Pathway to Employment

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The pathway to employment for people with disabilities should be the same as the pathway for people without disabilities.

Typical Pathway to Employment

1. Identify interests/preferences & skills
2. Develop a job search plan
3. Conduct job search with networking as a primary activity
4. Find a job that's a good match for your interests/skills
5. Identify supports and assistance needed to succeed on the job
Job Search Characterized By

- Persistence
- On-going activity
- Personal interactions
- Regularly revisiting and updating the job search plan, until successfully employed

Why is it that everything we know about a good job search for people without disabilities, we too often forget when it comes to a job seeker with a disability?
**Top 10 Biggest Job Development Mistakes**

10. Focusing on a very narrow portion of the job market, particularly “disability-friendly” jobs.

9. Marketing “disability” or “the program” not individuals.

8. Not knowing the job seeker – and job seekers not knowing themselves.

7. Job development that has no relation to planning process.


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**Top 10 Job Development Mistakes**

5. Not understanding and responding to employer’s needs.


3. Reliance on employer-demand techniques.

2. Lack of knowledge & creativity regarding how to enhance match between job seeker and employer.

1. “Leaving it to the professionals” - lack of involvement by job seeker in job search.
"Never mistake activity for achievement."

- John Wooden

What Job Development Is Not

- Filling out job applications
- Searching for jobs on the internet
People with disabilities should be participating in labor markets that are generally available to all workers, and not based on disability.

Considerations and Strategies Specific to People with Disabilities
• Guidance on benefits
• Disability rights and disclosure
• Assistive technology & accommodations
• Situational assessment
• Job creation and job carving
• Job coaching

Filling the Gap

• Good job matching
• Accommodations
• Assistive technology
• Quality job coaching
• Short-term job tryouts/internships
• Increasing job skills of job seeker through education
• Job creation
• Job carving
• Business within a business
• Others
There are lots of tools in the employment toolbox.

It’s important to figure out the best set of tools that will meet the job seeker’s needs.

“We’re Far Too Patient With The Passage Of Time For People With Disabilities... Time Is As Precious For A Person With A Disability As It Is For All Of Us.”

- Gerry Provencal
### EMPLOYMENT STRATEGIES & TECHNIQUES

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**More time & resources**

**Less time & resources**

### What will be the best route to employment success?

- **Job Creation**
- **Job Development**
- **Person-Centered Planning**
- **Find a Job**
- **Pursue Job Leads**
- **Develop Resumes**
- **Benefits Planning**
- **Situational Assessment**

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**Institute for Community Inclusion**

**promoting the inclusion of people with disabilities**
Using Resources Well

Figure out which level and types of intervention will be most efficient and effective in achieving successful employment outcome.

Factors
1. Work experience
2. Job skills
3. Clarity about employment goals
4. Level of disability

Remember:
Deviating from typical employment processes has consequences,
so we should be careful and cautious in doing so.

Increased levels of intervention take more time, more resources, and can negatively impact integration and inclusion of individual on the job – but may be necessary.
PROFESSIONAL SUPPORTS:

“WE ARE THE LEAST BEST ANSWER.”

- Jacqueline Rotteveel

We may need to deviate from the typical employment processes for people with significant disabilities - but if we do, there should be a real good reason.
“The secret of being miserable is to have the leisure to bother about whether you are happy or not. The cure is occupation.”

- George Bernard Shaw

“Let’s work the problem people.”

- Gene Kranz, “Apollo 13”
“And if that doesn’t work, what do you do next? …And next? …And next?”

- Marc Gold