

EMPLOYMENT IS FOR EVERYONE!

THE SUPPORT COORDINATOR'S *IMPORTANT ROLE*
TO INTRODUCE EMPLOYMENT

PA GOVERNOR TOM WOLF SIGNED
EXECUTIVE ORDER IN 2016
ESTABLISHING AN “**EMPLOYMENT
FIRST**” POLICY IN PENNSYLVANIA

- Pennsylvania is an “Employment First” state
- **Employment** is the **first** priority and preferred outcome of people with disabilities
- All people, regardless of disability, should pursue employment before any other service



WHAT IS SUPPORTED EMPLOYMENT?

When the employee works in an integrated, community-based setting with other employees without disabilities, earning the same wages as co-workers in the same position

Supported employment is a means by which people can receive supports at work and be successful in employment that fits their talents, interests, and abilities.

Real jobs for real pay
for *all* people with disabilities



WHY IS SUPPORTED EMPLOYMENT A *PREFERRED SERVICE?*

- Employment is preferred because it aligns with the goals or outcomes all people set for themselves . We are born, cared for as babies and children, attend school to learn, graduate, and then we enter the workforce to earn a living.
- People with disabilities have the same expectation and desire as those without disabilities, to be as independent as possible, earn a living, and live as productive members of their community.
- As a person enters the work force, the process leads to personal growth and offers ongoing learning opportunities that will positively impact other areas of their life.
- Major impacts of working is becoming independent and gives individuals a sense of identity.
- Employment leads to feelings of belonging, being needed, and often, developing relationships. Working promotes critical thinking and problem-solving skills and develops (or enhances) social skills.

SUPPORTS COORDINATORS ARE THE LINK TO EMPLOYMENT SUPPORT SERVICES



- Supports Coordinators are the beginning link to employment supports, you play an important role because you introduce the services available to meet needs, whether they are new to waiver or considering providers for CPS or in home services, it is an opportunity to discuss employment as a viable option
- Typically, SC's complete referrals through OVR funding first, if OVR services have been exhausted, waiver funding can be used for Supported Employment. If a letter is not in the individuals file confirming they are not eligible for OVR, the SC must work with the family and individual to apply for OVR or obtain a letter of ineligibility before waiver services can be used.
- SC's will assist in locating an employment support provider. The provider will assist them in identifying interests and skills, search and apply for employment, and when a job is secured, they will assist the individual with learning the job
- SC should also monitor the progress of the service. If there are concerns with the assessment or the job search process, the SC should assist in addressing the issue. SC should encourage family and individuals to work through issues rather than conclude that working is not a good option.

WHAT ARE THE BENEFITS OF SUPPORTED EMPLOYMENT?

a sense of identity

being a part of the community

a source of money

independence

the opportunity to build meaningful relationships

make contributions

build our self-worth, and get respect

Opportunity to do what every other adult member of the household is doing



WHO BENEFITS FROM EMPLOYMENT FIRST?

EVERYONE!

Employers receive talented employees and specialized support for job acquisition and retention.

People with disabilities gain employment, fair wages, benefits, and the dignity that arises from gainful employment.

Families see a family member in a fully competent role in the workplace.

Communities feel the economic force of fair wages spent in the local economy and the valuable lesson of witnessing the many abilities of people with disabilities.





EMPLOYMENT/
CAREER
SEARCH
BEGINS AT AN
EARLY AGE

- Please follow the link below to view the video “When I grow up”

- <https://www.youtube.com/watch?v=j4S8LnHZuuE>

PEOPLE WHO WORK TEND TO:



Expand their social network



Feel productive and valued



Have opportunity to learn new skills



Have opportunity to make choices

CHARTING THE LIFE COURSE

THE LIFE STAGES



Prenatal/Infancy



Early Childhood



School Years



Transition to Adulthood



Adulthood



Aging

Charting the LifeCourse is a framework created to help individuals and families of **all abilities** and all ages develop a vision for their life, it encourages you to think about what you need to know and do, identifies how to find or develop supports, and discover what it takes to live the life you want to live.

The LifeCourse Framework

The Life Course framework involves looking through the life stages and planning where you want to be as a teenager, as a young adult, and helps continue planning into older adult age.

Lifecourse Tools

The Lifecourse tools are designed to assist you in with beginning the discussions about planning for your future. These tools help create a pathway or map to achieving goals that are important for you as an individual and for your family. These goals include lifelong outcomes for good health, personal growth, and increased independence.

