Employment and Community Life

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EMPLOYMENT AND COMMUNITY LIFE ENGAGEMENT PROJECT MANAGER
OHIO DEPARTMENT OF DEVELOPMENTAL DISABILITIES
Ohio’s Priorities

- Person-Centered Planning
- Community Membership
- Community Employment
Your Circumstances Don’t Determine your Outcome or your Potential for Greatness

The potential for greatness is inside of all of us...

NIKE – Find Your Greatness
Governor John Kasich launched the Ohio Employment First when he signed the Executive Order "Community Employment is the First and Preferred Option for All People with Developmental Disabilities"
Employment FIRST *not* Employment ONLY

Employment First is a *philosophy* - NOT a program, plan or service

Community employment is the priority service and preferred outcome for working-age adults

All people with disabilities are *presumed capable* of community employment
Mike’s Story

Mike talks about his love of basketball, and how his coaching career is a huge part of his life. During the day, he works downtown at an architecture firm, but Mike spends most of his time thinking about his favorite sport, and where he will be going next in his career as a coach.
Community Life Engagement

Ensure that services and supports are available to help people:

- ✓ Understand options and opportunities
- ✓ Discover ways to contribute
- ✓ Connect and participate meaningfully in their communities
Community Life Engagement is:

- More than being physically located in the community
- More than a schedule of activities to fill someone’s day
- More than simply fun and/or recreational activities

- Involves active participation and membership
- Connection with other people
- Having a valued role
- Making a contribution
Elements of Community Life Engagement

- People are empowered to decide and control their future
- Stresses what people **can do** rather than can’t do
- Places an emphasis on experiences
- All people can learn and contribute to their community
- Supports people to follow their own interests
- Success looks different for everyone
Sonya’s Story

*Sonya* talks about her experiences volunteering and creating connections out in her community through The Community Experience Program with Goodwill Columbus
Ohio Employment First Taskforce
Transition Vision Plan

State of Ohio Transition Vision Core Principles

- Community employment is the expectation for all youth
- Transition planning for youth requires multi-agency collaboration
- Early conversation with youth and families is critical
- There are multiple pathways to community employment
- Person-centered planning is key to the development of effective services and supports for transition-age youth
Ohio Employment First Transition Framework Non-Negotiable Foundational Elements:

- Agency Neutral
- Person Centered
- Outcome Focused
Create a Team to Walk the Path

The **YOUTH** is the **MOST IMPORTANT** member of their team

Who else can help?

People who are important to them in their life:

- Family Members, Friends, other Advocates
- Community Members/Connections
- Educators
- Vocational Rehabilitation Counselors
- Service and Support Administrators
- Employment Professionals
Agency Neutral

As agencies come together to collaborate, activity should occur in a manner where all involved see value for the youth and no single agency policies or procedures are considered the priority.
Agency Neutral

Coordination of supports from various systems and resources

ALL TEAM MEMBERS:
• Understand person’s outcomes
• Have high expectations for successful actions
• Work together to provide support
• Responsive to changing needs and desires
• Aware of timeframes for completing actions
Discover More about the Youth to Guide the Path

- Use formal and informal methods to discover the youth’s preferences, interests, skills, and needs

- Decide what types of activities will help the team discover valuable information to plan and achieve successful adult outcomes

- Develop youth self-determination, self-advocacy and independence skills

- Think outside of the box!
Person-Centered Planning discovers a person’s:

- Unique strengths
- Interests
- Abilities
- Preferences
- Available resources
- Support Strategies
- Desired outcomes
Outcome-Focused Planning

Where is the youth going?

Where is the youth today?

What steps can the youth and the team take to help close that gap?
Outcome-Focused

- The common focus of the collaborative efforts are the meaningful adult life outcomes

- Actions and supports helps the youth move towards his/her desired outcomes

- Results/progress are seen from the activities, supports and/or services implemented
If you don't know where you are going, you'll end up someplace else.

