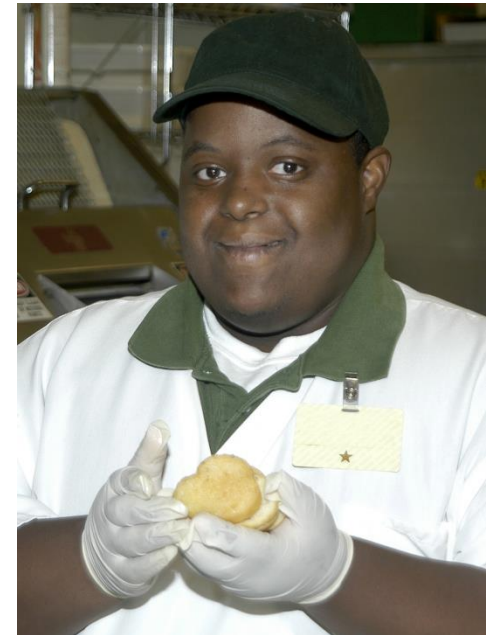




DC Learners & Earners





About Us



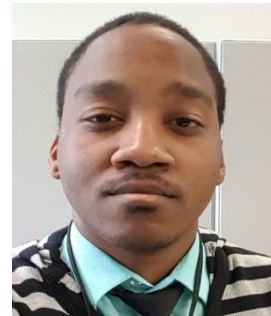
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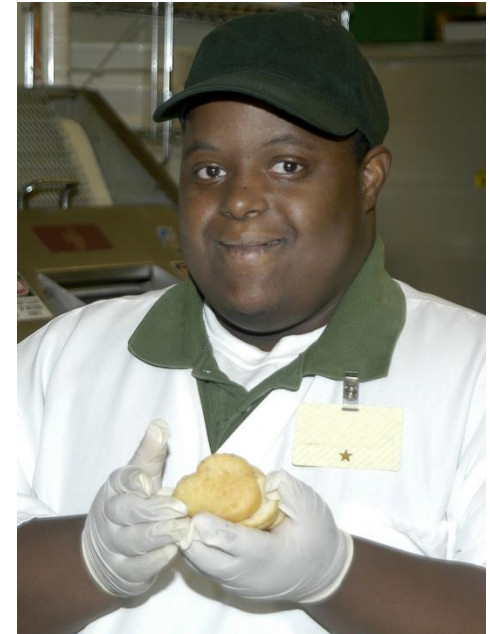
Kevin Wright
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DC Learners & Earners



DC Learners and Earners initiative is aimed at improving employment outcomes for young people, ages 14 – 30 years old, with intellectual disabilities. Recognizing that to be successful this will require change at every level, DC is working with people with disabilities and families to build high expectations for employment and share tips for success; with neighborhoods throughout the District of Columbia to build community-based networks of support for young people; and examining where our government policies and practices must change.



