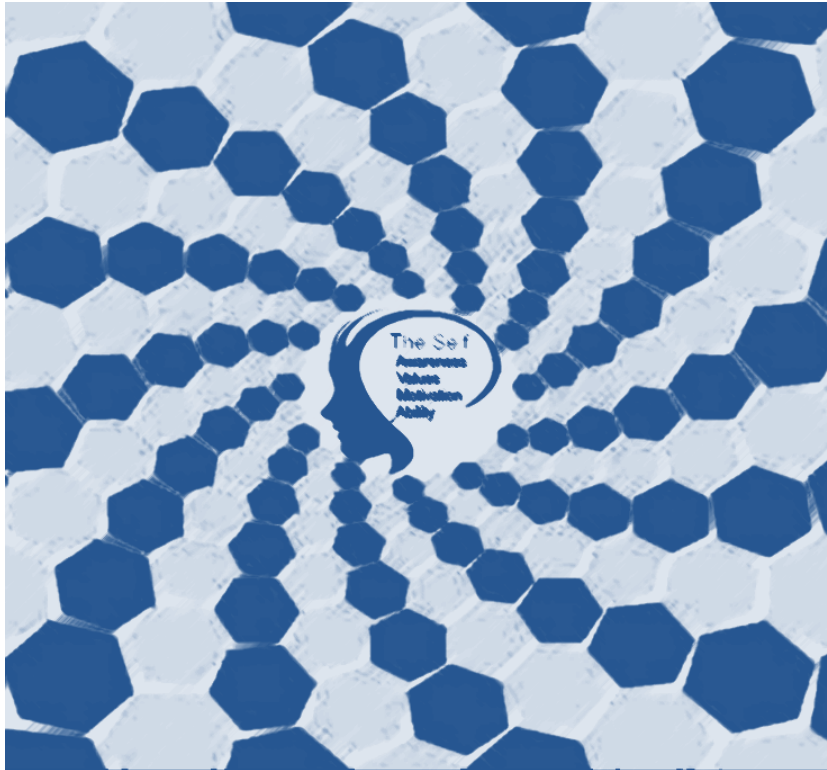


# Day, Employment, Services Navigation: Adults with Intellectual, Developmental, and Other Disabilities

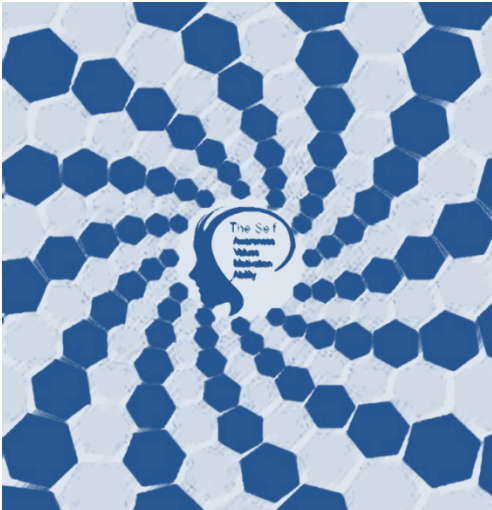


DAVID GRADY

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## A Person Centered Way to Understand Career Development



*A self-guided, self paced review intended to assist families and individuals on what career, work, and other options are available for adults receiving services from regional center , Department of Rehabilitation, and or other resources.*

- Along with the several factors involved when making decisions about day and employment services, the **health and safety** of the individual remain the most important, and no service can be arranged or provided with out these considerations taken into account.
- This pathway is not to replace the importance of a **discussing day and employment service options with the regional center service coordinator**, the Department of Rehabilitation, and other funding sources, and service providers.
- There is no one way to getting a job, building a career or spending time during the day. **Each person has their own unique skills and interest.** To respond to the diverse number of needs, a variety of programs and service types are available and funded through a variety of resources.
- In general there are **two types of services: day and employment activity, and supported employment.** Within these types of services, through the individual program planning process a person can arrange a variety of job and career objectives and supports that can lead to employment satisfaction and personal well-being.

