



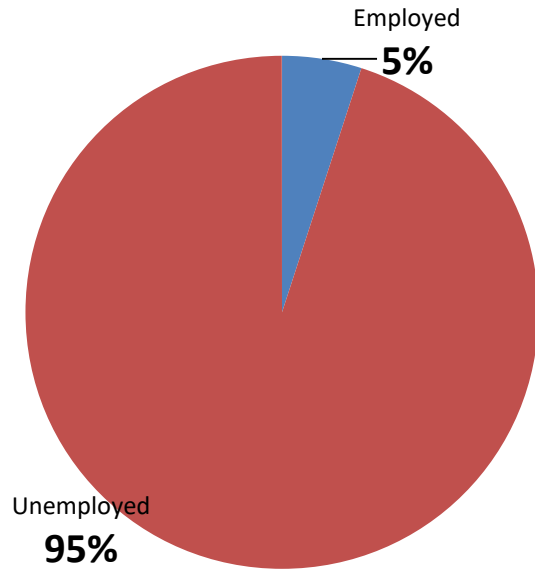
FRIENDS OF CHILDREN WITH SPECIAL NEEDS

SUPPORTED EMPLOYMENT PROGRAM

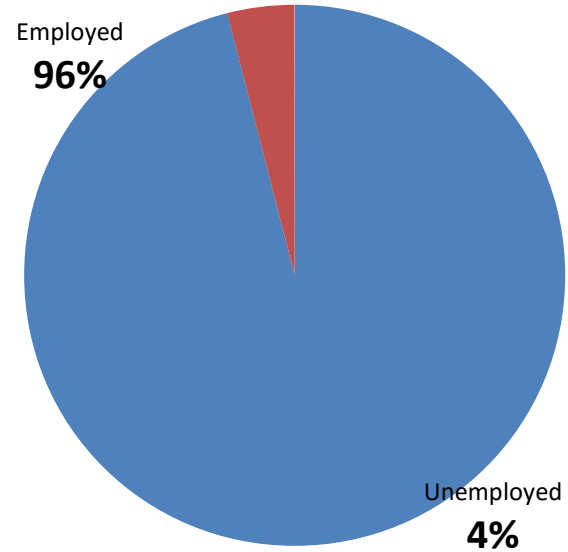
By: Claire Martha Go (SEP Program Manager)

EMPLOYMENT STATISTICS

Individuals with Disabilities



Individuals without Disabilities



WHAT IS SUPPORTED EMPLOYMENT PROGRAM?

Supported Employment Program (SEP) is aimed at finding and retaining *competitive work* in a *community integrated work setting* for persons with developmental disabilities who need ongoing support services to learn and perform the work.



FCSN SUPPORTED EMPLOYMENT SERVICES



- FCSN SEP was vendorized by RCEB and SARC. Certified by Dept of Rehabilitation in.
- FCSN believes that people with special needs have the potential to be productive and valuable members of the workforce given the right supports
- FCSN will provide intensive training throughout the client's employment.
- FCSN SEP assists clients with successful job retention and retraining.

FUNDING AGENCIES

Department of Rehabilitation (DOR)

- ✓ Initial Job Coaching (first 100% job coaching, then gradually reduce to 20-30% within 6 months)
- ✓ Case is transferred to regional center once job stability is established
- ✓ Case can be reopened with DOR if client's employment is changed or terminated.

Regional Centers

Ongoing 20%-30% job coaching funding for client's employment retention.

- (Free of charge to clients and employers for FCSN SEP)



6- STEPS TO SUCCESSFUL EMPLOYMENT

1. Person-Centered Career Planning
2. Pre-placement/Employment Preparation
3. Job Search
4. Job Placement
5. Job Coaching
6. Job Retention



1. PERSON-CENTERED CAREER PLANNING

- FCSN work with clients and their circle of support to identify client's vocational interest, relevant skills, employment barriers and career goals.
- Evaluate training and support needed
- Determine the need for adaptive equipment or technology
- A Person-Centered Plan is developed for client's employment success.



1
Career
Planning

2. PRE-EMPLOYMENT PREPARATION

- Specific Job-Skill Training (receptionist, customer service, retail, grocery, and more....)
- Mobility Training
- Job Club (Resume Development, Interviewing techniques. Work Ethics, Soft Skills, Expected Work Behavior, Safety....)
- Job Applications
- Interview Process



3. JOB SEARCH/DEVELOPMENT

- Job development begins after the DOR has determined the client's eligibility for Supported Employment Services and authorizes FCSN to be the service provider
- FCSN SEP searches for competitive employment based on Client's Person-Centered Plan.
- We assist with job applications, interview and advocate for clients to job employers.



