

Transition to Integrated Employment Brief

A publication of the Paul V. Sherlock Center on Disabilities @ RI College

A National Perspective: The Changing Landscape of Employment of People with Disabilities



On April 3, 2014, the Sherlock Center welcomed national leaders to share their perspectives on employment trends and systems change at a public forum at Rhode Island College. The following are key points from their collective presentations.

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Future Trends in the US Economy

- In 2010 there were 10% more workers than jobs.
- In 2020 there will be 15% more jobs than workers, offering more opportunities.
- The workforce is becoming older and more diverse.
- 50% of employers are offering flexible or customized schedules to retain older employees, and universal design solutions will become more necessary.
- 37.4% of the jobs in 2020 will be low-skilled positions that could be filled by people with disabilities if they are prepared!

What Can Be Done Now?

- Raise expectations about work for persons with disabilities.
- Create new approaches to transition that provide direct work experience.
- Promote innovations in employment supports.
- Find out about national service internships and post-secondary options.
- Learn about how technology can assist in the job search.

Expectations / Reality about Employment

- ⇒ 86% of youth with intellectual disabilities leaving school expect to get a job.
- ⇒ 19% of adults with intellectual disabilities are competitively employed.

Business as Usual

- ◇ Remain in school until 18-22 years old
- ◇ Enter in Adult Service System
- ◇ Enter the Vocational Rehabilitation System
- ◇ Enter the wait list for services



New Pathways!

- ◇ Revise the transition process
- ◇ Create new post secondary options
- ◇ Participate in apprenticeships and internships
- ◇ National Service may be a place to start
- ◇ Expand use of technology in the job search

Adapted from: The State of Employment for People with Intellectual and Developmental Disabilities: A National Perspective on Trends and Systems Change, April 3, 2014.

Presenters:

Andrew J. Imparato, JD, Executive Director, Association of University Centers on Disabilities

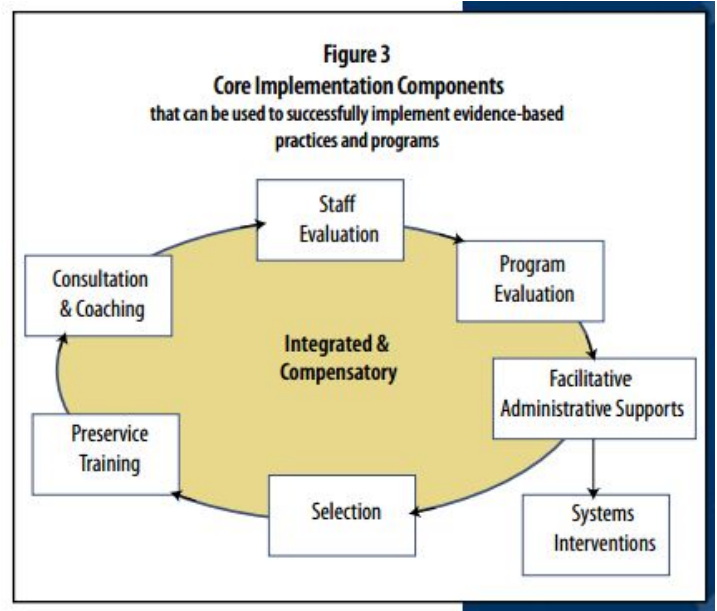
William Kiernan, PhD, Dean and Research Professor at the School for Global Inclusion and Social Development and Director, ICI

John Butterworth, PhD, Director of Employment System Change, ICI

Implementation of Evidence-Based Practices in Organizations

Tony Antosh, Sherlock Center Director, provided an overview of the components used to implement evidence-based practices:

- Define the practice to be implemented.
- Select the practitioners / staff: Who is qualified? How will practitioners be selected?
- Impart new knowledge, skills, and strategies through:
 - ◊ Pre-service and in-serve training
 - ◊ On-the-job training and coaching
- Assessment of practitioner performance: evaluation of skill taught and reinforced through consultation and coaching.
- Program evaluation: quality improvement information, fidelity measures.



Source: Implementation Research: A Synthesis of the Literature. Tampa, FL: University of South Florida, Louis de la Parte Florida Mental Health Institute, The National Implementation Research Network (FMHI Publication #231).



Jerry's Story: Transition from Sheltered to Integrated Employment

Jerry is an assistant cook at the Pawtucket Day Child Development Center. He works alongside the chef preparing and serving meals for more than one hundred students. At the public forum, Jerry told us in his own word what work means to him and how each and every one of us has the ability to "raise the bar" and our expectations.

To read Jerry's story, go to: <http://www.ric.edu/sherlockcenter/integratedemployment.html>

Training Resources

New England TACE Center Training Calendar

<http://tacene.org/training-calendar>

Association of People Supporting Employment First (APSE) Training Calendar

<http://www.apse.org/training>

A Collaborative Interagency, Interdisciplinary Approach to Transition

<http://www.aucd.org>

StateDATA.info

<http://statedata.info>

TASH Training Calendar

<http://tash.org/conferences-events/training/>



Paul V. Sherlock Center on Disabilities

Rhode Island College
600 Mt. Pleasant Avenue
Providence, RI 02908
Voice: 401-456-8072

TTY Relay: 711 or 800-745-5555

www.sherlockcenter.org

Transition to Integrated Employment

2014 Public Forum and Training Series

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