

Building An Employment Team: Putting people on the path to success

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How do we help people with disabilities to become active, contributing members of our communities?



Yet, too many people continue to be isolated and impoverished.

WHAT IS HOLDING PEOPLE BACK?

Our Disability Service System

Disjointed, compartmentalized programs

Programs are built around *funding*, not people

Service plans are based on *openings, spots available*.

Programs are focused on attendance, not outcomes or personal goals

Programs/supports do not encourage independence.



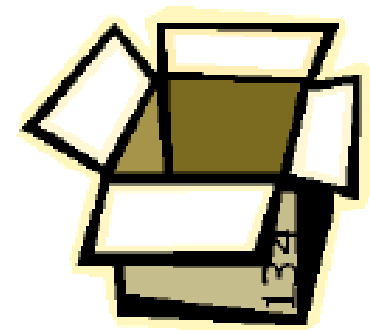
Educational Services



Employment Services



Day Services



Residential Services

What makes Life Meaningful?

Employment (money & self-worth)

Engagement in community

Relationships (family & friends)

A happy home, a sanctuary

Health

Choices/options

Freedom &

Independence

Playing a valued role

Having a purpose



Person-centered, Person-driven

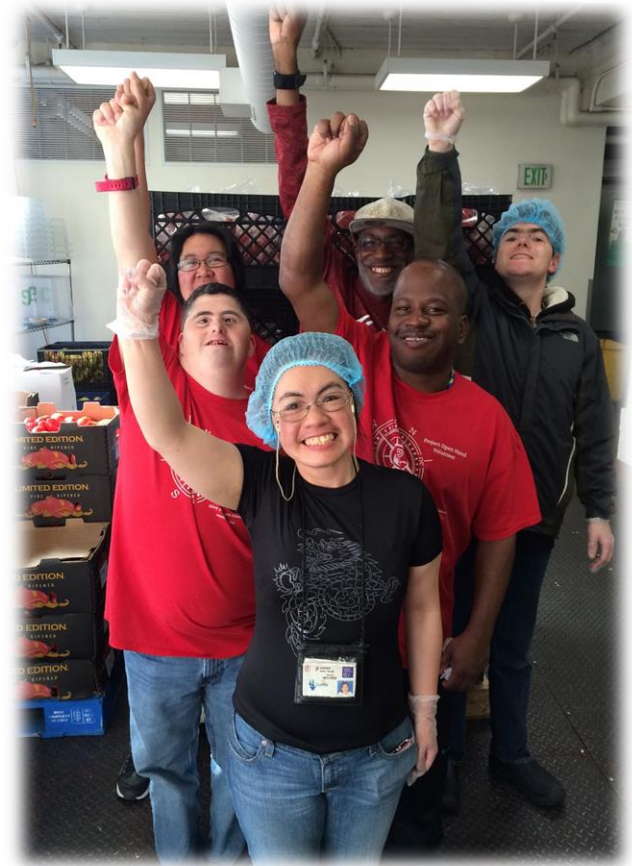
Built around the individual:

What do they want to do/learn?

What do they need to learn to be successful?

Dreams and 3 yr-goals- what is the plan to get there?

Home-based, in my neighborhood



Individualized Services vs. Programs

Services are integrated within the person's network of supports.

Schedules designed around real life, not a M-F, 9 to 3 program day.

Hourly rates: Flexible supports that wrap around a job.

Service provided based on what is meaningful for that individual, not focused on what is broken.

Individualized, but not necessarily 1:1

Activities (and groups) are based on a mutual interest or building a critical skill, not pre-determined classes, set by the program staff or a curriculum.

Charting the LifeCourse™

University of Missouri/KC UCEDD

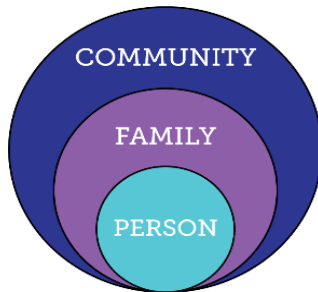
Sees the person within the context of family & community

Looks at Life Stages and Life Domains.

