

SDEP Module 1-Everyone Can Work

1. SDEP Module 1 10-9-12

1.1 Title



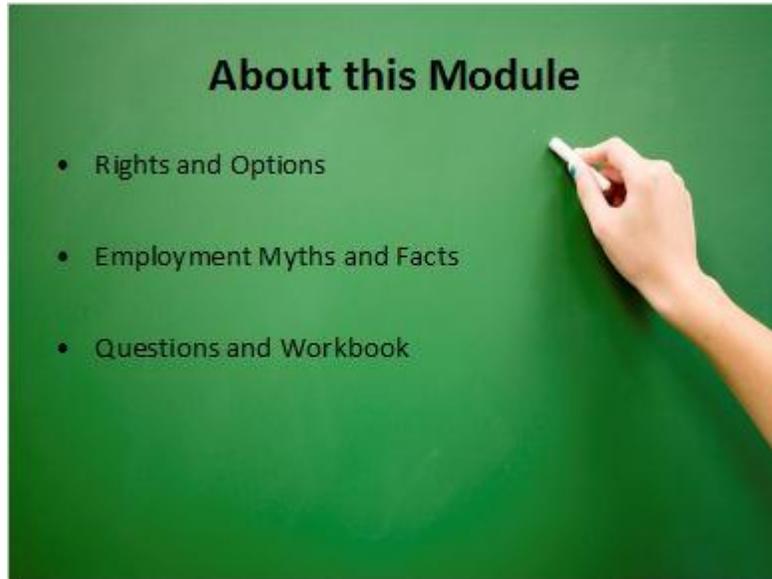
Notes:

Welcome to Module 1 of the Self-Directed Employment Planning Training. This module is called “Everyone Can Work.”

My name is Aliza Claire Bible. I am a self-advocate and I am excited to be part of this training to help people figure out what they want to do for work and create a plan for employment.

In this module, you will learn about the history of integrated employment and some of the myths and facts about employment for people with disabilities.

1.2 About this Module



Notes:

In this Module, you will hear about some laws that protect the rights of people with disabilities to live and work in their communities. You will also learn why some common myths about employment for people with disabilities are not true. This module will help you think about the good reasons you want to work and help you understand that you need to do some planning to find the best job match for you.

If you haven't worked before or have had limited experiences with work, you might find it difficult to answer questions like "what do you want to do for a job?" or "what work skills do you have?" If you cannot answer these questions, someone might try to decide for you. If this happens, you might find yourself in a job that is not a good match for you.

One place to start is to make a list of the things you do at home, at school, and in other places you go. You can ask other people in your life (like your family, your friends, and teachers or support staff) to observe you in these places, give you input about what you do best, and add to your list of the things you do.

The tasks you can perform in various places in your life are skills that transfer into a workplace. For example, if you are skilled at preparing meals at home these skills may transfer into a restaurant job. Or, if you are able to help other people by giving clear, complete directions then these skills may transfer into a receptionist or help desk job.

You will find the questions and worksheets that go with this module in section one of the Employment Planning Workbook that you downloaded after the introduction to this training. If you have not downloaded the workbook yet, click on the Resources tab on the right hand corner of the screen to download the workbook before you go through this module.

1.3 What Gives Everyone the Right to Work

What Gives Everyone the Right to Work

- Americans with Disabilities Act
- Rehabilitation Act
- Education Law



Notes:

Many people with disabilities do not have jobs in the community. Almost 80% of people with disabilities are not working. People with disabilities often face both personal and social barriers to employment. Prior to the beginning of the Disability Rights Movement in the early 1970s, people with complex disabilities were largely excluded from the workforce. The general belief of society was that people with disabilities need to be taken care of and need special places to live, learn and work. Since then, changes have occurred to laws and services and beliefs are shifting. More and more people with and without disabilities can see that everyone has the right to live in the community and everyone has skills and talents to work given the opportunity.

Important changes to government policies that have opened the doors of opportunity for people with disabilities to enter the workforce include, The Rehabilitation Act, The Americans with Disabilities Act, The Workforce Investment Act and The Individuals with Disabilities Education Act. You do not need to be an expert on these laws, but you should know that these laws are intended to ensure that schools and service programs provide positive support and opportunities to people with disabilities. These laws have high expectations for flexibility, individualization, and community integration.

1.4 Skills versus Support Needs

Skills versus Support Needs

<p>You need help with some things - everyone does!</p> <p>Maybe you need help:</p> <ul style="list-style-type: none">• cooking• grocery shopping• balancing your checkbook	<p>You can also do a lot!</p> <p>Maybe you can:</p> <ul style="list-style-type: none">• clean your bathroom• paint a fence• walk the dog• wash your clothes• draw a picture
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Notes:

When you are applying for disability services and benefits programs, you will be asked about the things you need help with. Do not think that just because you need help with some things that means you cannot work. Everyone needs help with some things. Here is a list of tasks one person might need help with and another list next to that of things they can do on their own. Each of us has lists that look different. Think about some of the things you need help with and other things you can do without help.

Just remember, planning for employment involves thinking about the things you can do!

1.5 Employment is realistic for everyone.

Employment is realistic for everyone.

There are many types of jobs.



Notes:

There are lots of different jobs in the world - for lots of different people. Not everyone works full-time and not everyone goes to an office everyday. Some people use the computer at work and other people use tools. Some people have jobs answering phones and other people make things at work. Everyone has skills and talents that can be used to work for pay in the community, regardless of disability. It is not true that some people can't work because of their disability.

1.6 Employers do hire people with disabilities.

Employers do hire people with disabilities.

