AMENTF **Employment: The Great** Equalizer d X Z ш H MMUNITY INTEGRATED SERVICES Melissa Good, CESP

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Mission

Community Integrated Services' mission is to empower people with disabilities through individualized employment opportunities that foster self-sustainability, equality, and community. Through partnerships with area businesses and organizations, CIS works to find jobs that fulfill the employment goals and desires for the people they serve.

Vision

We believe that all people have the right and responsibility to be an active part of their community, regardless of their disability, and Community Integrated Services helps people with disabilities *Live an Everyday Life* through employment.

Who is CIS???

• Community Integrated Services is the largest Philadelphia-area job search and job support agency assisting people with disabilities in locating employment and succeeding in a job. Our job seekers have found fulfilling employment throughout diverse sectors, including clerical services, retail, food service, hospitality & tourism, gaming, child care, and healthcare. We work with job seekers in Philadelphia, Montgomery, Delaware, Chester, and Bucks counties as well as the state of Delaware.

SERVICES

• Through creativity, flexibility, and a commitment to community-based services, CIS provides individualized, person-centered support and training to help individuals with disabilities attain their employment goals.

Why do people work?



Employment is the Great Equalizer

- Increases self-worth
- Develops personal identity
- Contributes to the community
- Improves financial independence
- Develops problem solving skills
- Builds meaningful relationships
- Increases access to community resources
- Creates a diverse workplace
- Builds community connections
- Creates a positive financial impact on our economy (supporting businesses, taxes)
- Decreases stigma for persons with disability in the community

Americans With Disabilities

Americans with disabilities comprise about a fifth of this country's population, but are unemployed at a rate twice that of individuals without disabilities.

Creating a Culture of Employment – Setting Expectations that "Everyone can work"

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Guiding Principles of Supported Employment

- Employment First
- Full inclusion
- Compensation at or ABOVE minimum wage
- Focus on abilities and capacities
- Everyone Can work!! **UNITY**
- Employment is community-based and inclusive
- Dignity of taking risks CES
- No "readiness" Model
- 'Try Another Way' Marc Gold

Supported Employment is for persons

- Who need placement assistance and/or job support,
- who have traditionally had difficulty securing and/or maintaining employment
- whose work has been interrupted or intermittent because of their disabilities, or
- who can be successful with the right supports even when support needs are complex.

Supported Employment MENT

Is...

- **Community-Based**
- Strengths-Based
- Integrated

Is Not

- Facility-Based
- **Deficit-Based**
- Segregated Z
- Focused on Current Focused on Readiness Skills and Capacities INTEGRATED SERVICES

Supported Employment

Provides

- Commensurate Wage-**Earning Employment**
- Increased Social Capital
- Minimal Community **Professional Competence** Engagement INTEGR Volunteering SERVICES

Avoids

No Wage or Subminimum Wage Earning

Supported Employment includes...

- Customized Employment
- Competitive Wage Employment
- Community Employment
- Integrated Employment
- Job Carving COMMUNITY
- Entrepreneurship EGRATED
- Resource Ownership VICES

Considerations for employment

- Acknowledge:
 - Environmental considerations
 - Perceptual, Sensory, and Processing Abilities
- Assess: \geq
 - Social expectations
 - Demands of position
 - Accommodations that might be required
- Investigate and Leverage:
 - Personal Genius

Discovering Personal Genius "Nobody cando everything, but everyone cando something." "

Anon

Friday - Aug 3, 2012(7:06 pm)

Person Centered Planning

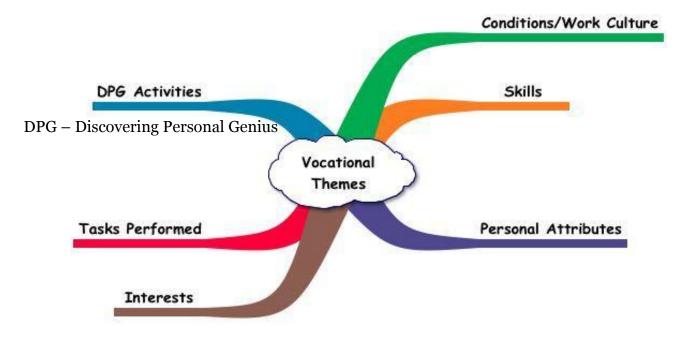


Integrate All Dimensions of the Person

Determine how best to apply them in an Employment Setting with a strengths-based approach

Vocational Themes

Griffin-Hammis Associates: Elemental Flow Chart for Developing Vocational Themes



Considerations for Successful Job Matching

- Person Centered Planning: Discovering Personal Genius
- Ideal Conditions of Employment
- Job Analysis
- Identifying Natural Supports
- Transportation Considerations
- Financial Planning and Considerations
- Funding Planning and Considerations

Myth vs. Fact What do you know about social security benefits? Myths?

Examples:

- People with disabilities can't work more than 20 hours per week.
- You lose your benefits if you work.
- You cant get your SSI check back if you work.
- You will lose your waiver if you work too much.

Resources

- Social Security Red Book A Guide To Work Incentives
 http://www.ssa.gov/redbook/
- Work Incentives Planning & Assistance (WIPA)
- 3 Certified Work Incentive Coordinators -COMMUNITY INTEGRATED SERVICES

The Decision to Disclose?

Generally, if you choose to disclose, it is most helpful to share the following:

- General information about your disability;
- Why you are disclosing your disability;
- How your disability affects your ability to perform key job tasks;
- Types of accommodations that have worked for you in the past; and
- Types of accommodations you anticipate needing in the workplace.

Source: http://www.dol.gov/odep/pubs/fact/ydw.htm

When to Disclose Your Disability

Consider the following stages:

- In a letter of application or cover letter;
- Before an interview;
- At the interview;
- In a third-party phone call or reference;
- Before any drug testing for illegal drugs;
- After you have a job offer;
- During your course of employment; or
- Never.

Source: http://www.dol.gov/odep/pubs/fact/ydw.htm

Disclosure Protections and Responsibilities

- Have information about your disability treated confidentially and respectfully;
- Choose to disclose your disability at any time during the employment process;
- Have respectful questioning about your disability for the purpose of determining whether you need accommodations and if so, what kind.
- Bring your skills and merits to the table; and
- Be truthful, self-determined, and proactive.

Source: http://www.dol.gov/odep/pubs/fact/ydw.htm

Employer Benefits of Hiring Employees with Disabilities

- Diversified workforce
- Access to a new and vital talent pool of workers
- Employees and customers appreciate diversity
- Making accommodations for people with disabilities is usually easy and inexpensive
- Customers with disabilities control discretionary income of nearly \$200 billion
- Good business sense! It has a direct impact on the business' bottom line.



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*Kevin



How to get Employment Services?

- CIS utilizes OVR for services
 - If connect, CIS can help facilitate having the case transferred.
 - CBWA community based work assessment
 - Job Coaching
 - Benefits Counseling
 - If not connected, we can help you get connected with a counselor.
 - Help facilitate OVR, general intake, any follow up needed.
 - CBWA
 - Job Coaching
 - Benefits Counseling

Questions?