



**ALLAN
HANCOCK
COLLEGE**

In Partnership with



**Tri-Counties
Regional Center**

Pathways to Successful Employment Outcomes

for adults with disabilities

Leveraging Resources

Connecting with the Community

Supporting Student Success

By Joey Carroll and Dan Clardy

Northern Santa Barbara County Adult Education Consortium



Accelerated, demand-driven
training and
educational programs

New programs and certificates to meet the
needs of adults with disabilities

Seamless transitions for
students across adult schools
and community colleges



Tri-Counties Regional Center

SAN LUIS OBISPO • SANTA BARBARA • VENTURA



OCTOBER 5, 2016

JOEY CARROLL'S ONE-PAGE PROFILE



Plan developed by Joey; her daughter, Abby Rose; her husband, Lee; & her poodle, Charlie-Alexander.

What I like about myself...

"I believe that with the right motives, attitudes and resources... anything is possible."

I listen and ask questions until I understand.

I try to be "present" in every moment.

I love life and insist on being happy.

What is important TO me?



"It is important to me to make a positive difference in the lives of others."

Spending time with family is important to me.

Continuing to learn and mature in my personal and professional life is important to me.

I am happiest when I feel I am doing my best.



I love to look for travertine onyx on the beaches of Santa Barbara and Jalama.



What is important FOR me?

- I enjoy a quiet, organized environment.
- I appreciate honest, constructive feedback from others.
- It is important for me to sleep at least 7 hours each night.
- Independence, autonomy, and alone time are important for me.



Joey Carroll

Employment Coordinator



DANIEL CLARDY, M.A. SPECIAL EDUCATION



**LEARNING ASSISTANCE PROGRAM COUNSELOR-
NONCREDIT COMMUNITY EDUCATION**

Group Activity

Please respond to the following question in the Webinar chat window:

Think about an important job in your life for which you successfully interviewed.

What did getting that job mean to you?

Topics

01

Inclusive Education and Employment

The Reality of Post-Secondary Education and Employment for Individuals with Intellectual and Developmental Disabilities

02

Person Centered Planning

The Value of Person Centered Planning for Adults with Disabilities in Education Settings

03

Leveraging Funding Resources

Partnering with Agencies that Receive State Funding to Support Employment Outcomes for Adults with Disabilities

04

Connecting with Community Employers

Disability Hiring Programs, Business Leadership Networks, and Person Centered Pathways to Employment for Adult Students with Disabilities

05

Accommodations and Assistive Technology

Supporting Student Success in the Classroom and in the Workplace

Can Individuals with Disabilities like Autism be Successful in College and in the Workforce?



Youth and Young Adults with Intellectual and Developmental Disabilities are Ready To:



Take on **Adult Roles**

Establish Meaningful, Long-term Personal and Social **Relationships**

Participate Actively and Independently in the **Community**

Start **Careers**



Ready to become
college students.

Community College Enrollment

Learning Disabilities

Including:

