

WEBVTT

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Good afternoon. Everybody thanks for joining us today. These webinars are just going to remind you that they're going to take place each month and they're aimed to highlight topics of interest that are geared toward.

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Families and individuals with October, being recognized as national disability, employment awareness month. We naturally decided to focus on employment factors for people with developmental disabilities this time.

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As can't shared Sandy Kaiser employment 1st, specialist is going to join us today and talk more about the divisions focus on employment.

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In the broad range of services and supports that are available to people who are seeking employment, or might just be beginning to plan for employment.

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When thinking about employment, it's easy to automatically reflect back on that little question that almost everyone gets asked.

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What do you want to do when you grow up? That question continues to be relevant throughout our lives as we get ready to graduate from high school, go into the workforce or as we continue pursuing education.

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Or we were even looking for different employment opportunities over time.

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People really begin thinking about employment at an early age and a round about way without even knowing it.

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In fact, aren't we always planning for futures and in our futures in some capacity, we're always planning for our lives. We plan for our life after graduation.

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We pursue employment opportunities. We plan for retirement.

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And the list goes on people with disabilities are no exception.

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Plans might be a little different, but planning and preparation is critical. Just the same.

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Parents and families actually start planting the seeds for employment when they start giving their children chores and responsibilities around the house.

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Working on skills, but just learning how to follow directions meeting expectations.

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Being motivated following a schedule staying.

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Stayed on task and taking on responsibilities. So the bottom line.

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Planning is absolutely key for all of us.

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So, for this webinar today are objectives.

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Are to share information and resources with you that will help jumpstart your plan for employment.

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We are planning to share information about initiatives that drive employment for the division.

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00:02:19.889 --> 00:02:24.300

Talk about the tools and perspectives to help plan for employment.

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Accessing employment services, and then looking at resources that can assist you in the process.

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To get us started, we're 1st, going to guide you to where the employment pages.

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Whoops reside and.

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We lost a slide there. Oh, dear. This is the wrong PowerPoint. I'm sorry.

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00:02:52.229 --> 00:03:05.789

Give me a moment. This was the 1 that hypo sent. Okay I said, I'm sorry I'll, um, I sent you a new 1 this morning.

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00:03:08.250 --> 00:03:16.680

Okay, give me 1 moment. Please. Okay. Right. We're back in flow. Thanks everybody for being patient.

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The 1st thing we wanted to do was make sure you guys knew where to navigate to find employment information on the dt's, uh, web pages. So we put this together. Um, where do you find employment.

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1st, you go to dmhc dot mode dot Gov.

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Click on developmental disabilities, go down to the popular sections.

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And click on the employment initiative, stab.

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And that's where you're going to find most of the information that Sandy and I are going to share with you today.

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All right, so Sandy, if you're ready, we'll go ahead and start talking about some of the initiatives.

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All right, so now what you're seeing, you're seeing a screenshot of what that.

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Page looks like when you click on the employment initiatives from our employment page, so that empowering through employment.

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At is really designed to help encourage the use of employment services.

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To help individuals achieve employment outcomes we know from our own national core indicator surveys that 40% of individuals currently with waiver funding.

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So currently with a partnership for hope, can we support comprehensive waiver?

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That are not employed in a competitive integrated study, have said, hey.

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This is what I'd like, so 40% of individuals are ready with waiver funding and not employed in a competitive integrate employment setting have said, that's the outcome. I would like.

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So, our empower a powering through employment initiative is really to ramp up that engagement that.

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Those discussions to help coordinate those employment supports for individuals to achieve the employment outcomes. They want, uh.

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With our employment 1st, that is a contract that we have with the Institute for community inclusion to really build up the capacity of our service providers.

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So, uh, we have currently 2 training associates hired, uh, through the Institute for community inclusion.

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They are both located physically here in the state of Missouri.

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Uh, and they go work directly with our service providers to help them understand those best practices in delivering employment services.

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Uh, our Missouri employment 1st, collaborative.

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Is a multi state, um, collaboration.

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To work on certain priorities to increase employment.