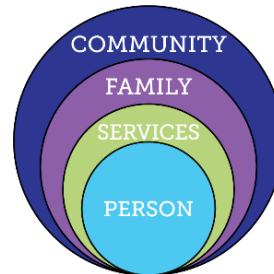
Integrated supports: personal strengths, relationships, community resources, eligibility specific resources, technology

Creates connections and partnerships to support an individual's goals and life

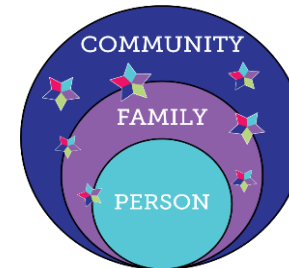
UM/KC UCEDD: LifeCourse Integrated Services & Supports



Person - Family
- Community



Traditional Disability
Services



Integrated Services and Supports
within context of person,
family and community.

LifeCourse Family Circles product of F2FLifeCourse Network/UMK, UCEDD

A New Path to Employment



Positive Personal Profile

What are my dreams and goals?

What are my life experiences?

What is important to me? What do I value?

What are my current skills and interests?

What do I WANT to learn?

Positive Personal Profile

Name: Andrew

| | |
|---|--|
| <p><i>Dreams and Goals</i> Get a job and move into my own apartment. Meet a girl friend. Learn to play the saxophone</p> | <p><i>Interests</i> Plays the piano, loves music, Listens to the radio- a lot, has a garden-trying to grow the biggest pumpkin in placer county, likes the internet, likes people watching. Likes movies, Loves the Simpsons, Art- sculpture especially. Wants to learn a second language. Likes attending the SVS dances.</p> |
| <p><i>Talents, Skills and Knowledge</i> Knows a lot about music and genres (especially show tunes, current pop artists and country), very strong- likes lifting weights (but does not like to sweat). Taken lots of computer classes, familiar with lots of office equipment (computers, fax, copiers), likes working with "machines" and tools, learns quickly, good memory, familiar with Library of Congress cataloging/shelving system (internship with SFMOMA library), likes gardening- taking horticulture classes at city</p> | <p><i>Learning Styles</i> Verbal directions should be clear and concise. Modeling new tasks is preferred. Can follow written directions if he is familiar with tasks. Does not like change- introduce and explain any changes- may need reminders if expected to do things differently.</p> |
| <p><i>Values</i> Being respected by others. Being smart Being popular- having friends.</p> | <p><i>Positive Personality Traits</i> Punctual!, Honest, Candid, Smart, detail-oriented, a man of great resolve, strong self-advocate, Good sense of humor, likes a good joke.</p> |
| <p><i>Environmental Preferences</i> Clean, well organized. Casual, hip places (but not loud) - nothing too professional or boring. Quiet but friendly.</p> | <p><i>Dislikes</i> Chaotic loud places. being interrupted- or being told what to do. Being patronized, condescending, people asking too many questions or interrupting me</p> |
| <p><i>Work Experiences</i> WorkLink Internships: 1) KQED filing, making labels in DEVO, 2) SFMOMA, shelving art books, 3) Music in schools today= data entry mailings School jobs were cleaning/stocking</p> | <p><i>Support System</i> Family (mom and dad-very supportive)</p> |
| <p><i>Specific Challenges</i> Needs assistance when he has to be "flexible". Needs explanation when things change. Sometimes gets angry when things are not going his way. Needs reminders to stay focused. Initiative is a concern.</p> | <p><i>Solutions and Accommodations</i> Structured tasks, consistent routine. Concrete, concise instruction. Direct feedback.</p> |
| <p>Career Ideas and Possibilities to Explore: Music School- community Music school, Blue Bear, Crowden Music school, SF conservatory Duplication houses—Oldie West, Mixonic, Revolver Records Piano stores- Sherman Clay, Sheet music Plus, Byron Hyott, Music box, Stern Grove music festival, the SF opera, the SF symphony,</p> | |

What do people NEED to learn?