## **Employment First Policy**

### **From WIC Sect. 4869(a)(1)**

*It is the policy of the state that opportunities for integrated, competitive employment shall be given the highest priority for working age individuals with developmental disabilities, regardless of the severity of their disabilities.*









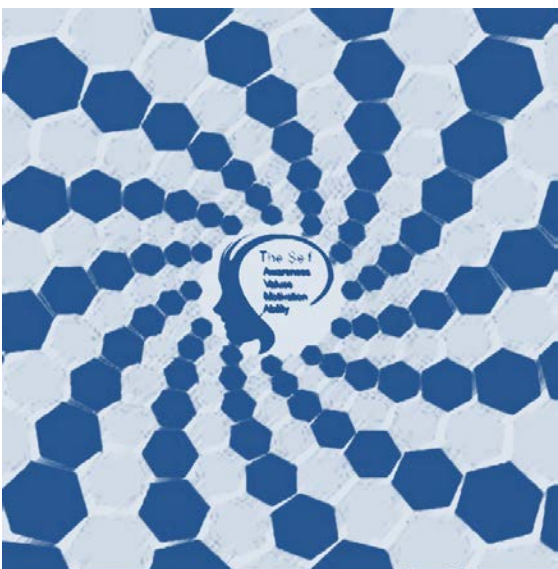
my life has  
become this  
one big  
"I DON'T  
KNOW"



## A Person Centered Way to Understand Career Development:

**For everyone, career development...**

- Requires SUPPORT from family, friends and experts. 
- Requires understanding of PERSONAL STRENGTHS, VALUES, SKILLS, AND CHARACTERISTICS. 
- Includes a process of DISCOVERY, SOFT SKILLS , SKILL ACQUISITION, JOB PLACEMENT, ACCOMPLISHMENT, ADVANCEMENT. 
- Requires understanding of the VOCATIONAL TRAINING MARKET and JOB MARKET. 
- Enables a person to be INCLUDED and CONTRIBUTE in the community, lead fuller lives, achieve DREAMS. 
- Is ONGOING. 

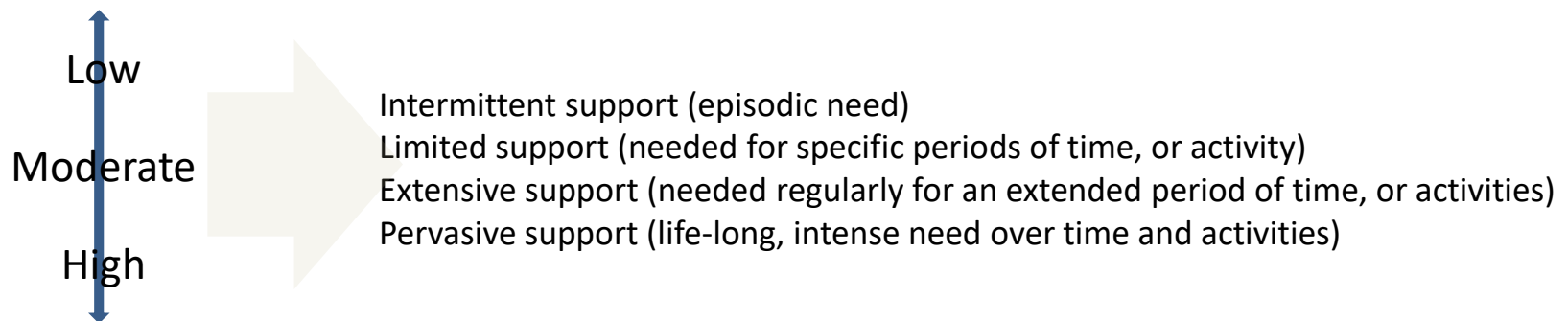


- Requires **SUPPORT** from family, friends and experts.

