

Family

Employment

Awareness

Training

A webinar series for families
of students and young adults
with intellectual and
developmental disabilities

A partnership between the Paul V. Sherlock Center on Disabilities at Rhode Island College and Indiana
Institute on Disability and Community Center on Community Living and Careers



Paul V.
Sherlock Center

On Disabilities / Rhode Island College

Family Employment Awareness Training – Webinar Series

May 05 – Overview / Transition to Employment in Rhode Island

May 08 – Possibilities for Employment – Supported and Customized

May 12 –Family and School Roles

May 15 – Adult Supports and Resources



Housekeeping

- We want to keep things informal but ask that you keep yourself on mute unless you want to ask a question or make a comment.
- You can also comment or ask questions using the “chat.”
- This session will not be recorded since it is interactive, and we strongly encourage participants to actively engage, ask questions, or share personal examples when appropriate.



Online Materials and Resources –

(Materials included for entire series)

- ☐ PowerPoint handouts
- ☐ Glossary
- ☐ Activities
- ☐ Plan for Employment
- ☐ Links to related resources
- ☐ Website for resources – www.featri.net



AGENDA

- Who We Are
- Adult Employment Supports Funding
 - Office of Rehabilitation Services (ORS)
 - Division of Developmental Disabilities (DDD)
- Self-Employment
- Planning for Tomorrow



Paul V. Sherlock Center on Disabilities

- ❑ Rhode Island's Center for Excellence in Developmental Disabilities.
- ❑ Provide training and technical assistance, research and information.
- ❑ Individuals with disabilities, their families and those who support them.
- ❑ Across the age span.

www.sherlockcenter.org



Who is in the Room?

Participate in the Zoom poll so we can tell who is here:

- Family member of a youth with a disability
- Youth aged 14 – 22 with a disability
- Teaching professional
- Other professional
- Other


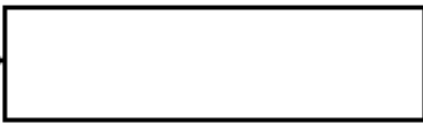





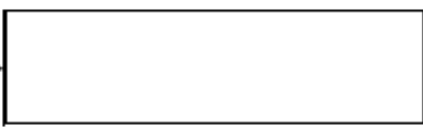

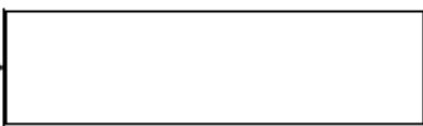


Did you use the “Identifying Resources Activity?”

Identifying Resources

Family
Employment
Awareness
Training

Considering the employment ideas for _____, what are _____'s possible support needs on the job?
What resources are available to address his/her support needs?

Support Need	Resource
	
	
	
	
	

© 2011, Beach Center on Disability

- What are some types of employment supports your young adult may need to find and keep employment?
- Today we will discuss various resources for funding and accessing these resources and you can begin to fill in the right column.



(Type in Chat or Unmute to share your thoughts.)

PLAN FOR EMPLOYMENT – www.featri.net

PLAN FOR EMPLOYMENT WORKSHEET –

- As you begin to learn about the various funding sources and how to apply...
- Jot down next steps you will take on the path toward employment
- What resources will you need?



PLAN FOR EMPLOYMENT FOR: _____

My next steps for employment are:	The resources I will use to accomplish my next steps are:
1.	
2.	
3.	
4.	
5.	

Notes:

I will complete this plan by the following date: _____

If you need help or guidance in accomplishing the steps or identifying the best resource, please contact Crystal Cerullo at the Sherlock Center.

By email: ccerullo@ric.edu

By phone:

Voice: 401-456-8915

TTY via RI Relay: 711 or 800-745-5555

Spanish via RI Relay: 711 or 866-355-9214

QUESTIONS?



Funding for Adult Employment Services

- Office of Rehabilitation Services (ORS)
- Department of Behavioral Healthcare, Developmental Disabilities and Hospitals – Division of Developmental Disabilities (BHDDH-DDD)
- Rhode Island Medicaid



Office of Rehabilitation Services (ORS)

Vocational Rehabilitation (VR)

- Pre-Employment Transition Services (Pre-ETS)
 - Job Exploration Services
 - Workplace Readiness Training
 - Work-Based Learning Experiences
 - Self-Advocacy
 - Counseling on Post Secondary Opportunities
- Application for ORS services
 - Order of Selection
 - Individualized Plan for Employment (IPE)



www.ors.ri.gov

Office of Rehabilitation Services (ORS)

Vocational Rehabilitation (VR)

Supported Employment

- Community-based work experiences
- Job development and placement
- Supported employment –
 - Including job coaching as needed – time limited

Supported Employment

- On-the-job training
- Self-employment support
- Rehabilitation technology
- Transportation supports (job related)
- Uniforms and tools
- Postsecondary education or training



Community Rehabilitation Providers

- Organization or agency that provides vocational rehabilitation services through ORS
- Services may include:
 - Assessment for determining vocational rehabilitation needs
 - Job development, placement and retention services
 - Supported employment services and extended services
 - Customized employment supports



Activity – Questions ...

