

Employment First

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Presentation Outline

- History of Employment First in Oregon
- Employment First successes
- Employment Services
- Job Coaching
- Local Employment Partnerships

History and Overview of Employment First in Oregon

- DHS Employment First policy: integrated employment is the highest priority in planning employment services for people with intellectual and developmental disabilities (I/DD).
- Partners: DHS Office of Developmental Disabilities Services, Vocational Rehabilitation, Oregon Department of Education
- Governor's Executive Order 15-01 and Lane vs. Brown Settlement requires DHS and the Department of Education to improve job outcomes for individuals with I/DD.



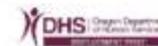
Employment First is about opportunity.

The opportunity for people to:

- Explore career paths;
- Fully use their talents and skills;
- Work and advance in jobs/careers;
- Participate in and contribute to their community, like everyone else;
- Increase social connections;
- Become more financially independent;
- Improve quality of life.

Promoting community jobs for people with intellectual and developmental disabilities

IWorkWeSucceed.org



Employment First Accomplishments

- According to data from the State of Oregon Department of Human Services, 1,111 people with I/DD were working in community jobs with supports in March 2017. This is a 32 percent increase from the previous year.
- VR assisted 700 people with I/DD to get community jobs in 2016-2017, a 24 percent increase from the previous year.
- Oregon - highest number of Certified Employment Support Professionals in the country;



Griffin is a transition-age student who obtained his first paid job at Metro West Ambulance in Hillsboro. Griffin experiences autism and uses assistive technology to communicate.

Employment Success

- Expect Me to Succeed, I Will!
- <https://www.youtube.com/watch?v=tirlcglHeX4>
- https://www.youtube.com/watch?v=fwNnf_ztnyQ
- Washington County HHS-Developmental Disabilities employment efforts
- Project SEARCH –Kaiser Westside Medical Center partnership

Employment Services in Oregon

Employment Services available to individuals with I/DD:

- ✓ Discovery
 - ✓ Job Development
 - ✓ Job Coaching
 - ✓ Employment Path Community
- Individuals can select services from the provider of their choice
 - Creates a real marketplace that clearly puts individuals with I/DD in the role of “customer.”

Supported Employment Services For Individuals Experiencing Intellectual and Developmental Disabilities (I/DD)

"I would like a job in the community, what services are available?"

- JOB DEVELOPMENT**
A Job Developer visits with potential employers, helps with the application and interview, and identifies or creates positions in the workplace.
- JOB COACHING**
A Job Coach can support a person who is learning the new tasks of a job, and transitioning to a new environment. It might also include support to advance towards career goals.
- Small Group Supported Employment**
Small Group Supported Employment Services support a person to develop skills to achieve an individual job in the community.
- Discovery**
A person-centered planning process to find a job that matches a person's interests and strengths.
- Employment Path Services**
A time-limited service that supports a person to gain work experience and develop skills.

Want to learn more about these supported employment services?

The Office of Developmental Disability Services (ODDS) has created a list of resources to explain what is available to you. Visit the links below to learn more!

Learn more at www.IWorkWeSucceed.org

What is Job Coaching?

Job coaches specialize in assisting people with disabilities learn and accurately carry out job duties. Job coaches provide training tailored to the needs of the employee.

The goal is for the job coach to work with the employee until they are self-sufficient and can rely on “natural supports” from coworkers.

- Job coaching is also called “Supported Employment.”
- Job coaches are employed by provider agencies, or can be independent Personal Support Worker job coaches.



Ed (left) is the job coach for Jamal, who works in Coos Bay at South Coast Hospice and Palliative Care.

Job Coaching continued

Job coaches also can:

- ✓ Help build relationships with coworkers and managers
- ✓ Support the employee to get needed job accommodations or adaptations

Even after a job coach service has faded, if the job duties change or an issue arises, a job coach can be brought back in to support the person.



Debbie (right) is the job coach for Logan. Logan has traumatic brain injury and memory issues. Debbie makes visual checklists each day to help Logan remember his duties at his job at AlSCO in Medford.

Local Partnerships and Outreach

- Employment First in Washington County is focused on building capacity to support more individuals seeking work
- Developmental Disabilities Program, Vocational Rehabilitation, local School Districts have a coordinated plan to support students transitioning out of school to work
- Local Chamber of Commerce businesses are supporting employment efforts
- Employment 1st media campaign- billboards, TV and radio ads, posters

Questions?

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<http://iworkwesucceed.org>

