

Employment for People With Disabilities

Beyond “Service”

Employment Figures

- ▶ 60-70% of people with disabilities are unemployed
- ▶ People with disabilities are twice as likely to be self employed as the typical worker; 14.7% compared to 8%.
- ▶ Since 1986, the percentage of people who say that they cannot work has risen from 29% to 43%

Reasons for People Being Discouraged from Looking for Work:

- ▶ Misinformation/Limited Information
- ▶ Perceived Lack of Supports or Funding
- ▶ Fear of Loosing Benefits
- ▶ Lack of Choice

Discovering Vocational Choices

Two Proven Methods

- ▶ Person-Centered Career Planning
- ▶ Vocational Profiling

Advantages & Differences of these Methods Compared to More Conventional Organizationally Driven Procedures:

- ▶ The Employment Seeker is the Center of Attention
- ▶ He/She Chooses the Support Group Members
- ▶ The Meetings Focus on the Positive Aspects of the Person

Advantages (continued)

- ▶ Developing Networks for the Person
- ▶ Designing a Career Plan
- ▶ Taking Action

Information Gathering

“Mapping”

- ▶ Background Map
- ▶ Places Map
- ▶ Relationships map
- ▶ Dreams Map
- ▶ Preferences Map
- ▶ Attributes and Abilities Map

The Importance of Networking

“Smoozing with a Purpose”

- ▶ Networks Mean Not Working Alone
- ▶ Networks Are Where You Find Them
- ▶ Networks Can Change Over Time
- ▶ Networks May Change as Goals Change
- ▶ Networks Are Personal

Basic Principles of Employment Development

- ▶ Zero Exclusion
- ▶ “Job Readiness”
- ▶ Establishing a “Good Job Match”

Employment Opportunities & Good Job Matching

Look For:

- ▶ Environments Which the Person Enjoys
- ▶ Environments Where They Have Succeeded
- ▶ What the Person Brings to the Workplace
- ▶ Places Where Their Personality and Social Skills Are Considered an Asset
- ▶ What Types of Work Environments Should Be Avoided

Examples of Career Exploration & Employment Development

- ▶ Informational Interviews with Employers
- ▶ Employer Tours
- ▶ Job Shadowing
- ▶ Situational Assessment/On the Job Experience
- ▶ On-the-Job-Training (OJT)

Self Employment

Three Styles

- ▶ **Sole Proprietorship**
- ▶ **Business-Within-A-Business**
- ▶ **Partnership**

Advantages of Self Employment

- ▶ Accomodations
- ▶ Integration
- ▶ Financial

Social Security Work Incentives

Title II (SSDI & SSDAC)

- ▶ Substantial Gainful Activity (SGA)
- ▶ Impairment Related Work Expenses (IRWE)
- ▶ Subsidy
- ▶ Medicare Extension
- ▶ Expedited Reinstatement of Benefits

Social Security Work Incentives

Title XVI (SSI)

- ▶ Plans to Achieve Self Support (PASS)
- ▶ Impairment Related Work Expenses
- ▶ 1619(b)
- ▶ 1619(a)

Other SSA Work Incentives

Student Earned Income Exclusion

- ▶ Allows people under the age of 22, who regularly attend school, to exclude up to \$1,340 per month (up to a maximum of \$5,410) from employment income before any other earnings exclusion is applied.
- ▶ College 8 hours per week
- ▶ Grades 7-12 12 hours per week
- ▶ Training course 12 hours per week