

Family

Employment

Awareness

Training

FEAT-A – Family Information

Session for Adults and their

Families.

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.
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On Disabilities / Rhode Island College

Training schedule

- Introduction
- RI Panelists
- Contributing to the Employment Process
- Types of Employment Supports
- Benefit Counseling and Work Incentives
- Accessing Adult Supports
- Wrap-up and Path for Employment



Packet materials and resources

(Materials included for entire series)

- PowerPoint handouts
- Glossary
- Activities
- Person Centered Career Planning
- Training Evaluations



Paul V. Sherlock Center on Disabilities

- ❑ Rhode Island's University 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



Let's hear from some Rhode Island workers

- **To be announced**



Family/parent role

- ☐ Building a support network
- ☐ Contributing to the employment process
- ☐ Creating partnerships
- ☐ Monitoring service quality



Building a support network

- THE PERSON inviting people to add ideas
- Person-centered planning
 - PATH – Planning Alternative Tomorrows with Hope
 - MAPS – Making Action Plans
 - Person-Centered Discovery Process
 - LifeCourse Framework Tools



<http://www.imaginebetter.co.nz/planning>



Contributing to employment process

- **Look for the individual's contributions and passions**
- Assist with brainstorming business/job ideas
- Encourage creativity
- Plan for employment through the Individualized Service Plan (ISP) goals
- Network – share job contacts
- Inform the team of what works when faced with challenges
- Participate in problem solving
 - **What other ways/ideas do you have to help contribute?**



Contributing to employment process

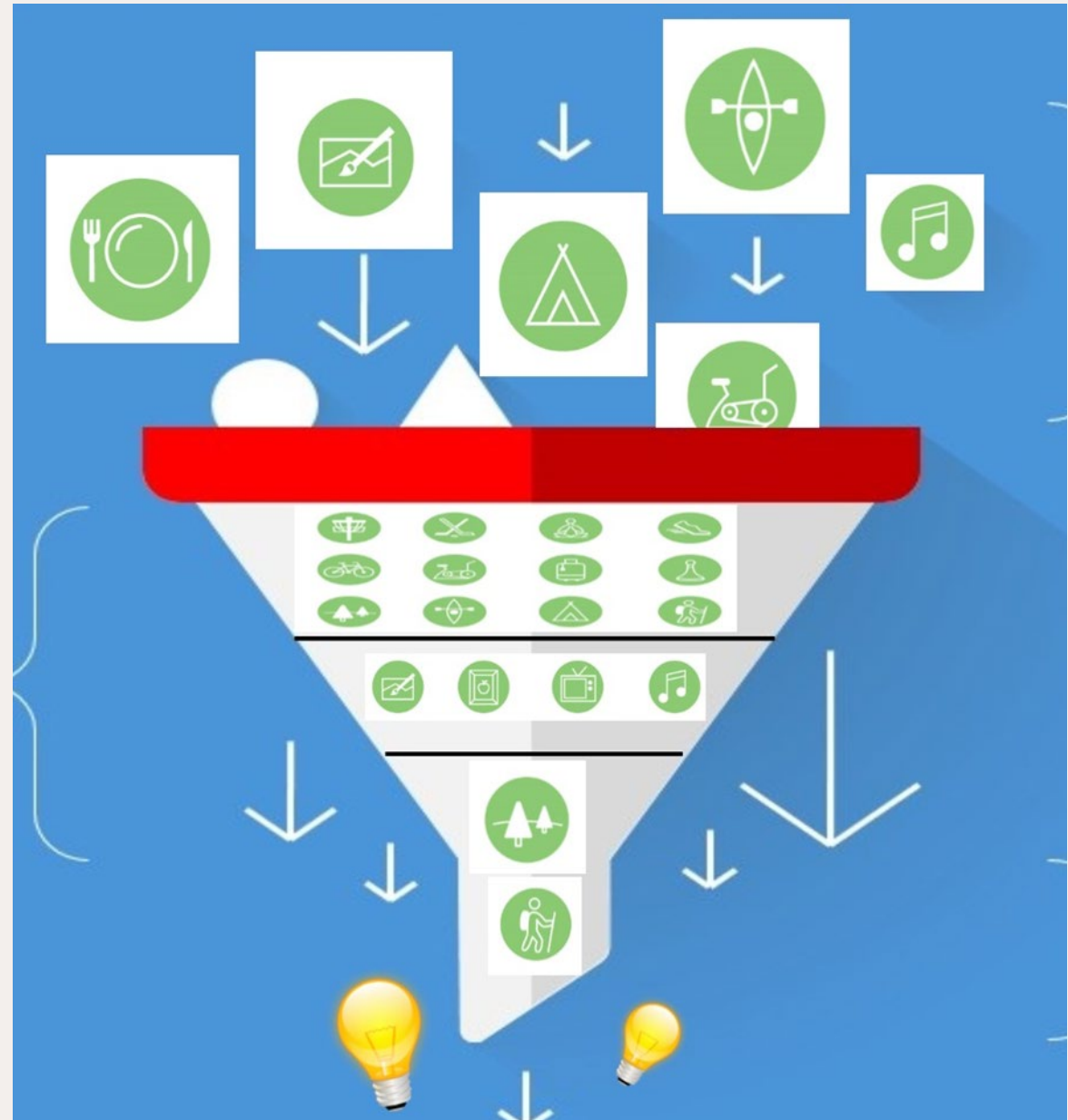
- Who would be some key people to involve in the planning process?
- What ideas do you have to be able to draw such key people to the meeting? How will you assist make it person-directed?
- How will you help logistically plan out the meeting?
- How will outcomes be measured?
- How will you ensure you are doing “with” not “for” and remain person-driven?
- Even when... it may not be entirely an idea/ path you as a parent/ guardian are comfortable with your loved one pursuing?