**What level of direct and indirect support is needed to succeed in a work place?**

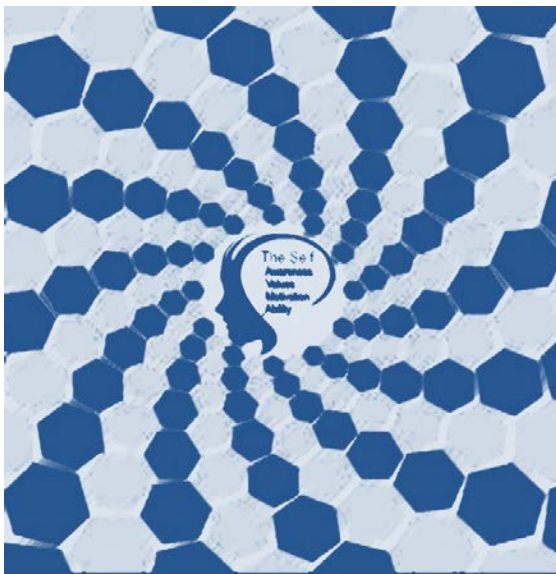
Historically a person's level of need was measured by the skills a person lacked or by level of disability.

Currently the focus has shifted to what supports a person with intellectual or developmental disabilities needs to do the same things as people without disabilities, such as go to work, keep up a home, have relationships, etc. Supports can change based on skill acquisition and passage of time. Supports are divided into the following:



In general the lower the level of needed support, the greater the range of day, employment, and career options for the individual.





- Requires SUPPORT from family, friends and experts.

**What level of direct and indirect support is needed to succeed in a work place?**

#### Support Staff Ratios & Community Participation:

- The number of peers an individual will work with during the day with the support of one staff person:  
1 to 1, 1 to 3, 4, ~~(1 to 8, 1 to 20)~~  
or independent with intermittent support, working independently.
- How much of day is spent at the center and/or within the community?
- Do the community groups participate or congregate in the area where they are located?
- Where the services are provided:  
in the center (center based), in the community (community based), or a percentage combination of both?
- Transportation Expectations:  
public, paratransit, private, or center based vehicles?  
availability of transportation training?

- Requires understanding of PERSONAL STRENGTHS, VALUES, SKILLS, AND CHARACTERISTICS.



Awareness

Values

Motivation

Readiness

Ability

Vocation vs. Avocation



# VIA Classification of Character Strengths and Virtues

## The Character Strengths of a Flourishing Life

### WISDOM

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#### Creativity

Originality; adaptive; ingenuity

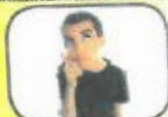
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#### Curiosity

Interest; novelty-seeking; exploration; openness to experience

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#### Judgment

Critical thinking; thinking things through; open-minded

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#### Love of Learning

Mastering new skills & topics; systematically adding to knowledge

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#### Perspective

Wisdom; providing wise counsel; taking the big picture view

### COURAGE

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#### Bravery

Valor; not shrinking from fear; speaking up for what's right

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#### Perseverance

Persistence; industry; finishing what one starts

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#### Honesty

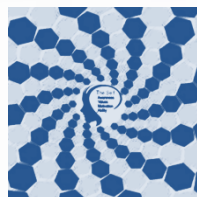
Authenticity; integrity

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#### Zest

Vitality; enthusiasm; vigor; energy; feeling alive and activated



### HUMANITY

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#### Love

Both loving and being loved; valuing close relations with others

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#### Kindness

Generosity; nurturance; care; compassion; altruism; "niceness"

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#### Social Intelligence

Emotional intelligence; aware of the motives/feelings of self/others; knowing what makes other people tick