Strengthening Employability

Volunteering and Internships

Discovery: Identifying interests and skills

Exposure proceeds interest

Trying new things, making informed choices

Building confidence, employability skills and a professional network



Building Confidence in the Community and Encouraging Independence

Teaching “social self-sufficiency”

Building stamina & endurance

Safety skills



As Confidence and Skills Increase, Services Decrease

Jennifer/Office Assistant/Prologis

In the last 10 years,

Work hours increased 86% (15 hrs/wk to 28 hrs)

Non-work support services decreased 53%
(17hrs/wk to 8 hr/wk)

She is learning to plan outings with friends and
how to throw a superbowl party

Moved into her own apartment and has a
boyfriend- and can make a mean spinach
lasagna



Look at Interests. Don't get stuck on Deficits.

What Jeff's File said:

- Down's Syndrome
- Can only read/write simple words.
- 2nd grade math
- Difficult to understand, Stutters
- Endocardial cushion deficit
- Stubborn
- Unemployable

What we discovered:

- Sports/fitness fanatic
- Loves musicals, singing dancing & playing his guitar
- Gregarious, Outgoing, great sense of humor
- Takes pride in his Jewish heritage
- Loves to help others
- Cancer survivor

Building a...Vision Statement



Andy Meredith, High School Senior

Strengths

*Social
Determined
Shows initiative
Hard working
Independent
Musical
Creative*

Areas I need help:

*Reading
Math
Counting money
Managing time
Keeping track of a
schedule*

Vision Statement: I get my own studio. My job is taking pictures. I get a small house. I get married to Maggie. I also work at Publix. It is really fun. I keep my money in the bank. I want to go to college and live in a new house by myself. My friends will come to my new house.

Accomplishments:

- Worked at Publix since April 2017
- Earned Eagle Scout Award 2018
- Worked on Yearbook staff and lettered in Woodstock High School Mountain Bike Team
- Photography exhibited at Anna's Angels benefit auction and Russian Medical Colleges

What works for me:

*Peer modeling and support
Age-appropriate awards: breaks, money, music,
Specific explanations*

What doesn't work for me:

*Babying
Removing me from friends*

How Families Support Employment

Set the expectation (a job in the community)

Teach soft skills

- Manners
- Taking directions
- Time management

Teach real things

Chores in the home

Be a partner with their employment service provider

Having Questions or Concerns is Normal

When thinking about a real job in the community for your son or daughter, is there anything that makes you worried or concerned?

Vulnerability

Safety

Can they do the job?

Who will hire them?

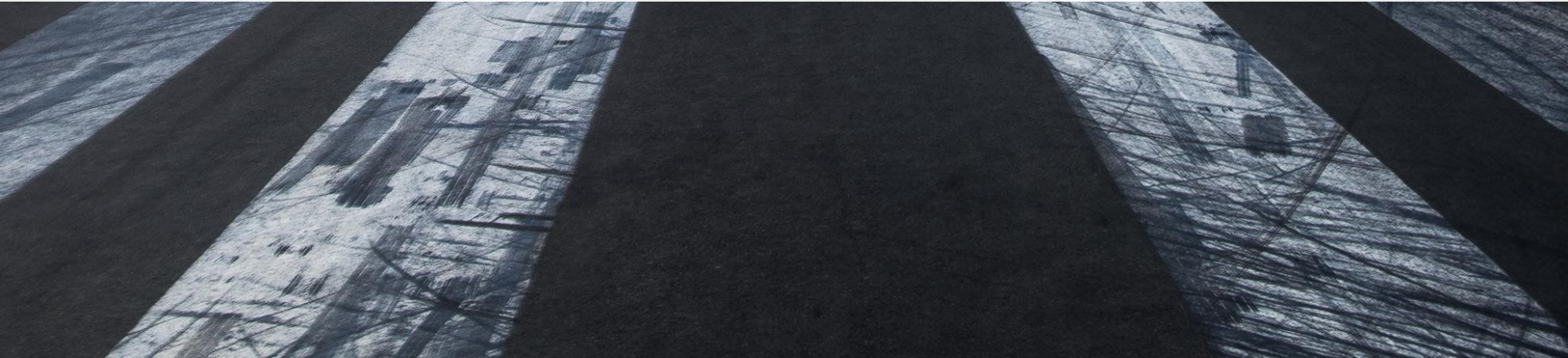
Will they lose benefits?



