

Pipeline Quarterly

Winter 2016



The Many Faces of Employment



Ohio Department of Developmental Disabilities, 30 East Broad Street, Floor 12, Columbus, Ohio 43215
(800) 617-6733, www.dodd.ohio.gov

Something to Celebrate

As we start a new year, we should reflect on our past accomplishments and look toward future goals for this year and beyond. Something to celebrate and to build upon is our priority and successes in finding individuals competitive, integrated, and meaningful employment.

Take a few moments to look through this issue of Pipeline Quarterly and review our progress over the last year, learn more about the individuals who have obtained jobs, the employers who have hired them, the providers

who have linked them to employment, and all of the resources that have been developed to help with this. It's a great opportunity to see how we together have made a difference, and how we are working together to move our system forward.

*Continue reading **Something to Celebrate** by Stacy Collins with our Employment First team on page 3.*

Director's Message

We have a lot to be proud about in Ohio related to the advances in the lives of people and families with developmental disabilities. Employment access and supports are part of that story, and it's only fitting that as we start a new year, we take a moment to acknowledge our hard work and successes in the employment arena.

“Ohio is outpacing the nation with 24 percent of individuals with developmental disabilities receiving integrated employment services”

We have come a long way at helping people with developmental disabilities secure community employment. Nationally, 18.6 percent of individuals with developmental disabilities are receiving competitive, integrated employment services. Ohio is outpacing the nation with 24 percent of individuals with developmental disabilities receiving integrated employment services – in fact, we have 21 counties who are at 30 percent or higher! We've been successful thanks to people thinking creatively and finding a wide range of options – we work with a variety of companies to help hire people, from large, international companies to small local businesses. Individuals have had the flexibility to find what works for them, from part time work, to full time work, to creating their own jobs.

As we celebrate our successes, it's important that we continue to challenge ourselves and think about what more we can do in 2016 and beyond.

Why is employment so important?

How can we set expectations earlier?

What kind of additional opportunities can we provide?

What kind of support does someone need to be successful?

Why is employment so important?



John Martin
Director, DODD

Sincerely, John Martin

Something to Celebrate *continued from page 1*

Continued from page 1. We have made such great progress because of the combined efforts of many people, including:

- The teams from across the state who have been dedicated to system transformation, and moving away from facility-based services to community-based services.



Stacy Collins
Employment First

- All of the Employment First partners, and the continued support for the important initiative – thanks to the Employment First Partnership, 633 people have found competitive, integrated employment!

- Governor Kasich, and his support for Employment First and related employment initiatives in the FY2016-17 Executive Budget.

This support will allow us to develop new ways of serving people, and expand opportunities for individuals to spend their day in the community in meaningful ways. These important initiatives are outlined in this issue of Pipeline Quarterly.

“While we look back and celebrate our successes, it’s also a time to look forward and think about what’s still possible. Now is the time.”

I want to thank all of these partners for their continued efforts toward promoting Employment First, and ensuring individuals are having the opportunities to explore and obtain competitive, integrated employment. Since 2012, we have seen a 16 percent increase in individuals receiving integrated employment services — that’s something we all should be proud of!

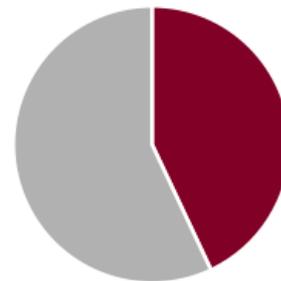
While we look back and celebrate our successes, it’s also a time to look forward and think about what’s still possible. Now is the time to strengthen our efforts

to ensure students are prepared for community employment prior to graduation, and that all adults with developmental disabilities are having the discussion about the world of work, its benefits, and what’s possible.

“thanks to the Employment First Partnership, 589 people have found competitive, integrated employment”

As we start a new year, it’s important to remember it is about what people can do that matters! When we focus on that, we all can continue to see great progress, individually and as a state.

Did You Know?



