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2016

A series of webinars providing the tools, information, and ideas for people with developmental disabilities and families to improve quality of life and effect change. *Building the Future, Now!* is a collaboration between the Maryland Developmental Disabilities Council and The Arc Maryland.

- September 21: Everything You Wanted to Know about DDA, but Were Afraid to Ask.
- October 20: So You're Approved for DDA Services – What's Next?
- **November 10: Employment First: New Opportunities, Dispelling Myths & Misconceptions**

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   United States (Toll-free): 1 877 309 2071
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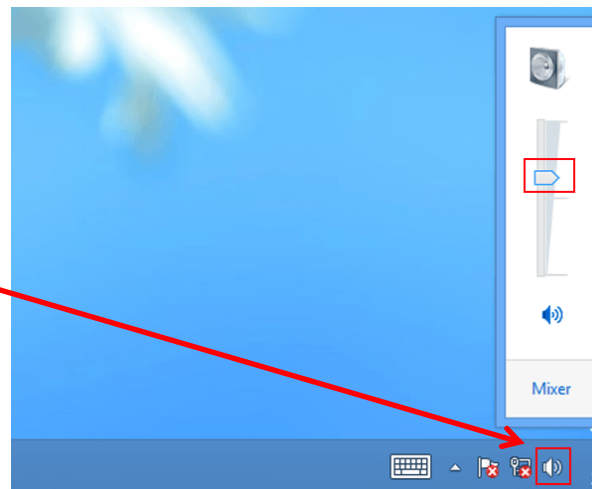   *OR*

2) **If your computer as a speaker speaker or Microphone:**

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This slide will hold for 1 minute and is one of 4 scrolling slides for view before the start of the webinar.

2

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To ask questions or access handouts, use the Control Panel Icons at the top right of your screen:

This red button will expand the control panel for access to audio options, handouts, and questions.
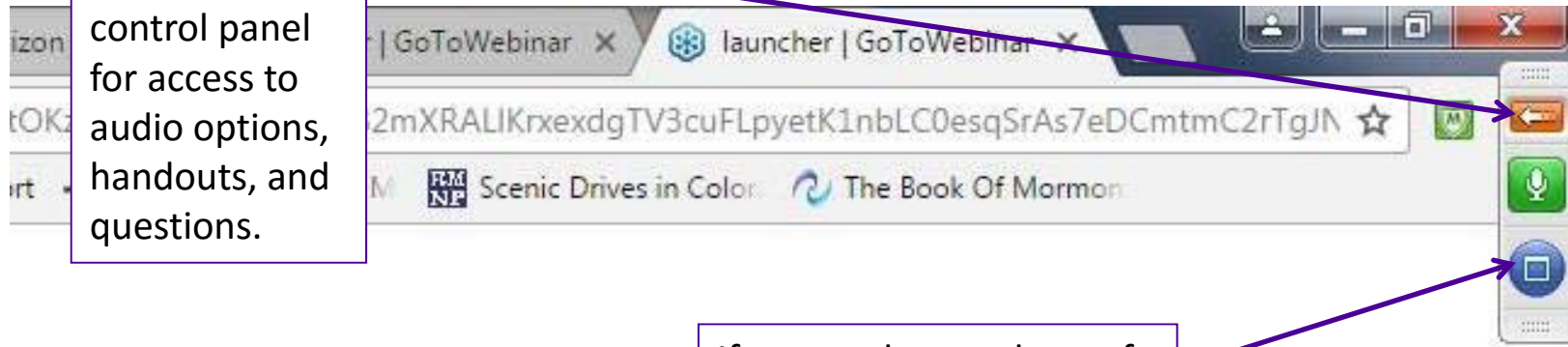
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Below is a screen shot of a practice webinar- we added the purple boxes to explain how to participate in the webinar:

This is the red button with the arrow that you must click on in order to 1) choose or change your audio options 2) access the Questions panel 3) access the Handouts.

Your Control Panel

Timeline for Transitioning Youth

- **Age 14-16**
  - o DDA services/eligibility

- **Age 18**
  - o Apply for SSI and MA
  - o Apply for paratransit ser

If you get bumped out of the webinar – look for this little blue button at the top right of your screen – click on it and you will immediately return to the webinar!

