

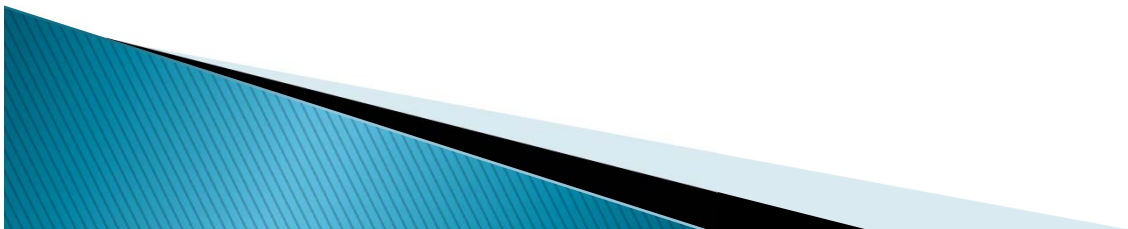
Everyone Can Work (Yes, Everyone!) Part 2

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Introduction

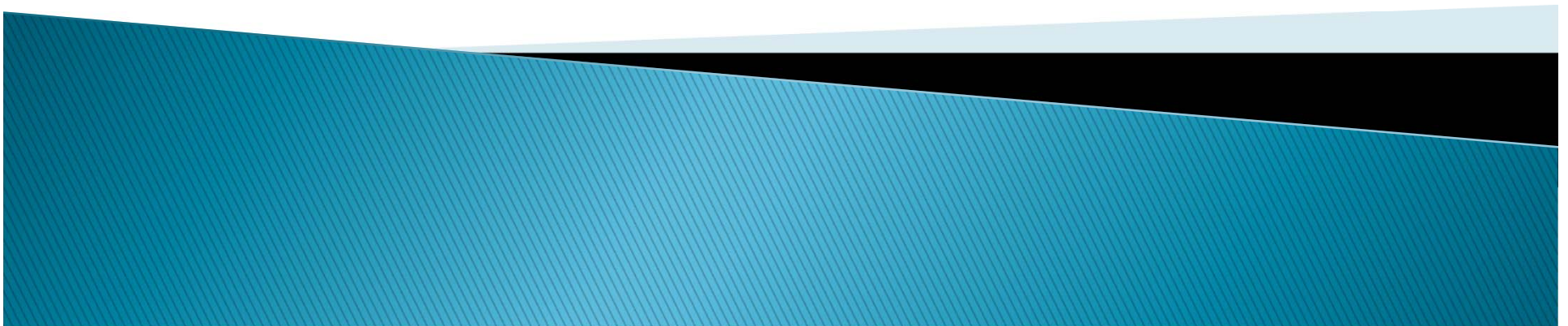
- ▶ Agenda for Session 2
 - Group Intros
 - Name
 - Organization
 - Role
 - At what job would you be terrible?
 - Brief Recap of Session 1 Material
 - Discussion of Base Values and Philosophy
 - Identify Common Barriers
 - Overview of Assessment and Employer Engagement Strategies
 - Workshopping



Employment as a Value

- »» Why are we talking about employment?

*To do this work
successfully, we must start
with the premise that
EVERYONE who desires to
work, can, with appropriate
supports, work...*



THE BIGGER PICTURE

- ▶ Define “Employment”
 - Competitive Integrated Employment – A job in the community that pays a *commensurate* wage for the work being informed.
- ▶ Why the focus on employment?
 - Value of work in our culture
 - Disability Rights
 - Self-Determination
 - Economic Justice/Power
- ▶ Less than 20% of people with disabilities are employed at their desired level of income and engagement in the State of Michigan.



Common Barriers

- »» What makes someone “hard to place”?

Common Barriers

- ▶ Significant Intellectual Disability or Cognitive Impairment
- ▶ Mobility Concerns
 - Wheelchair
 - Uneven Gait
- ▶ Physical Presentation
 - Hygiene
 - Drool
 - Personal care needs
- ▶ Criminal Background
 - Theft
 - Violence
 - Criminal Sexual Conduct
 - Substance Abuse



Common Barriers

- ▶ Behavior
 - Sensory Issues
 - Self-Harm
 - Violence towards others
 - Destructive
 - Sexually Inappropriate
- ▶ What Else?

How about a combination of these?



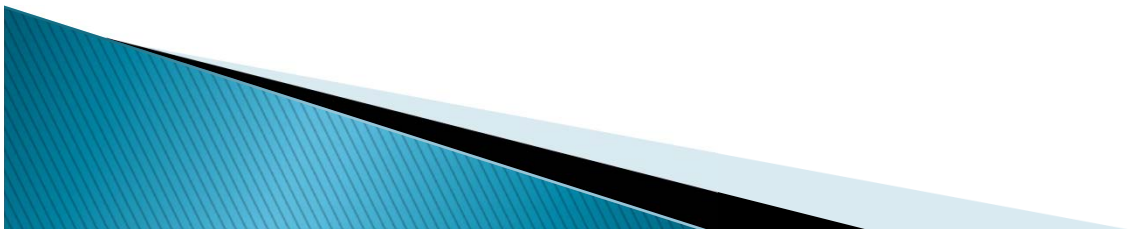
Path to Employment

- »» How do we begin to work through these barriers?

How do we begin to work through the barriers?