-Yogi Berra
Identify Services, Supports and Activities to Build the Path

• Discovering HOW the youth can begin to work on achieving meaningful outcomes for adult life and WHO can support him/her

• Coordination of supports from various resources, supports and systems. The possibilities are endless!

*In order to support a path to an inclusive, quality, community life, supports for individuals and families should ideally be a combination and partnership of:
  • Personal strengths and assets of the individual and family
  • Relationship-based supports
  • Technology
  • Community resources
  • Eligibility-based supports

*See Charting the LifeCourse tools
RESOURCES

- Ohio Employment First
- Job Seekers Guide
- Ohio Means Jobs
- Charting the LifeCourse
- Ohio Self Determination Association
- DB101
- Ohio Department of Developmental Disabilities
Governor John Kasich speaks about Employment First:

“...We want people who are disabled to have a full place in our society and our Employment First is giving people a lot of opportunity to get jobs...”

- Governor John Kasich

http://www.ohioemploymentfirst.org

The Job Seekers Guide will help you learn how to get a job and will give you some tools that will help along the way.

Learn

- 8 Modules to help you through the path to community employment
- Step-by-step instructions

Tools

- 22 tools that will help you find your path to community employment
- Download and use them many times
- Step-by-step instructions

http://jobguide.ohioemploymentfirst.org/
OSDA creates change that empowers people with disabilities and their families to direct their lives!

Ohio Self Determination Association

http://www.osdaohio.org/
Disability Benefits 101 gives you tools and information on health coverage, benefits, and employment. You can plan ahead and learn how work and benefits go together.

**Supplemental Security Income (SSI)**
SSI gives cash benefits to people with disabilities and seniors who have low income and low resources. More >

**Social Security Disability Insurance (SSDI)**
SSDI gives cash benefits to people who worked and paid Social Security taxes before their disabilities limited their ability to work. More >

**How Health Benefits Work**

**Calculators**

**Benefits and Work Calculator**
What will happen to your income, benefits, and health coverage if you go to work? You can use the Benefits and Work Calculator to find out how a job may affect your total income and your health coverage. More >

**School and Work Calculator**

[https://oh.db101.org/](https://oh.db101.org/)
About Charting the LifeCourse

The Charting the LifeCourse framework was originally developed by families for families. The staff and stakeholders of Missouri Family to Family, developed the framework. Missouri Family to Family is housed within Missouri’s University Center for Excellence in Developmental Disabilities (UCEDD) Education, Research and Services at the University of Missouri-Kansas City Institute for Human Development. This framework is based on the findings of the Wingspread Report, which was a collaborative effort between the U.S. Department of Health and Human Services, Administration on Developmental Disabilities (ADD), a diverse national planning committee of supporting the family stakeholders, and the Johnson Foundation at Wingspread.

In 2012, The National Association of Directors of Developmental Disabilities Services (NASDDS) developed a National Community of Practice (CoP) around how we support families of individuals with intellectual or developmental disabilities. (I/DD) NASDDS has now expanded the CoP into 11 additional states. Ohio joins the 17 states of the National CoP in a multi-year effort to develop systems of support for families across the lifespan of their family member with I/DD.

Missouri has been the demonstration state for the Community of Practice (CoP) for Supporting Families of Individuals with IDD. Currently, each state forms a team that is facilitated jointly by the state Agency on IDD and the state Council on Developmental Disabilities with additional membership from self-advocacy and family organizations, university, education, aging and other organizations with a vested interest in supporting families.

The Missouri CoP team formed the Missouri LifeCourse Tools & Practice Workgroup to develop new Charting the LifeCourse tools as needed. They also coach professionals who are using the tools, work to improve tools based on feedback, and provide guidance to organizations on implementation of the framework.

https://www.frnnohio.org/about-lifecourse/
Charting the LifeCourse: Daily Life & Employment Guide

September 2015

This 20-page guide is meant to help transition age youth and families figure out what daily life is going to look like after high school ends. It includes activities and resources to begin to think about jobs, careers, or continuing education in adult life.

https://www.lifecoursetools.com/learning-materials/
Questions?

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