

Employment and Community Life

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OHIO DEPARTMENT OF DEVELOPMENTAL DISABILITIES



Department of
Developmental Disabilities

Ohio's Priorities



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](#)

Employment First in Ohio



March 19, 2012

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

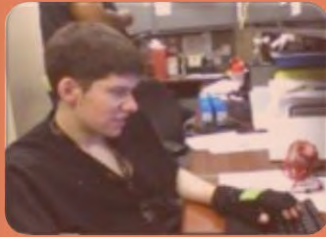
State of Ohio Transition Vision Core Principles

- 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

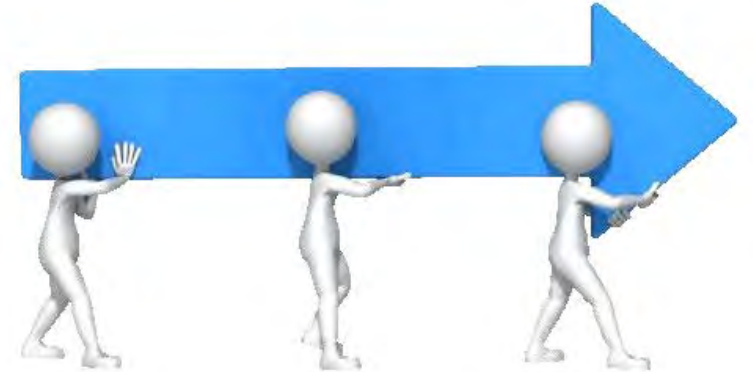


Agency Neutral

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

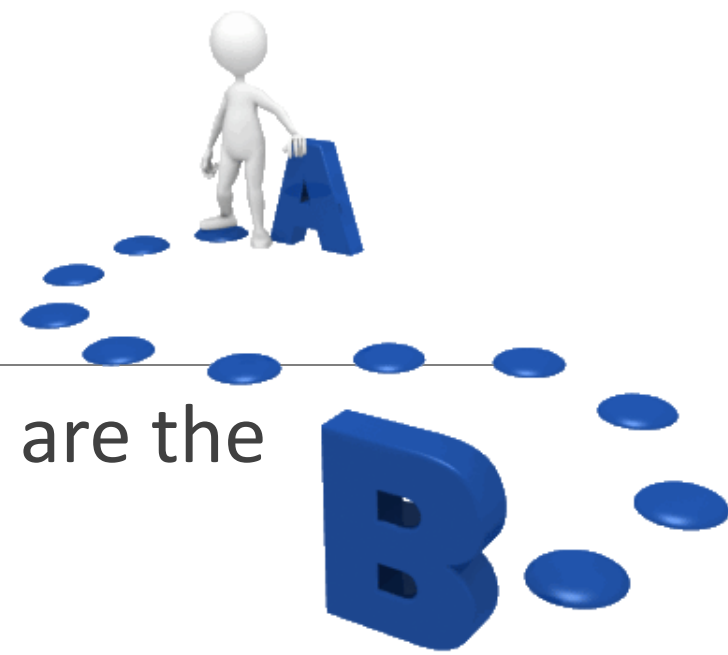
Where is the youth going?

Where is the youth today?