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Uh, so some of the things that we've been working on with, um, state agencies, such as vocational rehabilitation rehab services for the blind, um.

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And others include customized employment benefits, planning Missouri as a model employer.

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And just that state agency collaboration, working together, leveraging, um.

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Our our resources to make an impact.

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And then that skate employment, leadership network this is, um.

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Basically, a multi state membership so there are over 30 States.

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That are members of the state employment, leadership network and we share best practices across states. You know, what is each state doing to increase employment?

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Um, we get guidance from the Institute for community collusion as well as the National Association of state DD directors.

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So, it really provides us a lot of useful information to kind of then.

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Do systems change.

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To increase employment, so if you want to go on to the next.

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Okay. All right, well, thanks for all that to you. That's interesting information to see how we kind of got our initiatives in place to be an employment 1st state. So, um, before we get into the services piece.

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We're going to talk a little bit about some of the planning and a quick reminder that folks that are receiving services from the division. And if those folks that have an individual support plan in place.

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Employment should be a topic area that comes up for discussion when you're having your meeting with your planning team and your support coordinator. So, um.

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Those should be questions that you should be being asked by your support coordinator when you have your monthly meetings and when you have your annual plan meetings.

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So, moving on.

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All right, so 1 of the things that we know is a big concern of individuals and their families is that.

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Balancing the work and public benefits.

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Um, so how to have that good life, how to be more financially self sufficient, but still retain the supports that I might need. Um, so keeping that Medicaid waiver.

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Active, uh, so from our website.

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When you collect, click.

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On that balancing work and public benefits. This is what you see so basically.

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This allows individuals to access additional tools, such as that Missouri DB, 101 so 101. um, and you can access this through the resources available through the division of developmental disability.

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So that 1st drop down box.

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Um, with that 2nd box, um.

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The resources and supports available through social security. Um.

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Individuals can go to sell securities, choose, work website. Uh, and basically from there, you can learn about success stories.

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So, learn about others who have navigated utilizing those work incentives to become more.

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Self sufficient.

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You can also learn more about what those work incentives are, you can utilize a tool to determine once readiness.

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To take that step and use, um, social security ticket to work program.

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So, and you could also 1 thing that's really a major question for a lot of people is, how do I report those wages so, from that.

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That site you can learn about. Okay what do I need to know about reporting the wages?

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So, under the opportunities to save money.

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Um, that last drop down menu, individuals can learn more about able accounts.

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Um, so I think a, an email just went out from, uh, the, um.

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State treasure regarding the importance of able accounts for individuals with disabilities and being able to have a little bit more, um, financial security.

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So that able account, so understanding what an able account is, what you can do with enable account. How do you open, enable account those.

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Those are also very important questions and again, you can access that through that 3rd drop down box that ha opportunities to save money.

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Without impacting social security or Medicaid so also.

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Uh, the latest news, so finished for Medicare, Medicaid Services recently approved our waiver renewal application.

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So now the division can offer benefits planning as a standalone service, which is great. Segway to the next topic. I believe on talking about our employment services.

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Yeah, great. Yeah, so now that somebody's got a an idea and and developing a plan for employment.

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Jersey is they want to know what the next step is? How do they find services it's going to help them begin working on that plan.

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So, once you click on employment services, what do you see?

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So kind of that 1st, drop down menu that what are those employment services is a brief overview of the employment services we offer.

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So, um, kind of a brief statement about what is career planning, what is it intended to do? What.

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What do you do in Pre vocational? What's the intention of that service? What about? Job? Development or supported employment so it's just a brief 1 or 2 sentence description of each of those services.

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So then the next logical question is, like, okay, well, who can provide these where do I go? So that next drop down menu, the employment services talks about the training requirements. So.

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We require an additional layer of training for those employment service providers.

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Above, and beyond what we require all, um, service agencies or all direct support professionals.

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So specifically with employment services, we're looking at that.

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Individuals have gone through some basic training, so at least 14 hours of initial training on those best practices and delivering employment services.