Steps for your “Plan for Employment”

- Do you know who your HS assigned ORS counselor is? Have you met them?
www.ors.ri.gov
- Are there employment supports that your family member needs that ORS could provide?
- While still in HS? After HS?



Medicaid - Home and Community Based Services (HCBS)

- Funds community services (e.g., supported employment, day services, personal assistance)
- For people with developmental disabilities in Rhode Island, administered by BHDDH-DDD.
- Virtually all DDD supports are Medicaid HCBS.
- Common source of funding for ongoing job support following or along with ORS time-limited vocational rehabilitation
- HCBS rules – Services must be based on person-centered plan and integrated into the community



BHDDH Division of Developmental Disabilities (DDD)

- Point of entry for long-term adult developmental disabilities services
- Application for DDD – by age 17 or ASAP
- DDD determines eligibility for services
- Supports Intensity Scale (SIS) determines level of support need

<https://bhddh.ri.gov/developmentaldisabilities/youth>



BHDDH Division of Developmental Disabilities (DDD)

- Provides social case worker – application for Medicaid home and community-based services.
- Provides information on developmental disability organizations for long-term supported employment (and other long-term supports).
- Provides information on self-directed supports
- Assists in developing Individual Support Plan (ISP) including employment goals.



Developmental Disability Organizations (DDOs)

- Organization or agency that provides Long Term Services and Supports through BHDDH-DDD
- Services may include:
 - Supported employment services
 - Ongoing, long-term job coaching
 - Case management and ongoing career planning



Option for self-directed supports through BHDDH-DDD

- Person and/or their representative identifies, purchases and/or hires and manages support.
- Uses fiscal intermediary to manage funds and payroll functions, etc.
- Could use to purchase individualized supported employment supports.

