



FROM SUPPORTED EMPLOYMENT TO CUSTOMIZED EMPLOYMENT

“On the heels of the 27th anniversary of the passage of the Americans with Disabilities Act, we should celebrate our achievements but also reflect on the fact that employment outcomes for Americans with disabilities have remained unchanged,” said Helena Berger, president and CEO of AAPD. “Working together, we can help ensure no one is left behind or unable to pursue their dream because of a disability.”

TRY ANOTHER WAY

WHAT DEFINES CUSTOMIZED EMPLOYMENT?



This document is proprietary to SourceAmerica.

FACTORS FOR EMPLOYMENT FIRST & CE SUCCESS

- Sufficient funding and training that assures success in the short & long-term
- Encouraging employers to become **full partners** in the Employment First movement beyond their willingness to hire individuals

—Michael Callahan, Marc Gold & Associates

IMPACT OF RECENT FUNDING TRENDS



ESSENTIAL ELEMENTS OF CUSTOMIZED EMPLOYMENT



An agreement on the elements that are needed in a successful CE Program:

- RSA
- ODEP
- Marc Gold
- Grffin-Hammis
- TransCen

ESSENTIAL ELEMENTS OF CE (WINTAC)

1. Negotiated job duties
2. Individualization / a job for one person
3. Minimum wage or more
4. Job developers represent job seekers
5. Qualitative no fail approach
6. Best for those who may struggle with wage jobs

ESSENTIAL ELEMENTS OF DISCOVERY

1. Includes contributions, interests, & conditions
2. Qualitative approach using interviews, observations, participation, activities
3. Sufficient time is needed (20-30 hours)
4. Results in a Descriptive Profile

ESSENTIAL ELEMENTS OF A DISCOVERY PROFILE

1. Comprehensive narrative
2. Identifies individual, living situation, family, friends
3. Life experiences
4. Foundation for customized employment plan
5. Owned and approved by job seeker
6. Descriptive notes should be included

DISCOVERY

MG&A
Marc Gold & Associates

Discovery: Finding the Direction to Facilitate Successful Employment

A process for "building strengths and resetting the *GPS*" for individuals with significant disabilities

Marc Gold & Associates® 1 400-848-8484
4000 Northway Road, Ste. 100, 200
Cedarhurst, NY 11516 (516) 417-4884

01:16

ESSENTIAL ELEMENTS OF A CUSTOMIZED PLAN

1. Job seeker should approve all aspects of meeting
2. Profile should be available to attendees
3. Job developer should attend
4. Non-paid people need to attend
5. Review interests, conditions, contributions
6. Employer list should be developed

ESSENTIAL ELEMENTS OF CE JOB DEVELOPMENT

1. Job dev should have prepared pitch
2. Avoid job openings
3. Assist employers in identifying needs
4. Develop a customized plan
5. Negotiate support plan with employer

