



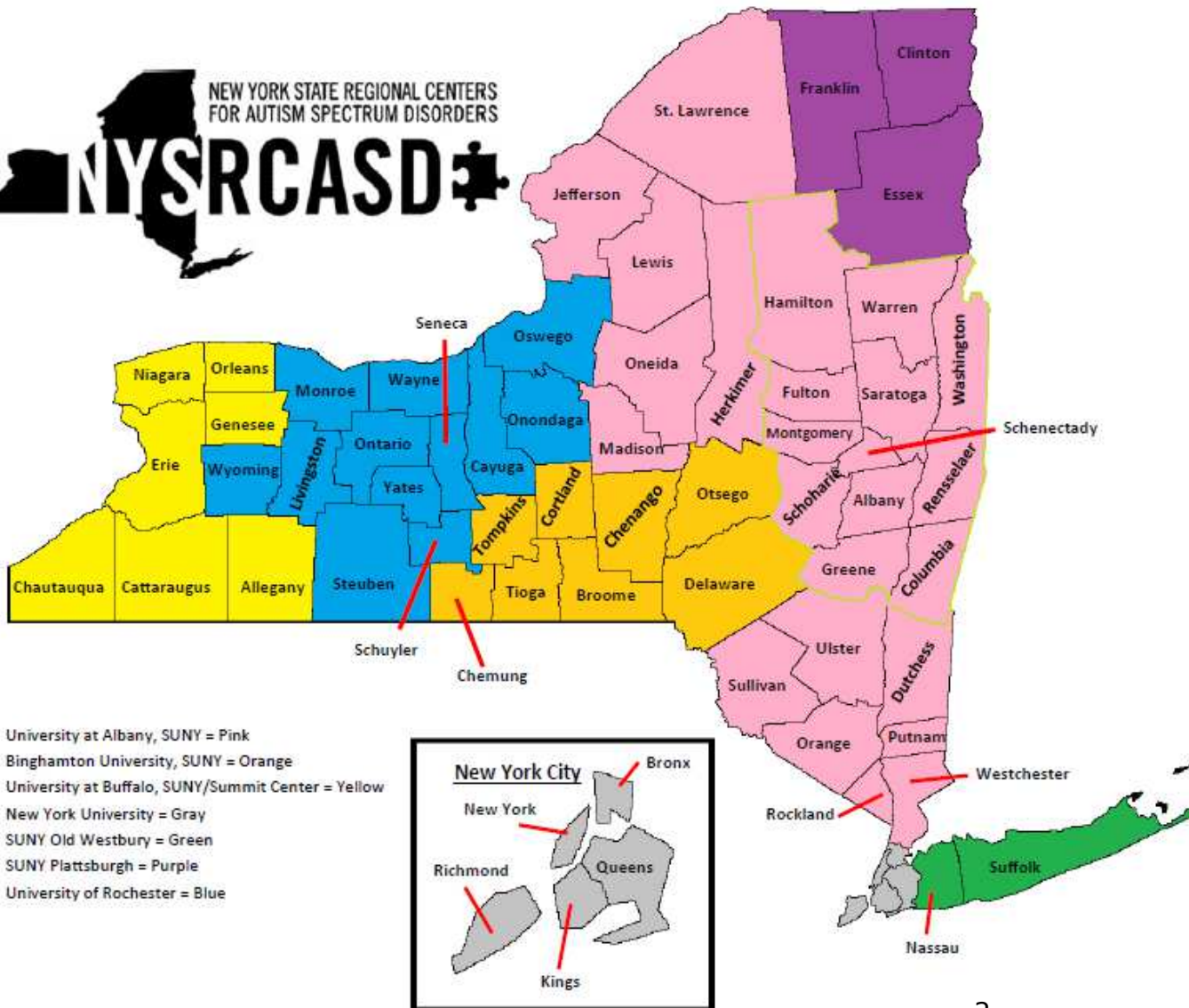
# Get Started on Your Path to Employment

Kaitlyn Richardson, M.P.P.  
Director, Employment Programs  
Strong Center for Developmental Disabilities