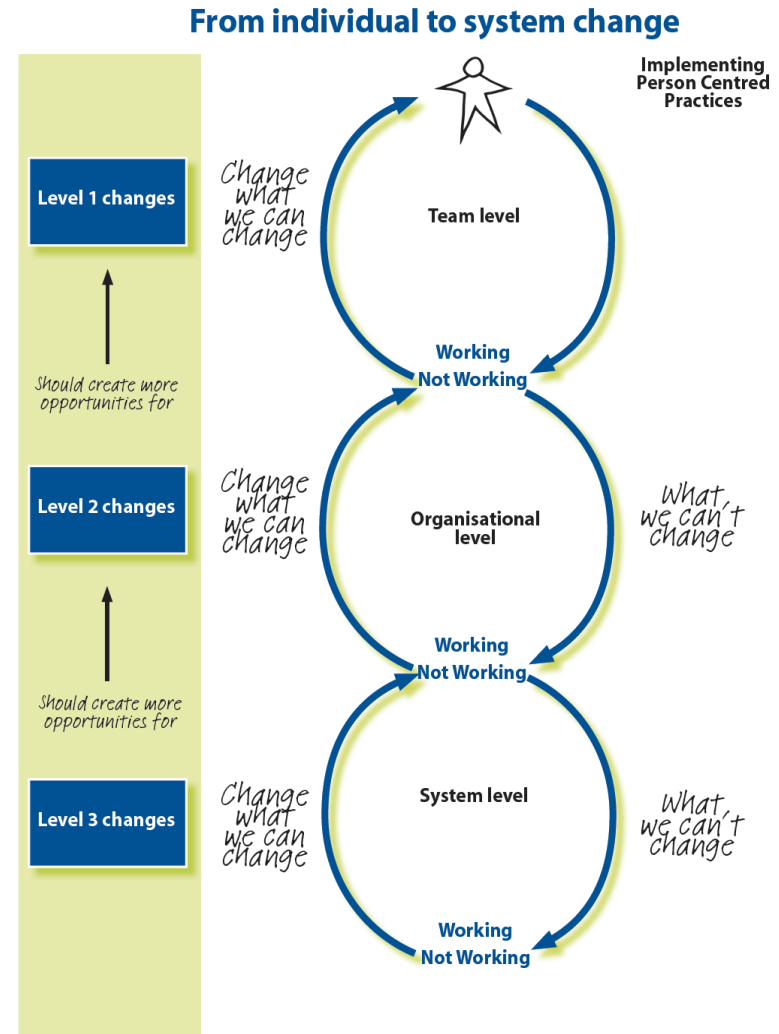
<https://dds.dc.gov/page/dc-learners-and-earners>

DC Learners & Earners

Level 1: Build high expectations for employment

Level 2: Create community-based networks of support

Level 3: Change government policies and practices



Large Goals for PIE

- Infrastructure Development
- Capacity Building
- Dissemination for Knowledge Translation and for Bringing the Project to Scale
- Creation of Pilot Sites in each Ward





Robust Goals for Year 1



- Create active partnerships
- Expand D.C. Employment First culture
- Implement activities to engage people from diverse communities
- Build expertise in best practices around youth with I/DD and employment
- Use LifeCourse Framework to build opportunities
- Expand access to resources that promote economic self-sufficiency

Who are PIE Partners?



- Department on Disability Services (DDS)
- Office of the State Superintendent of Education (OSSE)
- District of Columbia Public Schools (DCPS),
- Department of Employment Services (DOES)
- Public Charter School Board (PCSB)
- Developmental Disabilities Council (DDC)
- Disability Rights DC at University Legal Services
- University Center for Excellence in Developmental Disabilities (UCEDD) at Georgetown University



