



# The Importance Of Professional Development For Businesses Implementing Supported Employment

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# Why Supported Employment?

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Focus of Federal Home & Community Based Services

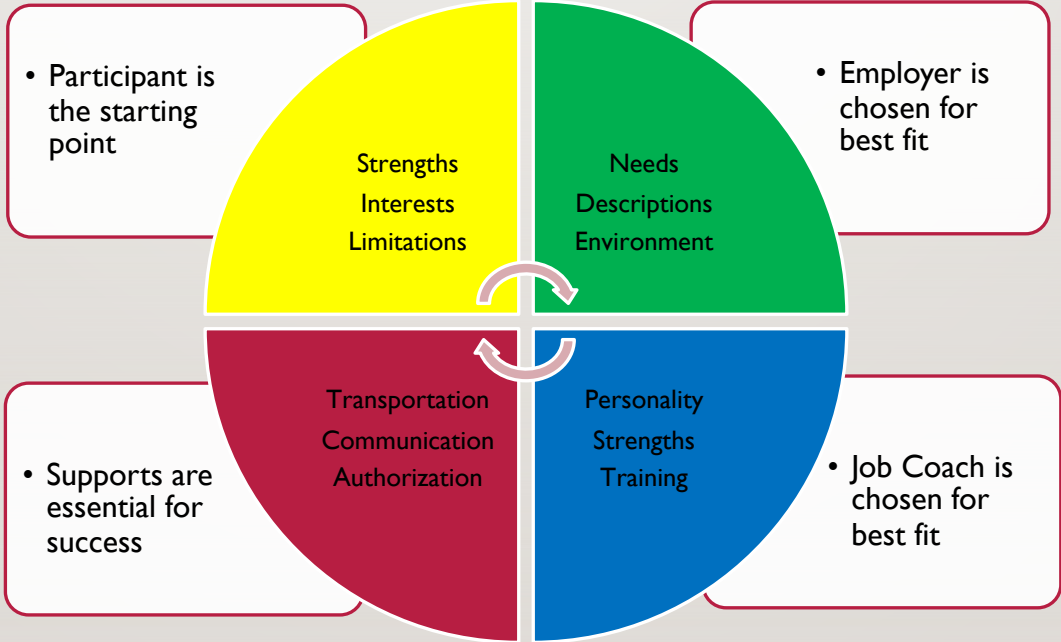
- self determination – right to choose
- community integration – right to belong
- employment first – right to work

Final Rule Medicaid HCBS [www.medicaid.gov](http://www.medicaid.gov)



# Supported Employment Placement

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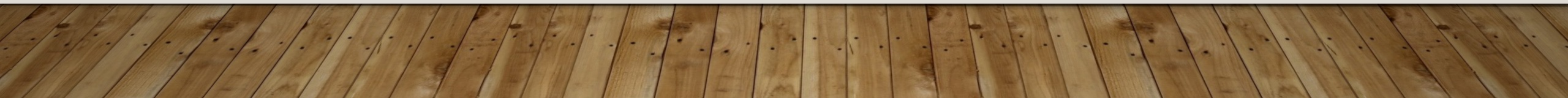


## Questions Before Placement

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- How do we **research** appropriate employers?
- What is the best way to **communicate**?
- How do we assess **best fit** jobs for our participants?
- How do we present Supported Employment as **beneficial** to employers?

## Questions After Placement

- What does Professional Development **training** look like for employers?
  - What are the most common **questions** we receive?
  - What does a positive work **environment** look like?
  - How **successful** has the training been?
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# Before Placement

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## Research

- Interests of participant
- Current community contacts
- New community contacts
- Location of participant
- Family of participant

## Communicate



## Assess Best Fit



## Present Benefits

- Compliance with federal and state guidelines
- Culture enhancement
- Labor force addition
- Purchasing power
- Public perception
- Universal design benefits all

# After Placement

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## Training \*

- Offered at placement or before
- Delivered after placement but before start date
- Delivered at employer's site
- Delivered in a variety of platforms

## Questions



## Environment



## Success

- Work Opportunity Credit filing
- Social Media presence
- Follow up with supervisors



# Current Employers



# Current Employers: 25 businesses in 12 areas

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- **Bath and Body:** Everybody by Dutton Farm
- **Food Service:** Lava Mountain Coffee, Homegrown Brewery, Honcho Latin Street Food, Brown Iron, Palazzo di Bocce, Coldstone Creamery, Kroger
- **Manufacturing:** Jomar Valve, Tangico Products, EEI Global
- **Senior Living:** American House, Pomeroy Orion, Pomeroy Rochester
- **Municipality:** Lake Orion Township
- **Horticulture:** Glorious, Precision Irrigation, T.W. Hallett
- **Church:** ECHO Christian Fellowship, Community Christian Church
- **Banking:** Chief Financial Credit Union
- **Animal Care:** Leader Dogs for the Blind
- **Home Service:** Dynamic Heating & Cooling
- **Education:** Rochester University
- **Retail:** meijer



# Current Employer Stories: EEI Global

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“EEI has engaged in a variety of customized and supported employment relationships throughout our history. The Dutton Farm program extends the strongest level of support to the employees they place, with outstanding communication and an inspirational commitment to the success of their placements.