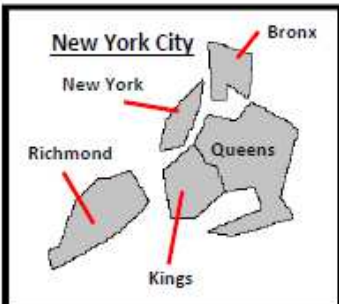
Hosted by the  
Rochester Regional Center for Autism Spectrum Disorder

MEDICINE *of* THE HIGHEST ORDER





- University at Albany, SUNY = Pink
- Binghamton University, SUNY = Orange
- University at Buffalo, SUNY/Summit Center = Yellow
- New York University = Gray
- SUNY Old Westbury = Green
- SUNY Plattsburgh = Purple
- University of Rochester = Blue



# RRCASD Webinar Series

Coping and Problem Solving Strategies for Youth with ASD

Linda Matons, M.S.

**Wednesday, April 18, 2018**

**3:30-5:00 p.m.**

Register at [www.scdd.urmc.edu/rrcasd](http://www.scdd.urmc.edu/rrcasd)

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# The City of Rochester – A Leader in Inclusive Hiring

<https://www.youtube.com/watch?v=FIHcfkqvQj8&feature=youtu.be>



City of Rochester, NY  
*Lovely A. Warren, Mayor*

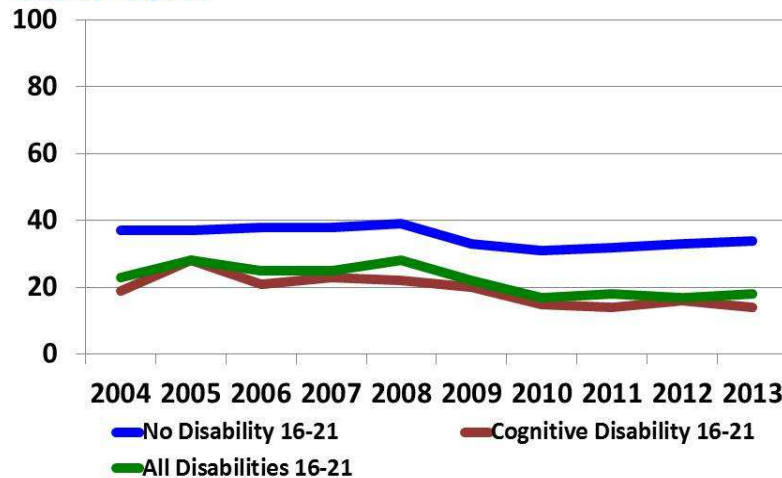




# Addressing the employment gap

## Percent Employed 18-21

New York

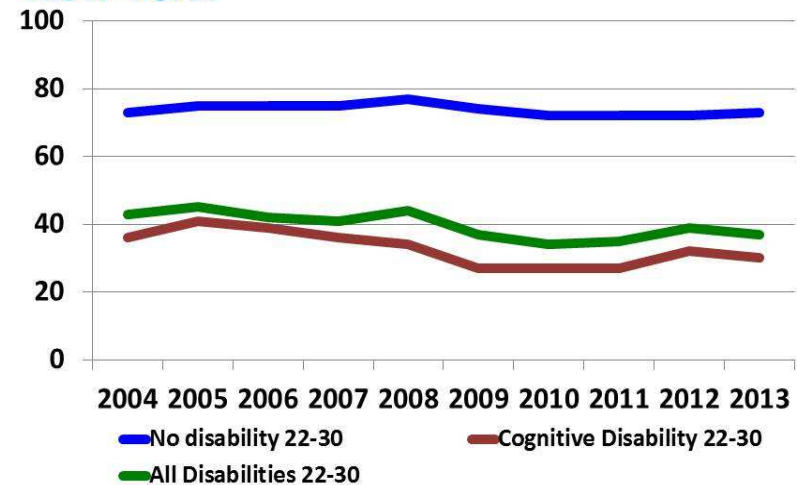


StateData.info Source: American Community Survey



## Percent Employed 22-30

New York



StateData.info Source: American Community Survey



# Employment First in NYS

Report & Recommendations released by Gov. Cuomo - 2014

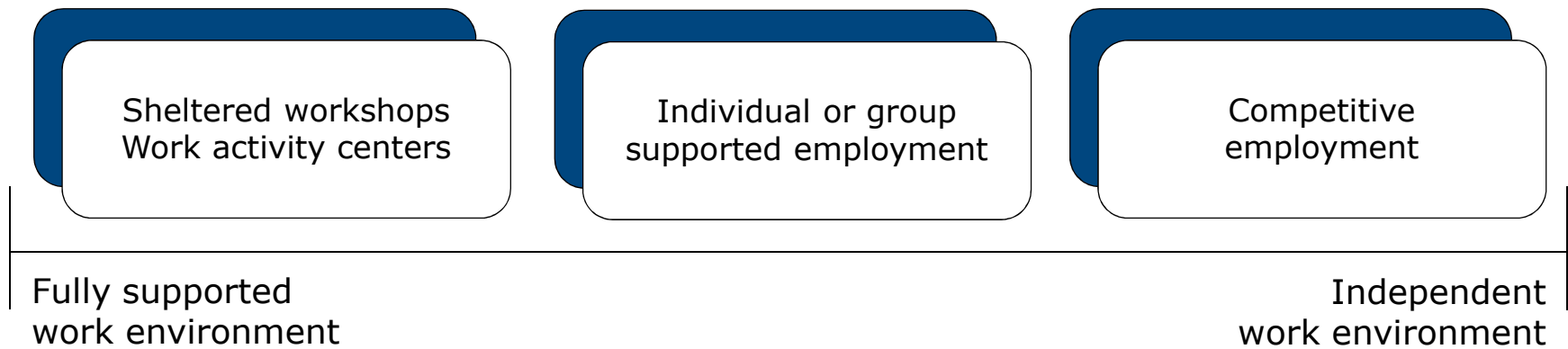
- Belief that employment is attainable for all
- Need to assess for and train towards least restrictive employment options

Integrated, competitive employment as Gold Standard:

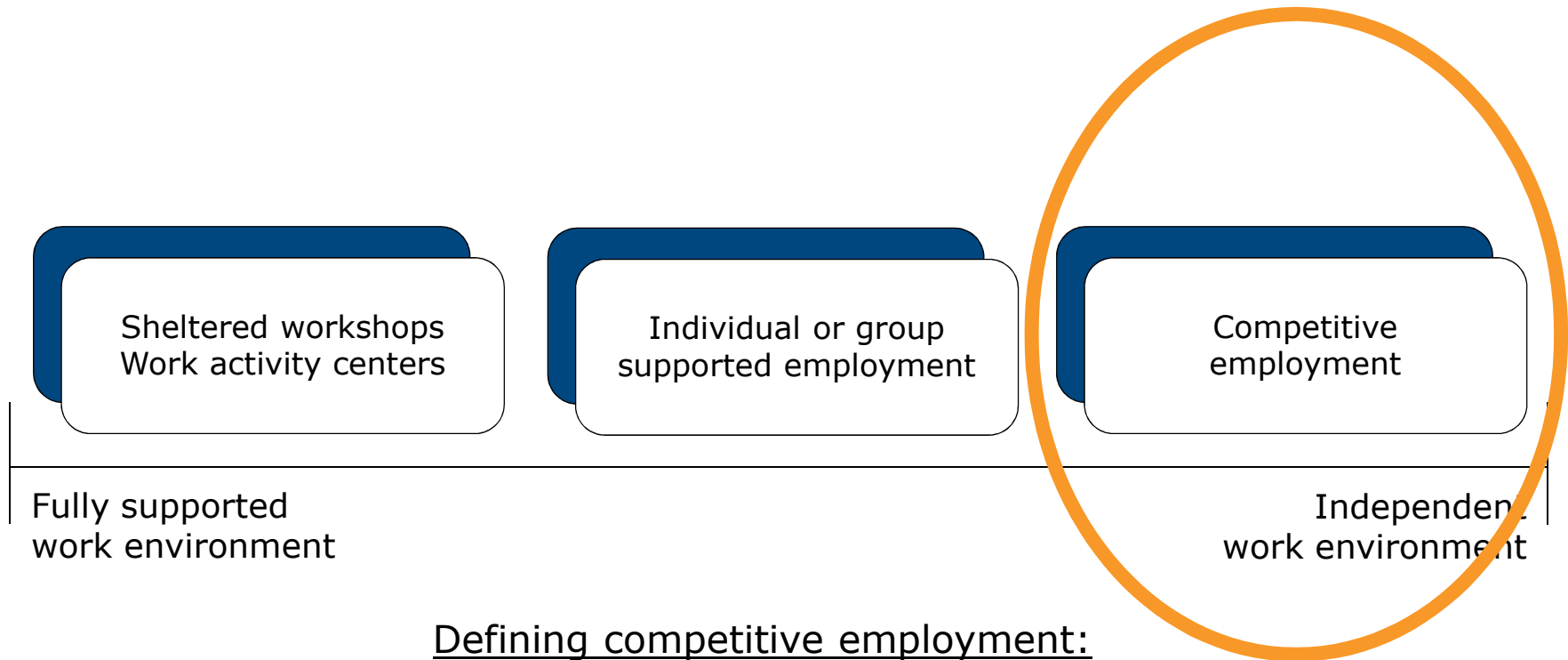
- 20+ hours per week at prevailing wage
- Fully integrated within work environment, utilizing natural support