The Balancing Act



Longer Runway



Discovery is done... call a meeting

Bring the team together. The bigger the group, the better. Family, friends, neighbors, staff. Lots of different ideas, perspectives and experiences in the room

Prep the job seeker so they are ready to facilitate, advocate and actively participate

Make it fun, make it visual

- Venn's
- Graphic language
- Computer with internet access

Employment Planning Meeting

Have the job seeker share his/her discovery information/profile

Brainstorm potential employment situations, settings, job tasks that match preferences and skills- What “work” could the job seeker do? Where would this happen? Is self-employment, micro-business a desired path?

Venn diagrams are a great tool to get the group “out of the box” and keep them focused on the job seeker

Employment Planning Meeting (cont.)

Collect ideas on poster paper- Identify 10-15 local employers/businesses to explore

Put them on wall- have team members walk through- writing names of potential contacts from their personal networks.

After the meeting summarize ideas and targeted employers/businesses to an *Employment Planning* document (***Job Development Plan***) to share with the job seeker and their team.

Research ideas with job seeker

Ask people to share personal and professional contacts

Follow-up meeting with job seeker. Revisit list of possible sites- discuss each businesses, show the person websites, visual information. job shadow primary ones, observe reactions/level of interest.

Research ideas in the field (sometimes with, sometimes without the job seeker)

Start researching and networking for a contact for #1 choice

Find the perfect spot? Next step: Engage with Business

Use Venn Diagrams to Spur Ideas

Drop in characteristics/themes/settings identified during discovery

Center of the bulls eye = uniquely qualified

Do multiple venn's, not just one

Open questions: What does this bring to mind for you?

Venn Diagrams

LET'S PRACTICE. HOW DOES THIS WORK?

Jeff's Profile

Very outgoing, great sense of humor

Loves to help others- people jobs

Loves "Sports". Weight lifter (Special Olympics), Health conscious, loves working out, has belonged to a gym for 15 yrs.

Loves musical theater- being on stage, dancing, singing

Experience stocking supplies, cleaning, sterilizing, assembling medical kits, folding towels