USING *CHARTING THE LIFE COURSE* TO CONSIDER EMPLOYMENT SUPPORTS



School Age:

- Do you ask me what I want to be when I grow up?
- Am I learning about lots of different jobs from my family, teachers, and others?
- Do I have responsibilities at home such as daily chores?
- Are you helping me to understand that doing my best at school and being responsible will help me get a job I like someday?
- Am I learning about the different roles in life and how they are interrelated?

To learn more about *Charting the Life Course*, which is also a good resource for having the “employment discussion” with individuals and families, follow link:

Transition from high school:

- What will I do during the day once I graduate?
- Does my transition plan balance work experience, social skills and academics according to my needs, desires, and abilities?
- How can I develop my resume and increase connections while I’m in High School?
- Where can I learn to improve my employment skills?
- Can I find a job that matches my passion or interests?
- What will my work life look like?

<http://lifecoursetools.com/wp-content/uploads/PA-LC-EXPERIENCES-BOOKLET-2016.pdf>

OFFICE OF VOCATIONAL REHABILITATION (OVR)

SCHOOL TO WORK TRANSITION

Transition from School to Work OVR Programs and Services

- Any high school student with a disability who may need vocational guidance and assistance in preparing for, obtaining, or maintaining competitive employment should be considered for referral to the Office of Vocational Rehabilitation (OVR). Students who have an Individualized Educational Program (IEP), a 504 Plan, or who are involved with a school's Student Assistance Program may be appropriate referrals to OVR.
- Ideally, students should be referred two years prior to graduation, although referrals can be made earlier when appropriate. Students with a significant visual impairment can be referred to the Bureau of Blindness and Visual Services at any time. Technical assistance may be provided on behalf of students with disabilities with regard to Transition at any age without a formal referral.
- A referral to OVR can be made by anyone, including the student, a family member or school/agency personnel. Students under the age of 18 must have parent/guardian permission to become involved with OVR services.

At the time of the initial referral, OVR will need the following information about the student to facilitate the application process:

Student's name, Address, Telephone number, Email address, Date of birth, Social Security Number, Gender, and Statement of disability

- For additional information about specialized programs for students with disabilities, check out the [Pennsylvania Department of Education website](#).
- Students may also refer themselves to OVR at the [PA Careerlink® website](#).
- *Information provided by OVR website:
<https://www.dli.pa.gov/Individuals/Disability-Services/ovr/Pages/Transition-from-School-to-Work.aspx>

OVR REFERRAL PROCESS FOR EMPLOYMENT-RELATED SERVICES

For more information on the OVR Referral Process, click on the link below:

<http://www.paproviders.org › wp-content › uploads>

To access the SC checklist for a referral for OVR click on this link:

<http://www.provideralliance.org/wp-content/uploads/2019/02/ODP-Bulletin-00-09-01-OVR-Referral-Process-Att-6-SC-Checklist.pdf>

*If you have trouble with the referral to OVR, please consult with your supervisor

WILL INDIVIDUALS LOSE THEIR SOCIAL SECURITY INCOME IF THEY GET A JOB?

- It always pays to work!
- SC should connect families and individuals to a Certified Benefits Counselor who can access work incentives to assist them in making the best choice to maximize income. OVR and Waiver services offers valuable assistance in Benefits Counseling for individuals and families to access work incentives, how to report income, and assist people to safely come off benefits if they choose.
- Not all employment providers offer Certified Benefits Counseling, Supported Employment (Job Support/Job Find) services can be provided by one provider and Certified Benefits Counseling can be offered by another provider.

WHAT'S YOUR COMMITMENT TO EMPLOYMENT?

- Realizing employment outcomes for everyone and creating a 'culture of employment' requires collaboration and partnership.
- What is a culture of employment? It is a belief that people with disabilities belong in the community workforce, earning a living, and a commitment to employment outcomes and the resources to "Make Employment Happen."



It's all
about
community!

PHILA ON THE JOB!

CONNECTING TALENT TO OPPORTUNITIES

- Inform individuals and families of a great resource for Employment information, the Philadelphia Vision for Employment Website!

www.philaonthejob.org

- Get current Employment News, Events, Resources, Personal Success Stories and Pictures!

