

# Employment First



## In Erie County

Nov/Dec 2015

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### Steps Toward Independence and Responsibility

Project STIR, Steps Toward Independence and Responsibility, is a local and statewide class designed to teach self-advocacy and self-determination skills to adults/youth.

STIR teaches self-advocacy and self-determination skills such as knowing yourself, communicating assertively, problem solving and negotiating, rights and responsibilities, and being a part of the community. STIR utilizes many different teaching techniques: videos, role play, hands

on, and visual/audio. Currently, Erie County has six active STIR teachers for local classes. Of these six individuals, four are also State Leaders.

When taught locally, STIR is an eight to ten week class that is presented by qualified trainers from the Self-Advocates of Erie County. All STIR trainers are required to complete an intensive three day Statewide Project STIR training.

If someone attends a local STIR training

and is interested in learning about becoming a local trainer, they would need to attend a Statewide STIR training. Although there is no cost to attend a local STIR, there is a cost to attend a statewide training. You will need talk with the Self-Advocates of Erie County or your SSA to learn more about this.

Recently, STIR trainer Harry Miller was featured in the Sandusky Register because of his involvement with Project STIR. He was quoted in the article as saying, "I



just like meeting new people. Part of my goal is to show people they can stand up and speak up for themselves, especially if they are shy or being bullied". Read the article [here](#).

Keep your eyes peeled for a local STIR training in 2016!



### Path to Employment - Every person's path will look different

The Path to Employment has four unique spots. Today we will look at spot 3. Someone could fall on spot 3 of the path if they have never worked, if they currently attend a sheltered workshop or segregated setting, if they have worked in the past but are not sure about working now, or if

they need more information about work. Those on spot 3 still have employment services in their My Vision Plan (MVP/ISP). These employment services are determined through the person centered planning process and will look different for each person.

Providers/family/friends can help individuals explore and learn more about community employment. An individual on spot 3 would not likely be referred to OOD\* just yet, but would instead be discovering what their interests, talents, and support needs are.

### Where do you fall on the Path?

1. I have a job and would like a better one or to move up
2. I want a job! I need help to find one
3. I'm not sure about work. I need help to learn more
4. I don't think I want to work, but I may not know enough about it.

# Ohio Employment First - Person Centered Planning



[Employment First was signed into rule in 2012](#) by Governor Kasich. A part of the rule includes defining different words or phrases. Knowing the language and words of the Employment First rule may help you to feel more empowered when it comes to making employment decisions.

This month's definition is "Person Centered Planning" (PCP). Person Centered Planning is an ongoing process, directed by the individual and others chosen by the individual, to identify the individual's unique strengths,

interests, abilities, preferences, resources and desired outcomes as they relate to the individual's support needs. The PCP process begins with a review of available information to determine what additional information is needed, and what if any additional evaluations are needed. The Employment First rules state that Person Centered Planning must also result in outcomes related to community employment. The Rule further requires that the Person Centered Planning process include identification of and documents where someone falls on

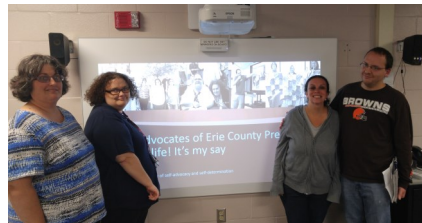
the Path to Employment, what their desired community employment outcome is, and clear activities, services, and supports necessary for the person to achieve or maintain community employment. If someone is unsure about community employment, these "clear activities" could be as simple as learning more about what work means. The PCP process results in the new plan called the MVP "My Vision Plan" (formerly the ISP—individual service plan). Next edition we will further discuss the MVP and employment outcomes.

## Self-Advocates of Erie County

The Self-Advocates of Erie County are a group of individuals dedicated to improving advocacy and self-determination skills throughout our community.

Self-Advocacy means speaking up for yourself, asking for what you need, negotiating for yourself, knowing your rights and responsibilities, and using resources responsibly. Over the years those who attended group

meetings have improved their own advocacy skills through participating in different trainings and events. In 2015 the group members participated in Developmental Disabilities Awareness and Advocacy Day in Columbus, Ohio. They had the chance to



talk with our area representatives including Senator Randy Gardner. Group members also attended the celebration of the 25th anniversary of the American's with Disabilities Act and the Synergy Conference. The group meets on the first Monday of each month from **4-5:30pm** at the Erie County Board of DD. **All are welcome!**

## Upcoming Events and Training

**Using Ohio Means Jobs**  
11/12/15 6-7:30pm EHOVE  
Building A room 101

Join Barbra Hobart, Workforce Specialist, and learn how Ohio Means Jobs not only assists in job searching, but career exploration, career preparation and so much more! This is an EHOVE "Hot Topic" event.

