Discovering Personal Genius & Career Expectations

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Today’s Current Reality

- The latest numbers from the Institute for Community Inclusion (Butterworth 2014) show that only 18.4% of individuals with Intellectual & Developmental disabilities I/DD are working in community settings which is a decline of 6.2% from previous research.
- Projections show that the graduation rates for student on the autism spectrum are going to increase by 400% in the next 10 years (Shattuck 2013).
- Research shows that the effects of raising a person with a disability reduces a families career income by about $700,000.
“The Times They are a Changing”

- Younger Families want Community Integration and real jobs in the Community more than previous generations
- Employment First Legislation
- All means All!!
- A growing number of states are eliminating the use of the sub-minimum wage

Work Force Investment Act

- Went into effect of 7/01/2015
- Enhanced School to Work
- Customized Employment as a Vocational Rehabilitation (VR) billable service under Supported Employment
- Requires increased cooperation between VR, Special Education, Intellectual Disabilities (I/DD) & Mental Health (MH) & Workforce Development
Work Force Investment Act (WIOA) Partnership Opportunities

- Instruction in self-advocacy (including person centered planning), and possible peer mentoring
- Working with local workforce development boards, one-stop centers, and employers to develop work opportunities for students with disabilities, including PAID internships, summer employment and other employment opportunities available throughout the school year

CMS Announces Performance Based Payment Options

- Discovery
- SE Assessment and Reporting
- Job Development
- Job Placement
- Customized Employment Positions
School to Work Transition

- Special Education Indicator 13: Each student should have an effective transition plan.
- Special Education Indicator 14: Requires the tracking of students served one year after leaving school and report on the percentage of students in higher education, COMPETITIVE EMPLOYMENT, OR BOTH!!
- Increasing numbers of families are taking legal action to attain compensatory education $$$ to help students improve their 18.4% chance of being successfully employed after high school.

Individuals with Disabilities Education Act (IDEA)

- Transition: Is a “results-orientated process” that should support the academic and functional achievement of special education students so that they can go onto successful post-secondary training and programs as well as independent living and work in the community.
Individualization of the Transition Plan

- In meeting the individual needs of students, we should develop a variety of “creative” solutions that include community-based programming that allows a student to apply the skills they have learned, functional skill development that can take place after a student has participated in graduation ceremonies with peers, provided in “real life” settings rather than “artificial settings”

Agency Contacts/Adult System

- IEP teams should involve agencies that provide transition services to the table so that both school services and post school services can be identified and included in the IEP as part of transition planning.

- Motivating families to start the transition process, good stories, parent to parent, be candid about your observations, parent educational functions, college night, agency night.
Key Components to Successful Transition

- Connecting with Adult Agencies
- Students Involvement/Self-Determination
- “Nothing About Me Without Me”
- Individualization of the Transition Plan
- District Commitment to Transition Quality
- Appropriateness of the Transition Plan
- University of Iowa 2008

What we hear from families

- Most families feel lost in the adult system and get the best information from other parents
- Young people often report being confused and frustrated returning to school after graduating and not having their friends around
Generation Z

- Digital Natives
- First Generation always connected to the internet and touch devises
- More Self-Focused
- Part of the Me Generation
- Like Millennials often know how to get information but not so much how to do stuff

Temple Grandin Quotes

- “I cannot emphasize enough the importance of a good teacher”
- “People are always looking for the magic bullet that will totally change everything, there is no single magic bullet”
- “Education has become to much up about academic’s, people need to learn how to do stuff like shop class, home ec, etc..”
The Importance of Expectations

- We must help students and families “envision” a positive future filled with “expectations”
- Parents are usually tired and scared
- Avoiding the Digital/Disney/Anime reality
- What we see in so many homes these days
- The Twin’s story
- Working together as a team across settings

Avoiding the Dream Job Trap

Computer Game Design  Anime
Discovering Justin’s Personal Genius

Discovering Justin’s Vocational Themes & Ideal Conditions of Employment

- Computer Games
- Computer surfing/research
- Taking things a part
- Pets
- Stocking
- Working with a small group of people where “my opinions will be valued”
- Working away from the changes in the weather
“The Labor Market”

- From SE to CE
- The crash of 2008
- Large Human Resource Departments
- “Qualified Job Candidates”
- The Comparative Model of Employment
- Applying for jobs online
- Multiple Interviews
- ODEP/DOL Initiative on CE

Customized Employment

- According to the DOL:
  - CE means individualizing the relationships between employers and employees in ways that meets the needs of both
  - It is based upon individual determination of strengths, needs & interests, of the person with a disability, & is designed to meet the needs of both the employer and the person or using self-employment options
Customized Employment & the Need to Discover Personal Genius

- Customized Employment is a newer person centered employment strategy that builds on all we have learned from supported employment and takes a more Entrepreneurial approach
- Using CE we are negotiating employment outcomes and not usually looking for jobs in the newspaper or online
- Finding the jobs behind the jobs

Guiding Values

- Zero Exclusion
- Partial Participation
- Interdependence
- Self-Determination (Freedom, Support, Authority, Responsibility)
- Making a Contribution
Ideal Conditions of Employment

- Interests
- Skills
- Preferences
- Contributions
- Environments that Work “Ecological Fit”
- Social Connections

Discovering Personal Genius

- Discovery is a structured Process
- Getting to know an individuals Skills, Interests, ideal work culture, tasks, personal attributes
- The more folks involved, the more diversity of ideas for employment
- The best way to get lots of ideas is ask people
- “Discovery is a Team Sport”
Important Questions about work that I ask?