University Center
for Excellence in
Developmental Disabilities



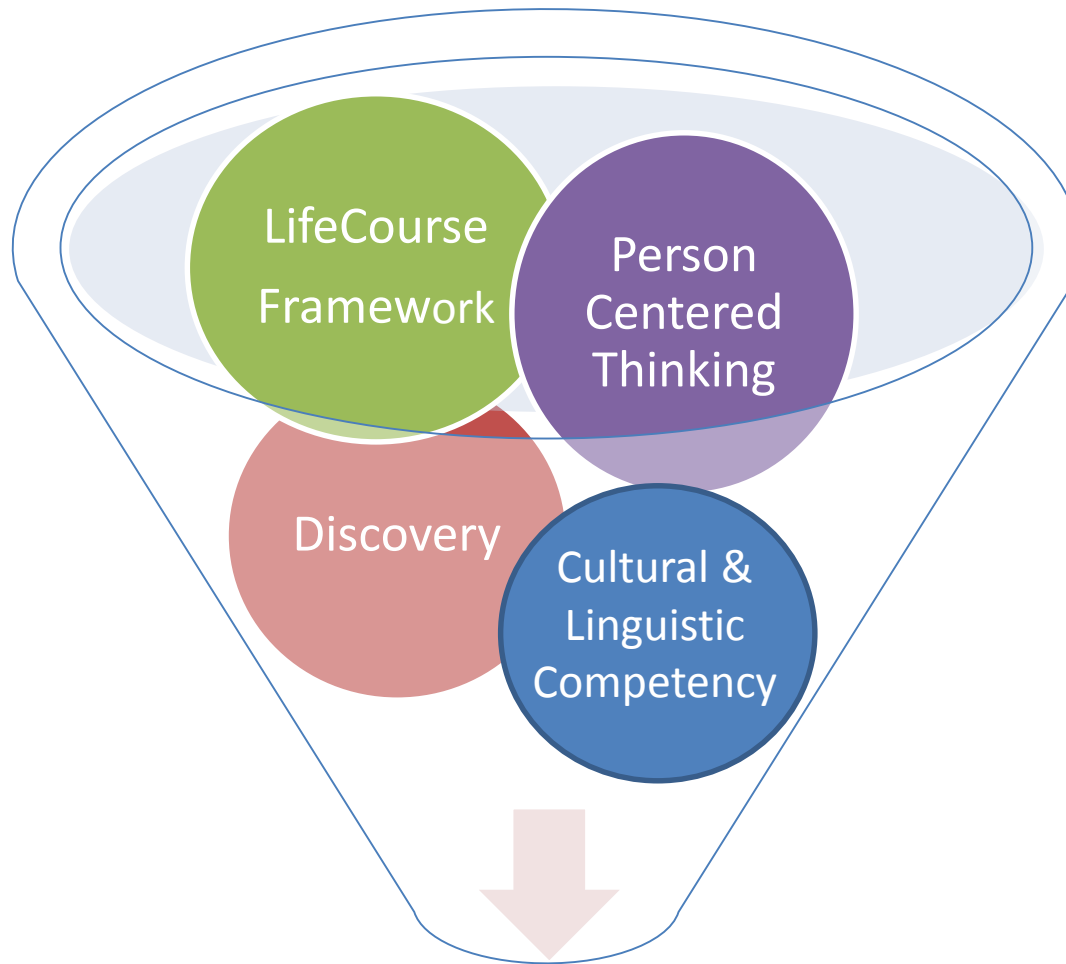
DISTRICT OF COLUMBIA
PUBLIC SCHOOLS

Who else are we collaborating with?