www.sdsri.net





Rhode Island's Self-Employment Project

**“The Spirit of Individual Enterprise
for People with Disabilities”**

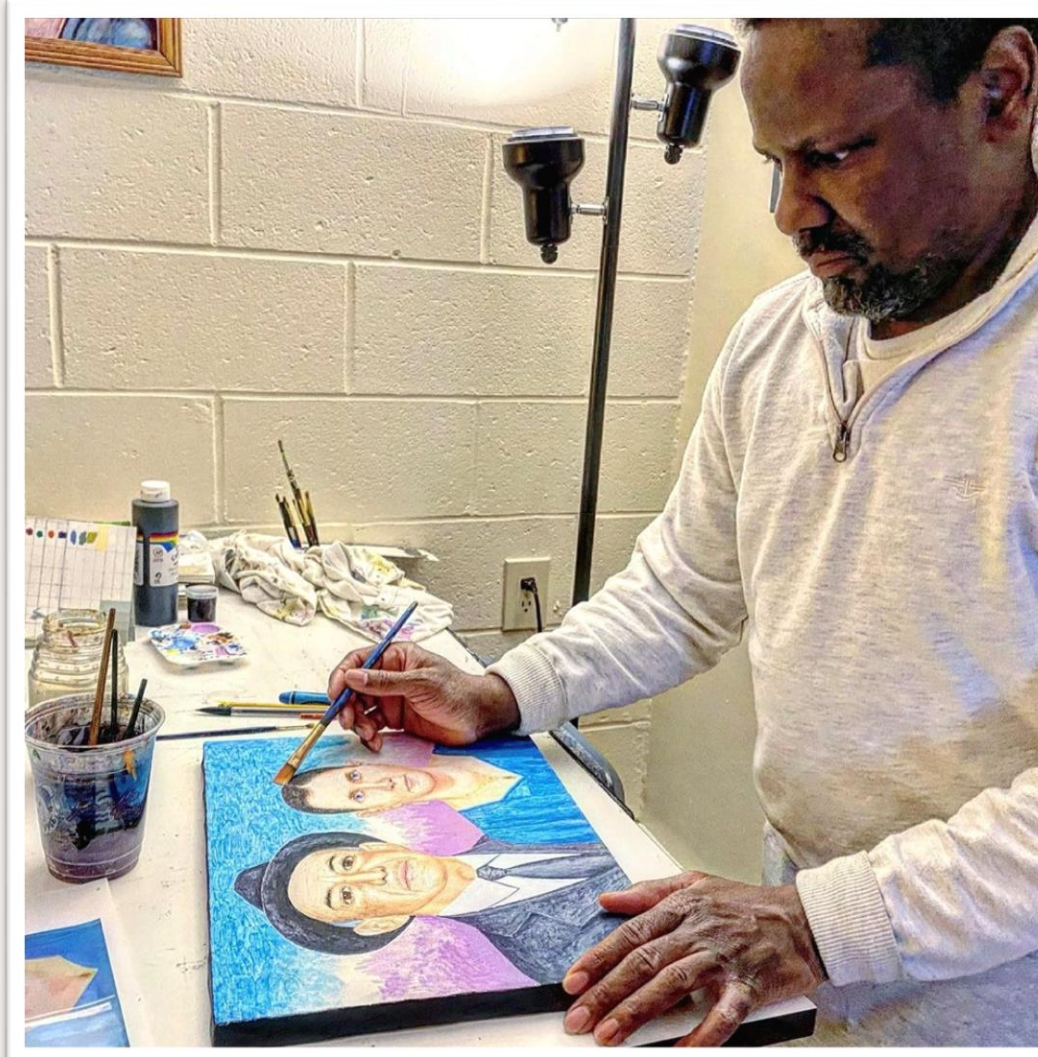
Sue Babin, Project Director

October 3, 2024



Agenda

- **RI Self-Employment Overview**
- **WHY Self-Employment?**
- **Benefits of Self-Employment**
- **Program Components**
- **Family Comments**



WHY Self-Employment (SE)?

- Traditional employment may not be the best option for some people with disabilities
- Some people apply for jobs but do not get the position or even an interview sometimes, which is very discouraging
- Barriers such as transportation can prevent a person from obtaining the job they want
- SE can open doors and match a person's interest, skills & dreams with opportunities to launch/grow their own small business
- Person makes the choice to work at something really meaningful to them and spend time doing work that is their passion
- Opportunity to demonstrate the value/contributions people can make to improve their financial futures and their local economy



Benefits of Self-Employment



People work in a job they really LOVE and can control themselves...

Opportunities to network, meet people, interact with customers, and improve social skills and independence,

Increased self-esteem by people who are proud to be the “BOSS” and a business owner,

