Hello! Welcome to Employment First Leadership Training

based on Project STIR™ training concepts

Tell me, I’ll forget
Show me, I may remember
But involve me and I’ll understand.

-Chinese Proverb

This training session is led by a Project STIR™ training team with the Ohio Self Determination Association (OSDA) and funded by the Family & Job Seeker Support grant from the Ohio Department of Developmental Disabilities.
Meet Your Trainers
Sandusky County
Sarah Mohrman
Marion County

Lee Butcher
Sandusky County

Rick Collins
Franklin County

Elizabeth Beu
Meigs County

Victoria Baker-Willford
Seneca County

Sean Allison
Ottawa County

Andy Wells
Your coaches are:
We are trainers for....
Project STIR™
Steps
Toward
Independence and
Responsibility
Project STIR™ was developed at the Carolina Institute for Developmental Disabilities, University of North Carolina at Chapel Hill.
Ability to Work Video

- [http://youtu.be/p0sMx-Qwbok](http://youtu.be/p0sMx-Qwbok)

- Comments?

- Are you excited?
Self-Advocacy means you:

- Speak up for yourself
- Ask for what you need
- **Negotiate** — you agree to some of what others want so you can have some of what you want.
- Know your rights and responsibilities
- Know when to ask for more information that is helpful to you
As a self-advocate, you make choices. Making choices means you decide – but you can use information from others who can help you.

Making choices is important when you start to think about a job in the community.
Self-Determination is...

- **Freedom**: you decide what happens now and in the future.
- **Authority**: you decide how to spend your money.
- **Support**: to do what is important to you.
- **Responsibility**: follow rules and laws and help others in the community.
- **Confirmation**: show everyone you can – just do it!
Getting focused: Follow your DREAM!

What is your DREAM? Use your dream to guide your choices and ideas about work.

- Do you like health care? Maybe work in a hospital, clinic, drugstore.
- Like video games? Work in a games store or anywhere that uses technology
- Like animals? Work in an animal shelter, a zoo
Getting to Know You

Right On/No Way

What do **you** like?
RIGHT ON AND NO WAY!

Name: ______________________
Date: ______________________

Directions:
Write a $\sqrt{\bigcirc}$ next to the activities that you like.
Cross out -- X -- the activities that you do NOT like.

$\sqrt{\bigcirc}$ = Right On!  $\times$ = No way!

☐ Camping
☐ Hiking
☐ Horseback Riding
☐ Swimming
☐ Walking
☐ Jogging

☐ Baking
☐ Cooking
☐ Ice Skating
☐ Roller Skating
☐ Gymnastics
☐ Chess/Checkers

Created by STAR (Steps Toward Independence and Responsibility) and the Self-Determination/Resource Center, Center for Development and Learning, CBPG525, University of North Carolina, Chapel Hill, NC 27599.
Know Yourself

Right On/No Way

What do **you** like?
More about Knowing Yourself...Ask Yourself

- What important things do you remember about your life?
- What do you want to say about your skills and abilities?
- What do you want to tell others about your disability?
- What are you good at – your strengths?
More about Knowing Yourself...Ask Yourself

- What have you learned to do or do you want or need to learn?
- What education do you have, do you want or need?
- What talents do you have?
- What kind of work do you like?
- Who can help you find a job - your contacts?
More about Knowing Yourself...Ask Yourself

- What do you know about a job or want to learn?
- How much money do you want or need to make?
- How can you spend the money you want to make?
Know Yourself

Activity –

Personal Timeline
1. After the word “year” on the left side of the timeline, write your birth date on the line.
2. The next two columns are for job, work, volunteer, training or education events in your past. You can use written words or pictures to tell your story.
3. The middle column is “This Year” and is for what you are doing now – where you work, volunteer or are learning. Think about clubs or organizations where you are involved.
4. The last columns are for you to think about what jobs, education, training or volunteering you would like to have happen in the future. At the top of the columns to the right of “This Year”, write the year for 3 years from now, 5 years from now and 10 years from now. It can be a shorter time. It is up to you to decide and make choices about your job in the community.
Know Yourself

Activity –

Personal Timeline
Employment First and the Path to a Job

- Self-advocates are learning more about “Employment First” in Ohio.

- Have you heard about “Employment First” initiative and the employment paths – your path to a job?

http://www.ohioemploymentfirst.org/
Path to Employment

Person-Centered Planning Process

This is a meeting led by me with a team of people who are important to me. I can choose who I want to be at my meeting. During this planning meeting, my team and I will write a plan to help me figure out what I am good at, what I like, and what my job goals are. During this planning meeting, I can share my thoughts about what I want, and figure out what I might need to know in order help me make my own choices. I should get information about how working may change my benefits, and I should get a list of providers who can help me with this. This is my chance to speak up, ask questions, and tell others what I really want!

As part of my person-centered planning process, I can choose my job goal and where I am on the path to employment.

There are four (4) places on the path to employment:

1. I have a job but would like a better one or to move up.
2. I want a job but need help to find one.
3. I’m not sure about work, I need help to learn more.
4. I don’t think I want to work, but I may need help about it.

This planning meeting will help me choose my job goal and what I need to help me reach my goal, and will guide the services chosen to support me in my ISP. This planning meeting will take place every year or more often if my job goal or support needs change.

“Community employment” means a regular job where I work alongside people without disabilities and earn at least minimum wage or the same pay as people without disabilities. I do the same kind of work as people without disabilities. A full-time job is 40 hours per week. A part-time job is less than 40 hours per week. How many hours I work per week is a choice I make based on my wants and needs.

“Prevocational services” should help me learn the skills I need to get a job in the community. They may take place in the community or at a sheltered workshop. These services are not meant to go on forever. They are meant to be short-term and help me better my skills to move on to a job in the community.

“Supported employment” services can help me figure out what job I might like or help me train for a job. They can also help me get a job or learn how to do a new job. Supported employment does not mean work in a sheltered workshop.

“Provider” means the person or agency I have chosen to work with. My SSA can help me choose a provider from a list of approved providers.

A “benefits analysis” is a service that can help me understand the changes that might happen to my benefits if I have a job in the community. Benefits can be things like my SSI or SSDI check, Medicare or Medicaid (medical care), food stamps and money I may get to help pay for housing.
Your Employment Team

- People you know
- People who know other people in jobs
- Professionals who have job information
- Friends and staff who have different experiences and information
# My Employment Team

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
<th>Contact info</th>
<th>How they might help</th>
<th>What you want to ask</th>
<th>Date of contact</th>
<th>Response and follow up ideas</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teacher</td>
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<td>Counselor / advisor</td>
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<td>Friend</td>
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<td>Coach</td>
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<td>Family members</td>
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<td>Neighbor</td>
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<td>Club member</td>
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<td>Self-advocacy group member</td>
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<td>Professional organization</td>
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What have you learned?

- You know what you like (your interests) about work
  - “Right on, No Way” activity about work.
  - “Personal Timeline” about past, current and future work experiences.
- You know who can help you find a job that you like
  - you wrote down who can be part of your employment team.
- You learned about self-advocacy and self-determination.