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Uh, we're looking at that there was some, some on the job mentoring, so it's not just taking the course, but they, they've gotten some hands on guidance.

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00:13:46.198 --> 00:13:53.428

And actually providing the services and that they're keeping up to date so that they're continuing.

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00:13:53.663 --> 00:14:05.724

To expand their knowledge and learn more about best practices each year. So, um, those are the minimum training requirements then from there you might want to know. Okay.

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Who provides that service in my area. So, going to, where can I find an employment service provider then? Provides you 2 links for maps.

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Of certain regional offices so, for example, if you live in the Raleigh area, you might click on that regional.

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Rolla region.

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And then it'll show all the counties served by regional, and it will list.

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Each of the employment service providers by that county. So, for example, you could look at Phelps county and you could see, um, who are the employment service providers in.

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Phelps county.

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00:14:56.729 --> 00:15:00.869

So, then the next 1, what if I can not find.

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A service provider in my area, um.

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Now, what we know, right now, you guys have probably heard about.

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Staffing shortages in a number of different companies our service providers are no different than those other companies. They too are experiencing staffing shortages.

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Um, so it may be very well that you contact 1 of those agencies listed under that county and you're told.

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We can't help you right now we don't have the capacity to to meet that need right now. Um.

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So, sometimes it might take, you know, just keep coming.

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Back and asking, because, you know, hopefully.

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Things will change, but it might also mean working with your support coordinator.

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Um, or others, you know, just kind of going. Okay what's another way? How else can I get this?

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This need met, um, so it just sometimes it takes that team approach to kind of really problem solve.

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And come up with other options.

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00:16:08.788 --> 00:16:15.418

And then that last 1, how do I request that employment service? Um.

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Again, it's kind of talking about working with your support coordinator to complete the paperwork necessary. But then what you'll see is, you'll see an option for employment exploratory questions.

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So, you can go to that to kind of.

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Get yourself thinking about some questions to ask to even figure out what employment services might I need.

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So, Lisa, do we want to go on.

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Yeah, that's a perfect segue to the resource section. You know, that's 1 of the things that families and individuals have told us routinely over and over that they need access to.

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Relevant information and accurate resources.

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Things that will help them navigate through life to make life more successful. And that includes employment. So.

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What kind of resources Sandy do we have on our website for families and individuals around employment?

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So, great question. So when you look on that page, and then you click on that 1st, drop down box, um, that 1st drop down menu for resources for individuals and families. What you see is, there's.

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3 links to some outside resources. 1 is a career planning guide. Um, this was created by the.

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Missouri D.

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D council and it is a great tool for exploring what somebody's interest and abilities are trying to kind of figure out who,

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what kind of jobs,

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what kind of industries align with this person's interested in abilities.

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00:17:58.253 --> 00:18:06.804

And also kind of explore a little bit more about what do we know about their support needs or what do we know about their needy conditions.

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00:18:07.078 --> 00:18:13.949

For employment, as we mentioned earlier for some individuals, there is that balance.

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Of work and maintaining those government benefits so kind of knowing.

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A little bit about that that it's like, okay a needed condition.

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Might be that we have to keep the income.

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00:18:28.648 --> 00:18:37.108

At a certain level, so that this person could still maintain their eligibility for those social security benefits and, or those Medicaid.

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Benefits so knowing about that, sometimes transportation. So, uh, we know it doesn't matter where you live in the state of Missouri. Transportation is an issue for.

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Everyone, um, so.

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00:18:51.659 --> 00:19:02.969

You know, sometimes when you're having to rely on others for transportation, that might mean it's like, okay, that transportation is gonna be available at certain times or along certain routes.

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Um, so knowing those.

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Those limitations, or those needed conditions, as I often refer them to, you know, can help in kind of going. Okay what kind of job or where are we looking for? A job?

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Uh, to help this person. So, um, the other thing that the career planning guide really helps to look at is looking at, who are.

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What does that support network? Look like? So we know that 70% of jobs are never advertised.

