 - Getting to know the person; their interests, contributions, conditions of employment
- Profile Development and Employment Planning
 - Developing a team to support the person in identifying businesses with unmet needs
- Systematic Instruction
 - How does the person learn new tasks and routines?
- Benefits Planning
- Job Development and Negotiation – Sushi Place
- Self Employment



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Discovering Personal Genius Through Discovery

- Frame actions to determine
 - Who is this person today?
 - What are their ideal conditions of employment?
 - What are the important support considerations?
 - What environments fit best?
 - Who else can help?



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Quinn at Work!



Discovering Personal Genius Through Discovery

- Who is this person today?
 - **Quinn is a guy who is highly literate, reflective and enjoys people.**
- What are his ideal conditions of employment?
 - **Some time with people, some without.**
- What are the important support considerations?
 - **Time for breaks. Big reward afterwards.**
- What environments fit best?
 - **Not being rushed.**
- Who else can help?
 - **Job Coach, VR**

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Quinn's Experiences

- What didn't work (from one professional) . . .
 - Many cold call visits to employers
 - Asking – Are you hiring?
- What works!
 - Begins with Social Capital
 - Job development and negotiation began by paying a bill!
 - Wendy's job negotiation with office job



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Quinn's Experiences

Pros:

- Real, paid work experience for Resume
- Building confidence.
- Employment IS possible!
- Learning what he likes
- I'm learning what he can do OUTSIDE of home



Cons:

- Small office, not much interaction



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Dave's Experiences

- Video
- Systematic instruction can make work different

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Identifying Businesses with Unmet Needs

Introduction:

"I'm researching economic development"

"I'm a career counselor"

"I represent people who are capable of helping your company produce a profit"

(Remember, you're not looking for a job – you're looking for opportunity!)

Possible Questions:

How long have you been in business?

What do you sell?

Other Supplies?

Outside contracts?

Locally owned? Hours of operation?

Types of products: secondary, tertiary

Primary customers: secondary, tertiary

Competition? How are you different?

Are there ways you'd like to expand your business?



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What RICES is Learning?

- Local models of community resource development build a foundation for CE
- Cooperation between community partners drives systems change!
- Combined funding approaches
 - Division of Rehabilitation Services
 - Personal funding through use of Social Security Administration – work incentive: PASS
 - Waiver services

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Lessons Learned – Local Level

Agencies need to:

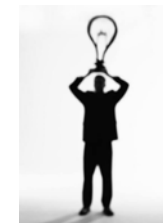
- ✓ *Be committed to changing 'business as usual' techniques*
- ✓ *Allow a re-alignment of staff duties to afford the individual (s) doing CE time away from other job tasks*
- ✓ *Incorporate benefits planning at the beginning of CE so individuals and family can become familiar with benefits of working!*
- ✓ *Transportation needs to be considered as a 'condition of employment'*



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What We Know - State Level

- State funding currently rewards group placements versus individual
- State funding streams can work together, but are currently misunderstood
- VR has not historically supported individuals with multiple barriers to employment due to developmental disabilities
- Medicaid Infrastructure Grant has set CE as a priority!



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What Steps Can You Begin to Take?

- Open the window of possibility!
- Turn past strategies into positives
 - Instead of cold calls to businesses
 - Offer to observe for unmet business needs
- What can YOU do?
 - SEEC parents doing Discovery activities with each other's family members
- Think about social capital
 - Connections you don't even know about



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Questions



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