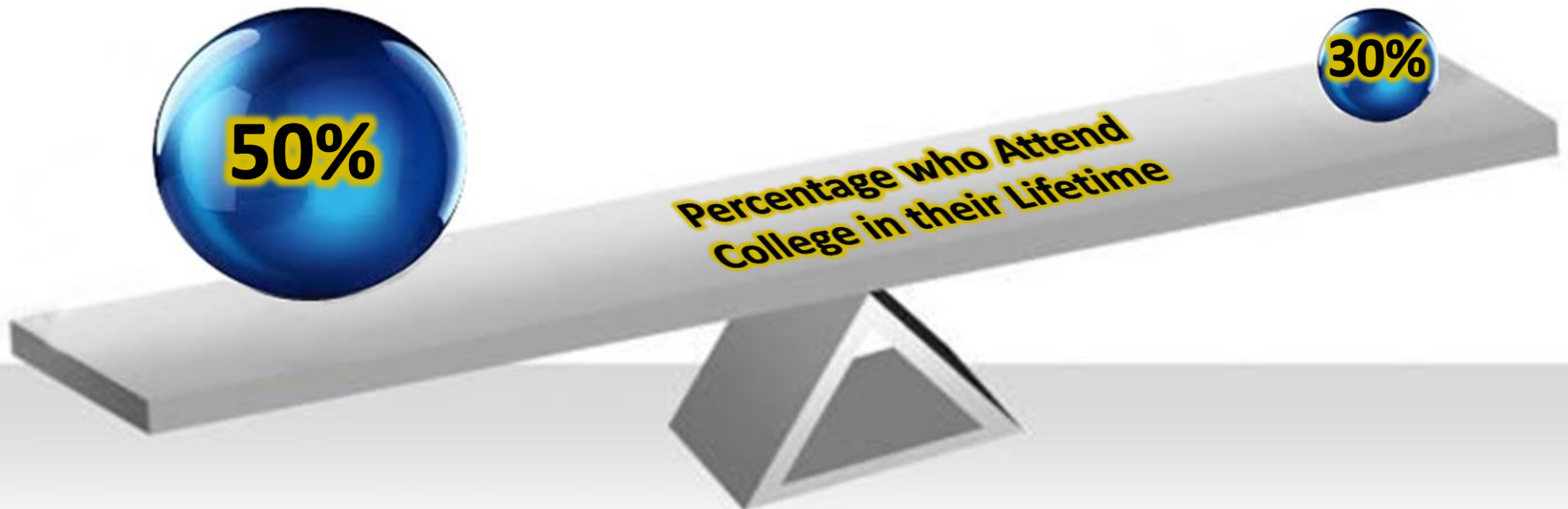
- Dyslexia
- Perceptual Disability
- Processing Disorders
- Memory Impairment

Developmental Disabilities

Including:

- Autism
- Intellectual Disability
- Cerebral Palsy
- Epilepsy

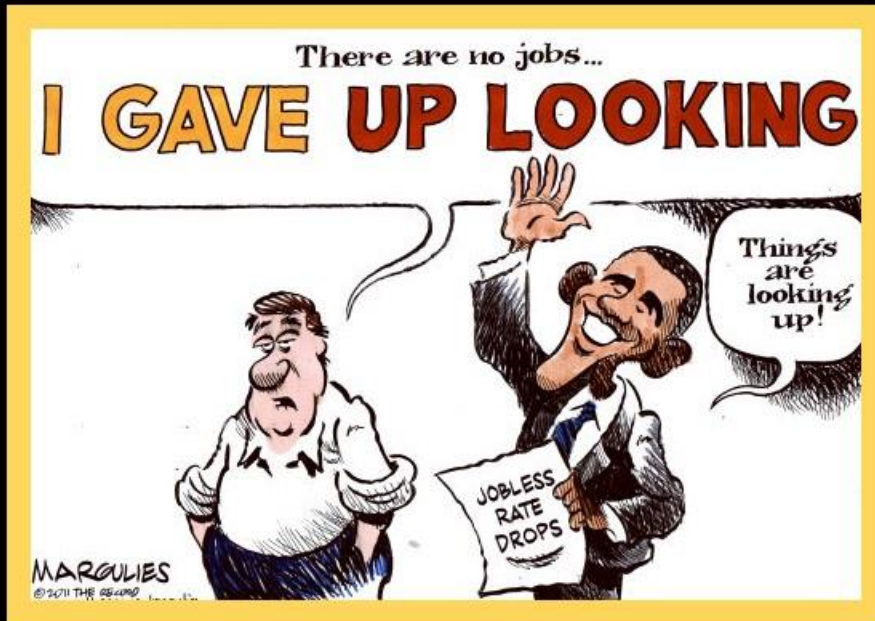
For Adults with Disabilities



<http://www.disabilitystatistics.org/reports/acs.cfm?statistic=9>

<https://www.nclد.org/wp-content/uploads/2014/11/2014-State-of-LD.pdf>

Understanding Unemployment and Labor Force Participation Rates



Unemployed

Not Working

Actively Seeking Work

Not Part of the Labor Force

Not Working

Not Seeking Work

Statistics may describe low unemployment rates, even if a large percentage of people are not working.