27 Primary Member Groups

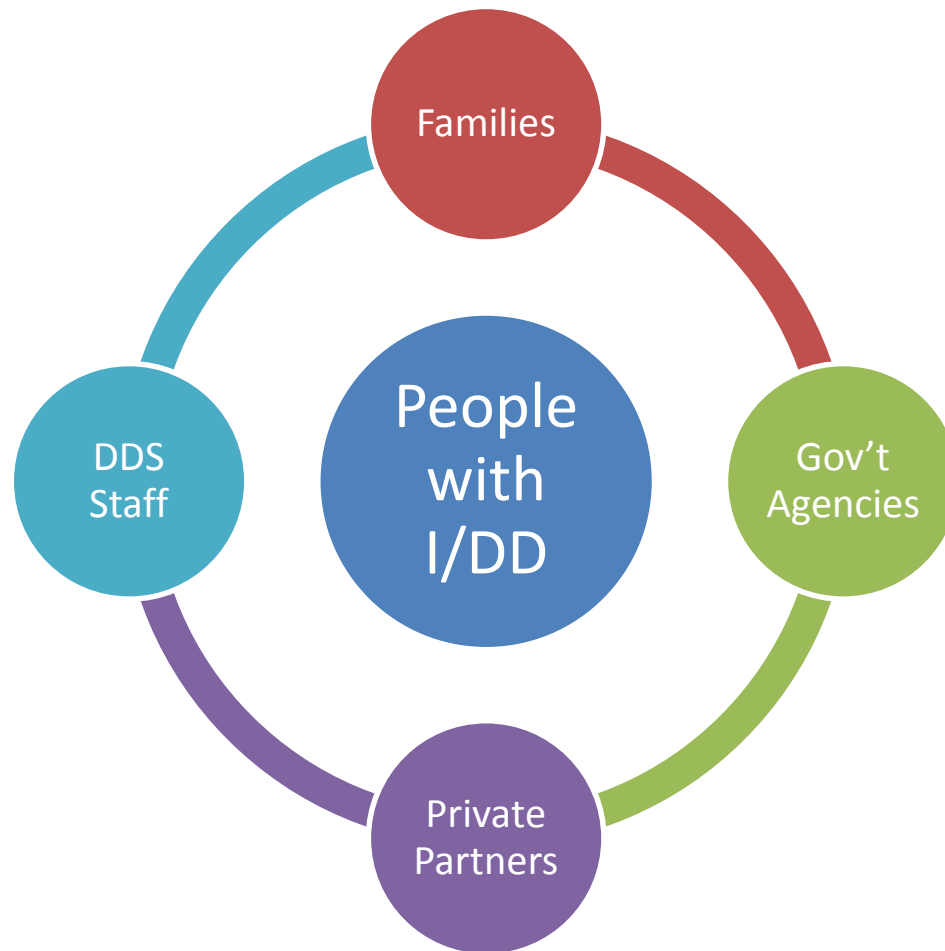
- Project ACTION!
- DC Supporting Families Community of Practice
- Department on Disability Services
- Rehabilitation Services Administration
- Developmental Disabilities Administration
- Department of Behavioral Health
- DC Human Resources
- Department of Health Care Finance
- Office of the Deputy Mayor for Health and Human Services
- Employment First Leadership Council
- Secondary Transition Community of Practice
- State Rehabilitation Council
- Advocates for Justice and Education (the DC Parent Training and Information Center)
- Family Support Council
- Parents Advocates and Leaders
- Male Caregiver Support Group
- DC Emerging Leaders
- DC Coalition of Disability Services Providers
- No Wrong Door Leadership Council,
- DC Business Leadership Network.

Foundations of Systems Change for Employment First in DC



Pathways to Employment

It Takes a Village



Discovery Led by People with IDD



We are Peer Trainers for People Planning Together

We live in DC. We helped to update this training and will continue to train people in DC.