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# The path to employment for people with IDD



# The “Gold” Standard



## Defining competitive employment:

- 20+ hours per week
- Prevailing wages with commensurate benefits
- Fully integrated environment

# What is Dignity of Risk?

## How does it apply to employment?



# Challenges and barriers

- Lack of education and training
- Inadequate transportation options
- Need for accommodations on the worksite
- Attitudinal factors and stigma
- Low expectations

# Barriers to Employment – ASD Specific

1. Interviewing skills
2. Ability to manage change
3. Social difficulties with supervisors or coworkers
4. Behavioral difficulties
5. Anxiety of stress about work

(Muzra, 2016)

# Importance of School to Work Transition

- Carl D. Perkins Vocational Act & the Individuals with Disabilities Education Act (IDEA) mandate workforce preparation for students with disabilities
- Vocational assessments help gauge strengths & challenges and should inform transition goals – engage multiple stakeholders in this process
  - <https://my.vanderbilt.edu/specialeducationinduction/files/2011/09/Transition-Planning1.pdf>
- Engage in work based learning opportunities when possible

The future depends on  
what you do today. —  
Mahatma Gandhi

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# Self-Advocacy

“Self-advocacy is an individual’s ability to effectively communicate, convey, negotiate or assert his or her own interests, desires, needs, and rights. It involves making informed decisions and taking responsibility for those decisions.” – VanReusen et al., 1994



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## Self-Advocacy related to employment

- Self-esteem & awareness
- Knowing your strengths & talents
- Disclosure
- Accommodations
- Rights as an employee

# Self-Advocacy Resources

- DDPC
  - <https://ddpc.ny.gov/>
- SANYS
  - <https://sanys.org/>
- Youth Power
  - <http://www.youthpowerny.org/>
  - <http://www.youthpowerny.org/nyisa/>
- Center for Disability Rights
  - <http://www.cdrnys.org/>
- Partners in Policy Making
  - <http://www.nyspip.org/>
- Taishoff Center, Inclusive U
  - <http://taishoffcenter.syr.edu/inclusiveu/our-philosophy/self-advocacy/>

School = Entitlement

Adult = Eligibility



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# Adult Systems

## **OPWDD** – Office for People With Developmental Disabilities

- Help people with developmental disabilities live richer lives.
  - Related to employment services, OPWDD uses person-centered planning to help identify skills and interests through a number of different services.

