

Competitive Integrated Employment, and Options

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Employment First

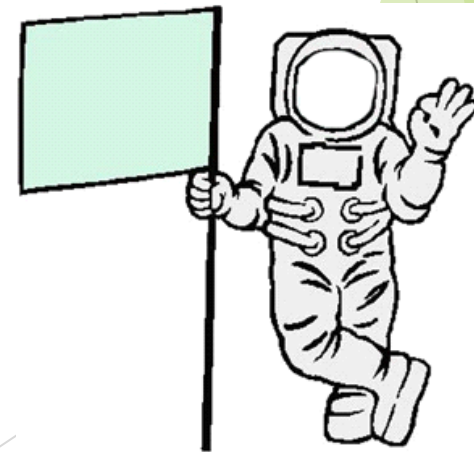
- ▶ All citizens are capable of full participation in integrated employment and community life
- ▶ Systems are to align policies and service delivery practices to commit to competitive integrated employment for youth and adults with significant disabilities
- ▶ Affirms that individuals with disabilities have the right to choose where to live and work, and to participate in integrated activities in their community.
- ▶ Imposes limits on the use of Subminimum wage

Changing Our Approach

- ▶ How we listen to clients when asking them “What do you want to do?”
- ▶ Shifting our focus to individual’s Strengths and away from the ‘easy placements’
- ▶ There is a place for everyone, somewhere out there

“Often, for individuals with significant disabilities, choices are limited and what appears as interests are actually **the choices of others.**”

~ Griffin-Hammis Associates



What is Competitive Integrated Employment?

Competitive Integrated Employment (CIE) is:

- ▶ Full or part-time work in which an individual is paid at least minimum wage in an integrated setting.

An Integrated Setting is:

- ▶ A work environment where the intern interacts with people who do not have disabilities who are doing the same or similar job.

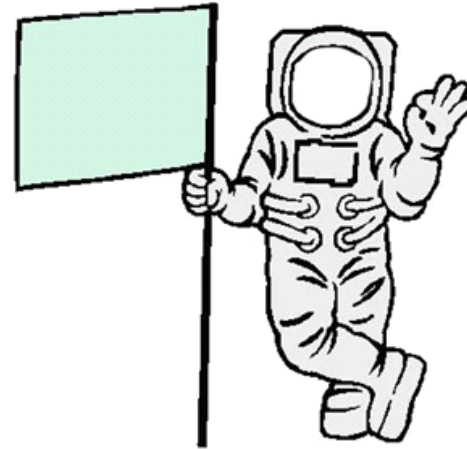


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Supported employment

- ▶ Support to find a job, and keep the job, for the life of the job
- ▶ Support can start at up to 100% intervention, learning the job together and fades to about 20 or 30% for the life of the job
- ▶ Group Supported Employment allows groups of 3 to 8 people to work at the same site with a job coach with them 100% of the time for the life of the job



Paid Internship program (PIP)

- ▶ Available to job seekers served by Regional Center of the East Bay who want to work full or part time
- ▶ Helps build social and vocational skills through job exploration in an integrated and competitive environment that individuals may not have previously had access to, in order to prepare for and lead to permanent competitive employment.
- ▶ Must be earning at least minimum wage, not more than \$10,400 in wages and associated costs in a 12 month period.

Work. Learn. Earn.



Tailored Day services

- ▶ Individualized support for job development, volunteer work, or post secondary education
- ▶ One-to-one support up to six hours per week
- ▶ Must be able to meet own health and safety needs



Department of Rehabilitation

- ▶ Generic resource for people with disabilities to return to work or go to work for the first time
- ▶ Share funding responsibility for Supported Employment
- ▶ Student Services
 - ▶ Five services available without opening a case
 - ▶ Job exploration and postsecondary counseling, workplace readiness and self advocacy training, work based learning experience

Creative Solutions and Recent Success Stories

- ▶ Lawrence Livermore Lab internships
- ▶ The Stanford Neurodiversity Project
- ▶ One Person, One Plan



Q & A

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We educate and empower adults with disabilities and their families through advocacy, building independence, and wellness.

Self-employment is self-empowering

“... in 2019, self-employment for people with disabilities in the labor force was **4 percent higher** than the corresponding rate for people without disabilities...”

Federal Bureau of Labor Statistics

<https://www.bls.gov/news.release/disabl.t04.htm>

Did you know.....that Individuals with disabilities constitute the largest and most diverse minority group in the United States



56 MILLION people in the U.S. live with a disability – that's one in five

Business ownership has always been a cornerstone of the American dream



Cornerstone Micro-Enterprise Program



"As a woman with Cerebral Palsy, my two greatest accomplishments as a single mother have been raising my twenty-eight year old son and running my own graphic art-based business."

Monique Harris



“I’m Paul and I am developing my own vending business.

I participate in Ability Now Bay Area’s exciting Business Program where I get hands on experience stocking and maintaining vending machines. They are helping me develop my business plan and startup.”



Our Cornerstone self-employment small business incubator program assists consumers who want to own and operate a business that matches their talents and interests.

Self-employment is ideal option for:

- Consumers who are interested in running their own business
- Consumers whose disability makes it difficult to effectively compete for jobs due to their need for personal care support
- Supported employment consumers for whom it is not possible to fade job coaching

Ability Write



Join our weekly writers workshop

Ability Write Now (AWN) is a group of writing artists and writers that supports writers with disabilities who have a

Supports include:

- Workshops
- One-on-one writing coach
- Editing



The Cornerstone process

Phase I Discovery: Approximately 30 Days

30 day business curriculum used to assist an individual to identify his/her entrepreneurial type, strengths, talents and interests. Map individual's external circle of support.



The Cornerstone process

Phase II Feasibility: Approximately 60 Days

Business Feasibility Study to determine business viability, development of a business plan with cash flow projections, plans for effects of income on public benefits, and identification of assistive technology and personal care support needs.



The Cornerstone process

Phase III Business Launch & Start-Up Support: **Approximately 18 Months**



Business Incubation Startup
Activities initiated e.g.
implement business plan.
Acquiring business license, setting up
business bank account and marketing.

The Cornerstone process

Phase IV Ongoing Supports

Person Centered Strength Based Program Services support ongoing business successes. Program participants develop practical skills and are personally involved in business operations and growth. The Cornerstone model encourages a continuous improvement approach for sustainability.



The Cornerstone process

Phase V Exit or Retirement

Entrepreneur-dependent:

When Entrepreneurs decide to discontinue participating in the Cornerstone program and will either close their business or transfer it to operate under different address and/or person.

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Short and sweet...



“For most of us technology makes things easier, for people with disabilities it makes things possible”



Judy Huemann, Disability Rights Advocate and former Assistant Secretary, U.S. Department of Education, Office of Special Education Programs

What is Assistive Technology?

Any device or object that assists an individual in completing a task that would otherwise be difficult or impossible for that individual due to their disability.



:: Types of Assistive Technology ::



No tech ...



**Requires no
technology use like
A pen or pencil grip**

Low tech ...



Requires very little technology, and are simple to use like the talking watch

Hi tech...



Often requires technology skills, and can take some time to learn like a speech generating device



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Questions and Feedback