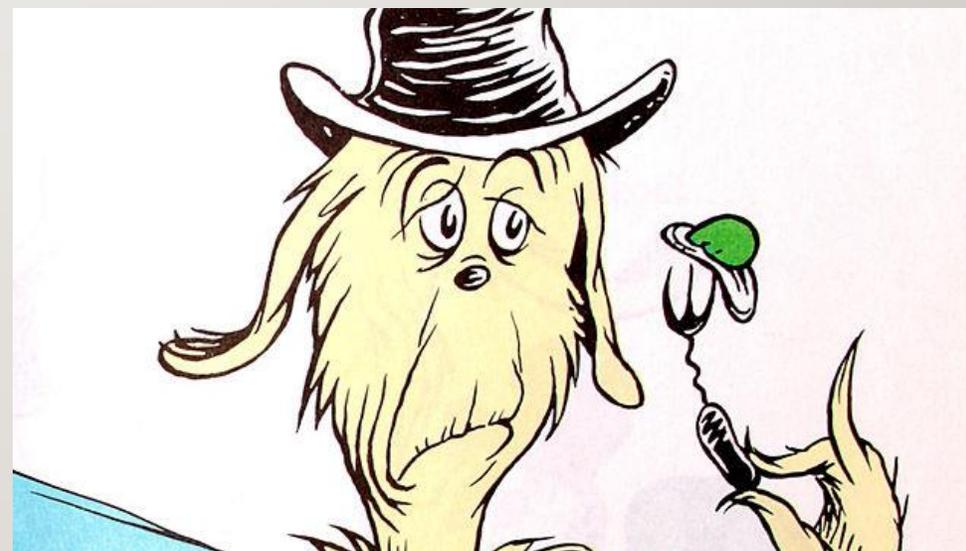


SC'S HAVE A GREAT OPPORTUNITY TO INFORM INDIVIDUALS AND FAMILIES ABOUT THE BENEFITS OF EMPLOYMENT. IF YOU CAN CONVINCETH THEM TO TRY IT, THEY MIGHT BE VERY HAPPY WITH THE OUTCOME!

TRY IT! YOU JUST MAY LOVE IT!



TAKE A CHANCE ON SOMETHING NEW!



IMPORTANT RESOURCE LINKS

- Social Security 2020 Red Book
<https://www.ssa.gov/redbook/>
- Office of Vocational Rehabilitation (OVR)
<https://www.dli.pa.gov/IndividualsDisabilityServices/ovr/Pages/default.aspx>
- Association of People Supporting Employment First (APSE) www.apse.org
- The Pennsylvania Work Incentives Planning and Assistance (WIPA) Program
- https://s3-us-west-2.amazonaws.com/palms-awss3-repository/MyODP_Content/Course+Content/Employment/Individuals+%26+Families+Consolidated+PFDS+%26+Community+Living+Waivers/PA+WIPA+Brochure.pdf



RESOURCES

THE FOLLOWING WEBSITES WERE USED FOR THE INFORMATION PROVIDED IN THIS PRESENTATION

Charting the Life Course - Developed by the Charting the Lifecourse Nexus Team - [Curators of the University of Missouri | UMKC IHD](#)

The Lifecourse tools <https://www.lifecoursetools.com>

Charting the Life Course Experience and Questions Booklet

https://s3-us-west-2.amazonaws.com/palms-aws3-repository/MyODP_Content/Course+Content/Employment/Individuals+%26+Families+Consolidated+PFDS+%26+Community+Living+Waivers/Charting+the+LifeCourse+Experience+s+Booklet+-+Updated+9-2016.pdf

City of Philadelphia, IDS Registration

<https://dbhids.org/my-city-my-place/adult-services/eligibility#:~:text=To%20find%20out%20if%20you,available%20on%20the%20Compass%20website>

City Of Philadelphia Vision for Employment Website! www.philaonthejob.org

Dept. of Labor and Industry

<https://www.dli.pa.gov/Individuals/Disability-Services/employment-first/Pages/default.aspx>

Home Community Based Service Provider, LLC:

https://hcbsprovider.com/wp-content/uploads/2019/08/AdobeStock_256303205-1280x853.jpeg

RESOURCES (CONTINUED)

THE FOLLOWING WEBSITES WERE USED FOR THE INFORMATION PROVIDED IN THIS PRESENTATION

PA Office of Vocational Rehabilitation Services:

<https://www.dli.pa.gov/Individuals/Disability-Services/ovr/Pages/default.aspx>

PA Families Inc.:

<http://pafamiliesinc.org/understanding-systems/office-of-vocational-rehabilitation/office-of-rehabilitation-ovr-tips-and-hints>

PA Families Inc.:

<http://pafamiliesinc.org/understanding-systems/office-of-vocational-rehabilitation>

When I grow up Video, Networks for Training and Development

<https://www.youtube.com/watch?v=j4S8LnHZuuE>