▶ Three Step Process

- And it's the same for every person you work with
 - Assessment
 - Learn who they are and what's important to them. Identify Skills, Strengths, and Interests. Identify and mitigate barriers.
 - Targeted Employer Development
 - Use assessment to drive development plan.
 - Target employers you have reason to believe can be successful for this particular person.
 - Build appropriate supports at job start
 - Mitigate barriers
 - Create support plans that maximize success



Workshop

- »» Applying the process to real life cases

Case Study Example

34 yr old female

- ▶ Easily Distracted
- ▶ Cannot sit still for long periods of time
- ▶ Loses focus when absorbing verbal information
- ▶ Doodles (A lot!)
- ▶ Has a misdemeanor for petty larceny within a building less than \$200
- ▶ Misses deadlines and loses paperwork
- ▶ Doesn't like to get up in the morning
- ▶ Stubborn
- ▶ Likes to play on the computer
- ▶ Struggles with loud and competing noises and becomes irritable
- ▶ Highly addicted to caffeine
- ▶ Doesn't share responsibility
- ▶ Delusional optimism
- ▶ Uses humor inappropriately

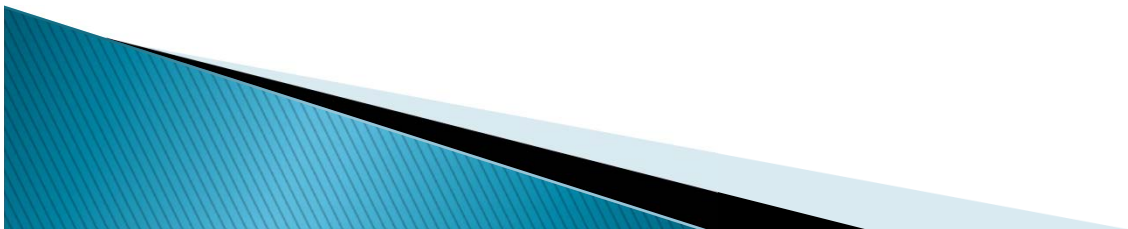
Where would you go from here?



Case Study Example 1

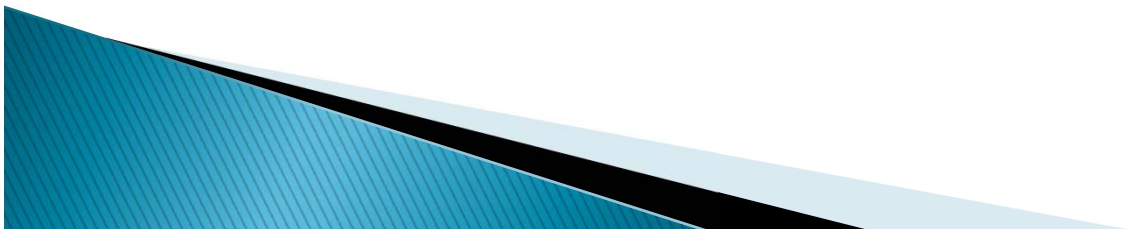
- ▶ High Energy
- ▶ Excellent computer skills
- ▶ Moves from Task to Task quickly
- ▶ Manages workload independently
- ▶ Values work life balance
- ▶ Uses tools to increase focus when absorbing verbal information
- ▶ Very productive in afternoon and evening
- ▶ Determined, sets goals and completes them with high achievement
- ▶ Takes ownership of mistakes
- ▶ Focuses on task at hand
- ▶ Believes in the possibility of the best outcome

How about now?



Focusing on the Positive

- ▶ Activity –
 - Write your own negative traits list and then reframe as a positive.
 - Be honest and have fun
 - Finish by writing your positive traits as a paragraph



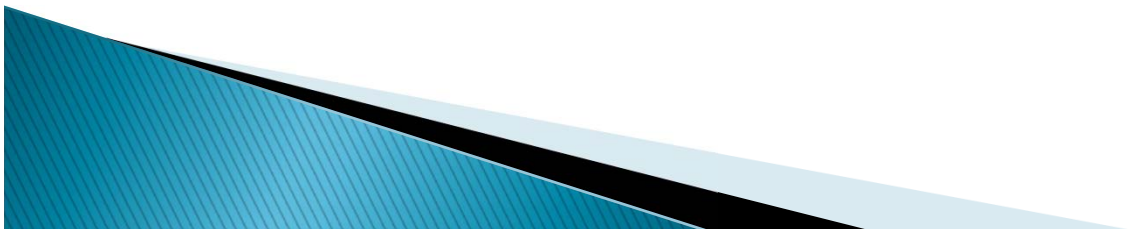
Writing Bios and Speaking about Candidates

- ▶ What is the purpose of a bio?
 - To highlight the skills, strengths, and interests of a job seeker and illustrate how they are a match for that employer.
 - Like a cover letter, but can be either written or verbal.
 - You are the first impression the employer has of a consumer.
 - Practice how you phrase both the positive and the potential barriers.
 - Talk about your job seeker how you would talk about yourself.



Job Search Development Plan

- ▶ Goal of this plan
 - Identify and Highlight the positives
 - Identify and Plan solutions for the barriers
 - Targeted employer outreach list
 - Identify next steps and unanswered questions



Final Thoughts...

- ▶ How do we make employment support and funding sustainable for people living with the most significant disabilities?
- ▶ How do we better engage our business community in seeing the talents of people with disabilities?
- ▶ What options exist in the long-term for those who choose not to work, or whose health does not support work?



Questions / Comments

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