

# Employment First

## In Erie County

Jan/Feb 2016

Volume 2, Issue 1

### Welcome 2016! What's your resolution?

Welcome to the new year! Our newsletter, *Employment First in Erie County* is celebrating one year of publication this month. We truly hope you have enjoyed the articles and stories of 2015. This year we look forward to bringing you lots of great information around Employment First, advocacy topics, and events in our community.

If this is the first time you are reading this newsletter, welcome! Be sure to check out our website

[www.eriecbdd.org](http://www.eriecbdd.org) to view 2015 issues.

Employment First is a shift, across not only Ohio, but the entire nation. All across America individuals with disabilities are working in the community and for the first time in their life earning at least minimum wage.

The Employment First Rule, signed in March 2012 by Governor Kasich, declares community employment as the first and preferred outcome for

ALL individuals with developmental disabilities. Other legislation, like the federal act WIAO signed in July 2014, also has a similar effect of providing significant advancement in employment for citizens of all abilities.

Locally we are taking steps to get the word out about Employment First. Last year we launched the Facebook page [Employment First of Erie County](#) and worked with the Self-Advocate group to host several presentations

highlighting successful community employment stories.

Our 2016 resolution is to bring you more personal stories. We need 5 people to share their employment stories—one story for each issue this year. Are you looking for a job, working your dream job, or maybe learning about work through volunteering or other activity? Contact Jennifer Yingling at [JYingling@eriecbdd.org](mailto:JYingling@eriecbdd.org) for the change to have your story published!



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

The Path to Employment has four unique spots. Today we will look at spot 4 “I don't think I want to work, **but I may not know enough about it**”.

Historically people with developmental disabilities have not had the same opportunity to obtain employment in the

community as their non-disabled peers. Going back 25 years they didn't even have the same opportunity for education. Of course a lot has changed over time, both socially and legislatively. When looking at spot 4 the “I may not know enough about it” is important. If someone

doesn't know about work or if they don't know what they like or excel at they may fall on spot 4. Tools like the Discovery Process can help teams uncover someone's strength/interests and identify employment themes (areas they may be interested in working). Spot 4 is about truly having the chance to participate in work.

### 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 "Individual Service Plan" or ISP. The ISP is *the written description of services, supports, and activities to be provided to an individual*. In Erie and surrounding counties the ISP is now called the MVP or My Vision

Plan. The MVP is unique to each person. It outlines and authorizes all services for the year, talks about what is important to and important for the individual, and holds all important information about the person (such as any risks the person may have). All providers working with the individual are responsible for being trained on the person's MVP. The MVP is different from the assessment. The assessment, completed separate from the MVP, is an information gathering process that covers different topical areas of the person's life.

The person's place on the Path to Employment is required by rule to be in the individual's Service Plan/ MVP. This ensures that every person regardless of their ability has the opportunity to learn about and pursue community employment should that be their desire.



## Calling all Employers, Managers, HR experts! Windmills Training

Employing people with intellectual and developmental disabilities is good business practice. Studies show organizations who actively employ people with disabilities gain dependable, motivated employees who create an inclusive culture in the workplace.

In March 2016 ECBDD will host a FREE Windmills Training (full training). This event is open to anyone in the community.

Windmills is an interactive training program designed for businesses that will "enhance awareness of cultural diversity, examine personal attitudes and biases toward people with disabilities, and provide information to better understand the Americans with Disabilities Act (ADA)". This is an interactive learning experience brought to you by expert trainer Stephanie Branco.

Windmills is great for any business or company looking to become more aware of their workforce or customers with disabilities. After completion of this event you will have the opportunity to book this training for your own business and employees. Date/Time TBD.

Please RSVP to [JYingling@eriecbdd.org](mailto:JYingling@eriecbdd.org) or call 419-502-4124 by (date).

\*We will also host a brief 1 hour overview in January for those looking to learn more before committing to a full day.