Engaging Families



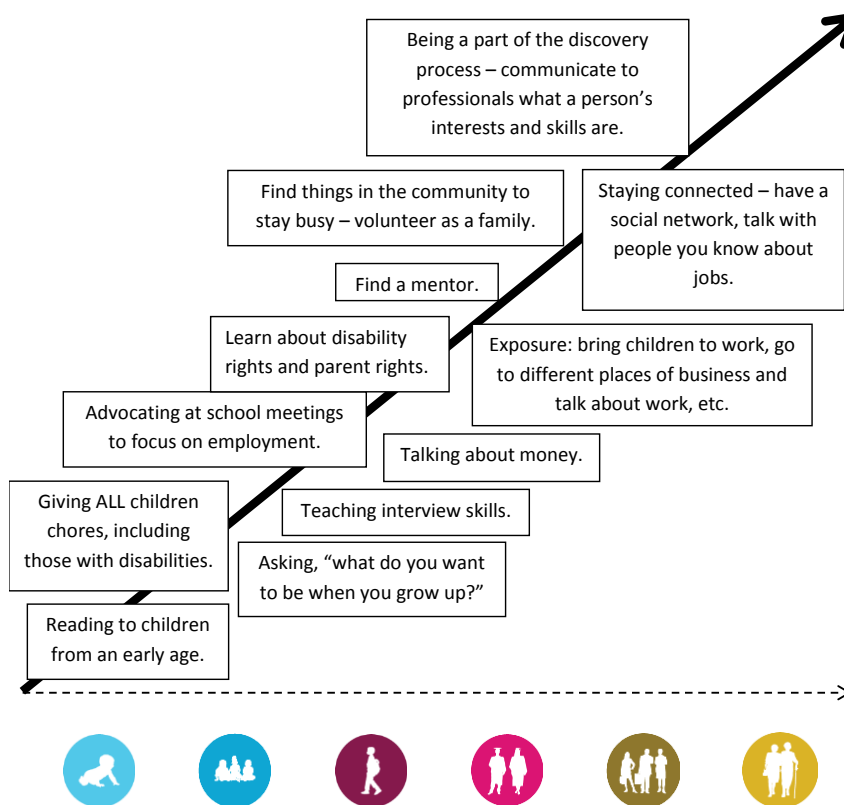
Talking to Families About Employment

CHARTING the life course

Life Trajectory Worksheet: Family Focus on Employment

Families discussed, what works to support employment?

Believe, Encourage, Be Creative



VISION for the Life I WANT

- Employment – a good job that creates meaning and economic self sufficiency
- Independence – doing as many things independently as possible and as desired
- Self-determination – making one's own decisions
- To have a mentor- someone to look up to who understands each person's experience.
- To contribute to other family members

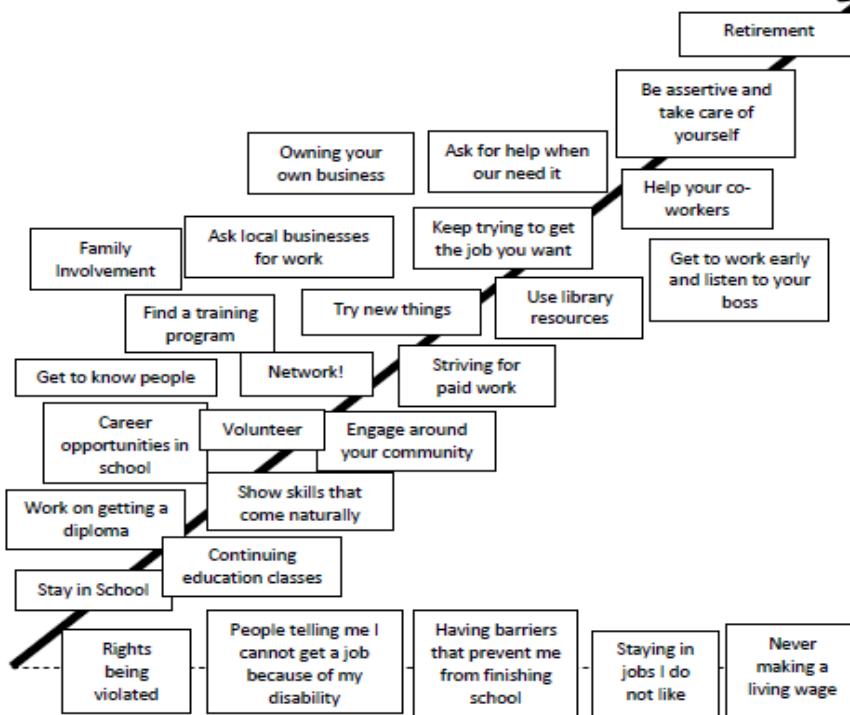
What I DON'T Want

- To be discouraged by professionals
- To give Up Hope
- Boredom
- To not have a social network of friends or employment contacts
- Negativity and low expectations

Self-Advocates and Employment

CHARTING the life course Employment Trajectory: Self-Advocates

"If you put your mind to something, you can really do it!"
"I was born ready to work!"
"Be yourself!!"