43% of Ohioans with developmental disabilities say they get paid vacation or sick time as a part of their paid community job. Ohio’s ahead of the national average of 25%. *Source: NCI data*

Contents

Director’s Message ...	2
Something to Celebrate...	1,3
Employment First Update...	4
Faces of Employment - Employees...	5-8
Faces of Employment - Employers ...	9-14
Top Employers ...	15
Resources ...	16-17

Employment First Update

Governor Kasich's FY2016-17 Budget made a historic investment in Ohioans with developmental disabilities, and added almost \$300 million in new dollars to develop new services and expand the number of individuals DODD is able to serve. Several of those initiatives are focused on helping individuals prepare for and find community-based employment and day services. The proposed SFY 16-17 Employment First budget initiatives include:

Employment Navigation Capacity: \$450,000

Employment Navigators connect individuals with supported employment services. To do this, they must understand multiple systems, including Vocational Rehabilitation, Education and Workforce Development. A new network of regional technical assistance will help build Employment Navigation capacity across the state. The network will use up to six Employment Navigators who have expertise and knowledge in employment, and connecting individuals to needed supports and systems.

Integrated Community Supports Start-up Grants: \$475,000

These grants will help providers start or expand community employment and meaningful day services in integrated community-based settings. Funds can be used to assist providers in downsizing their facility to a small administrative space, training for staff, and developing community connections.

Intermediate Care Facility (ICF) Employment Pilots: \$400,000

These grants will fund pilots to help ICFs develop programs that support individuals with complex needs in integrated, community-based settings. Each site will receive training in person-centered discovery and customized employment, and ICF residents will explore and participate in community employment and meaningful day activities. Information from the pilots will be shared so other ICFs can implement similar programs.

Community of Practice: \$50,000

A new virtual system of support that encourages statewide cross-system collaboration around Employment First will help staff learn how to better support individuals through information sharing, mentorship, and experience.

Professional Certification Grants: \$250,000

These grants will help professional staff to earn professional certifications. This will help increase staffs' knowledge and expertise. Grants can be used for certifications such as Certified Employment Support Professional - CESP (a national certification for employment support professionals developed by APSE), Community Partner Work Incentives Counselors - CWICs (benefits counselor certification endorsed by the Social Security Administration), ACRE certification in customized employment, and more.

Did You Know?

Governor Kasich's FY2016-17 budget includes nearly \$3 million in new funds for each of the next two fiscal years to create new service models that promote community employment and integrated day services. Additional funds for community employment are earmarked for ongoing support of DODD's partnership with Opportunities for Ohioans with Disabilities (OOD).

Faces of Employment

Employees

Community employment means different things to different people. People work in a variety of jobs — from local businesses to national companies - a varying number of hours each week. When you look at the range of possibilities, it becomes apparent that community employment is possible for most everyone. Here are some stories from people who have found what works for them.

Kristin Fisher

Where do you work? Wood Lane School

What do you do at work? Answer the phones and do side projects for the recreation activities department and for Special Olympics and also do wellness day activities.

How many hours a week do you work? 40 hours — full time.

What do you do during the day when you're not at work?

Hang out with my family & friends. Hang out with my best friend Kim and go to dinner and shopping in Perrysburg and sometimes go to the movies.

What do you like most about working?

I get to make new friends at work and get to meet a lot of people who come into the school.

What are you able to do now because you work?

My parents are remodeling a home they bought for me to live in. I am saving money to decorate it. My job helps me feel confident about myself and my parents trust me to live on my own. I am excited to have my own place soon.

What advice do you have for people who are thinking about getting a job in the community?

Try it – it will help you learn new jobs. Don't be nervous – people will help you and it will be fun.

“My job helps me feel confident about myself and my parents trust me to live on my own.”



Kristin answering the phone with a smile.

Faces of Employment

Keven McCament

Where do you work? Keven's Kreations – whatdoyouseeart.com

What do you do at work? I paint with acrylics at home. This is a hobby that has turned into a business.

How many hours a week do you work? The amount of time I work on my own varies. A caregiver helps me two hours on Fridays, and I also go with Creative Foundations where I paint usually four times a week.

What are you able to now because you work? I work so I can help pay for Star's vet care. Star is my service dog - she has been trained to pick up what I drop and place it on my wheelchair tray.