4. JOB PLACEMENT

- FCSN SEP has partnered and is continuing to find partnership with major retailers, local businesses, parents and community resources to broaden employment opportunities.
- Assist clients with orientation
- Ensure client is familiar and efficient to meet job requirements

FCSN SEP has placed 12 clients successfully.



4
Job
Placement

5. JOB COACHING

- Once hired, FCSN SEP will:
 - Provide 100% Job Coaching Services until task familiarity is established
 - Conduct task analysis for job requirements
 - Help build positive work relationships
 - Advocate on client's behalf to resolve work issues
 - Job coaching is reduced to 20-30% once stable



6. JOB RETENTION

- FCSN SEP will provide job coaching support for the entire duration of employment
- Job coaching hours can increase depending on the support needed
- Offer Advocacy, intervention and support for clients to resolve problems affecting client's work
- Train clients for adaptive functional and social skills necessary to ensure job adjustment and retention

Services and supports following a job loss



PAID INTERNSHIP PROGRAM (PIP)

- Encourages and promotes CIE (Competitive Integrated Employment)
- Increases the vocational skills of client
- Allows acquisition of experience and skills
- Can lead to paid employment
- No minimum / maximum hour requirement



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TAILORED DAY SERVICES (TDS)

- Maximizes client's individualized choices and needs
- Provides opportunities for increased integration and inclusion
- Furthers opportunities for clients to develop and/or maintain employment
- Supports clients to pursue further education
- 6 hours/week



EMPLOYMENT TYPES

Data Entry

Clerical

Food Service

Food Prep

Janitorial

Receptionist

Retail

Grocery Stores

Landscaping

Entrepreneurship

And more.....

EMPLOYER PARTNERSHIPS



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NEED YOUR HELP TO SUPPORT FCSN'S SEP

Provide connections w/ personal business, local stores, chain stores, government employment, entrepreneurship... so we can broaden clients' job opportunities.

Hire! Hire! Hire!

Spread the word

Support our partners

Refer hardworking and trust-worthy Job Coaches to us



REPORTING EARNED INCOME TO SSI

Who- Payee or client. **NOT job coach**

When- by the 10th of the next month

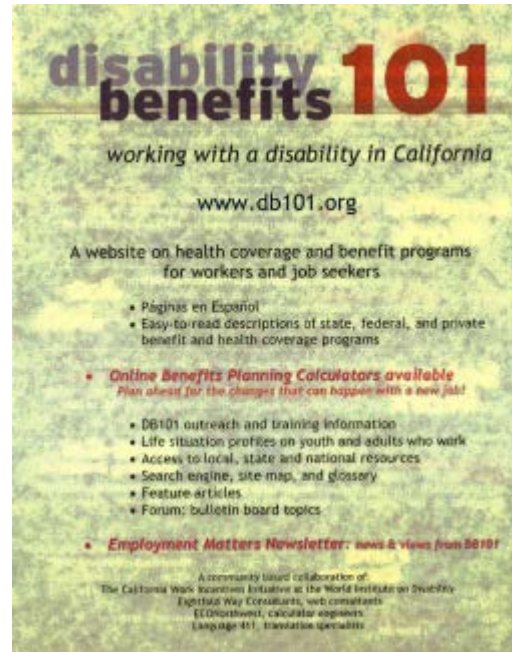
What- Pay stubs (for the month) or other life changes

How- Submit to social security in person; online reporting ; or regular mail (not recommended)

MEDI-CAL ELIGIBILITY

- Can continue Medi-Cal benefits even if SSI benefits discontinued (\$0- SSI) due to earned income
- Max. gross earned income per year- \$36,738 to stay eligible for Medi-Cal

FOR MORE INFORMATION: WWW.DB101.ORG



disability benefits 101
working with a disability in California

www.db101.org

A website on health coverage and benefit programs
for workers and job seekers

- Páginas en Español
- Easy-to-read descriptions of state, federal, and private benefit and health coverage programs
- **Online Benefits Planning Calculators available**
Plan ahead for the changes that can happen with a new job!
 - DB101 outreach and training information
 - Life situation profiles on youth and adults who work
 - Access to local, state and national resources
 - Search engine, site map, and glossary
 - Feature articles
 - Forum/ bulletin board topics
- **Employment Matters Newsletter: news & views from S&SB!**

A community based collaboration of:
The California Work Incentives Initiative at the World Institute on Disability
Egghold Way Consultants, web consultants
EEDNorthwest, calculator engineers
Language 411, translation specialists

CONTACT

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