



**PRESENTS...**

**Employment for Youth With  
Disabilities: Seeing a Brighter  
Future**

**KY-SPIN**  
**(Special Parent Involvement Network)**  
**Parent Training & Information (PTI)**  
**Center**

Funded by the U.S. Dept. of Education under IDEA since 1988 when Kentucky first received a PTI. KY-SPIN Parent Center provides training, information and support for children and youth with all types of disabilities (birth through 26 years old), their parents, families, and professionals.



We do NOT:  
Act as Attorneys

We DO:



- ♥ Empower Families to Effectively Advocate for their Children
- ♥ Provide peer support to help families access needed information and resources

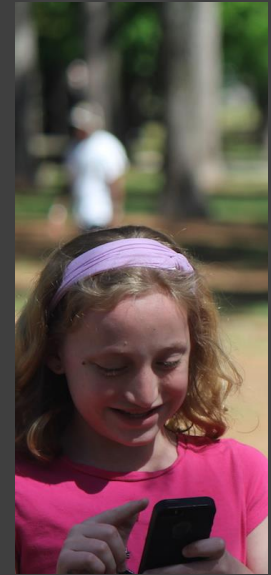


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**Employment for  
Youth with  
Disabilities: Seeing a  
Bright Future**

Today, people with disabilities are ...

- Working in their communities
- Attending college programs
- Starting families and owning homes
- Speaking up for themselves
- Developing meaningful friendships and relationships
- Living independent lives based on their own dreams and goals



What are your  
hopes and dreams  
for your son or  
daughter's future?



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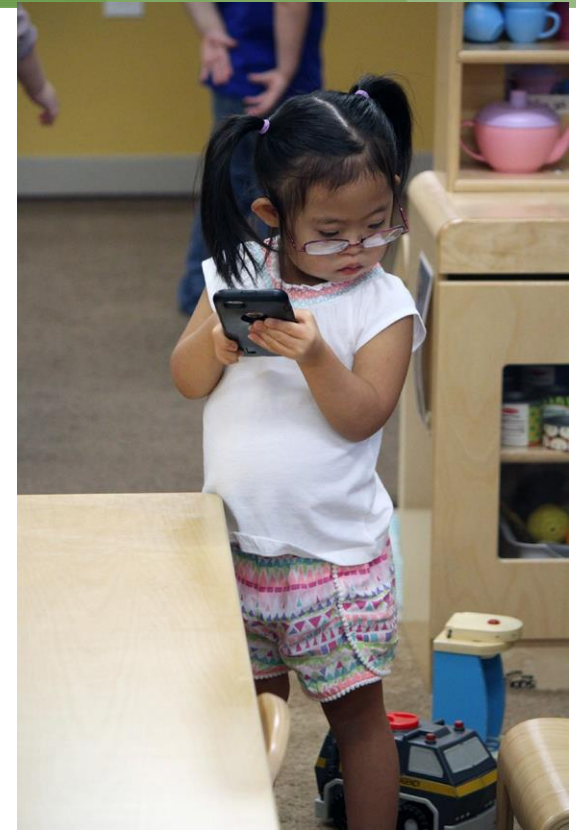
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# Work is Possible

What do you want to be when you grow up?

Every child deserves to develop their talents and follow their dreams.

Make employment the goal at a young age.





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# Raising Expectations

Working in the community for a competitive wage.

Integrated, competitive employment means:

Full or part-time or self-employment with or without supports

In the competitive labor force

On the payroll of a competitive industry (not provider)

At least minimum wage and benefits







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# Raising Expectations Across Society

Legislation supports employment as the priority for all people.

- Employment First
- IDEA: Inclusion and required role of school in transition.  
Americans with Disabilities Act
- WIOA Section 511: Restricts use of subminimum wage
- WIOA: Pre-Employment Training Services for in-school youth with disabilities
- Kentucky is now a Employment First state.