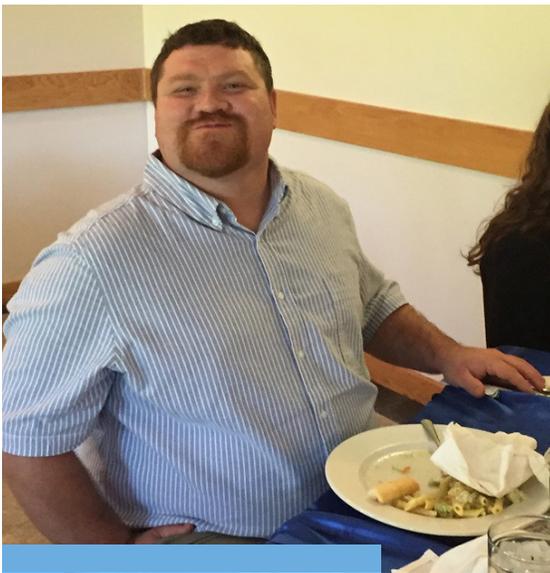
What advice do you have for people who are thinking about opening their own business? If someone is thinking about starting their own business, they should have enough help to support their dream.

“If someone is thinking about starting their own business, they should have enough help to support their dream.”



Keven working on a masterpiece with Star.

Frank Denney



Frank enjoying a hard earned meal.

Where do you work? HVI Cleaning Service.

What do you do at work? Clean stuff for offices.

How many hours a week do you work? Thursdays and Fridays, 1:00 p.m. to 6:00 p.m.

What do you like most about working? Making money.

What are you able to now because you work? Buy stuff I like and do more stuff.

What advice do you have for people who are thinking about opening their own business? Don't give up, keep trying.

Faces of Employment

Thomas “Freedom” Friesner



Freedom helping a customer check out.

Where do you work? Walmart in Logan, Ohio.

What do you do at work? I started as a Stocker, moved up to the Fish Department and am now a Cashier.

How many hours a week do you work? Up to 40.

What do you do during the day when you're not at work? Hang out with friends and work on cars.

What do you like most about working? I really like the money but I also like joking around with customers.

What are you able to now because you work? I'm able to go out and do a whole lot more. Go to the movies and I have more people to do things with now.

What advice do you have for people who are thinking about getting a job in the community? Do it! It's worth it. It's not easy but you have to stick with it!

Andrew Bullerjahn

Where do you work? The Wood County Records Center

What do you do at work? I work prepping paperwork to be scanned into the computer.

How many hours a week do you work? I work Monday through Friday from 8:30 a.m. to 4:30 p.m.

What do you do during the day when you're not at work? I like to play games on my computer at home and spend time with my pets. We just adopted a new dog.

What do you like most about working? I like the people I work with and my co-worker Joe and I are now best friends and sometimes go to the movies together.

What are you able to now because you work? I can buy new computer games and go to movies with my friends.

What advice do you have for people who are thinking about getting a job in the community? To do what you like and always go to work unless you are sick.



Andrew doing great work at his desk.

Faces of Employment

Leah Holister

Where do you work? DayMark

What do you do at work? Assemble boxes and label boxes.

How many hours a week do you work? 40 hours, plus some weeks I work overtime.

What do you do during the day when you're not at work? Hang out with friends, watch movies, go out to eat or shop with parent.

“I really like the people I work with. I have made a few really close friends at work. They look out for me when I have problems”

What do you like most about working? I really like the people I work with. I have made a few really close friends at work. They look out for me when I have problems, and we talk about personal stuff too. My floor supervisor leaves me notes telling me how much she appreciates me. I really like working with her. When her mom died, I went to the funeral, and that meant a lot to her.

“I have learned to budget my money and pay my bills independently.”

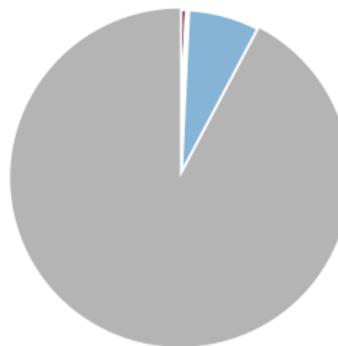
What are you able to do now because you work? I have learned to budget my money and pay my bills independently. I work full time and have retirement and health insurance. I do not rely on public assistance for anything. I will be ready to live on my own when I have to.

What advice do you have for people who are thinking about getting a job in the community? They should try it. Try it before saying no. I can pay for more things now that I work full time. And I can go to the doctor and afford it. I don't have to rely on my parents to pay every time I go to the doctor.



Leah at work, doing what she loves.

Did You Know?



■ 65+ ■ 14-21 ■ 22-64

In Ohio, people of all ages with autism have found employment, 6 (65+), 58 (14-21), and 721 (22-64).