Can write/read simple phrases, good number matching skills

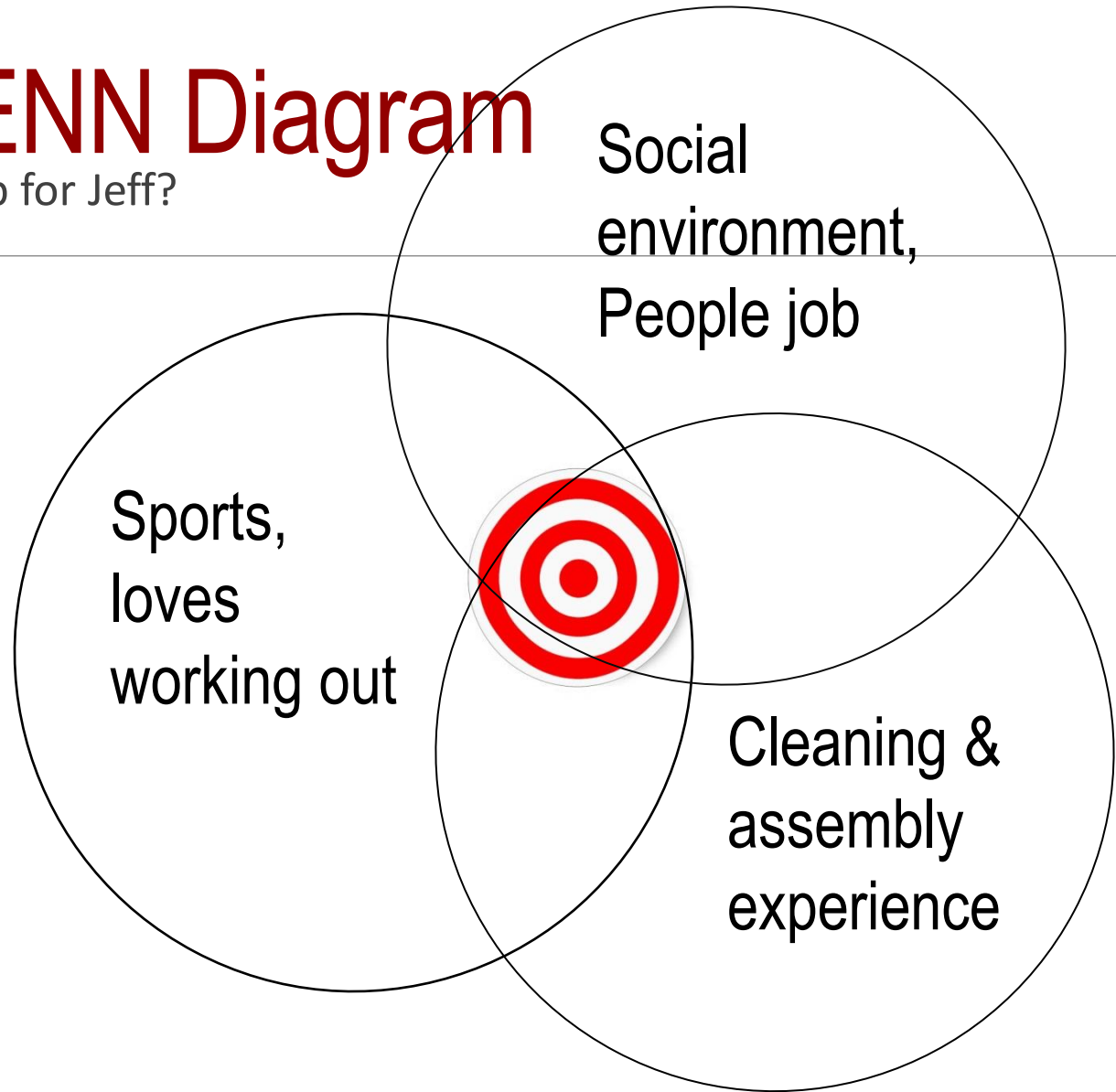
Doesn't like computers- except to watch YouTube

