

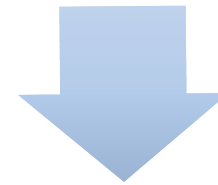


# The Path to Employment

The Role of the Career Development Plan – Part Two

The Role of  
the Career  
Development  
Plan (CDP)  
is to:


Clearly communicate what someone  
wants to happen in regard to  
employment for their ISP year.



It is critical that the person  
understands that what they select will  
be the basis for their employment -  
related supports for the upcoming ISP  
year. **A person may change their  
mind and their CDP at any time.**


## Key Points

Competitive, integrated employment is the goal of all ODDS employment services.



There are no tests to pass or services a person must have before exploring, pursuing and/or obtaining individual, integrated employment.

Use resources to make decisions about selecting employment providers such as the data at: <https://spdweb.hr.state.or.us/EOS/Data>



If someone does not want to explore integrated employment, efforts should be made to understand why and how people of working age arrive at the decision not to explore, pursue, obtain, maintain or advance in individual, integrated employment. The Employment Discussion Guide is one tool that may play an instrumental role in gaining such insight.

## Why Employment is Important

Griffin et al. (1996) found higher levels of self esteem as well as job satisfaction for those in supported employment than for those in sheltered employment.



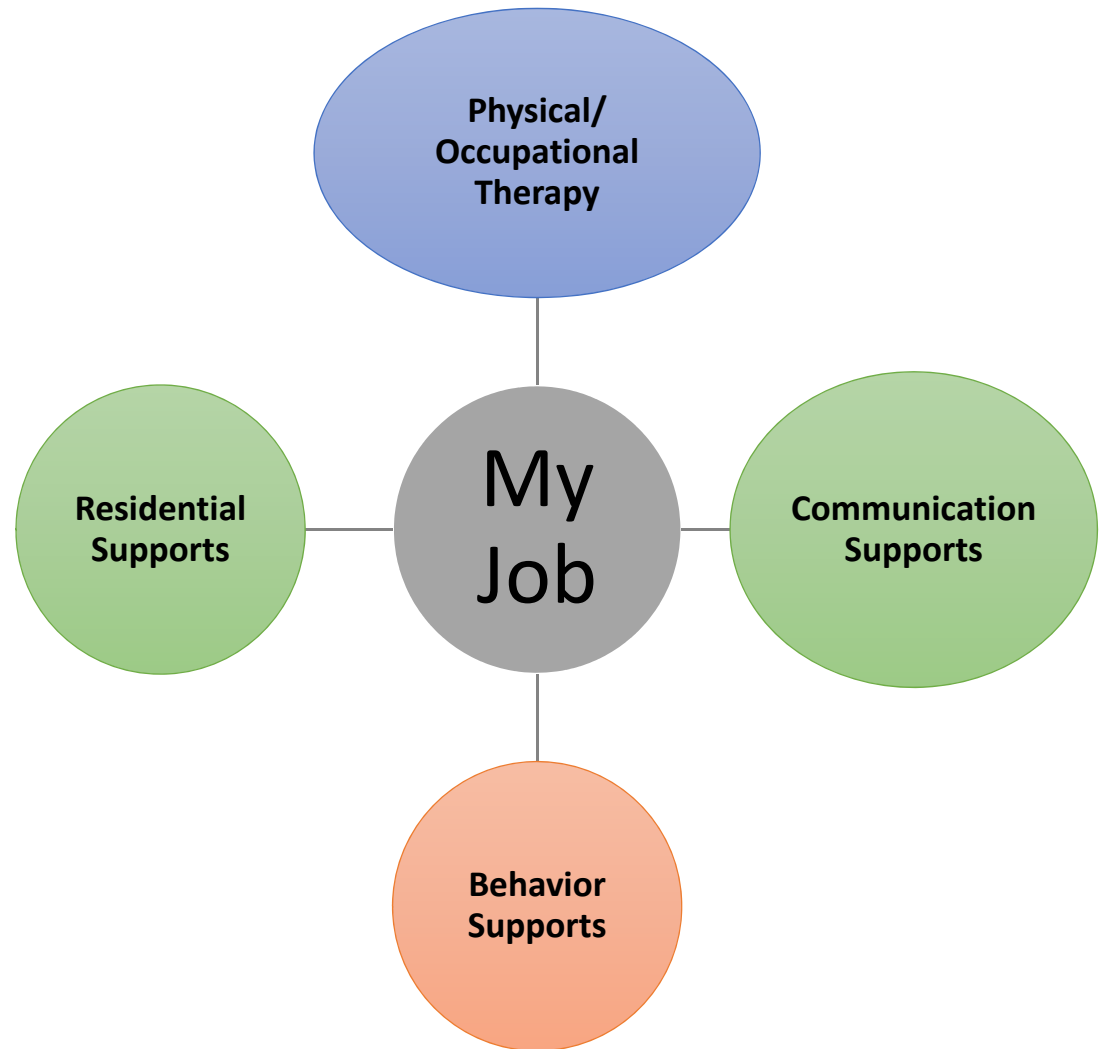
~ Akkerman, September 2016

## Why Employment is Important

. . . Having career adaptability, or considering oneself able to construct own future career intentions and to cope with career transitions and difficult work situations, may also favor. . . positive feelings to face difficulties and to succeed in what is important for [a person with an intellectual disability] (Scioli et al., 2011), thus stimulating even greater feelings of life satisfaction.

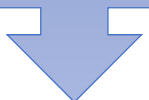
~ Santilli, 2014

Everything  
Supports  
Employment

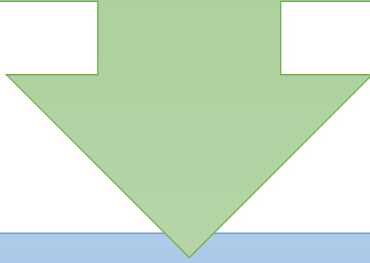


# What is an Employment Outcome?

A statement that reflects how things will be.



Verbs are important . . .

- Gary shall
  - Bridget will know how to
  - Corey is able to
- 

ODDS employment services are resources people can use to reach their employment outcomes

# Desired Employment Outcomes

## Desired Employment Outcomes

Desired Outcome	Key steps to work toward	Is there a paid service that supports this outcome? If so, what is it?	Who is responsible?	Timelines Frequency or by when?	Where to record progress	Note if written implementation strategies are expected
What is the desired result?	the outcome					