California **Labor Force** Participation Rates

**No
Disability**

73%

**Learning
Disability**

55%

**Develop-
mental
Disability**

28%



A majority of adults with developmental disabilities are unemployed or underemployed. According to a Bureau of Labor Statistics survey of disabled adults, that's largely because of a lack of training and education. (Wong, 2016)

What Kinds of Jobs are Common for Individuals with Developmental Disabilities?



Person Centered Planning



What is
important to
me?

What do others
like & admire
about me?

How to best
support me...

Person Centered Planning Process



Student Chooses the Team

Designs Pathway to a Desired Future

By Identifying Strengths - Gifts - Capacities

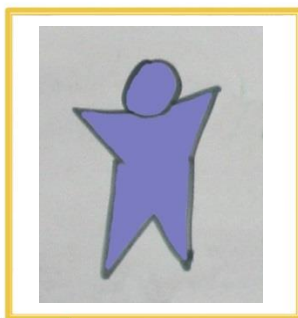
Develops Next Steps

Student Drives Process



One Page Employment Profile

Student's Name



What others like and admire about me...

What is important to me at work...

How to best support me at work...

\$10,400 Per Intern, Per Year



A Paid Internship Program is available to job seekers served by Tri-Counties Regional Center who want to work full- or part-time, become self-employed, or develop skills as an apprentice. There are five main requirements for the internship program:

PAID INTERNSHIP PROGRAM Up to \$10,400 per Year

1) The intern must earn at least minimum wage and make the same amount of money that other employees make doing the same job.

2) The intern must be doing an individual job and be included in community and/ or worksite activities to the same extent as individuals without disabilities.

3) The internship must help the intern reach one of the goals that were chosen during the planning meeting with the service coordinator.

4) The goal of the internship may be to get hired at the internship site or to get work experience that will increase opportunities for future employment.

5) The total funding available for each internship is up to \$10,400 (ten thousand and four hundred dollars) per year. These funds cover individual wages and include any other employer costs.

How Do I Get Started?

1) Contact your TCRC Service Coordinator and say you want to have a Planning Team Meeting to talk about doing an internship. Tell your service coordinator WHO you would like to have with you at your meeting.

2) Prepare for the meeting by thinking about what kind of work you would like to do. Consider your skills, experiences and interests as well as whether you think you will need job support to be successful.

*Earn Money
to Live the Way
You Choose*

Start Your Own Business

*Learn a Trade
or Develop Your Skills*

*Develop meaningful
relationships
with Co-workers*

*Find Out what Type of Work
Makes You Happy*

www.tri-counties.org

For Intern's Wages, Worker's Compensation, Payroll Costs, and Any Other Mandated Employer Costs



Paid Internships, Work Experience, Pre-employment Training Programs, On-the-Job Support

Job Search, Resume Development, On the Job Training (OJT), Internships, Apprenticeships

Paid Work Experience, Student Services, Work Clothing and Transportation Assistance, Job Support


Equal Opportunity Recruitment, Adaptive Hiring, Disability Support Partnerships, Apprenticeships



PARTNERSHIPS

Regional Centers and the Department of Rehabilitation

**To Meet the Needs of Students with Intellectual and
Developmental Disabilities**



REGIONAL CENTERS & DEPARTMENT OF REHABILITATION

Transportation Training	.2 miles
Job Development	.3 miles
Self-Employment	.5 miles
On-the-Job Support	.2 miles
Customized Employment	.7 miles