### JUSTICE

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#### Teamwork

Citizenship; social responsibility; loyalty

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#### Fairness

Just; not letting feelings bias decisions about others

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#### Leadership

Organizing group activities; encouraging a group to get things done

### TEMPERANCE

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#### Forgiveness

Mercy; accepting others' shortcomings; giving people a second chance

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#### Humility

Modesty; letting one's accomplishments speak for themselves

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#### Prudence

Careful; cautious; not taking undue risks

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#### Self-Regulation

Self-control; disciplined; managing impulses & emotions

### TRANSCENDENCE

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#### Appreciation of Beauty and Excellence

Awe; wonder; elevation

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#### Gratitude

Thankful for the good; expressing thanks; feeling blessed

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#### Hope

Optimism; future-mindedness; future orientation

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#### Humor

Playfulness; bringing smiles to others; lighthearted

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#### Spirituality

Religiousness; faith; purpose; meaning

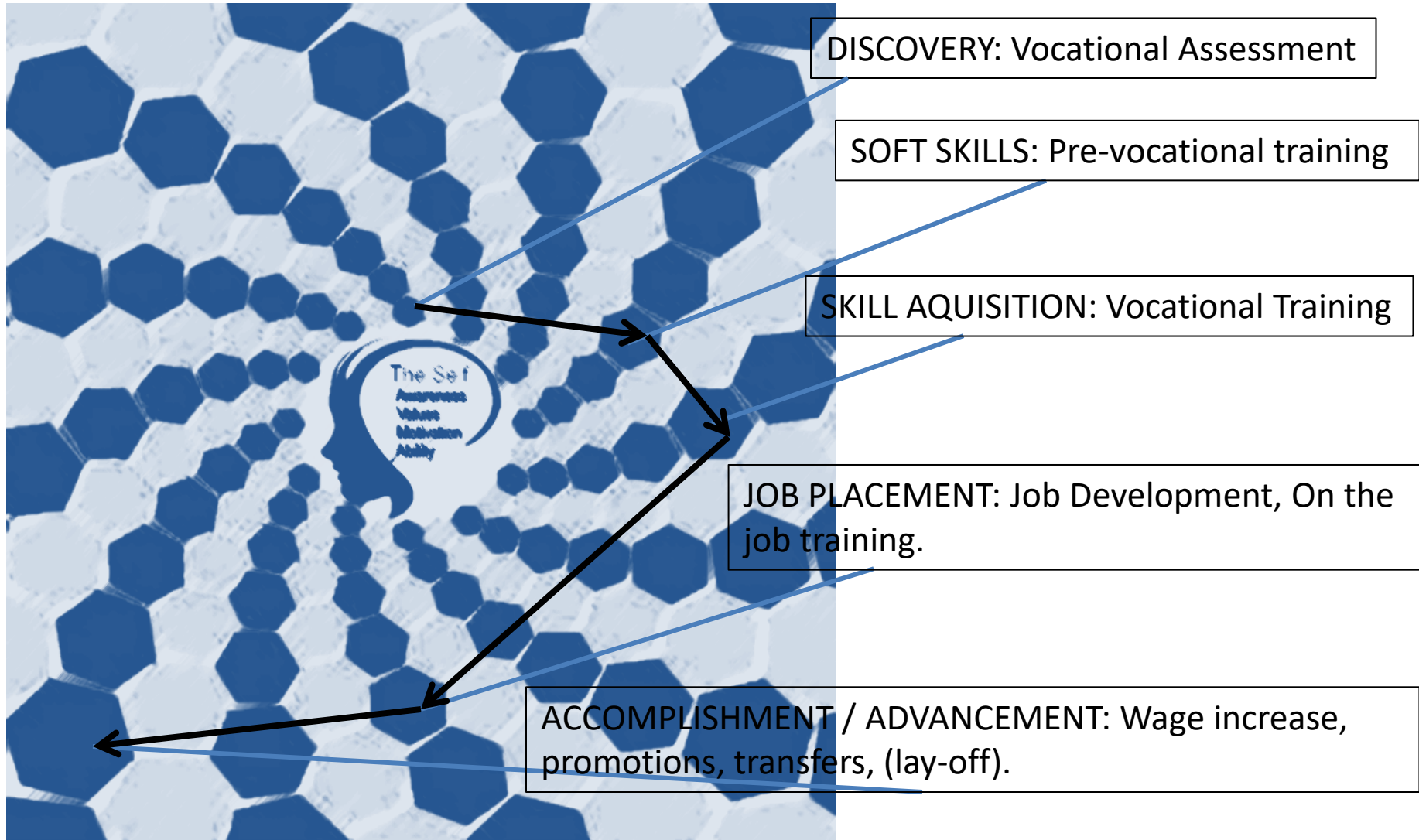


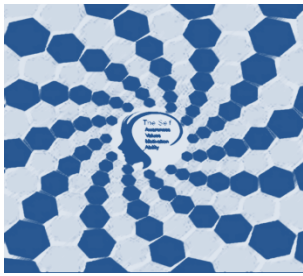
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CHARACTER

{where the world finds strength}

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- Includes a process of DISCOVERY, SOFT SKILLS , SKILL ACQUISITION, JOB PLACEMENT, ACCOMPLISHMENT, ADVANCEMENT





- Includes a process of DISCOVERY, SOFT SKILLS, SKILL ACQUISITION, JOB PLACEMENT, ACCOMPLISHMENT, ADVANCEMENT

DISCOVERY: Vocational Assessment

*An adult who has a tendency to wear the same shirt and coat every day.*

SOFT SKILLS: Pre-vocational training

*A young lady who wants to work at a clothing store.*

SKILL ACQUISITION: Vocational Training