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00:19:38.638 --> 00:19:52.078

You won't find them doing an Internet search or looking through 1 ads, or going door to door through a business community. You're just not gonna see it advertised. It's usually.

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00:19:52.078 --> 00:19:59.038

Who, you know, and being at the right place at the right time, knowing the right person hearing the right scuttle but.

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00:19:59.544 --> 00:20:00.804

At the the right time.

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So helping individuals to kind of explore who's my network who's available to help me find out about these hidden jobs um, or who can help get my foot in the door connect me with the right people.

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So that I'm getting that interview that I need, so that career planning guy can really be great useful tool in that. Uh.

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There's also another tool called that journey.

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00:20:32.009 --> 00:20:41.398

To life after high school so, again, just another resource to help people kind of explore and look at things. And then, of course.

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Those charting the life course tools, um, which are really.

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Beneficial at any age, not just those transition age or working age, but really looking at those young children and what experiences they need to have to be on that.

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00:20:59.038 --> 00:21:05.249

Trajectory for successful employment later on in life.

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Um, so the other 1, um.

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00:21:09.989 --> 00:21:14.159

The tip sheets and I think the next.

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00:21:14.159 --> 00:21:21.628

Slide has the tip sheets on it, so you got it. All right so the tip sheets. So, under the tip sheets.

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This is where individuals can get a lot of ideals, um.

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00:21:26.999 --> 00:21:39.084

Under different topics for strategies to help them with employment. So that career pathways helping individuals to kind of figure out what's the process?

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00:21:39.114 --> 00:21:51.864

What are the resources available that can help me explore? What careers aligned with my interest? My abilities and my needed conditions. Um, of course, managing those benefits.

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So, kind of understanding, what are the rules? What are the things I have to keep in mind if I'm trying to have that that balance between work income and maintaining those government benefits.

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00:22:06.419 --> 00:22:10.648

Self determination.

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We know that is so important in so many aspects of life just not important.

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00:22:16.919 --> 00:22:17.189

Um,

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00:22:17.213 --> 00:22:19.044

just not employment,

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00:22:19.074 --> 00:22:28.193

but it's also very important employment so being able to speak up and direct the supports,

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00:22:28.193 --> 00:22:28.884

you need,

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00:22:29.483 --> 00:22:29.784

uh,

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00:22:29.814 --> 00:22:34.554

not only of your service providers of managers coworkers.

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00:22:35.278 --> 00:22:48.209

So, which also goes to that job accommodations, understanding what accommodations are available how do I learn about these recommendations? How do I set them up? Um.

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Talking about its self employment as an option we often think of employment is going to work from somebody else, but there's many Americans that.

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Their ideal of employment is working for themselves so, um, helping individuals with disabilities to explore the same.

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How comes the same choices as all other Americans?

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00:23:10.229 --> 00:23:13.709

Um, those soft skills.

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00:23:13.709 --> 00:23:19.138

So, tips and strategies for how do we develop those soft skills? We know that.

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00:23:19.138 --> 00:23:23.459

More often than not. That's what hurts people in employment. It's not.

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00:23:23.459 --> 00:23:27.148

Being able to do the actual job tasks.

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00:23:27.148 --> 00:23:32.489

It's all the other things that are expected of good employees.

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00:23:32.489 --> 00:23:41.548

So, and then that last 1 is kind of how do I use volunteering to, to help me with employment how can I use it strategically?

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00:23:41.548 --> 00:23:45.419

To help me achieve the employment outcome I want to.

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00:23:46.979 --> 00:23:50.519

So, Lisa, I know we're getting short on time, so if we want to move forward.

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00:23:50.519 --> 00:24:01.163

Yep, I just want to, um, this is the charting live course we added the link on the top of the PowerPoint, but I just want to say that these resources can be utilized by anyone.

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00:24:01.163 --> 00:24:15.653

So, even if you're not getting services through the division or a target case management entity, these are planning tools that can be used by anyone who's planning for employment. So, folks that are even still in school and looking at a transition in their.

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00:24:16.703 --> 00:24:21.203

They can also use these tools to help them plan for that. So it's good stuff.

