

WSC Training on Supported Employment

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Ron DeSantis
Governor

Barbara Palmer
Director

*“A lot of times people look at the negative side of what they feel they can’t do. I always look on the positive side of what I can do.” – **Chuck Norris***



“The future depends on what you do today.” – **Mahatma Gandhi**

“If opportunity doesn’t knock, then build a door.” – **Milton Berle**

Employment per Chapter 393, F.S.

- **Supported Employment s. 393.063(42), F.S.** means employment located or provided in an integrated work setting, with earnings paid on a commensurate wage basis, and for which continued support is needed for job maintenance.
- **Gainful Employment - Section 393.066(6), F.S.** - To promote independence and productivity, the agency shall provide supports and services, within available resources, to assist clients enrolled in Medicaid waivers who choose to pursue gainful employment.
- **The Bill of Rights: s. 393.13(4), F.S.** Reduce the use of sheltered workshops and other noncompetitive employment day activities and promote opportunities for those who choose to seek such employment.

Employment per the iBudget Waiver Handbook

- Supported Employment Definition
- Who can receive Supported Employment?
- Who can provide Supported Employment?
- Employment Stability Plan
- Meaningful Day Activities

Supported Employment Values

Values	Values Clarification
Presumption of Employment	A conviction that everyone, regardless of the level or the type of disability, has the capability and right to a job.
Competitive Integrated Employment	A conviction that employment occurs within the local labor market in regular community businesses.”
Control	A conviction that when people with disabilities choose and regulate their own employment supports and services, career satisfaction will result.”
Commensurate Wages & Benefits	A conviction that people with disabilities should earn wages and benefits equal to that of coworkers performing the same or similar jobs.

Supported Employment Values

Values	Values Clarification
Focus on Capacity & Capabilities	A conviction that people with disabilities should be viewed in terms of their abilities, strengths, and interests rather than their disabilities
Importance of Relationships	A conviction that community relationships both at, and away from work leads to mutual respect and acceptance.
Power of Supports	A conviction that people with disabilities need to determine their personal goals and receive assistance in assembling the supports necessary to achieve their ambitions.
Systems Change	A conviction that traditional systems must be changed to ensure customer control, which is vital to the integrity of supported employment.

(T-Tap Supported Employment, October 2010)

Employment Enhancement Program

- Purpose
- Competitive Employment
- Highest Priority
- Who's eligible to participate in the EEP?

Influences for Change

- Americans with Disabilities Act of 1990
- Employment First Movement
- Medicaid Home and Community-Based Services Final Regulation 2014
- Workforce Innovation and Opportunity Act 2014

Florida Employment First Act of 2016

- The Florida Employment First Act of 2016 (s. 413.80, F.S.) directs APD and other state organizations to prioritize employment among the array of services available to individuals with disabilities. APD is a partner of a nine-party interagency cooperative agreement that identifies specific objectives to carry out the provisions of this law.
- The goal is to translate the lessons learned from the Employment First states into strategies for effective implementation of an Employment First initiative in Florida.
- The overarching goal of Florida's effort is to ensure broad participation from Florida stakeholders to develop and support a sustainable implementation and marketing plan that can contribute to greater employment opportunities for Floridians with intellectual and developmental disabilities.

Role of the WSC related to employment



Role of the WSC related to employment



Role of the WSC related to employment

Source: Rie Kennedy-Lizotte

- Choices
- Chances
- Changes
- Empowerment
- Service Planning and Implementation



Role of the WSC related to employment

Source: Rie Kennedy-Lizotte

- Person Centered Thinking and Planning
- Health and Safety
- Rights and Responsibilities
- Informed Decisions
- Dignity of Choice and Risk
- Important “To” and “For”
- Guiding Service Decisions



Examples of Guided Conversations

Source: Rie Kennedy-Lizotte

Example #1 - Individual Not Working and Doubtful about even consider work

- Question: Can you tell me something you would like to be doing but currently aren't?
- Action: As a WSC, you should try to make a connection between the individual's desires, dreams and work.