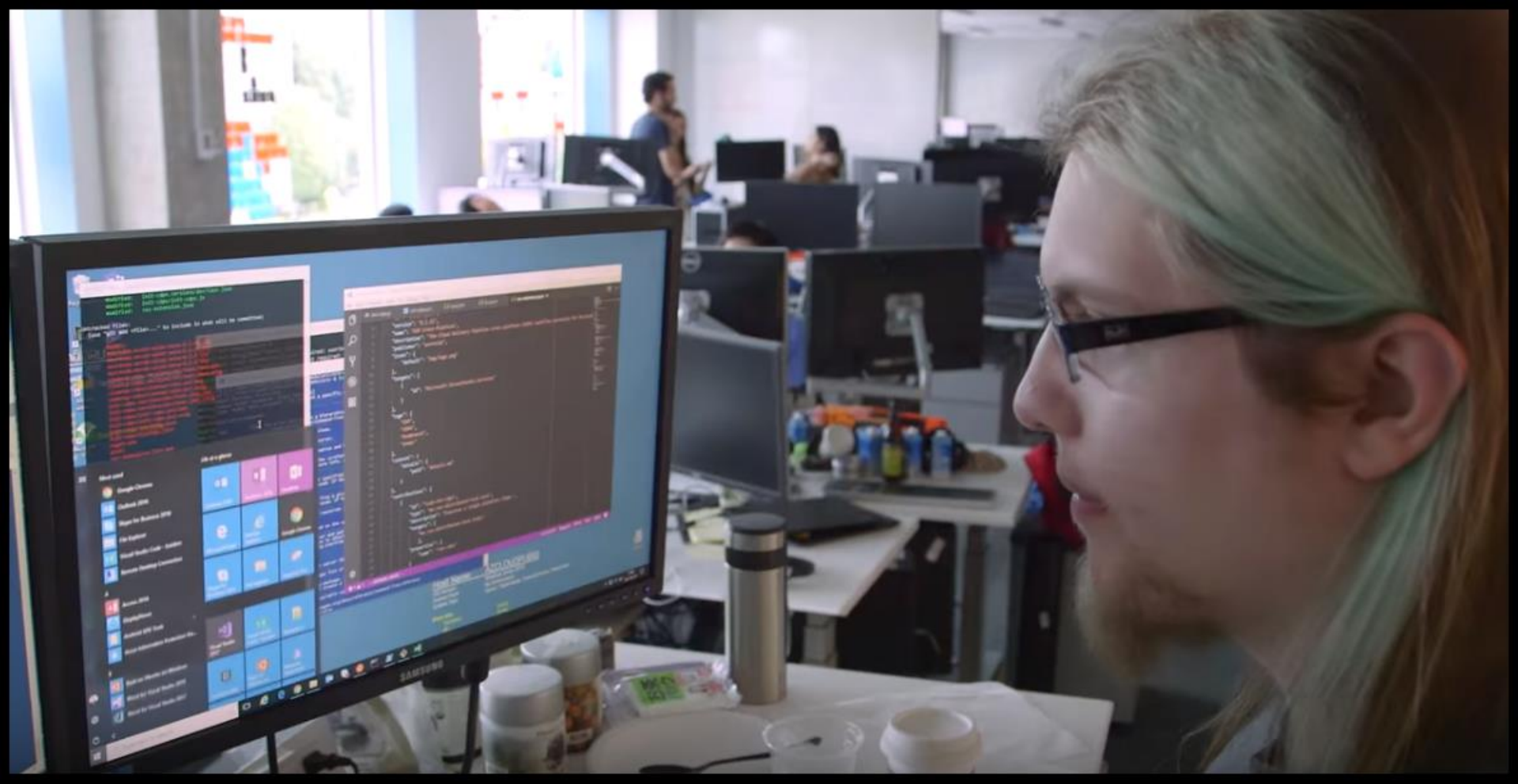
Employer Connections

Companies with

Disability
Hiring
Programs



Microsoft Autism Hiring Program



1

EDD.CA.GOV



EDD Resources

- Ask EDD
- News and Announcements
- Forms and Publications
- **Labor Market Information**
- Contact EDD
- More...

Inclusive Business Leadership Networks

2



3



4

Certificate of Training

(Course Title)

(Course duration)

(Course sub-heading if appropriate)

(Venue)

This is to certify that

.....
successfully completed the above course, (plus additional description and information as appropriate, e.g., programme name, topics trained or covered, skills or activities, modules, levels, practical, theory, etc.)