## **OMH** – Office of Mental Health

- Multi-faceted mental health system. Programs include various inpatient and outpatient programs, emergency, community support, residential and family care programs.

# Vocational Rehabilitation

**ACCES-VR** – Adult Career and Continuing Education Services – Vocational Rehabilitation

- Assists individuals with disabilities to achieve and maintain employment and to support independent living through training, education, rehabilitation, and career development.
- School staff can help decide when you should apply to ACCES-VR and help with the application process. You can start using services as early as your junior year in high school.

**NYSCB** – New York State Commission for the Blind

- Enhance employability, to maximize independence and to assist in the development of the capacities and strengths of people who are legally blind.

# Job development & coaching



- Help with job search
- Mentor
- Motivator
- Goal-setter
- Brainstorm/ develop new ideas
- Practice
- Provide feedback
- Locate resources
- Etc.

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# General Strategies to Ensure Success

- Environment modification
- Increased structure
- Visual supports
- Task analyze
- Provide feedback immediately & frequently
- Reinforce positive behavior



## Ensure adequate long term supports

- Long term supports are intended to maintain stability and retention over time.



# Project SEARCH

- Began at Cincinnati Children's Hospital Medical Center in 1996. Has grown to over 450 programs internationally.
- Provide employability skills training to people with significant disabilities through on-site emersion in a business.
- Provide supports to the business to encourage the hiring of individuals with disabilities
- One year program
- 9-12 participants – variety of disabilities
- Instructor and job coaches/developers
- Rotations through training site placements with continual feedback
- Outcome of employment



# Project SEARCH in the Rochester area

## Wegmans

- BOCES 1, Lifetime Assistance, ACCES-VR, OPWDD
- High school transition

## URMC

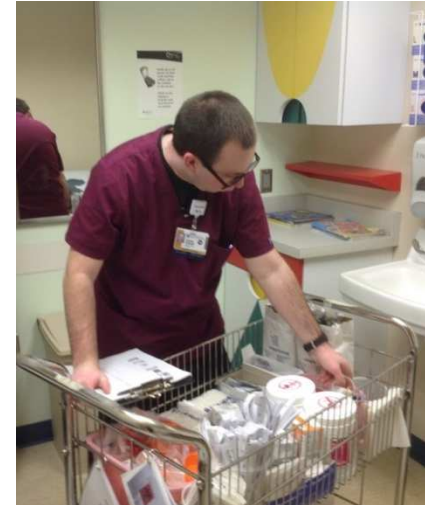
- BOCES 2, Arc of Monroe, ACCES-VR, OPWDD
- High school transition

## City of Rochester

- Rochester City School District, Arc of Monroe, ACCES-VR, OPWDD
- High school transition

## Del Monte Hotel Group

- Arc of Monroe, ACCES-VR, OPWDD
- Adult program



# Project SEARCH- RRCASD catchment area

## **SUNY Upstate Medical Center**

- Syracuse City School District, Arc of Onondaga, ACCES-VR, OPWDD
- High school transition

## **Syracuse University**

- ARISE, ACCES-VR, OPWDD
- Adult program

## **Finger Lakes Health**

- Ontario Arc, ACCES-VR, OPWDD
- Adult program

## **Ira Davenport Hospital, Bath**

- GST BOCES, Arc of Steuben, ACCES-VR, OPWDD
- High school transition

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[MyPathNY.org](http://MyPathNY.org)



# Resources

- Department of Labor
  - <https://labor.ny.gov/career-center-locator/>
- Independent Living Centers
  - <http://www.acces.nysed.gov/vr/independent-living-centers>
- New York State Special Education Parent Centers
  - <http://www.p12.nysed.gov/specialed/techassist/parentcenters.htm>
- Project SEARCH
  - National: <https://projectsearch.azurewebsites.net/>
  - NYS: <https://www.urmc.rochester.edu/strong-center-developmental-disabilities/programs/project-search.aspx>
- Institute for Innovative Transition
  - <http://www.nytransition.org/>

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# Questions



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