- **2 Years Before Exit**
  - o Fall – Apply for DORS
  - o Spring/Summer – Begin search for service provider

- **Final Year of School**
  - o Sep – Look for *Choice Letter* from DDA
  - o Oct – Mail or fax *Choice Letter* to CCS
  - o Dec-Jan – *Service Funding Plans* developed & subm
  - o Mar – Complete the Waiver enrollment process

Once you have clicked on the arrow in the red button, your "control panel" will pop out. Here is where you can type in a question or download handouts.

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Talking: Mary Lou Malone
Handouts: 1
P BuildingTheFutureNowPt2 2016 Final.ppt
Questions
Q: who are you anyway?
A: I'm Kelley silly.
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RE, NOW!

3

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Presenters

Rachel London, Deputy Director

Maryland Developmental Disabilities Council

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Mat Rice, Self-Advocacy Specialist

People on the Go Maryland

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Staci Jones, Senior Director of Day and Employment Services

The Arc of Washington County

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AGENDA

Introduction
Rachel London

What is Employment First & what does it mean?
Mat Rice

Family perspective - What should families know?
Staci Jones

How do we help people benefit from Employment First
Staci Jones

Q & A

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Principles of Employment First?

- **National Movement**
- **Systems change designed to break down barriers for people with significant disabilities and support needs**
- **Supports full participation of all people in community life and employment**
- **Requires full cooperation between all stakeholders to make a reality**

Why Employment First?

- **It's a Civil Rights issue**:
  - All people must have true equal opportunity
  - It's more than just earning a living
  - Opportunities should be truly integrated, not segregated

Why Employment First?

- **Society improves when everyone participates**
  - Sends a clear message about equality
  - PWD are entitled to have the same societal expectations and goals
  - Societal and workplace diversity makes us all stronger

Strength lies in differences, not in similarities

stephen covey

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Why Employment First?

- **Makes economic sense**:
  - Reduces financial burden on the state
  - Improves health and well-being
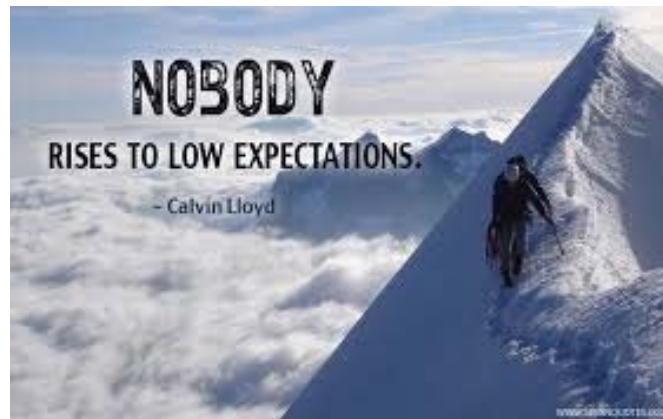 - Creates economic growth
  - Promotes independence
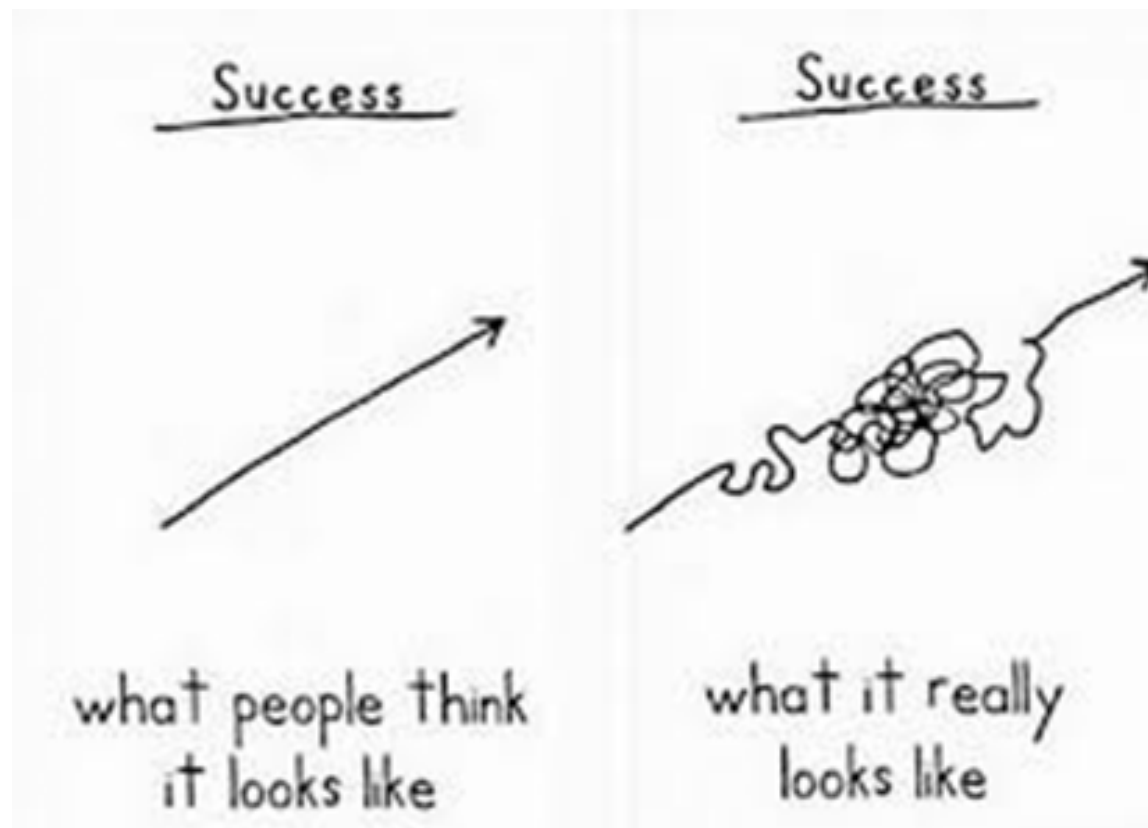
My Story….