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00:24:24.298 --> 00:24:28.439

And this is something else that I wanted to share that the cats also are.

193

00:24:28.439 --> 00:24:38.398

Sandy is also involved with she does the champions of employment webinar on a monthly basis as well and she takes a deeper dive into some of the employment topics.

194

00:24:38.398 --> 00:24:46.769

Those are available to families and individuals as well. You can go to the divisions webinars page and you can search for them there.

195

00:24:46.769 --> 00:24:56.128

Um, I also want to encourage everybody to sign up for the email blast because that's where some of this stuff will come from those notifications about our webinars.

196

00:24:56.128 --> 00:25:00.148

Notifications about changes to programs and services.

197

00:25:00.148 --> 00:25:13.558

Different workshops or conferences, and maybe even leadership opportunities, those, all come through our email blast, or our notification systems. So I encourage you to sign up for those and get on board with, uh, what's coming down the pipe.

198

00:25:13.558 --> 00:25:23.219

And I did put the link to finding the previously recorded webinars in the chat box. Right Thank you. Very much.

199

00:25:24.358 --> 00:25:35.334

Yeah, so before we wrap up, I just want to again say, thanks to Sandy for doing this for us. Giving us a quick overview. 30 minutes is not much

time and we have a little bit of a glitch. So thanks for hanging in there with us.

200

00:25:35.634 --> 00:25:48.023

But I do encourage everybody to go out there and explore this, uh, websites that we have available through the division. If you have questions and you're getting services from the division, the regional office, or a target case management.

201

00:25:48.118 --> 00:25:51.479

Reach out to your support coordinator um.

202

00:25:51.479 --> 00:25:56.159

And again, these resources are available for folks to download and explore.

203

00:25:56.159 --> 00:26:01.648

And Mark your calendar, because the next webinar is going to be on November 23rd.

204

00:26:01.648 --> 00:26:09.269

Or a few questions, did you want to answer them or know, or put them in for them later?

205

00:26:09.503 --> 00:26:21.263

In a Q, and a, I think with time it looks like we probably ought to answer them later where we're at our limit but yeah, we'll get that together unless you want to sandy's or something in there. Do you want to want to tackle real quick?

206

00:26:21.294 --> 00:26:25.673

You know, I haven't seen any, I think probably they got sent to cat.

207

00:26:26.159 --> 00:26:29.338

Instead of us.

208

00:26:29.338 --> 00:26:37.108

It's just a few, um, so since we did start a little late, because we had a little nephew. Okay. Um.

209

00:26:37.108 --> 00:26:41.459

Okay, 1st, 1 is and if we can get the, if you can answer these as quickly with.

210

00:26:41.459 --> 00:26:52.019

Summation of them as best as possible. Is it better to have an individual contact the regional office, or their targeted case management with, or their with questions about employment services?

211

00:26:52.913 --> 00:27:01.163

Your 1st start needs to be with your support coordinator so yes. Um, either your provider or your regional office.

212

00:27:01.523 --> 00:27:08.243

However, if you're feeling like, you're not getting the answers you need, or.

213

00:27:09.298 --> 00:27:16.858

If you're hearing conflicting information, you can definitely reach out to myself.

214

00:27:16.858 --> 00:27:24.358

To to kind of get a little bit more guidance about how you can utilize employment services.

215

00:27:25.798 --> 00:27:29.669

So, I did put my email and my.

216

00:27:29.669 --> 00:27:35.308

Phone number in the chat box.

217

00:27:35.308 --> 00:27:43.828

Okay, seeing if there's no probably no short answers with these, we can just go ahead and compile a Q and a.

218

00:27:43.828 --> 00:27:48.778

Okay, right and so you'll have that available on the, um.

219

00:27:48.778 --> 00:27:56.848

Webinar page with a copy of the PowerPoint, the recording and then we'll post the Q a, as well.

220

00:27:56.848 --> 00:28:01.229

Yes. Okay. Great. Sounds good. Thanks. Everybody.

221

00:28:01.229 --> 00:28:03.468

Thank you.