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# Action Plans

Desired Outcome:					
Measurable steps that will be taken to reach the desired outcome	Where will it happen	Who is responsible	How often or date due	Where to record	Notes

# Desired Employment Outcomes

Not an Employment Outcome	An Employment Outcome
Amanda will participate in Employment Path Community.	Amanda will be knowledgeable about in-demand occupations in her community by meeting with the local American Job Center staff.
John will participate in Small Group Employment.	John will be skilled at using the riding lawn mower.
Kayla likes to work around people.	Kayla has a job where she interacts with people.
Stan will continue to work in the sheltered workshop.	Stan understands that he has a wide variety of employment options because he has toured businesses that match his interests and skills.
Giselle will work with her job coach.	Giselle knows and understands her job duties and uses natural supports when she needs assistance.

**Who is Responsible:** By being as specific as possible, you will increase the person's chances for success. At the minimum, list the name of the provider when waiver - funded employment supports are used.

**Timelines or Frequency:** Specify how often this needs to be done and/or a date by which it will be accomplished.

**Record Progress:** Providers must record progress and must ensure that the case manager has the current implementation strategies which may include action plans.

**Monitor:** While this information may be in another document, it needs to be available so the case manager can monitor it.

\* "Provider" refers to organizations that deliver employment services. It also extends to PSWs who provide employment services

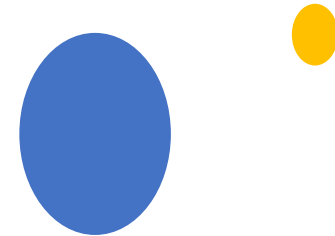
# Getting & Staying on Track

- Focus on investing the person's time to realize their desired outcomes

- Where steps occur
- Who is responsible
- How often or due date
- Where to record
- Notes

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# Action Plans



Susan  
Graham

---

Transitioning out of high school in  
June

---

Her dream is to work in an office.

---

She uses Facebook and Instagram to  
communicate with her friends.

---

She takes a zumba class at the YWCA  
twice a week.

---

She and her parents worry that she'll  
be bored once she is out of school.

# Glen Hansen

---

Has worked at Acme Hardware for ten months

---

Works between 10-12 hours a week. Would like to work 25 hours a week.

---

Would like to pitch in more by learning how to: make keys; refill propane tanks and use the new inventory system.