Employers want:

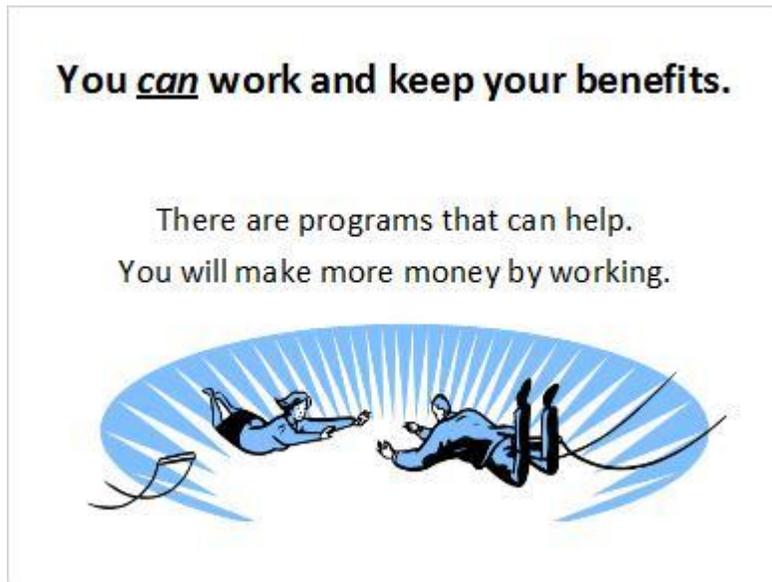
- Reliable
- Hard-working
- Dedicated
- Team Players



Notes:

When employers get a chance to say what they are looking for in employees, they do not talk about disability or no disability. Employers talk about wanting to hire people who are willing to learn the job and then be reliable - or come to work when they are asked to come to work. Employers also want to hire people who will try their best and help other co-workers when needed. After you get a job offer, you will have to prove that you are a good employee just like anyone else would have to do. It is not true, however, that employers will not hire you just because you have a disability. In fact, as mentioned earlier in this module, it is not legal for employers not to give you a chance just because of your disability.

1.7 You can work and keep your benefits.



Notes:

People with disabilities sometimes think that they cannot get a job and earn money because then they will lose important benefits such as health insurance, supports, and monthly income. The truth is that there are programs you can use to protect your services and healthcare - and you always make more money when you work than you do with public assistance alone. This will be covered in greater detail in Module 5, but just know that it is NOT true that you have to give up important benefits if you go to work.

1.8 There are plenty of part-time jobs.

There are plenty of part-time jobs.

- A lot of people work part-time
- Work schedules can be flexible



Notes:

Some people think that they need to be available Monday thru Friday 9am to 5pm in order to look for a job. Like you heard earlier in this module, the truth is that with the many different types of jobs in the world comes many different schedules. Some employers need people to work just mornings or just afternoons. There are jobs that take place only in the evenings or only on weekends. Lots of places have “peak” hours when they need extra people to work. Examples of that might be a restaurant or a store at the mall. If you figure out what type of schedule will work for you, then you can apply for jobs that need people during those hours and you can let employers know when you are available. Remember, you might have to be a little flexible for that perfect job.

1.9 There are ways to get to work.

There are ways to get to work.

- Public Transportation
- Taxi Cabs
- Family Members
- Friends
- Co-workers
- Ride-share



Notes:

If you are a person who cannot drive because of your disability or you do not have a car, then you will need to figure out how to get to and from work once you get a job. There are a few different options. If the city or town where you live has public transportation, then that might be an option for you. You could find someone to help you learn the best ways to get from your house to your workplace and home again. If there is no public transportation where you live, you still have a number of options. You can talk with family members and friends about giving you rides. Maybe someone you know has a job near the place you want to work. Another option is to talk with your employer and co-workers. Sometimes people live and work near you and would be happy to give you rides back and forth in exchange for a little gas money. Some communities also have ride share programs. These are designed to help people who need and want to share transportation find each other. You can also check with your counselor through the Division of Vocational Rehabilitation, Managed Care Organization, IRIS, or county to see if funding could be made available to help you pay for taxi cab trips to and from work. There are options - don't let lack of a driver's license or car hold you back from looking for work.

1.10 If you want to work - You are ready!

If you want to work - You are ready!

No one can decide if you are ready to work or not.
If you are willing to learn and try your best then ***you are ready.***



Notes:

Some people think that they need to be “Job Ready.” But, you can practice lots of different types of tasks and they might be completely different from what an employer wants to hire you to do. The most important thing you need at this point in time is that you want to go to work. If you do want to get a job and go to work, then that is what you should do. If you are willing to learn and try your best, then you are ready to look for work.

1.11 Believe in Yourself

Believe in Yourself

- It might take some time
- Planning is important
- This training will help

Don't give up.
The right job
is out there
for you!

Notes:

You want to find a job - and you CAN! Don't get discouraged if it takes a little while to find the right job match. If you complete the rest of this training and answer the questions in the workbook, that should help you and the people supporting you to have a better idea of the type of job you want and the kind of schedule that you think will work well for you. In Module 6, you will learn about the steps to finding a job and the people who can help you. Throughout your job search, it will be important to keep believing in yourself and have help from people you trust.

1.12 Questions and Workbook

Questions and Workbook

- Why do you want to work?
- What are you worried about?
- Who are the people that support your desire to work?



Notes:

The Workbook Questions for Module 1: Everyone Can Work - History and Myths are:

1) Why do YOU want to work?: (you should circle all of the answers that fit for you)

Earn Money
Be Productive
Meet New People
Learn New Things
Get Out More
Help Others
Other Reasons:

2) What are you worried about? (you should circle all that fit for you)

Won't Get Hired
Won't Be Able to Handle Job
Have No Way to/from Work
Might Lose Benefits
Won't Like the Job
Won't Like the Boss
Other Things:

3) Who are the people that support your desire to work? (make a list here)