Does chores at home- laundry, used to walk the dog, vacuums

"half Jewish"- strong interest in the culture

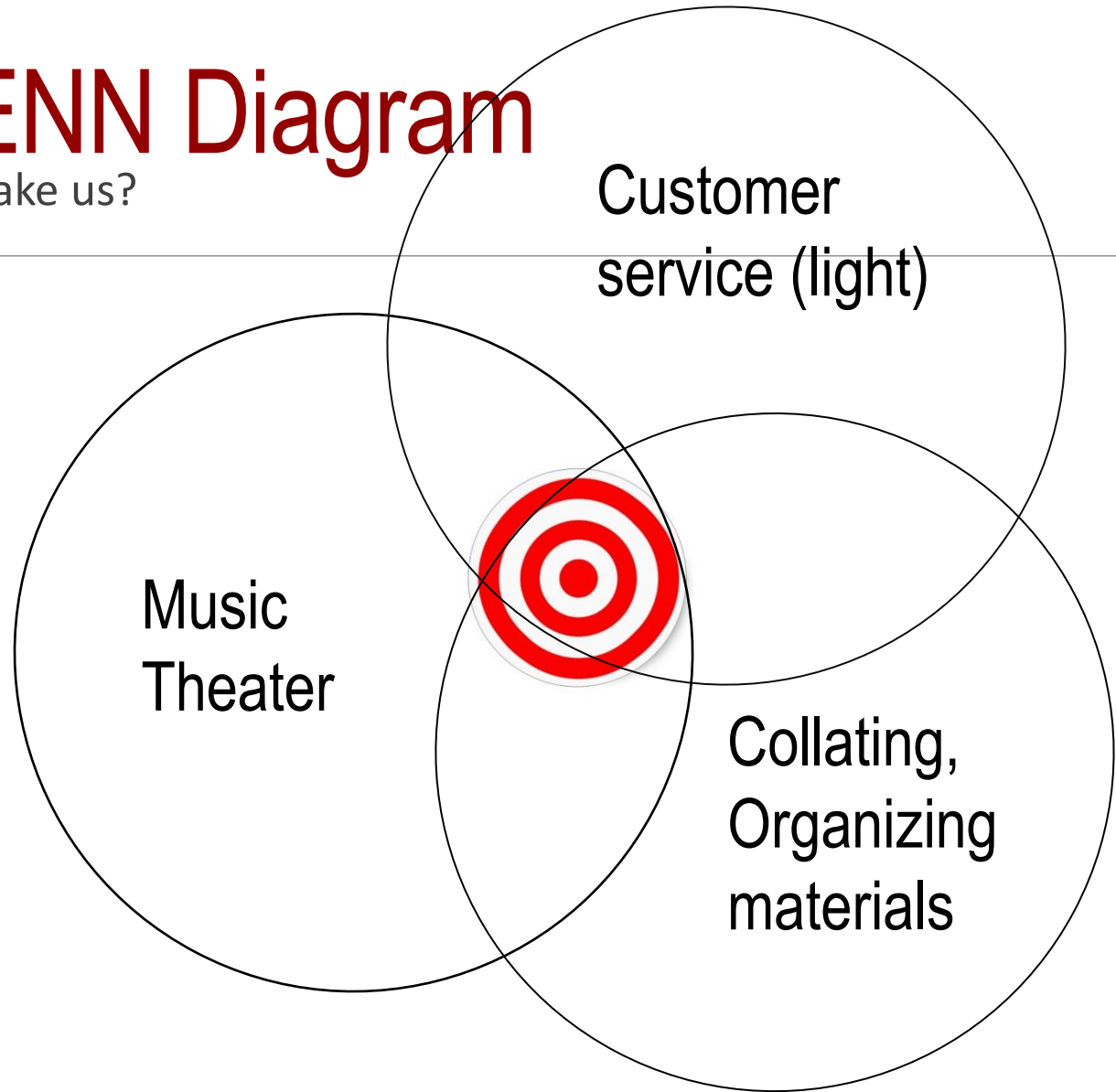
Jeff's VENN Diagram

What is a good job for Jeff?