For (your organization/ trainer)

Signed

For (sponsor/ trainee organization)


5



LMI by Geography

- California
- **Counties**
- Metropolitan Areas
- Local Workforce Development Areas
- Regional Economic Areas
- More...

Accommodations, Adaptive & Assistive Technologies




JAN

Job Accommodation Network
Practical Solutions • Workplace Success

Creating Inclusive Workplaces Through Successful Accommodations

Lou Orslene, JAN Co-Director,
MSW, MPIA, CPDM

PAC RIM 2015



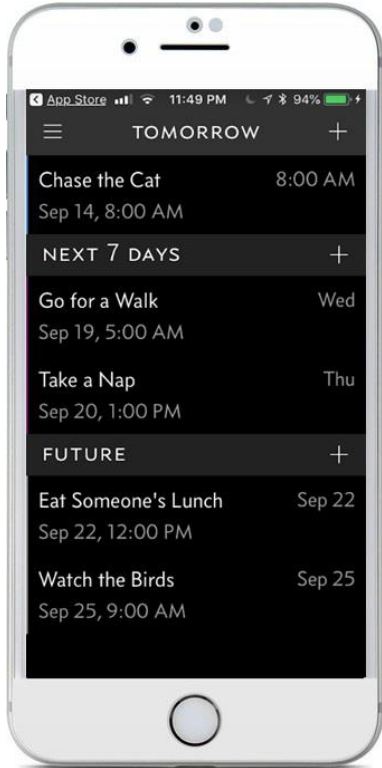
JAN is a service of the U.S. Department of Labor's
Office of Disability Employment Policy.

JAN

Job Accommodation Network

Practical Solutions • Workplace Success

OFFERS ACCOMMODATION IDEAS IN SPECIFIC AREAS



“Due” App

for Organization, Memory
& Executive Functioning
Limitations



Social Skills

Sensory Issues

Time Management

Executive Functioning

Speaking/Communicating

Organization and Prioritization

Memory

Multi-Tasking

Stress Management

EXAMPLES OF ACCOMMODATIONS



Time Management

- DIVIDE INTO SMALLER TASKS
- USE TIMER TO ALERT
- ALLOW CO-WORKERS ACCESS TO CALENDAR

Time / Attendance

- PROVIDE A JOB COACH
- USE TRAINING VIDEOS
- VISUAL AIDS/CHARTS

Social Skills

- HELP DEVELOP ROUTINE
- CREATE A CHECKLISTS
- TURN OFF DISTRACTIONS – CELL PHONES

COMPUTER AND MOBILE DEVICE APPS

A screenshot of the SOAR search interface. It shows a search bar with the text "SEARCH THE DATABASE" above it. Inside the search bar, there is a placeholder text "Enter a search phrase" and a magnifying glass icon on the right. Below the search bar is a blue button with the word "Search" written on it.

More than 20,000 apps for educators

Many apps are free or inexpensive

Database of Accommodations

Searchable by Disability Type

Which apps are best?

SOAR Offers Consumer Product Reviews





“I KNOW HOW YOU FEEL” APP



Identify Feelings

Develop Awareness

Improve Communication

Learn Empathetic Responses

Creative Social Learning, LLC

★★★★★ 5.0

\$9.99

ASSISTIVE TECHNOLOGY AND EQUIPMENT



Timer/Programmable Watch

Electronic or Handheld Organizer

Noise Canceling Headset

Color Code System for Files and Projects

Voice Activated Recorder

Electronic Conversion of Paperwork

Speech Recognition Software

Pre-filled Forms or Pre-printed Stickers

Soft Skills Videos

**Connecting
With and
Leveraging
Employment
Resources:
Where to Start**

**2018 AEBG Summit
Together Towards Tomorrow!**

Resource Manual

**Pathways to Successful
Employment Outcomes
for Adults with
Disabilities**

By Joey Carroll
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Dan Clardy
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College