WHAT IS

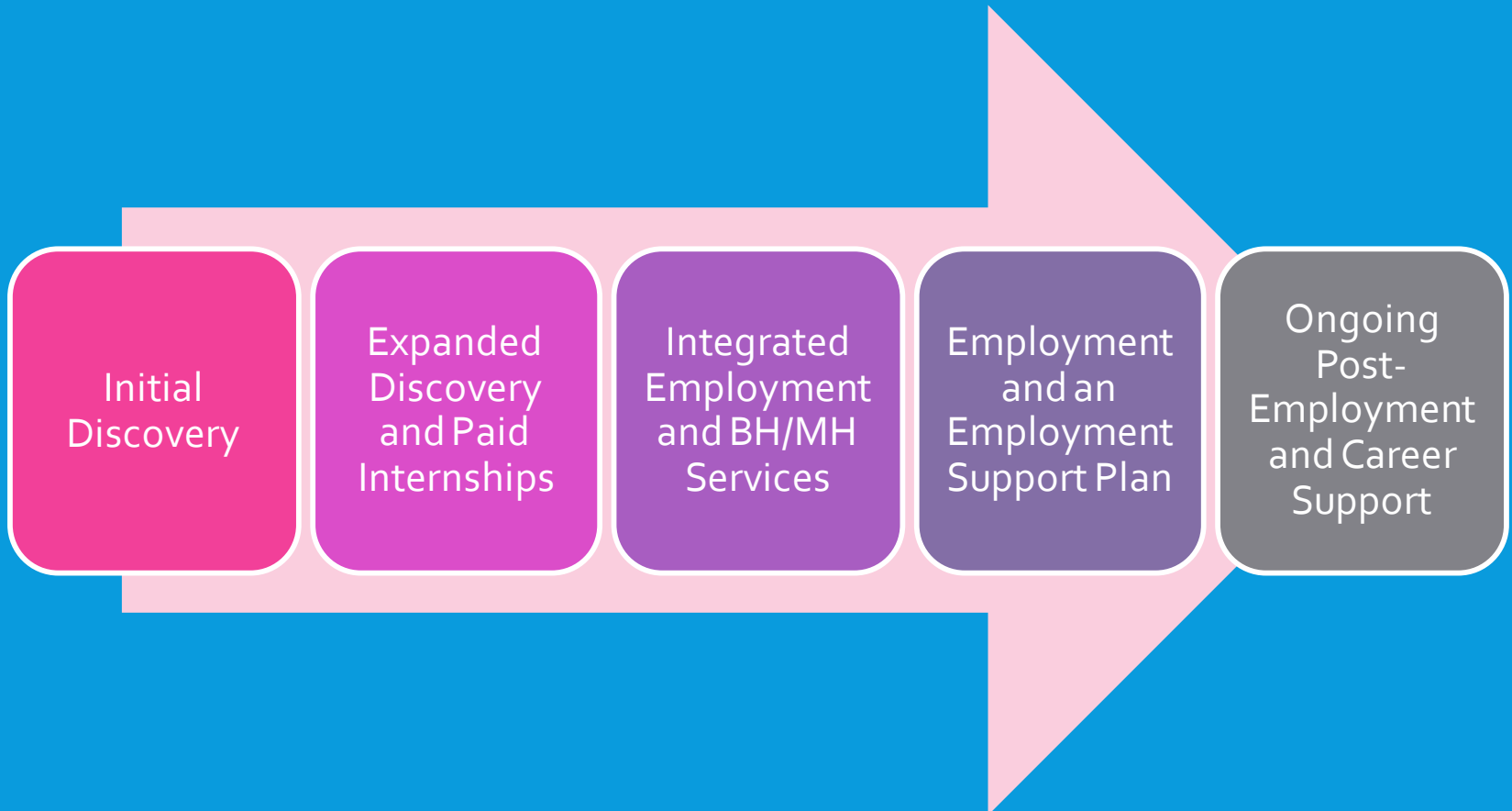


SourceAmerica.[®]
PATHWAYS
TO CAREERS

All youth and adults with significant disabilities will have an informed choice of competitive, integrated and full wage employment options



CORE STRATEGIES





PROOF OF CONCEPT SITES

- PARC, Davis County, UT (2012)
- WORK, Inc., Boston, MA (2015)
- JVS, Detroit, MI (2015)
- ServiceSource, Northern VA (2015)

Participants:

-70% Individuals with intellectual/developmental disabilities

-30% Individuals with autism spectrum disorders

Cohorts include:

- Facility based employees
- Medicaid Waiver
- Transition students
- VR referrals