*Paid, competitive employment in the community is the first goal.*



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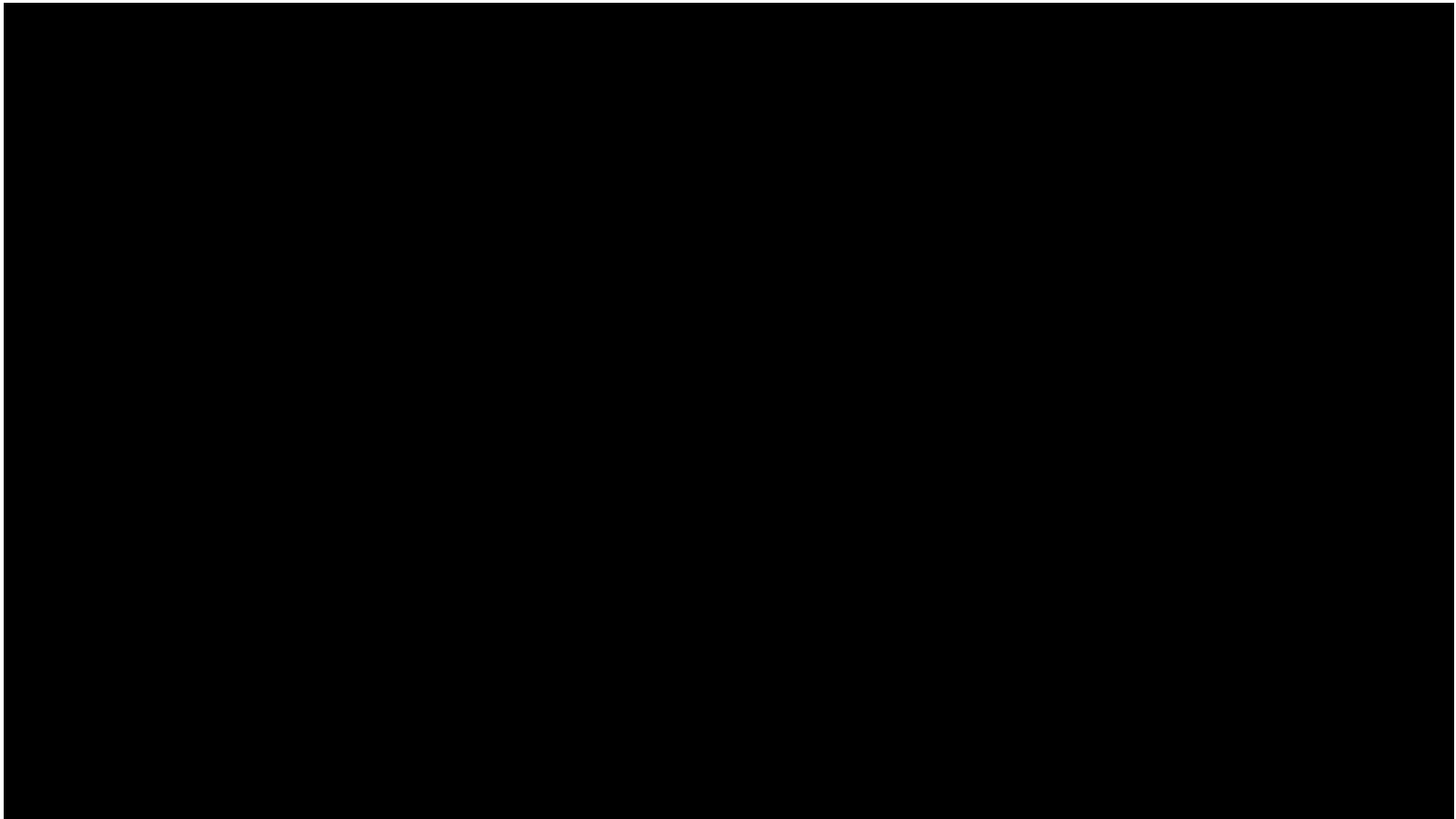
# Raising Expectations at School: Transition Services

- 1. Make sure the school transition conversation starts at 14***
- 2. By age 16, make sure there is an employment goal in your son or daughter's IEP for after high school.***
- 3. Make sure there are annual goals related to your son or daughter's posts-school employment goal in the IEP.***
- 4. Seek help if you have questions.***

# Employment Spotlight – Clayton Carroll



Watch my video about my work!





What is the role of employment in your son or daughter's life?



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# Work is Valuable

Social Connections

Sense of worth

Developing and contributing talents

Money

Independence

Regular Expectation of Adulthood



What does your son or daughter like to do? What are some of his or her talents or skills?



