

Listen Up!



**Listening Session for the RRTC on
Advancing Employment**

ThinkWork!



Research & Training Center on Community Living

UNIVERSITY OF MINNESOTA
Driven to DiscoverSM

NASDDDS



EMPLOYMENT FIRST - EMPLOYMENT NOW



DirectCourse
ONLINE CURRICULA FOR LIFE IN COMMUNITY

ThinkWork!

“Employment is a way for people with disabilities to give to the community and see what they have to offer.

We’re givers, not just takers.”

(SABE member, 2017)

1970s



Try another way

1980s



Supported Employment

1990 + ...



Customized employment

Self employment



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QUICK FACTS

- Nationwide, only about 15% of people with IDD work in the community.
- And, only about 14% of the total funding for people with IDD goes towards helping people work.

47% (or more) of
the individuals who
don't work
want a job

What's happening nationally?

- ❖ Employment First
- ❖ CMS language
- ❖ Olmstead, the ADA and the Department of Justice
- ❖ WIOA



Why is research important?



What is this project about?

1. How to get information out to everybody about working in the community



What is this project about?

2. What employment consultants really do to help people finds jobs



What is this project about?

3. How providers can support more people to work in their communities



What is this project about?

4. How policies affect access to jobs



What we learned from individuals and families

Getting information to families

1. What families think about work is important.
2. When employment consultants work with families, it can lead to more people finding jobs.
3. Characteristics of families (for example, if they live in poverty, if they are immigrants from another country) may affect whether or not people have jobs.



1. Do you agree? Do these themes make sense in your opinion?
2. Do you disagree? What is different in your experience?
3. What should we do about it?

Families and individuals' opinions about the system

1. The service system can give confusing advice; different agencies have different rules and goals.
2. Sometimes professionals have low expectations.
3. Services don't match what people want.
4. Sometimes self-advocates and families do better on their own.

Feeling frustrated with the system

“I brought my daughter to an agency 4 times and nobody ever followed through. It was disappointing [and she never did get a job].”



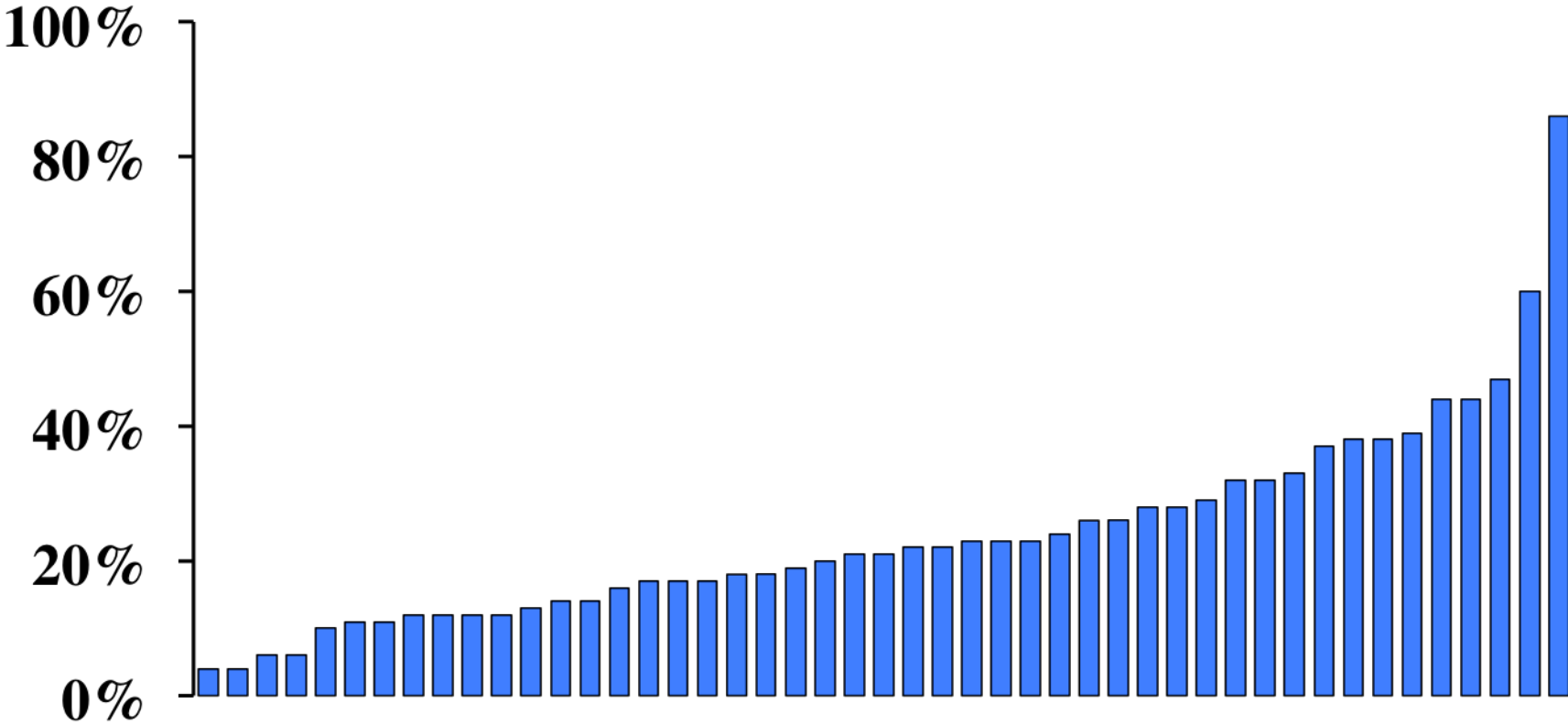
1. Do you agree or disagree? Do these themes make sense in your opinion?
2. What is different in your experience?
3. What should we do about it?