Source: NCI Data

Faces of Employment

Employers

Community employment is possible thanks to the businesses who understand that everyone can contribute to the workforce, and that hiring people with disabilities is good for their bottom line. Here are some employers — both large and small — who have made a commitment to hiring people with disabilities.

Walgreens

Company Description: Walgreens, the nation's largest drugstore chain, is included in the Retail Pharmacy USA Division of Walgreens Boots Alliance, Inc. (Nasdaq: WBA), the first global pharmacy-led, health and wellbeing enterprise. More than 8 million customers interact with Walgreens each day in communities across America, using the most convenient, multi-channel access to consumer goods and services and trusted, cost-effective pharmacy, health and wellness services and advice. Walgreens operates 8,240 drugstores with a presence in all 50 states, the District of



AT THE CORNER OF **HAPPY & HEALTHY**®

Columbia, Puerto Rico and the U.S. Virgin Islands. Walgreens digital business includes Walgreens.com, drugstore.com, Beauty.com, SkinStore.com and VisionDirect.com. Walgreens also manages more than 400 Healthcare Clinic and provider practice locations around the country.

How long have you been employing people with disabilities? We have always hired people with disabilities. Beginning nearly a decade ago, Walgreens developed specific programs to hire people with disabilities at our distribution centers, and, later, our stores. Our efforts in distribution centers focused on creating opportunities for people with disabilities to earn the same pay for performing the same work as others. And we wanted to create a model that was sustainable.

What types of jobs do the people you've hired do? In addition to warehouse employees, we've started a program called REDI, Retail Employees with Disabil-

ities Initiative. It's an in-store training program to help people with disabilities learn and develop the skills to qualify for retail and customer service jobs, especially service clerk positions.

Why do you hire people with disabilities? Our senior vice president for supply chain, who is now retired, has a son with autism and saw first-hand the difficulty that people with disabilities have in finding meaningful work. He proposed a program that would create those opportunities. We focused on a strategy with three pillars:

- 1) Jobs and expectations would be the same for folks whether they had a disability or not.
- 2) All employees would be held to the same work standards, for the same pay.
- 3) We would create a sustainable model that fit our operational, human resources, and other critical standards.

If someone is interested in working there, how do they apply? To find open positions, go to careers.walgreens.com.

What tips do you have for other employers who are considering hiring people with disabilities? Education is important. Part of our program in our distribution centers is a commitment to demonstrate to other companies what we've done so they can learn from our program. We've had dozens of other major companies tour our Anderson and Connecticut distribution centers, and many like P&G and Lowe's are implementing their own programs based on what they've learned from us. We want to see this initiative spread and have it become part of the standard business practices for companies across the country.

Faces of Employment

Scioto Downs Racino

Company Description: Scioto Downs Racino in Columbus, Ohio is open 24 hours a day, 7 days a week, 365 days a year. We feature more than 2,100 of the industry's best VLT games, seasonal live harness racing, multiple dining outlets, and weekend live music together in one total entertainment destination. Visitors can experience exquisite cuisine in several dining locations (The Grove Buffet, Dash Café, and coming soon Brew Brothers Restaurant & Microbrewery), and May through September take in a live harness race 5 days a week in the Clubhouse or on the Patio. Scioto Downs employs more than 400 people on 1st, 2nd and 3rd shifts, and around 550 people during the live May-September race season.



How long have you been employing people with disabilities? Since February 2014

What types of jobs do the people you've hired do? Scioto Downs employs a variety of Food and Beverage Employees, including bussers, cooks, and Team Member Dining Room attendants. We also employ Facilities Team Members as grounds keepers. Employees work 20-40 hours a week, and wages range from \$8.10- \$10.00/hour. We offer medical, dental, vision, and life insurance, a 401K and various supplemental insurance benefits.

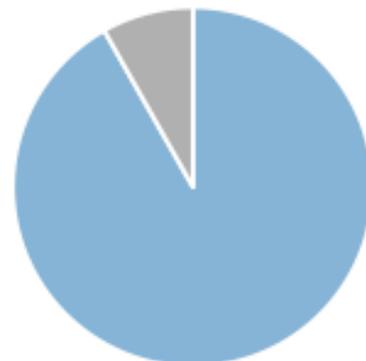
Why do you hire people with disabilities? We were approached by Patrick Kilbane of the Pickaway

County Board of Developmental Disabilities to partner with them in this process. Our Training Coordinator worked with Patrick to set up a job fair where he brought some of his clients in and they went through our normal interview process with the management of different departments. Once we identified which of the clients we liked, we extended job offers and on boarded them like we would any other new Team Members.