*A young lady who wants to be a fashion designer.*

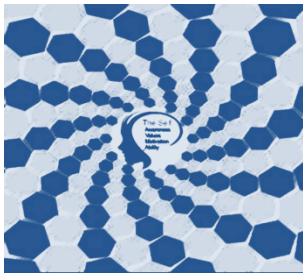
JOB PLACEMENT: Job Development,  
On the job training.

*A 45 year old who has worked at Safeway as a courtesy clerk for 12 years.*

ACCOMPLISHMENT / ADVANCEMENT:  
Wage increase,  
promotions, transfers, (lay-off).

*16 year old student who is worried about to the prom and doesn't know what to do for a job.*





- Includes a process of DISCOVERY, SOFT SKILLS, SKILL ACQUISITION, JOB PLACEMENT, ACCOMPLISHMENT, ADVANCEMENT

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# Employment First: Employment First Policy

addresses the employment needs of persons with developmental disabilities. Through Regional Center Work Services Program, work and community integration opportunities are a primary focus. These programs are available to persons who are Regional Center clients and include collaboration with the Department of Education, and the Department of Rehabilitation. For those without cases open at Regional Center, Education and Department of Rehabilitation Services may be available.

## *Work Incentive Opportunity Act*

### Education:

- Post Secondary / Diploma
- Transition into Adult Services
- Workability
- On the Job Training
- Community College / Degree
- Adult Education
- Volunteerism
- Day and Employment Vendor Network

### Regional Center:

- Transition into Adult Services
- Day and Employment Vendor Network
  - Customized Employment
  - Job Carving
  - Volunteerism
- Tailored Day Service / Independent Living Services
- Works Services Program:
  - Competitive Integrated Employment Incentives, Paid Internships
- Long term funding of Supported Employment

### Department of Rehabilitation:

- Student Services Rehab (WIOA)
- Workability
- Funding:
  - Assessment
  - Job development
  - Job placement and training
  - Tools, uniform, equipment.
- Supported Employment

What type and level of direct and indirect support is needed to succeed.

← Cross-Collaboration →



# Requires understanding of the VOCATIONAL TRAINING MARKET and JOB MARKET

## Regional Center: Day and Employment Vendor Network

### ← Cross-Collaboration →

#### Day and Employment Programs

Day programs are community-based programs for individuals served by a regional center.