We also found that people who had legal guardians were less likely to work.

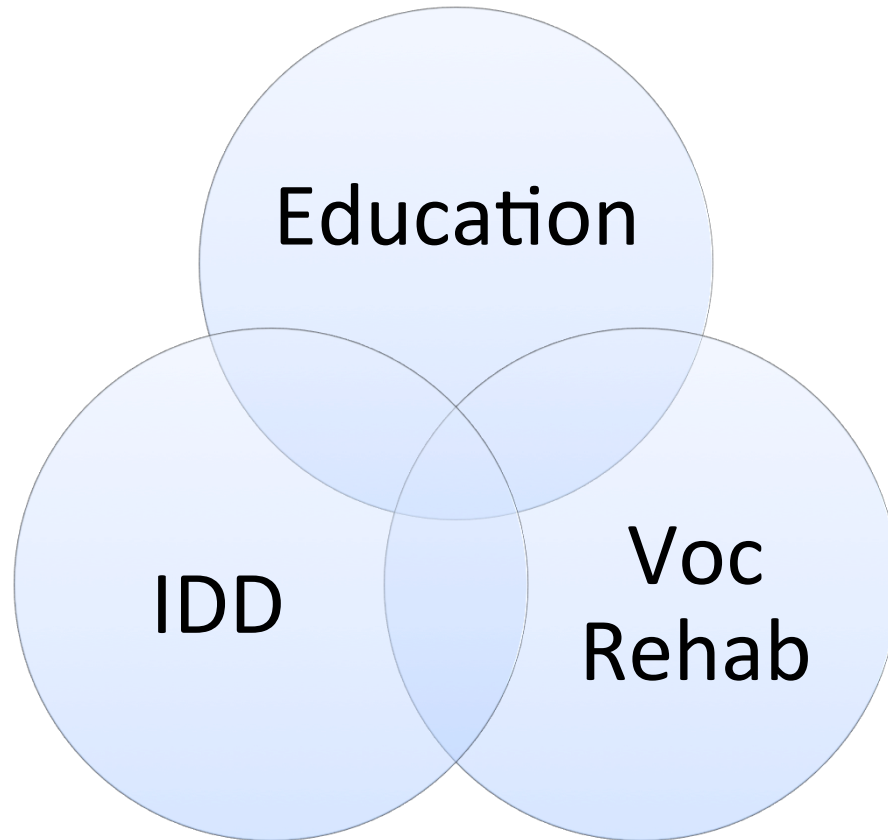


What we learned about states and state policy

Some states do better than others to help people with IDD find jobs



Three systems



Top Ten

Tuesday

State policies affect how many people work – we ranked states across VR, IDD, ED

1. Maryland
2. New Hampshire
3. Vermont
4. Oregon
5. Washington
6. Iowa
7. Oklahoma
8. South Dakota
9. Colorado
10. Delaware

APSE EMPLOYMENT FIRST STATEMENT

Adapted by Green Mountain Self Advocates and Self Advocates Becoming Empowered

All people with disabilities should have opportunities to work. Public dollars should be used to pay for supports for people to work in the community.

People with disabilities, their families, and their allies believe that:



Too many people with disabilities do not have a job. This is unacceptable.



All people should have opportunities for real jobs with real wages. It will get us out of poverty. We will be more independent. We will feel more included.

All people, with and without disabilities, can work in jobs together earning minimum wage or higher.



Like everyone else, people with disabilities should have access to supports that they need to work successfully.



All people, no matter what disability they have, have the right to work a job they choose that matches their skills and interests.



Public policies must support people with disabilities having real jobs. Money for services should be spent on people having jobs in the community.



Just calling your state an Employment First state is not enough. "Employment First" is when everyone who wants a job, has a job.



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“just calling your state an ‘Employment First’ state is not enough; it’s when everyone who wants a job, actually has a job.”
(SABE, 2017).



1. How is Employment First working in your state?
2. What do you want state administrators to know?

**What we found out about
organizational capacity (provider
agencies that help people find jobs)**

What do the best employment consultants do?

1. Partner with job seekers.
2. Get to know job seekers.
3. Network.
4. Support job seekers before they are hired.
5. Support job seekers after hire.





1. What else is important in thinking about how employment consultants help you find and keep a job?



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for Individuals with Intellectual and Developmental Disabilities

A project of

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