---

He is highly respected by his co-workers and his boss. His co-workers, Mitch and Jake, taught him the current inventory system.

---

Has come to work in a dirty uniform sometimes.

---

Lives with three roommates and has residential supports.

# Jack Hudson

---

Has worked in the workshop for 15 years

---

He thinks he might want to work in the community but he is not sure.

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Jack and his family are worried that he'll lose touch with his friends if he leaves the workshop.

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He enjoys fishing in the local lake. He really likes deep sea fishing when he can get to the ocean.

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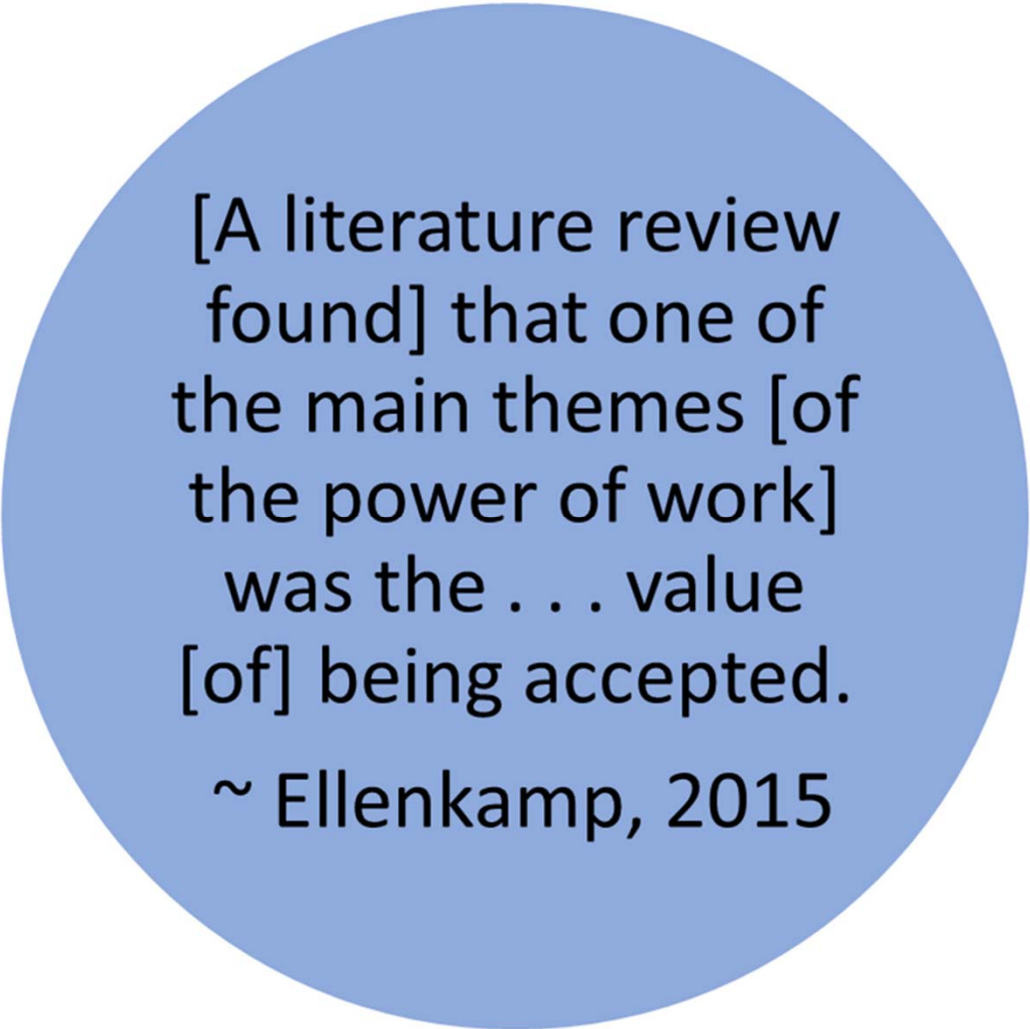
He likes building things, especially with wood.

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He depends on his provider for transportation.



The  
Power of  
Work



[A literature review  
found] that one of  
the main themes [of  
the power of work]  
was the . . . value  
[of] being accepted.  
~ Ellenkamp, 2015



# References

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# Contact Information

Julie Huber

Office of Developmental  
Disability Services

Oregon Department of  
Human Services

[julie.l.huber@state.or.us](mailto:julie.l.huber@state.or.us)