VISION for employment/work life

- Opportunities to talk to people in jobs I may want
- People to identify my strengths
- Accommodations and supports in school and work
- Volunteer opportunities or internships that turn into paid work
- Opportunities to network with people
- Opportunities to ask questions before taking a job
- Having high expectation for myself and from others
- Jobs with benefits and ongoing opportunities for learning
- Support to be assertive in asking for what I need and trust that my school or employer will provide the help I need
- Having the same opportunities as coworkers
- Learning how to manage your money to save for the future and have a good life now
- Reliable transportation/transportation support

What I DON'T want

- Having your rights violates
- People to not believe in you
- People telling you, you cannot get a job because of your disability
- Being afraid to be assertive
- To do other people's work
- Being taken advantage of
- Low expectations for myself or from others
- Hostile work environment
- Mean co-workers
- To settle for a job I do not want
- No opportunities
- Not being able to say no for fear that you'll lose your job

This tool was adapted by the DC Department on Disability Services and Project ACTION!, from tools developed by University of Missouri-Kansas City Institute for Human Development, University Center for Excellence in Developmental Disabilities (2015). (Last revised 04/17)



Kevin Talks about Employment

CHARTING the life course

Employment Trajectory: Kevin Wright

"Success isn't always about greatness. It's about consistency. Consistent hard work leads to success. Greatness will come."

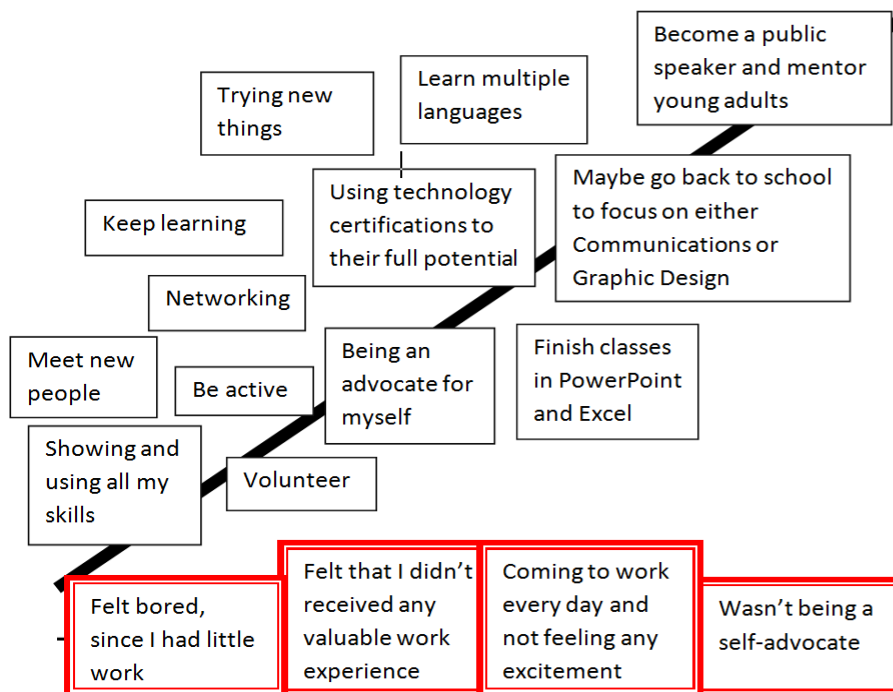
Dwayne Johnson

VISION for employment/work life

- Volunteer opportunities that eventually lead to an internship or job
- Always believing in myself
- Having a positive attitude
- Waking up every morning and being excited to go to work
- Having the opportunity to meet new people/networking
- Hard work pays off
- Having long term career goals

What I DON'T Want

- ❌ Others telling me it's easy to find work
- ❌ Not gaining valuable work experience such as learning new skills
- ❌ To not be accommodated in the workplace
- ❌ Little involvement in a workplace
- ❌ Taking the easy route towards success
- ❌ Being afraid to give advice or input to other co-workers
- ❌ Not speaking up at work