If someone is interested in working there, how do they apply? Apply online at www.sciotodowns.com/about/careers

What tips do you have for other employers who are considering hiring people with disabilities? Everyone is different and has different needs. Be patient, and make sure you take the time to get the new employee acclimated. Once they become accustomed to the job and the new surroundings, you will have a reliable employee who will show up for work and give it their all.

Did You Know?



91.8% of people who reported having a paid job in the community said they like their job. Community employment builds confidence and financial independence.

Source: NCI Data

Faces of Employment

CVS

Company Description: CVS Health started in 1963 in Lowell Mass. The company is based out of Woonsocket, RI. CVS has more than 7700 stores in 48 states – there are around 322 stores in Ohio. CVS Health consist of CVS Pharmacy the retail stores, CVS Caremark the PBM side of the business, Coram the specialty pharmacy, and Minute Clinics (open 1000 minute clinic this year).

How long have you been employing people with disabilities? I am sure CVS has from the start of the company. The Workforce Initiatives Department that works with the many organizations in the community has been doing this for 15 plus years. Workforce Initiatives calls this program Abilities in Abundance. More information can be found on our website.



What types of jobs do the people you've hired do? In Ohio, we have hired people with disabilities for cashier clerk positions, and there may be some hired as Pharmacy Technicians. But all individuals can be promoted within to other positions. In other states where we have our distribution centers, we also have hired many people with disabilities. We have a Regional Learning Center in Twinsburg that works with people with disabilities to help prepare them for the job of cashier clerk position in our stores.

Why do you hire people with disabilities? People with disabilities are dependable, on time, and have a lot of talent to bring to a company. I believe that people with disabilities are above average in attendance and the retention rate is better. It makes good business sense to hire individuals in the community with

disabilities. CVS is a large company that is always looking for talent, and we have been very successful in hiring people with disabilities through our partnerships in the communities at a national, state, and local level. Individuals with disabilities have a lot to offer the company they are working for. The company focused on this when Workforce Initiatives started working with different organizations in the community, but I am sure we were always hiring individuals with disabilities. It is very much part of the culture of CVS since we have a department that has a focus on working with the different organizations in the community to be sure we bring these quality individuals into the company. I guess my question would be why would you not hire people with disabilities?

If someone is interested in working there, how do they apply? They can go to jobs.cvshealth.com. If they are working with an organization in the community to help find them a job, CVS partners with many disability organizations and offers work experience that helps a person with a disability to gain experience and to show the manager they can do the job.

What tips do you have for other employers who are considering hiring people with disabilities? What are you waiting on? Why would you not want to hire a candidate that has talent to bring to your organization? Why would you not want to improve your retention rate in your company? Why would you not want to hire an individual that is loyal to your company? All companies need to educate their hiring managers to take a close look at this group of individuals as part of your strategic plan for their hiring needs.

“What are you waiting on? Why would you not want to hire a candidate that has talent to bring to your organization?”

Faces of Employment

The Breakfast Club

Company Description: The Breakfast Club is a family-owned and operated restaurant located in Lebanon, Ohio.



How long have you been employing people with disabilities? Since the first week we opened in 1993.

What types of jobs do the people you've hired do? Cleaning, dish washing, bussing tables, and food prep. Employees typically work approximately 24 hours a

week. Wages range from \$8.10-\$10.00/hour.

Why do you hire people with disabilities? Reliability, consistency, and good attitude. They are the most consistent employees we have ever had. They don't complain and they show up to work

If someone is interested in working there, how do they apply? Anyone can fill out an application at any time. The owner of The Breakfast Club will reach out to the Warren County Board when he has an open position. He always asks if there is anyone the County Board is working with who would be a good fit.

What tips do you have for other employers who are considering hiring people with disabilities? Give these folks a chance. Find out what they can do. Don't stereotype and try to predetermine what you think they can't do.