# Vision Statement for Younger Students

Thanks to Tiffany Stafford for sharing!  
Find details about how to create your  
own at:

<https://our3lilbirds.blogspot.com/2017/05/how-to-make-one-page-profile-ellie-style.html?m=1>



**ELLIE STAFFORD**

**AGE 4**

**PRE - K**

*Teach me to soar and I will.*

*-Kelle Hampton*

## **VISION STATEMENT**

We envision our daughter living a life of choice. We envision her having relationships she feels are valuable. In her future we envision her doing work that she enjoys and that makes her feel productive. We envision our daughter living a happy and meaningful life surrounded by love and support.

### **STRENGTHS**

- Visual learner
- LOVES to read
- Knows ABC's
- Can count to 20
- Social and Kind
- Funny
- Smart
- Happy
- Loves to Dance
- Loves her Friends
- Fast Learner

### **WHAT DOESN'T WORK**

- Being Rushed
- Sudden Change in Activity
- Negative Talk
- Yelling
- Assuming I Don't Understand

### **WHAT WORKS FOR ME**

- Patience
- Schedule and Routines
- Praise for my Achievements!
- Include me
- Believe in my Abilities
- Positive Reinforcement
- Warn me about Transitions

### **WHAT I'M WORKING ON**

- Talking in Sentences
- Fine Motor Skills, like Writing, Cutting Paper and Coloring!
- Gross Motor Skills, like Running!
- Conversational Speech

**I LOVE:** My Parents, My Brothers Will & Luke,  
Mickey Mouse, Taco Bell and Rap Music.



# Vision Statement for Older Students

Modify and create your own at:

<https://tinyurl.com/ybkz765w>



**Andy Meredith, High School Senior**

## **Strengths**

*Social  
Determined  
Shows initiative  
Hard working  
Independent  
Musical  
Creative*

## **Areas I need help:**

*Reading  
Math  
Counting money  
Managing time  
Keeping track of a  
schedule*

**Vision Statement:** I get my own studio. My friends will come to my studio taking pictures. I get a small house. I get my own car. I get to go to college with Maggie. I also work at Publix. It is really hard to keep my money in the bank. I want to go to college and live in a new house by myself. My friends will come to my new house.

## **Accomplishments:**

- Worked at Publix since April 2017
- Earned Eagle Scout Award 2018
- Worked on Yearbook staff and lettered in Woodstock High School Mountain Bike Team
- Photography exhibited at Anna's Angels book auction and Russian Medical Colleges

## **What works for me:**

*Peer modeling and support  
Age-appropriate awards: breaks, money, music  
Specific explanations*

## **What doesn't work for me:**

*Babying  
Removing me from friends*



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## Sharing the Vision

- Start each IEP or planning meeting with a vision of the future
- Parent-led ->> Student-led
- One page vision statement or PowerPoint



# Preparing for Work

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## Preparing for Work: Starting Early

Talk about the value of work and different kinds of jobs.

- Compliment and cultivate skills/talents
- Ask about interests & explore careers
- Read books about different jobs

Give your child chores and responsibilities.

- Assign household chores
- Give supports/motivation/consequences
- Use social stories & charts
- Demonstrate how to do chores & break into steps





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# Preparing for Work: Community

Encourage inclusion as much as possible and participation in extracurricular activities.

- Local, integrated school & community classes: dance, sports, martial arts & Unified Sports (part of Special Olympics).
- School teams and activities.  
*Consider for IEP as part of son or daughter's school program.*
- Recreation programs, such as Friends' Club and Best Buddies
- Girl and Boy Scouts and other clubs
- Faith-based groups