- So who cleans your room?
- So who makes your bed?
- So who does your laundry?
- So who cuts the grass?
- So who does the dishes?
- Who chews your food during swim season?

Steps for DPG: Explaining the Process

- Most Important step is to provide some good explanations to the employment seeker, their family and any other significant support people.

- Explain customized employment, the Discovery process (DPG) and the vocational profile. Be clear about the process and what is expected of them. Make certain the information you have about the individual is current and complete.
Questions to Answer in DPG

- Where is this person most at ease?
- When is the individual most in-the-flow?
- What people or activities seem to engage her most?
- What supports are needed & How are they best delivered?
- What situations and environments need to be avoided?
- What are the individual’s skills, talents and interests? What tasks can be observed?

Vocational Themes...
Vocational Themes Instead of Job Descriptions

- Themes are NOT Job Descriptions
- Themes are Big and Hold Many, Many Jobs
- Themes Open up Possibilities in largest and even the smallest Communities
- Attempt to Develop 3-5 Vocational Themes

Moving from Interests to Vocational Themes
Vocational Themes Mapping

- As part of a School to Work Transition Initiative we focus on students we are concerned will fall through the cracks of the adult service system and work to identify their Ideal Conditions of Employment and Vocational Themes
- This included Identifying students
- Personal Attributes
- Interests
- Skills and Tasks, including level of Competence
- Exploring Vocational Theme areas
- Discovering Personal Genius: Exploring the

![Diagram of Vocational Themes Mapping](image)
Hunter at the Stitch and Print

- Getting acquainted
- Moving from the IPAD to Photo Shop
- The unmet business need
- The PERFECT PASS
- Meeting each others needs
- Sewing it all together

[https://m.youtube.com/watch?v=7vJS3PYx6pY](https://m.youtube.com/watch?v=7vJS3PYx6pY)
Community Action Teams

- A person centered Customized Team that works closely with a job seeker on employment outcomes both wage and self-employment

Some Thoughts on Developing Community Action Teams

- If you feed them they will come!!
- Mood is social and casual
- EFFECTIVELY Explain why we are here and what is this Customized Employment thing?
Successful School to Work Transition

- Internship
- Schools
- VR High School Vocational Assessment
- Grant $$$
- Family Involvement
- ID/DD follow along services

Community Action Teams

- Family and Friends are recruited to assist with Transition beyond the School that works in concert with the transition coordinator/school job developer on attaining positions based on students Vocational Themes

- Eastern Camden High School recently developed 3 jobs before graduation from leads provided by family and friends on the Community Action Team

- The School District is stepping up efforts in the Community to find more students jobs before
Ronaldo’s Community Action Team

- 8 people meet every month to support Renaldo
- Both Wage and Self Employment
- Paintings selling for $500 a piece
- 6 sold over the past two months

Possible Employment Outcomes

- Typical Wage Position
- Non-Typical Wage Position
- Carved Position
- Customized Internship/Apprenticeship
- Resource Ownership
- Supported Self-Employment
- Business within a Business
- Some Combination of the list above
Tim’s Carved Position

- Learning to use a screw driver
- Power Drill
- Projector
- Vacuuming
- Sweeping
- Setting up the stage & lobby areas
- Laundry
- Ironing

Lyndon’s Theme’s and Ideal Conditions

- Being Mechanical/Precise??
- Being close to a bathroom
- Being Helpful
- Facebook
- Work Ethic
- GPS
Resource Ownership

- Resource Ownership is a newer employment concept approved by the department of labor. With Resource Ownership and individual brings some added value that is usually equipment with them to the job site that helps an employer capture more revenue and be able to hire more people.

Christian R

http://philadelphia.cbslocal.com/2014/03/19/local-teen-doesnt-let-disability-hinder-his-business-dreams/
Working and Going to College

Businesses in the U.S.
Building Relationships with Families and Adult Provider Agencies

• “You can’t build a reputation on what you are going to do”  Henry Ford

Video Portfolio’s
Betsy’s Success Story

Job Objective

• I would like an office job close to my home
• I could use my computer skills and office skills in a small and friendly environment.
• I would like my own desk and my own computer
Skills

- Computer skills, excel, word, fourth shift
- AP Check Release ABRA, Check schedule
- Organizational Skills: Proofreading skills,
- Phone Skills and filling skills

Courses

- Accounting
- MBF Center computers
- XP Workshop
- Office Machines
- Youth Empowerment program
- Media Production Workshop
- Digital Film Making
- Cosmetology
Job Experience

- MBF Center Computer Skills
- Arbor Career Center Job readiness
- Work at CW Industrial Clerical work
- Holy Redeemer Hospital Clerical Work
- Harmelin Media filed book copies to be paid copies
- Worked in my DAD’s office copying and filing and greeting patients
Life Objective

• Live on my Own
• Live with friends
• Have a good job
• Have a good social life, enjoying many activities in the community
• Have safe and reliable affordable transportation

Rural Strategies with Josh

• Burger King 30 miles away really?
• Getting to know the family
• Pretty Mechanical
• Gary’s garage 2 miles away
• Negotiating transportation, hours, wage
Funding Options

Braided Funding Approach

- Funding
  - 1) School Districts
  - 2) Settlement Agreements
  - 3) Vocational Rehabilitation
  - 4) Medicaid Waivers
  - 5) County Funded Intellectual Disability Programs
  - 6) Private Funding
    - Private Pay
    - Trusts
  - 7) Social Security
    - Work Incentives – SEIE, PASS, IRWE
  - 8) Grants- Ticket to Work

Questions/Comments
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