The benefits we receive from our engagement in the supported employment relationship go significantly beyond the work tasks these employees complete – our employees are proud, protective, and supportive of these team members. Across the board, our employees agree that we get as much or more from the relationship as the supported individuals.”

*Amy Arft, VP of People & Culture, EEI Global*



# Current Employer Stories: Jomar Valve

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“Since partnering with Dutton Farm, we have had the pleasure of hiring two adults with disabilities. Prior to their start date, we were given company-wide training by Dutton Farm. This training equipped us with the right knowledge and understanding needed to ensure we create a safe and thriving environment for our new hires. Just last week, one of these employees reached their first-year anniversary at Jomar Valve. We could not be more thrilled for him, and for us, as this partnership has taught us all about the intrinsic value each person can bring to an organization—regardless of their disability.”

*Renta Varghese, Human Resource Manager, Jomar Group*



# Current Employer Stories: Rochester University

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“With the lack of candidates in the hospitality talent pool, it has been a real blessing to team up with Dutton Farm. As the list of candidates grows smaller and smaller for support jobs in this industry, Dutton Farms labor pool seems to grow. Not only are you providing us with a quality team member in Matt, but he really enjoys working with us and being a part of the Aladdin Campus Dining team at Rochester University. Matt has had the outstanding support of his job coach Jeska, and together they are a dynamic team. I am so pleased with the job that the Dutton Farm team has done that when the opportunity came to hire another staff member, I jumped at the opportunity. I look forward to a long relationship with the people at Dutton Farm as it is a win-win situation for everyone involved.”

*Jerry Campbell, Food Service Director, Rochester University*



# Professional Development Training For Employers

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# Workforce Overview

Dutton Farm's Workforce Development division exists to support disabled adults enter and manage the world of integrated employment.



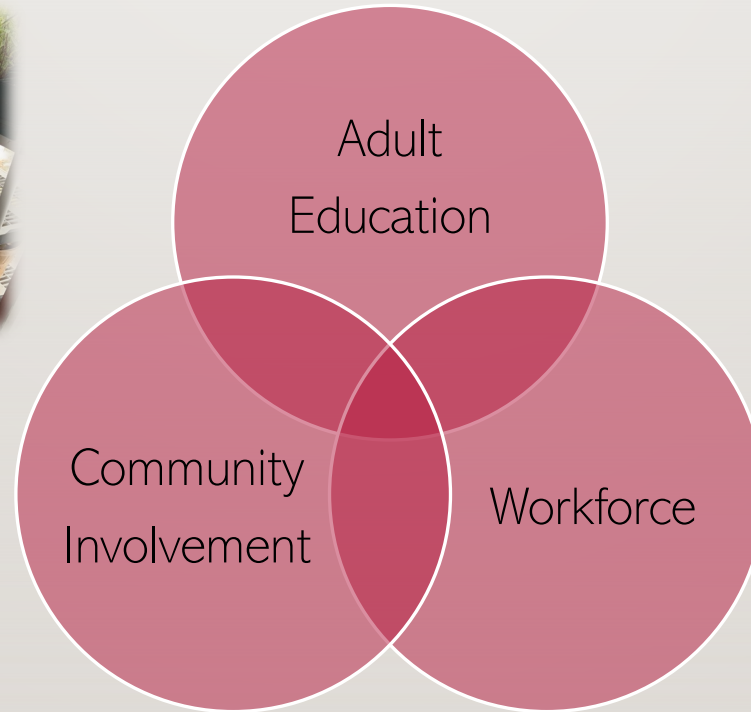
# Mission

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Empowering and supporting adults with disabilities to live a life of purpose, inclusion, and dignity.



# Curriculum Alignment



# Discovery Process

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Our Dutton Farm Job Developer spends individual concentrated time with interested participants in order to discover their particular skills, interests, and career desires.





# Job Placement

Our Dutton Farm Job Developer fosters relationships with local businesses to uncover and fill workplace needs with our suited interested participants.



# Job Coaching

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Dutton Farm supports our employed participants by providing a well-matched one-on-one job coach that is present in the workplace during all shifts. The job coach is a trained employee of Dutton Farm and serves as a liaison for the employer.



# Pillars For Supporting Employees

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- Understand each person's specific **limitations**.
- Learn each person's **communication** technique and use it.
- Call each person by their **name** rather than their disability.
- Preserve each person's **dignity** at all costs.
- Find each person's **strengths** and passion.



# Environmental Supports

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- Safety: Difficult to perceive unsafe situations  
Extra care for removal of dangers
- Structure: Routine tasks listed on checklists  
Advance notice for transition or change
- Organization: Reduce chaos with cleanliness  
Visual directives and color coding

# Personal Interactions

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- Conversations: Avoid sarcasm, vagueness  
Redirect inappropriate behaviors
- Friendships: Social cues difficult  
Clear direct kindness understood
- Behaviors: Identify triggers of anxiety  
Anticipate and diffuse situations

# Sensory Concerns

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- 5 Senses: Sight, Hearing, Smell  
Taste, Touch
- Avoidance: Sensory signals cause  
physical pain & anxiety
- Seeking: Sensory signals craved

# Questions and Answers

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- How is supported employment unique in the world of work?
- How can we as an employer engage with our supported employee?
- Who can we contact at Dutton Farm with questions?