## Upcoming Events and Training

**\*Windmills Training Overview**  
01/19/2016 11am-12:00pm  
ECBDD 4405 Galloway Road  
Sandusky

An overview of the interactive program designed for businesses to enhance awareness and cultural diversity and examine personal attitudes towards people with disabilities.

**Financial Planning for Children with Disabilities**  
02/24/2016 6-7:30pm EHOVE  
Building A room 101

Join Gary Wise from Mass Mutual Ohio and learn about making a strong letter of intent (your wishes for caring for you child when you are not able). This is an EHOVE "Hot Topic" event.

**SAVE THE DATE**  
**DD Awareness and Advocacy Day** 03/08/2016 Statehouse

March is DD awareness month. The Ohio Statehouse hosts an advocacy day for Ohioans with disabilities. This is your chance to talk with your legislators! More information can be found at [www.facebook.com/OhioDDawarness/](http://www.facebook.com/OhioDDawarness/)

**Upcoming  
EVENTS**



## Art and Advocacy

Join us on February 25 at the Erie County Board of DD as the Self-Advocates of Erie County present *Advocacy and Art*. Learn how art can help you express yourself and how artists have used art to advocate

and educate the community about the people with disabilities. Join us as we make a group piece or bring a piece you already have and register to participate in the Developmental Disabilities Awareness month art show at the Sandusky Artisans Gallery in March. Event open to community.

Then join us on March 10th for the Self-Advocates of Erie County art show at the Sandusky Artisans Gallery 138 E Market Street from 6-8pm for the show's opening event. Anyone can submit artwork to this show. See our Facebook page or website for more information and registration.

## Question - Answer (send in your questions!)

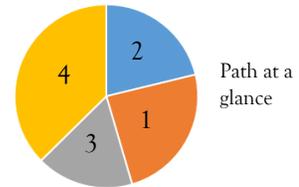
**Question:** *How many people served by the ECBDD are working in the community?*

**Answer:** Employment numbers are constantly in flux. However, on average there are about 21% of working age individuals served by the ECBDD employed in the community. People work in a variety of fields across our community. Those who are

working in the community fall on spot 1 of the path to employment (I have a job but I am looking for a better one or to move up). Those in this spot may be working upwards of 40 hours or as little as 1 hour per week; they are still on spot 1.

Although a fair amount of people are working in the community a lot of people are still looking for work. About

24% of people are on spot 2, meaning they are looking for a job. Sometimes it takes a lot of work and time to find that perfect job match. The more we get the word out about Employment First the better chance job seekers will have!



## Family Corner - Family Information Network (FIN)

The FIN group is still meeting regularly; this month's meeting will be on Wednesday January 13th from 6-7:30pm. The guest speaker will be Benefits Expert Dawn McDiffit from the Clearwater Council of



Government. You will want to be there to hear about Benefits Analysis services offered at **no cost to you!** This is can't miss information.

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/employment1stoferiecounty.com](http://www.facebook.com/employment1stoferiecounty.com) or search Employment First of Erie County and like our page!



## Employment First In Erie County

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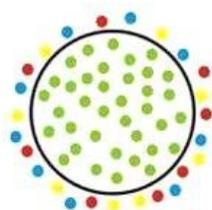


Employment is not a  
program. It's an outcome

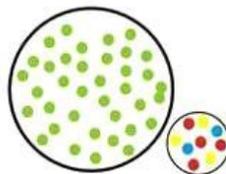
## Employment First in Erie County

### *From the Superintendent Carrie Beier*

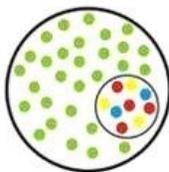
Our agency strives to empower people and their families while living, learning, working, and being a part of the community. We are committed to partnering to provide opportunities for employment and community integration for all individuals through person centered planning and supports. People will recognize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



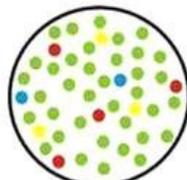
**Exclusion**



**Segregation**



**Integration**



**Inclusion**

Different Realities, Different Possibilities.  
Every person has a story. What's yours?