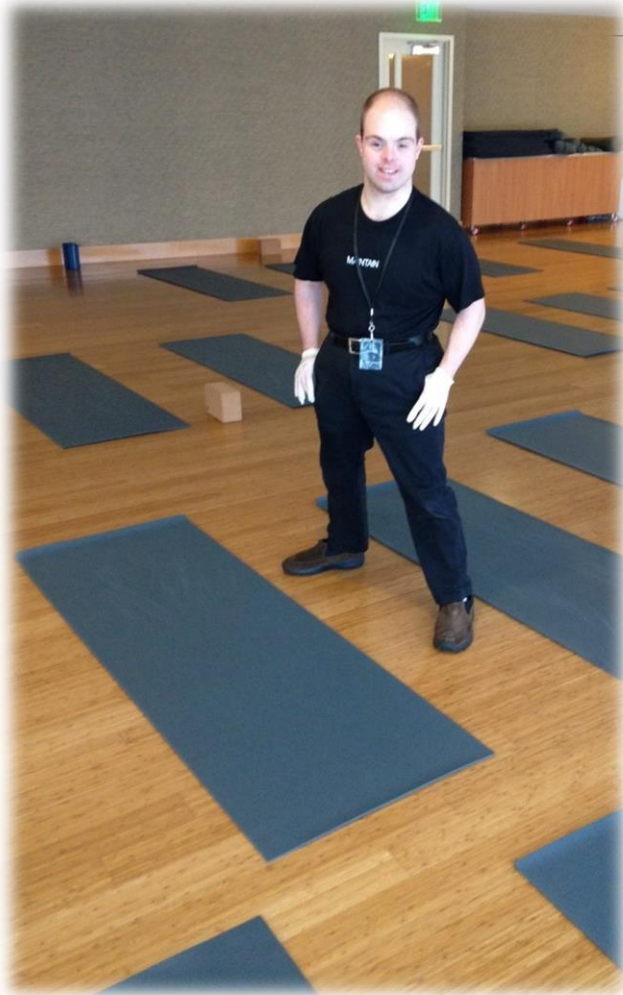


Jeff's VENN Diagram

Where does this take us?



Jeff at Equinox



Supports Maintenance team after the morning rush

Collects and restocks towels through club

Sanitizes yoga mats used for morning classes

Straightens “prop wall”

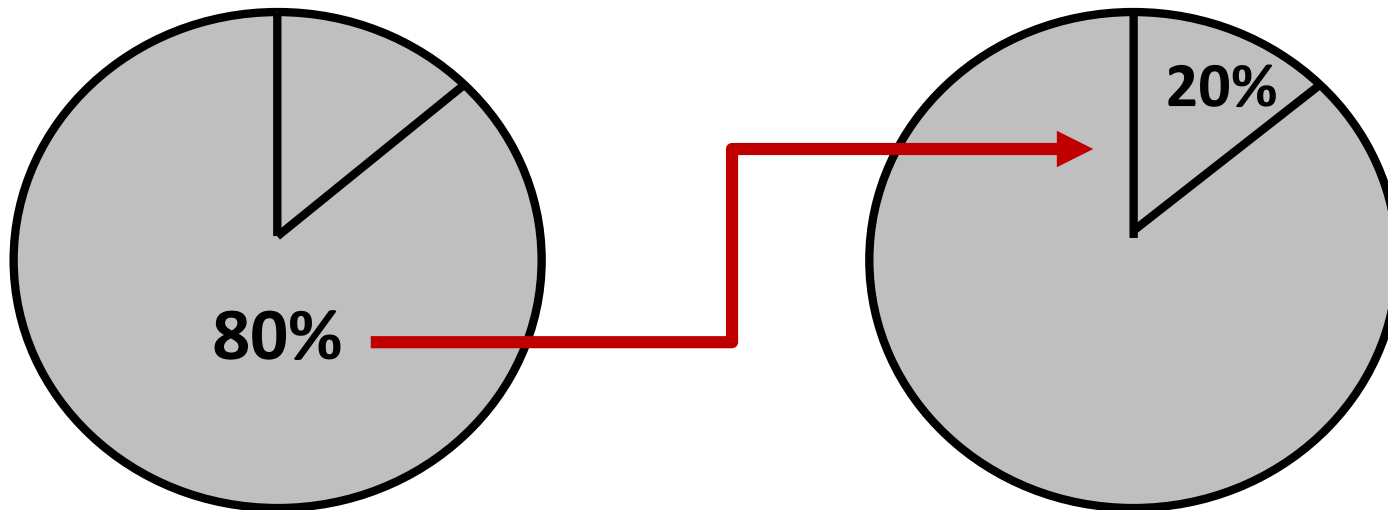
Cleans/stocks small studios

Restocks “tea station”

Networking: Most businesses have needs, get to them before a position has been posted

80% of Job seekers only Apply for posted positions.

Only 20% of Jobs are ever posted.



The Labor Market

Open – jobs brought to the public’s attention – advertised

- Disappear in a recession
- About 20% of jobs in “good” times

Hidden – jobs filled through personal connections

- 80% -100% of all jobs
- No competition
- Better jobs

CONTACTS

Use your personal & professional networks

Everyone in your organization is a job developer

Everyone has family, friends and neighbors

Linked-in to other social networking sites



Add to Your Network – Who do....

you know who can identify an employer contact?