- **As a student**
  - Preparation for work?
  - Graduating
- **As a job seeker**
  - Services and supports
  - Successes and challenges
- **As an employee**
  - Opportunities

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Employment First does NOT mean Employment ONLY!

- Employment First :
  - Leaves no one behind
  - Helps raise expectations
  - We tend to rise to someone's lowest expectations of us

NOBODY
RISES TO LOW EXPECTATIONS.
– Calvin Lloyd

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The Path to Employment may not be Linear!

Success — what people think it looks like

Success — what it really looks like

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How People are supported on the Path to Employment

- Identify <u>current</u> barriers to employment that may exist

- Figure out how to support a person to spend MORE of their time in typical, community-based settings NOW

- Create person-centered action plans to address those barriers NOW
  - (don't be tempted to wait for some future date!)
  - Discovery process

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Tommy's Story

- In 2012 Tommy was being served in our facility-based Vocational Program

- Tommy told me "I want a job!"

- Tommy's mother had concerns about this. She didn't think it would be safe and might be dangerous due to some health concerns.

- Tommy kept asking….

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Tommy's Story

o 2013 Tommy became one of the first people to receive community-based Day Services here at The Arc

o Started spending his full week in community settings

*Tommy still wanted a job!
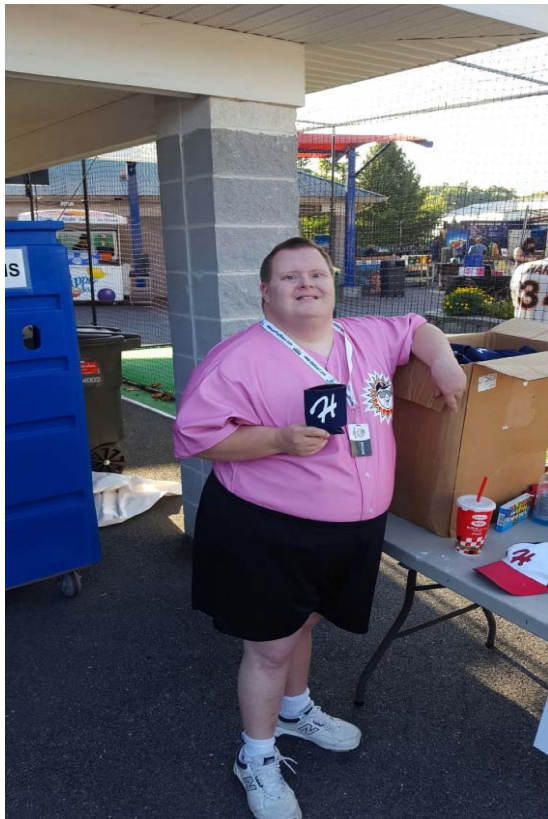
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Tommy's Story

- After seeing Tommy's growth and success spending time in community settings, his mother agreed that employment might be ok.