Types of services available through a day program include:

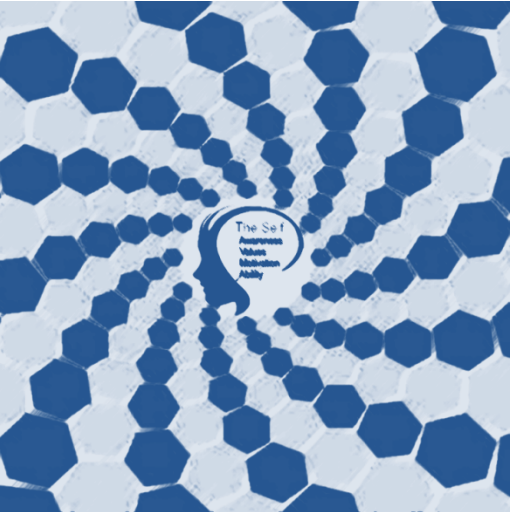
- Developing and maintaining self-help and self-care skills.
- Developing the ability to interact with others, making one's needs known and responding to instructions.
- Developing self-advocacy and employment skills.
- Developing community integration skills such as accessing community services.
- Behavior management to help improve behaviors.
- Developing social and recreational skills.
- Developing Community Integrated Employment opportunities, including customized employment.

There are many different types of day programs, **including Tailored Day Services**, that provide a diverse range of opportunities for persons with developmental disabilities.

#### Supported Employment Programs

Supported Employment (SE) services through the Department of Rehabilitation (DOR) and regional centers can be provided through the vocational rehabilitation program. SE services are aimed at finding competitive work in a *community integrated work setting* for persons with severe disabilities who need ongoing support services to learn and perform the work. SE placements can be individual placements, ~~or group placements (called enclaves), or work crews, such as landscaping crews.~~ Support is usually provided by a job coach who meets regularly with the individual on the job to help him or her learn the necessary skills and behaviors to work independently. As the individual gains mastery of the job, the support services are gradually phased out.

The DOR is the main vocational rehabilitation program SE service provider for adults with developmental disabilities. The regional center may be able to help individuals served get a job by funding.



# Requires understanding of the VOCATIONAL TRAINING MARKET and JOB MARKET

## Work Definitions

### Employee and Employer:

Traditional employment model:

- Hired

- Clock in / clock out

- Paid minimum or above minimum wage by the hour.

- ~~Subminimum wage~~

- Employment at Will

Funding and services arranged through Supported Employment Models, Self Determination.

### Invoice Based Products and Services /Customized Employment / Enterprise Model

Non-traditional employment model:

- Production and Sale of a Service or Product

- Fee for services / invoice

- A business requiring

  - Marketing

  - Sales

  - Customer service

  - Billing

  - Bookkeeping

- Gig work

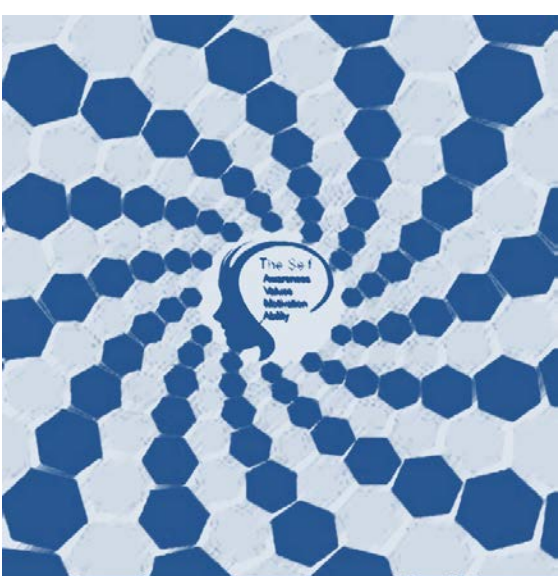
- Artists

- Online enterprising

Funding and services arranged through Day and Employment Model (?) through other Regional Center Work Service arrangements.