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



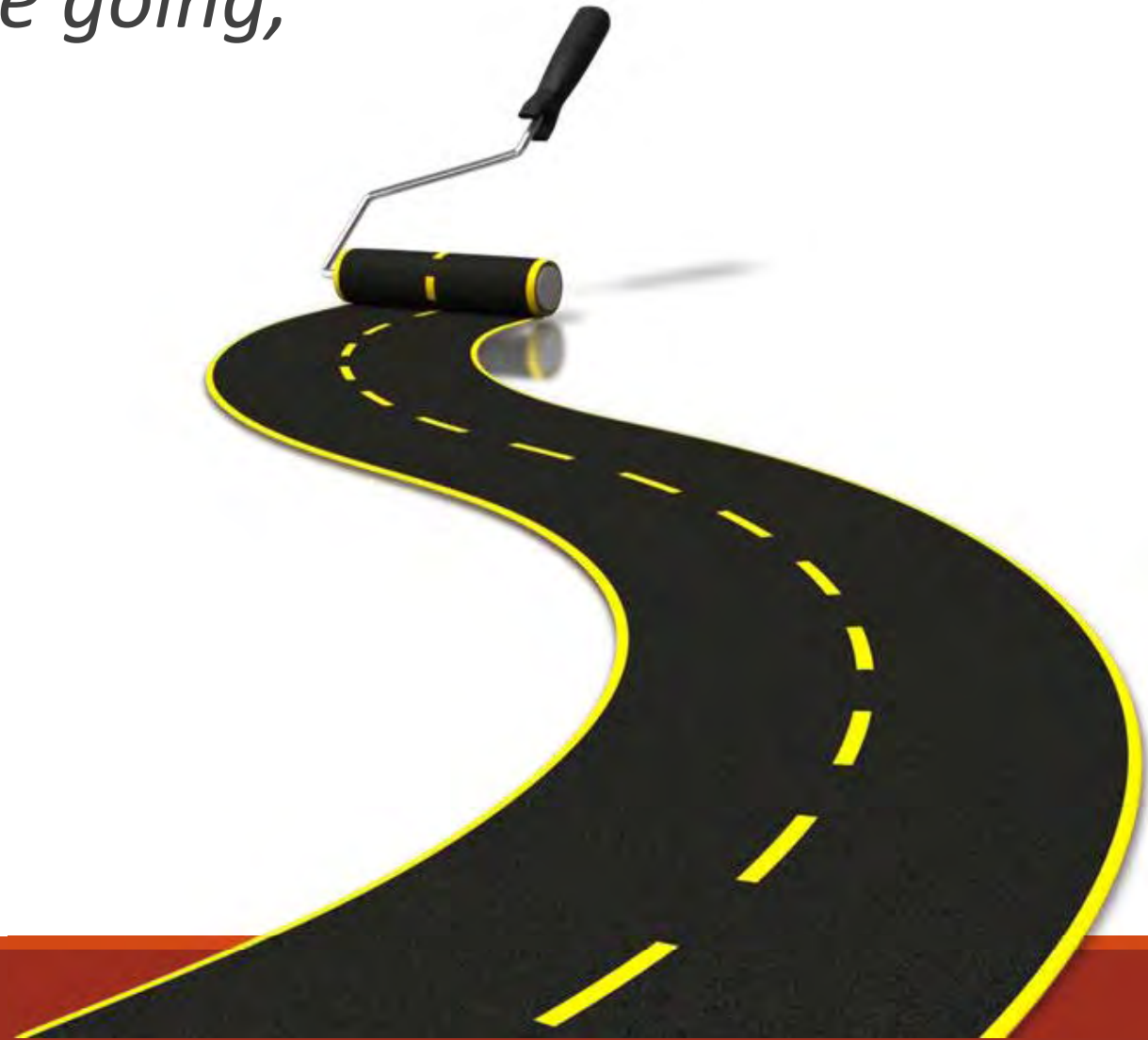
Outcome-Focused



- 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



Transition Planning

Supported Employment Web Course

Provider Support

 Job Seekers Guide

 LOOP OHIO

Partnership with  Opportunities for Ohioans with Disabilities

Request a Speaker

Request Materials

Submit Your Event

Join Our Mailing List



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

 Watch Video



WIOA Section 511 Employment First Taskforce Joint Guidance

[Employment First Taskforce Joint Guidance \(PDF\)](#)

[WIOA Section 511 Easy Read \(PDF\)](#)

Section 511 of the federal Workforce Innovation and Opportunity Act (WIOA) applies to youth 24 years old or younger and is intended to ensure youth with disabilities have every opportunity to pursue competitive, integrated employment.

Section 511 outlines a series of steps to be completed prior to payment of subminimum wage. This provision of the Act became effective on July 22, 2016.

It is understandable that these changes have prompted many questions about how this new process will be completed and documented. The Employment First Taskforce agencies, including Opportunities for Ohioans with Disabilities (OOD), and the Ohio Department of Developmental Disabilities, understand their systems play a role in providing supports and services that

Event Calendar

NOV 27 Supporting Employment + Community Life Engagement Using Trauma Responsive Approaches
10:00 am - 12:00 pm EST
Fairfield, OH
[Details](#) | [Website](#) | [Email](#)

DEC 7 Career Discovery Best Practice Round Table
10:00 am - 11:30 am EST
Fairfield, OH
[Details](#) | [Website](#) | [Email](#)

[View more events](#)

A How-To-Guide to Community Employment for Job Seekers and Families.

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

Individuals

GET STARTED



Click on me to see a video to learn more about OhioMeansJobs

Employers

GET STARTED

Search Jobs

GET STARTED



IN-DEMAND CAREERS



K-12 STUDENTS



ONLINE TRAINING



EMPLOYMENT PROGRAMS



VETERANS



EVENTS



CAREER PATHWAYS



BUDGET CALCULATOR



OCCUPATIONAL SEARCH



CAREER PROFILE



BACKPACK



OHIO MEANS JOBS CENTERS

HOME ▾

ABOUT OSDA ▾

PROJECT STIR ▾

ADVOCACY



RESOURCES ▾

JOIN OSDA

CONTACT US

OSDA creates change that empowers people with disabilities and their families to direct their lives!

VIEW BROCHURE

Ohio Self Determination Association

<http://www.osdaohio.org/>



Search

<https://oh.db101.org/>

Home

Calculators

Glossary

Working With a Disability

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.



Get Expert Help

SSI and SSDI +

How Work Affects SSI and SSDI +

Medicaid +

Medicare +

Work Preparation +

Other Benefits +

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



www.dodd.ohio.gov

Family Connection



Upcoming Events

Ohio's Community of Practice	April 4
#FamilyTalk	April 8
Family Advisory Council	March 27

Family Connection

News for Families



Director Davis Gives State Budget Testimony

On March 20, DODD Director Jeff Davis gave testimony to members of the Ohio House of Representatives' Finance Committee about Governor Mike DeWine's proposed state biennial budget for fiscal years 2020 and 2021. [Read more.](#)

Also in March's Family Connection

Get Connected on Facebook; Employment First Turns 7; Watch National CoP in Your Area. [Read more.](#)

Family Advisory Council

Family Advisory Council (FAC) meetings take place quarterly and are open to everyone. The Family Advisory Council provides a forum for DODD to hear directly from family members about the issues that impact their lives, and provides the opportunity to learn more about the department's current initiatives from executive staff.

Be sure to [subscribe to Family Connection](#) for the latest family-centered news and FAC updates.



CHARTING THE LIFECOURSE

- > Framework & Principles
- > Charting the LifeCourse
- > Charting the LifeCourse Tools
- > Request Training
- > Community of Practice
- > Testimonials

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 (NASDDDS) developed a National Community of Practice (CoP) around how we support families of individuals with intellectual or developmental disabilities. (I/DD) NASDDDS 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 I/DD. 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.

CHARTING the LifeCourse™

LIFECOURSE PRINCIPLES

LIFECOURSE RESOURCES ▾

LIFECOURSE IN ACTION ▾

TRAINING ▾

CONNECT ▾

ABOUT ▾

SHOWCASE

ACCOUNT



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.

↓ Download

<https://www.lifecoursetools.com/learning-materials/>

Questions?

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