- Late 2015, Tommy started in the Customized Employment Process

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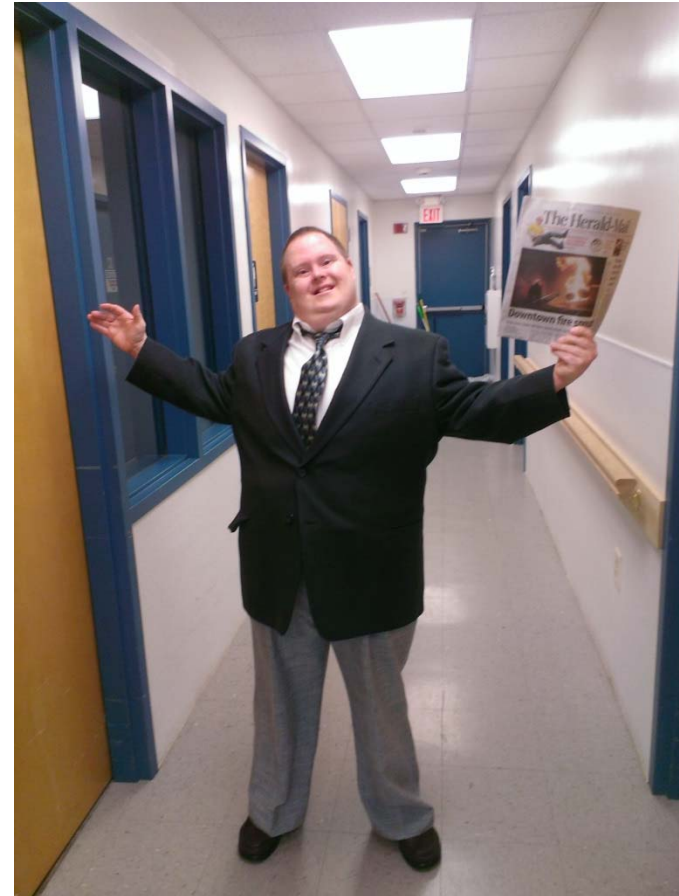
Tommy's Story

- 2016 negotiated position with the Hagerstown Suns in promotions

"I was initially nervous about Tommy working at such a big place (baseball stadium) because of him being too trusting, and the environment he would be in."

"Tommy's Manager also helped me feel comfortable, that he recognized the concerns, and was always looking out for Tommy." "Tommy truly loves his job, and talks about it all the time, and can't wait to go back in the Spring."

Tommy's Story

Tommy throwing out the first pitch of the game.

"It was really nice to see him so welcomed at the Hagerstown Suns, and be part of their team."

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Potential Identified Barriers

- Loss of benefits
- Loss of safety
- Identifying skills & knowledge
- Challenging behavior
- Transportation
- Identifying where to start
- Others??

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What's holding us back?
Myths & Misconceptions

"THE FEARS WE DON'T FACE BECOME OUR LIMITS ."
Robin Sharma

- The commonality among most barriers is very often FEAR
- May be accustomed to only one way of thinking about a person

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Loss of Benefits

- Myth: People will lose all benefits if working.

- Benefits can be retained when people work.

- Work incentives exist.

- Benefits counselling can help. Connect with your local DORS office

Safety

- Myth: People are unsafe in the community.

- Facilities have provided a sense of safety and security for quite a while
- Fear of the unknown
- Using Person Centered Planning
- **_Ultimately:_**
  - **_Relationships_** help keep people safe

Challenging behavior

- Misconception: Challenges automatically prohibit someone from working or spending time in community settings.

- Use Positive Behavior Supports to identify:
  - Ways to increase a person's access to preferred items, people, activities and meaningful choice
  - Identify communication skills that may be lacking
  - Pay close attention to Environmental considerations:
    - Sheltered environment may be causing the problem
    - Focus on typical, integrated environments

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Meaningful Days

- Misconception: Employment First means everyone will work every day.

- What if a person is not currently working OR is only working limited hours during the week?

- Employment First _does not_ mean Employment Only….

- Think of someone's week in totality. What other activities and settings does someone want to access and enjoy?

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Examples

- Fitness
- Internships
- Recreation
- Skill building classes (not facility based!)
  - Cooking
  - Gardening
  - Travel training
  - ??

Organizational Transformation

- It can be done & there are ways to get help:
  - Training
  - Technical Assistance
  - MORE…

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Community vs Facility

- Start shifting away from reliance on only facility-based experiences for people

- Help increase someone's regular and meaningful exposure to other community members

- Larger social networks = more opportunities!