Informal Supports (family, friends), Self Determination,





Enables a person to be INCLUDED and CONTRIBUTE in the community, lead fuller lives, achieve DREAMS.

## Financial Planning

### **Benefits Management:**

- Impact on Supplemental Security Income SSI, SSA (SSDI), and dual benefits.
- How much income can be earned?
- Reporting income to SSA.
- PASS Plans, Work Expenses
- WIPPA
- Continuation of Medi-Cal, and Medi-Care
- Disability101
- The Redbook?
- Overpayments and appeal rights.
- Full-time vs. part-time work

### **Asset Building**

- Special Needs Trusts
- CalAble

An ABLE account is a financial account that can help you:

Build assets in an account that has tax advantages. Your investments in an ABLE account won't be taxed, so your wealth will grow faster.

Use your savings on many types of expenses. There are rules about spending the money in your ABLE account, but there's also a lot of flexibility.

Save without losing benefits up to \$100,000 in your ABLE account and keep getting SSI benefits, as long as you meet all other SSI rules.

The bottom line: An ABLE account means that you can save up money without losing your benefits. It also lets family and friends give money without affecting your benefits.



Is ONGOING

## Other Considerations

### **Program Considerations:**

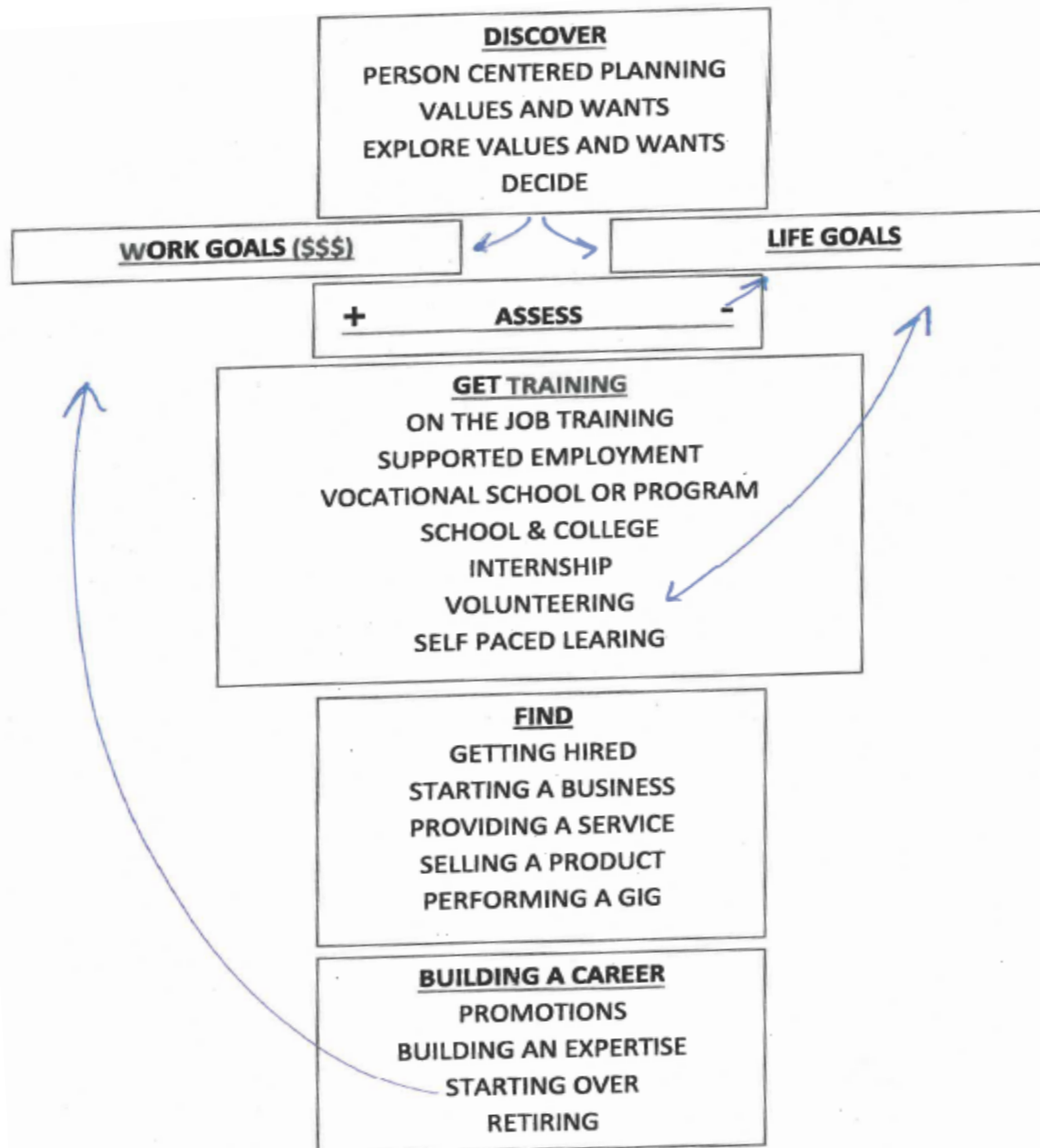
- Services offered.
- Program's philosophy.
- Policies and procedures alignment with philosophy.
- Ability and openness toward training and arranging individuals most desired employment, career, volunteer or day service options. Matching skill building with career advancement.
- Effectiveness of assessment tools.
- Availability of tailored day services.
- Willingness to work with self determined services.
- Program offers meaningful activities that have practical or career value.
- Training leading to jobs in a timely manner?
- Quality of staff.
- Flexibility.
- Person Centeredness.
- Training methodology and documentation.
- Provision of direct and faded support.
- Hard and soft skill training.
- Program expansion or contraction.
- Source and stability of funding.
- Status of program licensure, CARF accreditation, and other QA compliance standards.
- Area served.
- Waiting lists.
- Fair and active intake, planning and complaint procedures.