Kevin's Support Network

Parents

RSA

Siblings

Relatives

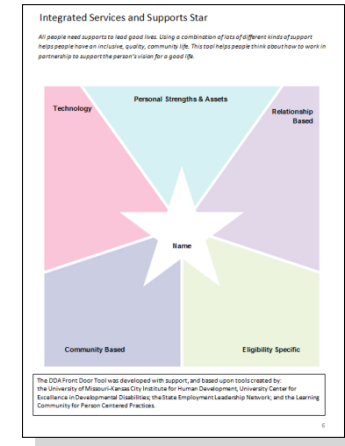
Coworkers

Friends

Redesigning the Front Door



- Person-Centered Planning & Discovery starting at DDA intake
 - *Like and Admire* to determine strengths
 - *Trajectory* to identify goals
 - Guided conversation on Employment
 - *Integrated Supports Star* to match to supports
- Aligns with Initial ISP at DDA
- Plan to pilot with transition age students at a school

The form is titled 'DDA Front Door Tool: Person-Centered Planning For Supports & Services'. It includes a section for 'DDA Intake & Eligibility Determination (pre-ISP)' with a 'Circle of Support' section. Below this is a table with columns for 'Name', 'Relationship', 'Contact Information', and 'Expertise/Role'. There is also a section for 'Summary of Immediate Long-Term Services and Supports Needs' and a 'Perspective of the Person' section with a table for 'Working' and 'Not Working'.

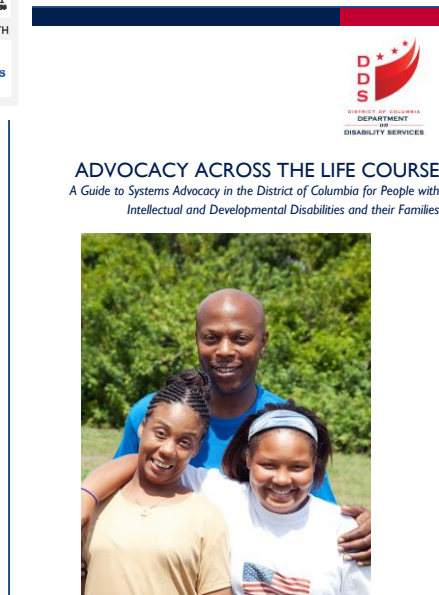
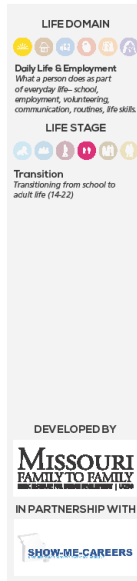
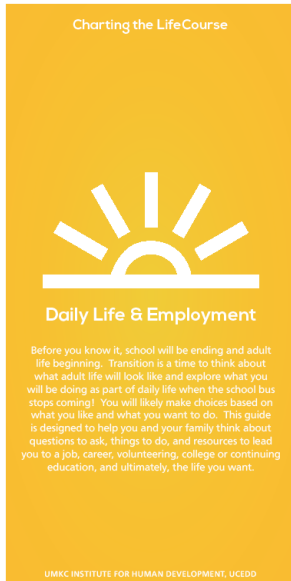
Front Door to Vocational Rehabilitation & DDA



Joint intake application with DDA & RSA



Resources



- LifeCourse Tools on Employment and Transition

<http://www.lifecoursetools.com/lifecourse-portfolios/>

- Advocacy Guide for Employment First

<https://dds.dc.gov/publication/other-resources-advocacy-guide>

Next Steps for Families and School Staff

1. Accept that everyone wants to work, and regardless of their disability, should work.
2. Promote and accept their independence and desire to work.
3. The “road” to get there is a process and may have stops before getting a job.
4. Help to build people strong support networks, acknowledging most people get jobs thru their networks
5. Families and people with disabilities need to identify goals, resources and prioritize to get a good picture of what needs to be done.
6. Keep options open to continued education and employment



Connect with DCL&E



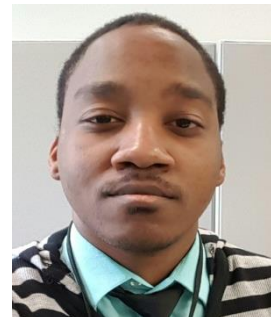
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