- Refocus someone's day/week around where they live, NOT a day program building

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Flexibility of Services

- Be creative in blending people's services based on the need
  - Supported Employment
  - Community Learning Services
  - Day Habilitation
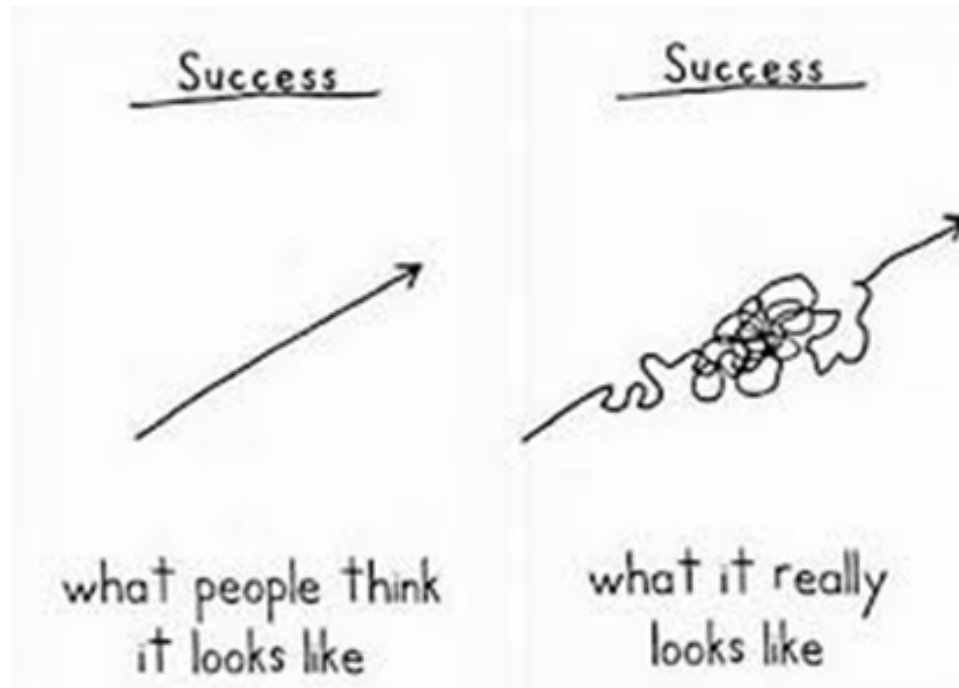 - Vocational Rehabilitation

Other steps to take

- Helping people and teams move onward and upward!

  - Build relationships
  - Person Centered Planning (the person and entire team)
  - Identify additional supports someone might need
  - Staff training & development
  - Raise expectations

And finally……………….

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Allow the opportunity for risk, because remember……

Success

Success

what people think
it looks like

what it really
looks like

For all of us!!!!

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Q & A with Presenters

Submit questions via the questions panel
Emails provided below for more specific questions based on your unique circumstance.

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More Information

Maryland Developmental Disabilities Council
http://www.md-council.org/

The Arc Maryland
http://thearcmd.org/

Maryland Developmental Disabilities Administration
http://dda.dhmh.maryland.gov/pages/Home.aspx

Association of People Supporting Employment First (APSE)
http://apse.org/about/chapter-directory/

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Biographies

Rachel London is the Deputy Director of the Maryland Development Disabilities Council, a statewide public policy organization charged with advancing the inclusion of people with developmental disabilities in all facets of community life. Previously she was a staff with the Maryland Disability Law Center (now Disability Rights Maryland) and graduated from the Maryland University of law.

Mat is a graduate of the Maryland School for the Blind and Parkville high school and has studied at Community College of Baltimore County. He is an administrative support assistant at Shared Support Maryland, Inc., a certified support broker, and the Self-Advocacy Specialist for People on the Go. Mat is also the liaison between Baltimore County Commission for People with Disabilities and Shared Support Maryland, Inc. A user of the new directions waiver, Mat employs a job coach and IT coach in order to meet his academic and employment support needs, supporting his life in the way he deems necessary and productive. Mat plans to increase his knowledge and expertise in the area of self-determination and follow his career path.

Staci is Senior Director of Day and Employment Services with The Arc of Washington County and is currently a member of the Maryland DD Council. She's been in the field of disability support services for 23 years and lives in New Market with her husband. Staci also serves on the Employment First State Leadership Team.

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