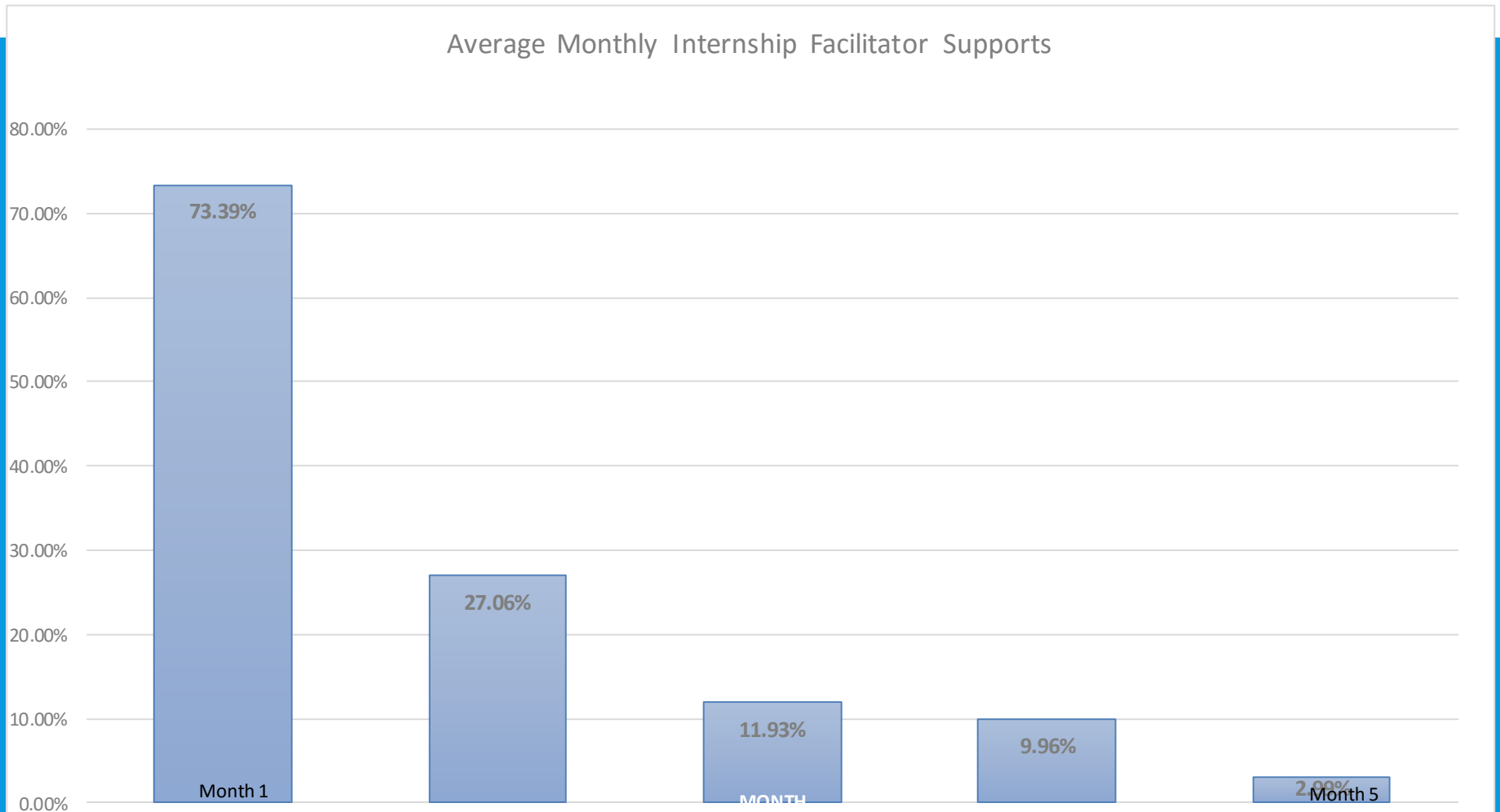


This document is proprietary to SourceAmerica.

THE VALUE OF PAID INTERNSHIPS

- Provides a more reliable context for Expanded Discovery
- Offers stronger leverage to develop employer “ownership” of supports
- Allows individuals to better establish their interests, identify their conditions for success and develop skills to be offered to employers

Average Percentage of Facilitator Time Spent Supporting Paid Internships



This document is proprietary to SourceAmerica.



SourceAmerica.
PATHWAYS
TO CAREERS

KEY STATS

- Over 190 employers have agreed to be Pathways employer partners 96 jobs offered and 86 jobs accepted by Pathways participants
- Average of 6 hours of on the job supports provided over first 90 days of employment
- Examples of jobs accepted:
 - Group Printer Field Technician - \$15.38/hr/40 hrs week (VA)
 - Machine Operator/Pallet Assembler - \$11.11/hr/44 hrs week (MI)
 - Carpentry Assistant - \$13/hr/30 hrs week (MA)
 - Teachers Assistant/Tutor - \$12.81/hr/29 hrs week (UT)

JVS-DETROIT

Antonio at
ActionWood
360



JVS-DETROIT

Jordan at DZ
Speedy





SourceAmerica.
PATHWAYS
TO CAREERS

TRAINING & CERTIFICATION COMPONENTS

Pathways Part I

Discovery (MG&A Certification)

Customized Job Development (MG&A Certification)

Expanded Discovery and Internships (SA Certification)

Systematic Instruction (MG&A Certification)

Pathways Part II

**Additional (web-based)
booster and
enhancement training
(e.g., MH linkages,
benefits counseling)**

This document is proprietary to SourceAmerica.

CUSTOMIZED EMPLOYMENT RESOURCES

- LEAD Center leadcenter.org
- WINTAC wintac.org
 - CE essentials
 - CE funding levels
- Marc Gold & Associates marcgold.com
- Griffin Hammis Associates griffinhammis.com
- ACRE Certification acreducators.org
- SourceAmerica sourceamerica.org
- ODEP dol.gov/odep/
- Pathway pathwaystocareers.org