**Autism 101**  
11/17/15 10:30-11:30am  
ECBDD 4405 Galloway Road  
Sandusky

Join us for a very basic overview of the autism spectrum disorder (ASD). This talk is a great introduction to ASD. Free and open to the community.

**Santa's Workshop**  
12/5/15 9am-12pm ECBDD

Join us for our annual Santa's Workshop. This event is free and open to the community. A morning full of family fun, crafts, door prizes, and even a visit with Santa. Loins Club will host a pancake breakfast and poinsettias will be available for cash purchase.

## Upcoming EVENTS

## Leaving Money on the Table? Check out DB 101

Ohio has launched its very own user friendly calculator to help individuals and families see how employment would or would not impact benefits such as SSI, SSDI, Medicaid, etc. This tool is not designed to completely replace a benefits analysis (which are now available - talk to your SSA for

more info). This tool is a great place for someone to start or find information around benefits and incentive programs. For example, did you know that a student on Social Security (SSI) can earn up to \$1,780 per month and a max of \$7,180 per year without their

social security check being interrupted! Using the tool is easy and no social security number or personal information is needed to use it. You will definitely want to check out this new calculator today! [www.oh.db.101.org](http://www.oh.db.101.org)

## Partnership with schools and ECBDD - Evidence based success!

Two local schools - Sandusky and EHOVE will collaborate with the Erie County Board of DD on November 11th to attend the Ohio Self-Determination Association (OSDA) Job Seeker Project STIR training. This one day training focuses on self-advocacy skills in the area of employment. This training will be taught by professionals who have first hand experience with advocacy and self-determination because they are

individuals with disabilities themselves.

This unique partnership between ECBDD, Sandusky High School, and EHOVE is the first of its kind. All youth attending have previously or are currently receiving ECBDD services.

Teaching self-advocacy and self-determination is an important practice for educators. Evidence shows that youth who have the chance to learn and develop these

skills will have greater post school success. Components of these skills include: choice-making, decision making, problem solving, goal setting, independence, risk-taking/safety skills, self observation, and leadership skills.

Self-Advocacy and Self-Determination are just one of the eleven Evidence Based Practices that can be used to help transition youth reach their goals of success. View the full document online [here](#).

## Family Corner - Family Information Network (FIN)

The FIN group is still meeting regularly; this month's meeting will be on 11/10 due to the holiday on 11/11. In November we will welcome and meet the area's new benefits counselor Dawn McDiffitt. Join us and learn about the new services available around benefits counseling.



There will be no meeting in December due to the holiday season. Meetings will resume regular time and date in January 2016.

Contact Megan at [metzel@eriecbdd.org](mailto:metzel@eriecbdd.org) to be added to the FIN reminder list.

Can't make it to the next FIN meeting? Have questions about Employment First or other topic? Have a story to share? Please email [EmploymentFirst@eriecbdd.org](mailto:EmploymentFirst@eriecbdd.org) with any questions, ideas, or feedback!

## Find us on Facebook!

Employment First of Erie County can now be found on Facebook! This is a quick and easy way to learn about upcoming events or opportunities. We have a great list of upcoming events, trainings and other activities. Go to [www.facebook.com/employment1stofieriecounty.com](http://www.facebook.com/employment1stofieriecounty.com) or search Employment First of Erie County and like our page!



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## Employment First In Erie County

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Employment is not a  
program. It's an outcome

Find us on Facebook at [www.facebook.com/Employment1stOfErieCounty](http://www.facebook.com/Employment1stOfErieCounty)

Check out the Erie County Board of DD website at [www.ErieCBDD.org](http://www.ErieCBDD.org)

You read our newsletter digitally on our website for a more interactive experience.

Feedback, questions, stories always welcome. Just email [EmploymentFirst@ErieCBDD.org](mailto:EmploymentFirst@ErieCBDD.org)

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## Employment First in Erie County



### *From the Superintendent Carrie Beier*

Our agency strives to empower people and their families while living, learning, working, and being a part of the community. We are committed to partnering to provide opportunities for employment and community integration for all individuals through person centered planning and supports. People will recognize possibilities, pursue opportunities, and achieve personal success as valued members within the community.

*One person at a time. One success at a time*

**Seasons  
Greetings**

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