

EMPLOYMENT IS FOR
EVERYONE!

#IWantToWork
Employment First PA

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 day service



WHAT IS SUPPORTED EMPLOYMENT?

When the employee works in an integrated, community-based setting with other employees without disabilities and can earn wages at or above minimum wage.

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

COMMUNITY INTEGRATED EMPLOYMENT (CIE)

CIE IS:

- Community-Based
- Strengths-Based
- Integrated
- Focused on Current Skills and Capacities

CIE IS NOT:

- Facility-Based
- Deficit-Based
- Segregated
- Focused on Readiness

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

People with disabilities
deserve all of the same
opportunities in life as
everyone else and for most
people with disabilities, this
means work!

WHO BENEFITS FROM EMPLOYMENT FIRST?

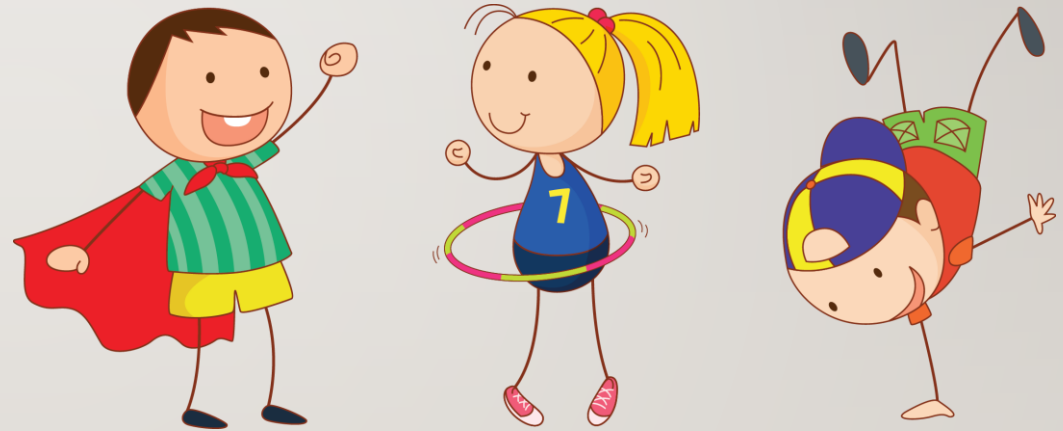
EVERYONE!

- **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.

CHARTING THE LIFE COURSE

EMPLOYMENT PLANNING - START EARLY!



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?

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?
- Can I find a job or volunteer opportunity that matches my passion or interests?
- Where can I learn to improve my employment skills?
- Would I prefer to work full time, part time, or volunteer?

To learn more about Charting the Life course click on the link:

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

WHEN TO BEGIN



- Start Early!
- Request Pre-Employment Transition Services from your school and OVR to insure a seamless transition from school to the world of work!
- After high school graduation as you transition to adult services, OVR and waiver services can provide funding for supported employment.
 - Step 1: Get benefits counseling.
 - Step 2: Complete an employment assessment.

SCHOOL TO WORK TRANSITION

OFFICE OF VOCATIONAL REHABILITATION (OVR)

- 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.
- 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)
- * Supports Coordinators should be invited to the IEP meeting, be sure to inform them as soon as you know the date and time, the schools will not invite them if they do not know they are assigned to you

WILL I LOSE MY SOCIAL SECURITY INCOME AND HEALTH INSURANCE IF I GET A JOB?

- When a person qualifies for disability related benefits from the Social Security Administration, such as Social Security Disability Insurance (SSDI) and/or Supplemental Security Income (SSI) most often **CAN continue to receive these payments if they work.**
- The Social Security Administration (SSA) offers valuable assistance in benefits counseling to help you access work incentives, how to report your income, and assist people to safely come off benefits if they choose.
- “The Medical Assistance for Workers with Disabilities (“MAWD”) Program, is a public health insurance program available for individuals with disabilities who are between the ages of 16 and 64, who work and receive compensation for their work, and whose income and resources do not exceed the allowable limits.

TO RECEIVE SUPPORTED EMPLOYMENT SERVICES, YOU MUST REGISTER WITH INTELLECTUAL DISABILITY SERVICES WITH YOUR LOCAL COUNTY OFFICE



Don't wait! Children and Adults can register!

- Philadelphia: (215) 685-5900
- Bucks: (215) 444-2800
- Chester: (610) 344-6265
- Delaware: (610) 713-2451
- Montgomery: (610) 278-3642
- Once registration is complete you will be assigned a Supports Coordinator who will refer you for an assessment and benefits counseling

SUPPORTS COORDINATORS (SC) ARE THE LINK TO EMPLOYMENT SUPPORT SERVICES



- Supports Coordinators are the link to employment supports
- SC's complete referrals through OVR funding or through waiver funding
- SC's will assist in locating an employment support provider. The provider will assist you in identifying your interests and skills, search and apply for employment, and when a job is secured, they will assist you with learning the job
- SC's will also monitor the progress of the service. If there are concerns with the assessment or the job search process, the SC should be informed and can assist in addressing the issue
- SC's will also attend your IEP meeting, be sure to invite them because the school may not have their contact information

PHILADELPHIA'S VISION FOR 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!

DBH/IDS EMPLOYMENT INITIATIVES

Employment 1st Employment Now!



- Employment 1st, Employment NOW!”, focuses on core values, beliefs, tools, strategies, tips, and techniques that will move employment forward in our region.
- More and more people are hearing and understanding the message – having a job is a huge part of realizing personal satisfaction and community inclusion. Earning money, contributing to the community, opportunities for social interaction and increasing social capital are all key aspects of how employment can be an important part of building and enjoying an everyday life.

PHILA ON THE JOB!

CONNECTING TALENT TO OPPORTUNITIES

- For more details check out the Philadelphia Vision for Employment Website! www.philaonthejob.org Get the latest Employment News, Events, Resources, Personal Success Stories and Pictures!
- Click on the link below to watch the “One City, One Vision” video!
An ‘Employer to Employer’ perspective reveals how some of Philly’s most dynamic employers have discovered a talent pool of motivated, productive workers!
<https://www.youtube.com/watch?v=B6XIQgMU69I>



EMPLOYMENT IS FOR EVERYONE! TRY IT, YOU MAY LIKE IT AND DECIDE IT IS FOR YOU!

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>



CREATED BY THE STEERING COMMITTEE, “BEST PRACTICES’ IN TRAINING” WORK GROUP

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