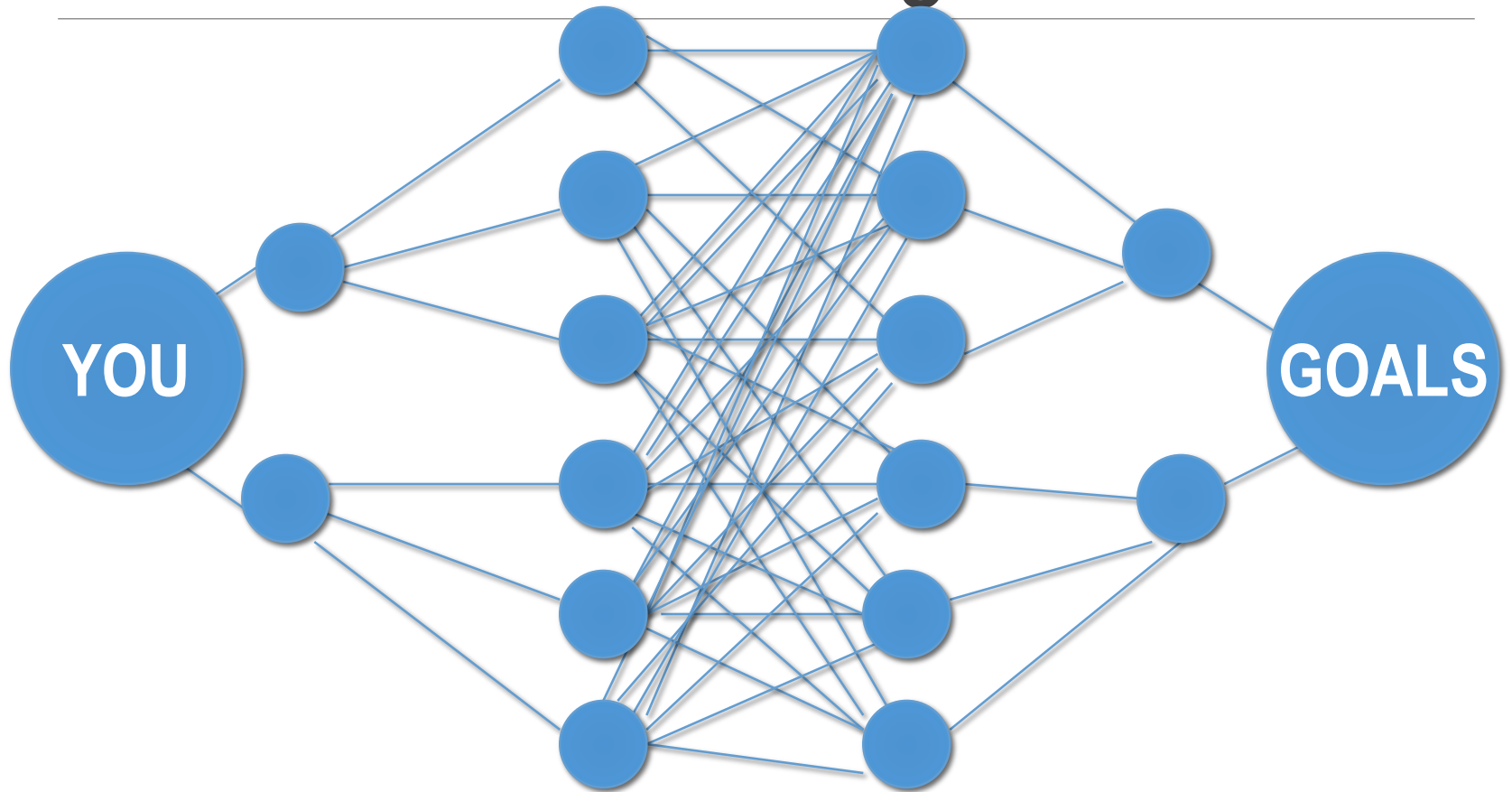
your colleagues know?

your friends know?

your job seekers (and friends/family) know?

your current employer partners know?

The Art of Networking



activity

Work your
personal network

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WORK
+
COMMUNITY
INCLUSIONTM