Examples of Guided Conversations

Source: Rie Kennedy-Lizotte

Example #2 - Individual Not Working and Interested in Seeking employment

- Question: What worries you and what excites you about working?
- Action: As a WSC, you may be able to connect the person with someone else who had similar concerns and is now working. Keep it exciting!



Examples of Guided Conversations

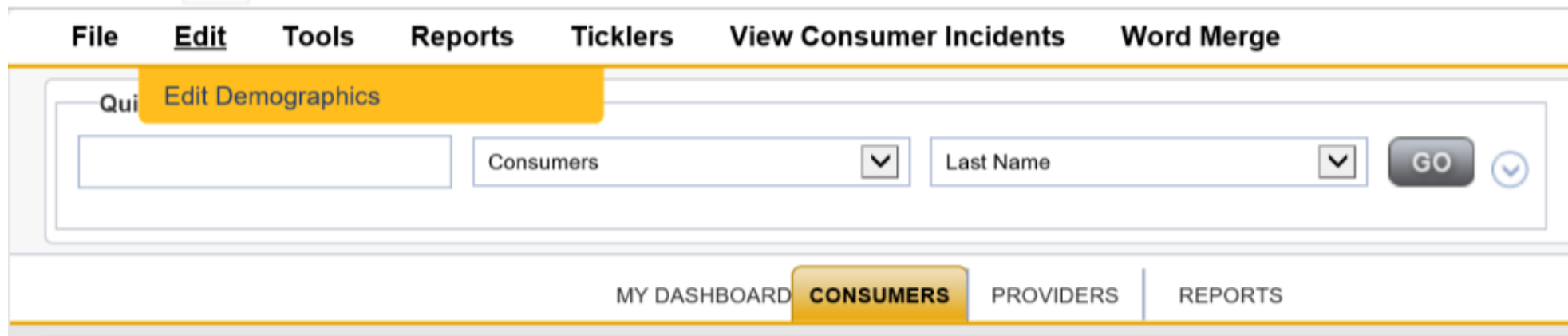
Source: Rie Kennedy-Lizotte

Example #3 - Individual Is Working and Interested in Change

- Question: What kind of help do you need to develop new or different work skills?
- Action: As a WSC, you should try to link the individual to additional job training, certifications, or classes for career advancement.

Employment data in iConnect


To enter employment related data in iConnect, the WSC must go to the consumer's Demographic page in iConnect and click on "Edit Demographics." A new window will open.



The screenshot displays the iConnect software interface. At the top, there is a menu bar with the following items: File, Edit, Tools, Reports, Ticklers, View Consumer Incidents, and Word Merge. Below the menu bar, a yellow highlight is placed over the 'Edit Demographics' option. The main content area shows a form with a search box on the left, a dropdown menu set to 'Consumers', another dropdown menu set to 'Last Name', a 'GO' button, and a refresh icon. At the bottom of the interface, there is a navigation bar with the following tabs: MY DASHBOARD, CONSUMERS (which is highlighted in yellow), PROVIDERS, and REPORTS.

Employment data in iConnect

Once in the new window, scroll down to the bottom of the page to the section called, “Additional Information.” Fill in all applicable employment and benefit data, then click File>Save and Close Demographics.

Additional Information	
Social Security Monthly Benefit Amount	<input type="text"/>
3rd Party Health Insurance?	<input type="text" value="v"/>
Competitively Employed?	<input type="text" value="Yes v"/>
If yes, Indicate Hire Date	<input type="text"/> 
Average Monthly Earnings from Employment	<input type="text"/>
Not Employed and Wants Competitive Employment?	<input type="text" value="v"/>




Conversation with Self-Advocates



- *Jeremy Richard*
- *Kevin Graham*



<https://www.bing.com/videos/search?q=comedians+with+cerebral+palsy&view=detail&mid=F742B465348A16D4238AF742B465348A16D4238A&FORM=VIRE>



“Just because a man lacks the use of his eyes doesn’t mean he lacks vision. -Stevie Wonder

Questions & Answers



Thank you!

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