Set your own business hours vs. time set by someone else,

**You decide on your place of employment...
work where you want**



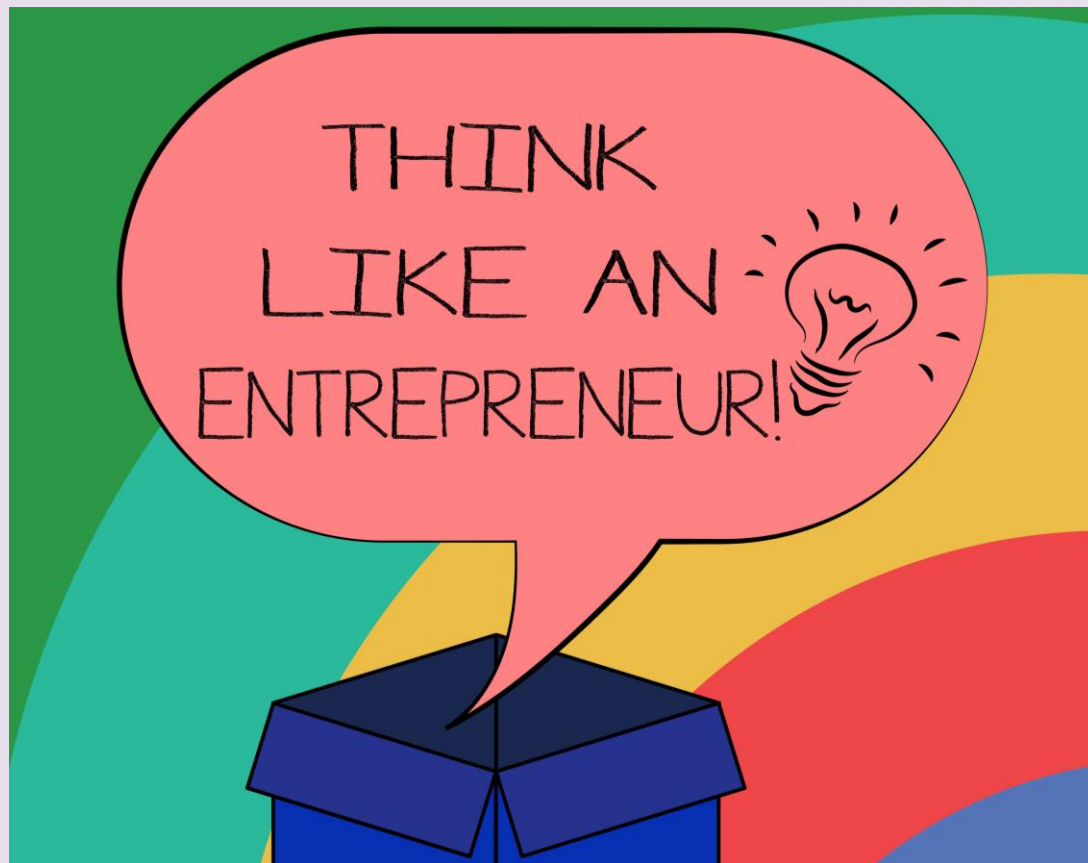
Benefits of Entrepreneurial Education

Each person can learn about important life skills:

- How to work with a team
- How to speak in public
- How to solve problems
- How to think creatively
- Higher self-esteem and confidence
- More control over your life and future



Program Components



Business Classes

**1-1 Business
Technical Support
and Staff/Peer
Mentors**

**Weekly
Entrepreneurs
Forum**

Mini Grants

**Public and Media
Relations**

**Ongoing Support
for Selling
Platforms**





“Self-Employment has helped my daughter Rachel in so many positive ways. She has gained a pride and self-confidence that she never had before. Having her own business has also made her become much more social than she ever was. She loves talking to people about her paintings and selling her art at vendor shows. She also loves teaching others how to paint. Having her own business has given her a real pride and motivation to be successful. She loves bringing happiness and joy to people through her beautiful and colorful paintings.”

**– Karen Rasnick, Mom of Rachel Rasnick,
Business Owner of “Rachel Rasnick Art”**



Michael Coyne, Business Owner, “Red, White & Brew Coffeehouse” and “The Budding Violet Gift Shop”



This is Michael at his day program before he opened his store.

This really says it all!



This is Michael after he became a small Business Owner!



Contact Information:

Sue Babin

suebabin@riddc.org

401-523-2300

www.riddc.org



Let's hear from a Rhode Island Entrepreneur

- To be announced



Antidiscrimination Laws

- Federal laws

Americans with Disabilities Act (ADA)

- State laws

Rhode Island Fair Employment Practice Act



Americans with Disabilities Act (ADA)

- Right to reasonable accommodations
 - Change or adjustment to job, work environment or work practices
- Employee is responsible for asking for reasonable accommodations
 - During application process OR
 - After hire
- To file a complaint
 - http://www.ada.gov/filing_complaint.htm



Rhode Island Fair Employment Practices Act

(RIGL 28-5-1et seq.)

- Prohibits employment discrimination
- Enforcement:
 - Rhode Island Commission for Human Rights
 - 401-222-2661 (V), -2664 (TTY)
 - Disability Rights Rhode Island (formerly RI Disability Law Center)
 - 1-800-733-5332
 - 401-831-5335 (TTY)
 - Mediation – Governor’s Commission on Disabilities
 - 401-462-0107



QUESTIONS?



Planning for Tomorrow

Next steps toward employment

- Big Picture Outcomes of Employment
 - Individual quality of life
 - Family quality of life
 - The desirable life



PLAN FOR EMPLOYMENT

What is your action plan?

- Use the activity sheet to plan steps for the next six months
- What are your steps to employment?
- What resources will you use to accomplish those steps?



PLAN FOR EMPLOYMENT FOR: _____

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Technical Assistance

Sherlock Center on Disabilities

www.sherlockcenter.org

- Available for follow-up and to answer individual questions
- Crystal Cerullo ccerullo@ric.edu
- Call: 401-456-8915
- RIPIN
 - Can provide information and assistance related to transition IEPs and connecting with DDD.
 - <http://www.ripin.org/>
 - Call: 401-270-0101



EVALUATION FOR TODAY

Click on this [link](#) or find it in Chat.
Please complete!



THANK YOU!

Any final questions?