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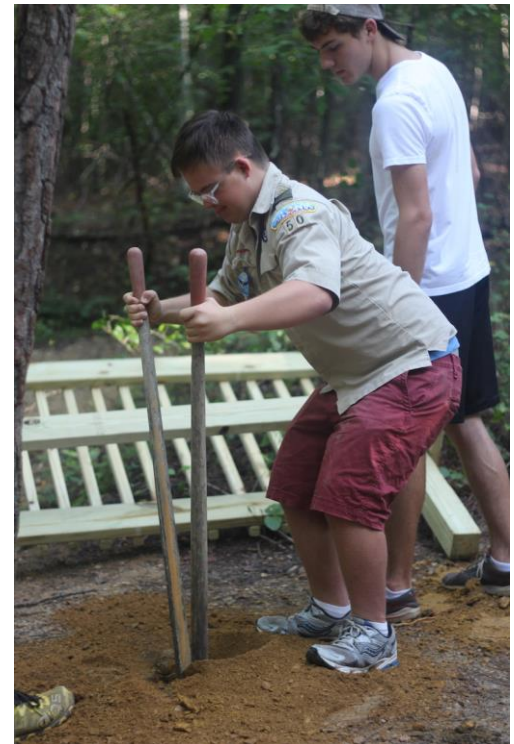
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# Preparing for Work: Leadership

Encourage volunteer work and leadership opportunities.

- Give your child and family opportunities to volunteer at food drives, church events, nursing homes, and more
- Encourage leadership at school activities, church, Scouts, and more.
- School service learning clubs.

*Note: Volunteering can be an important stepping stone toward employment.*





What are your greatest concerns about employment?



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# Common Concerns

- Vulnerability
- Disruption in services
- Transportation
- Availability of appropriate supports
- Putting the puzzle pieces together
- Making time for work
- Losing benefits





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# Benefits

- Supplemental Security Income Home Page (2018): [ssa.gov](https://ssa.gov)
- How to Make SSI Work for You: Simply Said: [pacer.org](https://pacer.org)
- Get individual guidance from a benefits counselor (WIPA).  
Learn the math for your circumstances.
- Module: Benefits 101  
Helps you find out how income impacts benefits.  
Teaches you how to do the math.  
You can almost always earn more money by working than  
by collecting SSI alone!



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# Benefits

Work Incentives Planning and Assistance (WIPA) service agencies in Kentucky

[Center for Accessible Living](#) – serving Franklin County and West – 844-689-6620

[Goodwill Services](#) – serving Fayette County and East – 866-336-3316

*OVR Benefits Counseling:* Students who have an OVR Counselor should ask for a referral to the OVR Benefits Counselor if they want more info.

Finally, if your student receives SSI, you need to know that your student, upon turning 18, will be re-determined for SSI eligibility under adult eligibility guidelines. This is called the [Age 18 Re-Determination by Social Security](#). This re-determination will occur regardless of whether or not your student goes to work.

# RESOURCES





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# Available Kentucky Resources

- Work support: Kentucky Office of Vocational Rehab
- School Transition Team & Special Education Cooperatives
- Community Rehabilitation Programs (CRPs): such as [Community Work Transition Program](#), Center for Accessible Living, Build Inclusion, and more