### **Program Considerations Cont.**

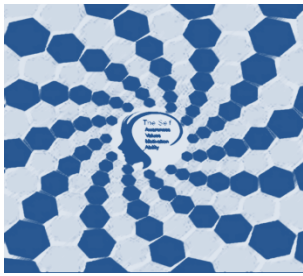
- Opportunities for volunteers, informal supports.
- Stability, in-house training, and turn over of staff and management.
- Program collaboration with community partners.
- Staff and managements qualifications (staff education, background, and rate of turnover).
- Length of time to develop and arrange job placement.
- Accuracy of Job Match
- Ease of communication with staff and management.
- Contingency planning and dealing with layoffs and termination.

### **Generic Services:**

- Are supports available?
- Can informal supports be arranged?
- The service's willingness to work with individual? With individual's support.
- Can the service provide accommodations to meet needs of the person?
- What are the potentials for job placement / retention after receipt of services.



**ASK FOR HELP TO PUT PLAN INTO ACTION**



- **Vocations and Avocations and example**

*A young lady who wants to be a fashion designer.*

**SKILL AQUISITION:**

- Independent Living?
- Open case at Regional Center
- Write IPP
- Assign Job Development
- Find a fashion design program
  - Vocational Training Program
  - Informal Group of Fashionistas
- Enroll in Vocational Training Program, join group
- Provide support at program or with group.

*A young lady who wants to work at a clothing store.*

**JOB PLACEMENT:** Job Development,  
On the job training.

**Supported Employment:**

- Open case at Regional Center
- Open case at DOR
- Write IPP and IWRP
- Assign Job Development
- Arrange SARC internship
- Place and complete paperwork
- Arrange Job Coaching
- Vendors bill the agencies

# Fashion Design Program

## Fashion Design

[Home](#)

[Courses](#)

[Degrees](#)

[General Information](#)

[Careers](#)

[Fashion Show](#)

### General Information

The Fashion Design Program at West Valley College is a professional, effective training program that prepares students for an exciting career in the fashion industry.



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