Valuing life experiences

Where do I start?

- You have already started!
- Decisions inform decisions
- Changes expectations
- Revisit mapping routinely
- Right to Risk
- Provides guidance and accountability for supports



Contributing to employment process

➤ What are quality employment services:

- **Person-Centered**
- **Industry-based**
- Community-based work trials, **if needed**
- **Individualized** job development

➤ What are not quality employment services:

- Total focus on “readiness” rather than real job experience
- Long-term “internships” that never lead to employment
- Group “job clubs” extending over years that lead nowhere



Any questions for
us?

BREAK!



Partnership strategies

- Build trust – communication, respect
- Shared responsibility
- Common goals
- Strengths-based
- Celebrate successes LARGE and small
- “It’s a job to get a job” – offer solutions and be willing to be part of a solution



Types of employment supports and accommodations

- Job developer/job coach
- Natural supports
- Assistive technology



Job developer/job coach

- Assists with finding a job
- Negotiates issues with employer (job carving, creating, customizing, accommodations, etc.)
- Teaches how to do the job
- Facilitates relationships and natural supports
- Model's interactions and support for the employer
- Ensures the job is done to the employer's standards
- Provides ongoing support



Natural supports

- People
 - Employer and co-workers
 - Family and friends
 - Community
- Strategies
 - Environmental modifications
 - Instructional techniques



Assistive Technology (AT)

- Items, equipment, or systems used to increase, improve, or maintain the capabilities of people with disabilities
- Low-tech items – an adjustable desk, penholders, or cup holders
- Medium tech – smartphone or tablet apps
- High-tech items – switches, voice output communication devices, or specially designed robotics
- www.ataap.ri.gov



How to build capacity with current supports

■ Free Resources

- Office of Disability Employment Policy (ODEP)
- Job Accommodation Network (JAN)
- Association of People Supporting Employment First (APSE)
- Virginia Commonwealth University (VCU)
- The Sherlock Center

■ ACRE Training and Certification

- Some elements are billable service hours (fieldwork)



Reasons beneficiaries say NO to WORK

FEAR and MISINFORMATION

- I heard this ... my friend said that ... even Social Security told me this ...
- Fear of losing cash benefits and/or health insurance
- Rules can be complicated
- Not sure where to get answers

GOOD NEWS!

“You can work with benefits!”

- Social Security offers great work incentives
- There are “safety nets”
- Benefits counseling provides guidance



Work Incentive Information and Benefits Counseling

Information Beneficiaries Need to Know

- Impact of earnings on
 - Supplemental Security Income (SSI) and/or Social Security Disability Insurance (SSDI)
 - Medicaid and/or Medicare
 - Supplemental Nutrition Assistance Program (SNAP), housing, etc.

Access Benefits Counseling

- Ticket to Work Helpline:
1-866-968-7842 or 1-866-833-2967
TTY/TDD
 - Helpline referrals sent to RI Work Incentives Planning & Assistance Program (WIPA) Project



Work Incentive Information and Benefits Counseling Continued

Information Beneficiaries Need to Know

- Work Incentives (WI)
- Wage reporting options
- Avoiding/reducing overpayments
- Resources at the Sherlock Center's WI Webpage

Access Benefits Counseling

- ORS: Discuss with your Vocational Rehabilitation (VR) counselor
- Behavioral Healthcare, Developmental Disabilities and Hospitals – Division of Developmental Disabilities (BHDDH-DDD): Submit Employment and Earnings Reporting Form (EERF Form)



Medicaid for working people with disabilities

- Ticket to Work – Rhode Island’s Medicaid Buy-In
 - Allows working adults with disabilities to “buy-in” to Medicaid with no income limit or resource limit.
 - Medicaid option for SSDI beneficiary or SSI if earning above 1619(b) limit
 - Premiums are on a sliding scale based on earnings
 - A DDD social case worker or benefits counselor can help you determine if this Medicaid plan is right for you.



ABLE accounts

- Achieving A Better Life Experience (ABLE) Act of 2014.
- RI's ABLE helps individuals save while preserving their SSI and Medicaid – up to \$19,000 per year (in 2025, additional if contributing from wages).
- Balances of \$100,000 or less not counted toward SSI resources limit.
- Rhode Island website – <https://savewithable.com/ri/home.html>
- National Resource Center - <http://www.ablenrc.org>



Transportation

Transportation Options

Income Exclusions

- Public transportation – RIPTA bus, RIDE Paratransit, cabs
- Travel training (Learning how to use public transit)
- Driver assessment and training

TIP – Social Security work incentives can help with transportation – Impairment-Related Work Expense (IRWE) will cover half the costs (or all if blind)

More Transportation Options

- Carpooling with a co-worker – sharing gas
- Friends or family
- Volunteer drivers (e.g., retired and Senior Volunteer Program, churches)
- Ride-hailing (Taxi, Uber and Lyft)



BHDDH Division of Developmental Disabilities (DDD)

- Medicaid Home and Community Based Services (HCBS)
- Developmental disability organization for long term supported employment (and other long-term supports)
- Option for self-directed supports
- Individual Support Plan with Career Development Plan – Based on Person-Centered Planning



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

- An 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



Next steps

- Use the themes identified from the Strength-Based Profile (3-Part Tool)
- Identify how some of those themes might overlap (3-Part Tool)
- Brainstorm what businesses/places offer some of those themes and opportunities (3-Part Tool)
- Prioritize which places are of most interest to guide Discovery and Exploration
- Record and use information gathered for an Action Plan



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?



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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: _____

THANK YOU!

Any final questions?