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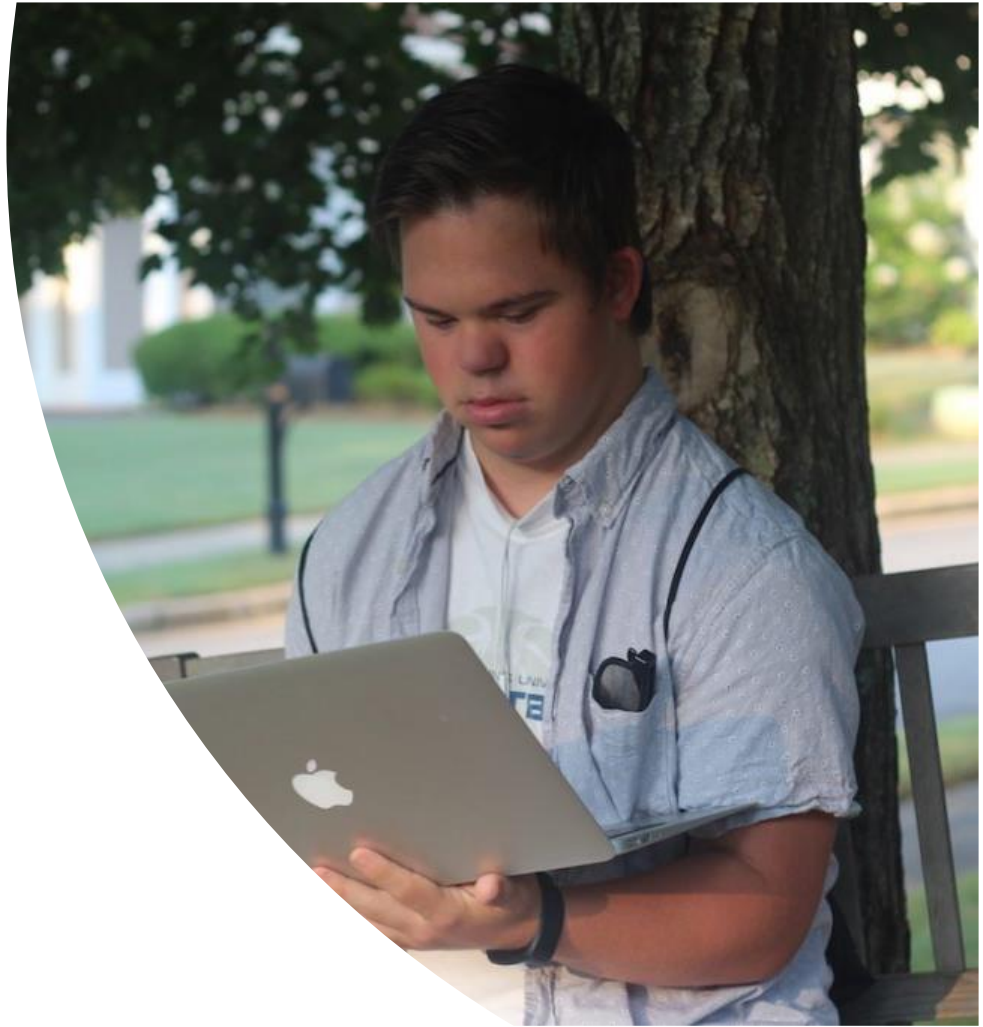
# Finding Mentors

Find other parents who share a similar vision and are further down the path.

- KY-SPIN
- Parent Advocacy Groups: such as Down Syndrome Association of Central Kentucky, Down Syndrome Louisville (Career Solutions), Autism Society of the Bluegrass, Kentucky Autism Training Center, and more
- Arc of Kentucky

# KentuckyWorks.org

- Over a hundred employment resources, including a survey to find the resources you need right now (Kentucky and national)
- Youth content specifically created for individuals with intellectual disabilities with an accessible reading level, photos, audio buttons, and blog.
- Modules like Transition 101 and Benefits 101 to figure out how public benefits and work can fit together
- Collaborative project between multiple state agencies: [Human Development Institute](#), the [Kentucky Office of Vocational Rehabilitation \(OVR\)](#), the [Kentucky Department of Education](#), the [Kentucky Division of Developmental and Intellectual Disabilities](#), [Kentucky Protection & Advocacy](#), the [Kentucky Office for the Blind](#), [Commonwealth Council on Developmental Disabilities](#), the [Kentucky Office of Autism](#), & the [Kentucky Autism Training Center](#).





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## Available online Resources

- [Module—Transition 101: What We All Need to Know About Transition for Students with Significant Disabilities:](https://kentuckyworks.org)  
kentuckyworks.org
- Pamphlet: Charting the Lifecourse: Pacer’s National Parent Center
- Postsecondary Programs: ThinkCollege.net



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# Resources to Learn Work skills

Develop Work Skills.

Skills to Pay the Bills NCWD: Helping Youth Develop Soft Skills for Job Success: Tips for Parents and Families





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# Parent Action Steps: Things you Can do right now

### **For a younger child:**

1. Teach Daniel to put away his laundry by putting labels on drawers.
2. Make an IEP speech goal to learn proper greetings
3. Sign Daniel up for karate class.

### **For an older child:**

1. Make Marie an IEP/transition goal about creating a personal website showcasing her art.
2. Apply for a post-secondary education camp.
3. Teach her to use the washing machine.

A young child with dark hair, wearing a blue t-shirt with the text "TA JUNGLE OUT THERE" and blue shorts, is being held by two adults. The child is looking up and smiling. The adults are holding the child's hands, one from the left and one from the right. The background shows a grassy area, a tree trunk, and a building in the distance.

What are 3  
action steps you  
can take right  
now to help  
your son or  
daughter get  
ready for work?

# Questions??



*Questions are the path to learning*



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