FedEx

Company Description: FedEx Ground specializes in cost-effective, small-package shipping, offering dependable business-to-business delivery or convenient residential service through FedEx Home Delivery and FedEx SmartPost. FedEx Ground is an equal opportunity / affirmative action employer (Minorities/ Females/ Disability/Veterans) committed to a diverse workforce. There are currently 4 FedEx locations in the Columbus area.

How has Project Search helped you in the hiring of people with disabilities?

I worked closely with Rhonda Bailey from Ohio Department of Developmental Disabilities (DODD) to find Paul Hemphill. I also invited Rhonda over to FedEx Ground's Whitehall, Ohio facility for a tour to determine if the package handler position would be a viable position for Paul to consider. She then invited

me to the facility where Paul was working at the time. I had the opportunity to meet Paul and I learned of the different areas of shipping/receiving that he had experienced and mastered. Both Rhonda and I felt that FedEx Ground's package handler position would be a great match for Paul.

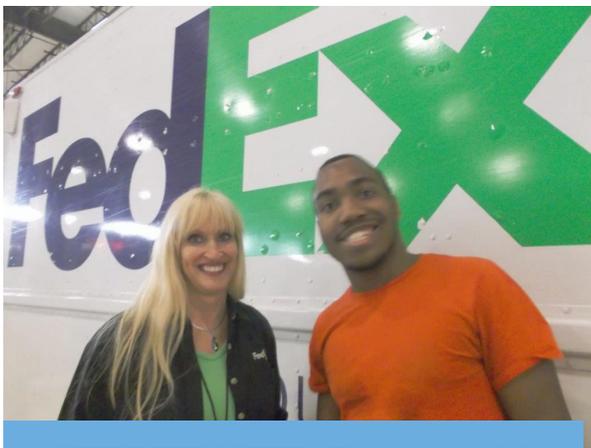


Faces of Employment

FedEx *continued from page 12*

How long have you been employing people with disabilities? I have been recruiting package handlers for FedEx Ground in the Columbus area for over 16 years. It's always been my mission to recruit a varied and diverse workforce, including people with disabilities or those needing reasonable accommodations. We specifically have had great success with the hard of hearing community.

What types of jobs do the people you've hired do? We primarily hire package handlers to load and unload our trucks. Although it's a fast-paced and physically demanding job, the benefits are great. Package handlers work approximately 15-20 hours per week, with more hours available if desired. Starting pay is \$11.44/hour for our afternoon and early evening shift and \$12.44/hour for our overnight shift. Package handlers receive four \$0.25 pay increases in the first nine months of work. Full benefits include medical, dental, vision, prescription coverage, tuition assistance and paid time off. With the flexible shifts and FedEx Ground's internal promotion opportunities, it's a win-win.



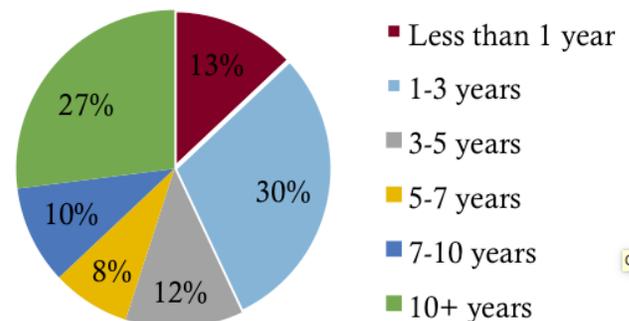
Why do you hire people with disabilities? It has always been important that FedEx Ground has a diversified workforce because people with different background and life experiences bring variety to the job and can provide others a unique perspective on

work and life. Our management team will be the first to say that those in our disabled workforce are some of the best workers. They always come to work every day and have a great attitude to do their best.

If someone is interested in working there, how do they apply? If someone is interested in becoming a package handler, he or she will need to register for a sort observation at WatchASort.com in order to understand the demands and expectations of the job. They can also contact me directly at Jennifer.Paganelli@fedex.com.

What tips do you have for other employers who are considering hiring people with disabilities? While it may be necessary to invest additional time and energy to form and maintain a relationship with an agency that works with individuals with disabilities, it is well worth the investment.

Did You Know?



27% of individuals in community employment hold the same job for more than 10 years, and more than 45% hold the same job for more than 5 years!

Source: NCI Data

Faces of Employment

DSW

Company Description: DSW Inc. is a leading branded footwear and accessories retailer that offers a wide selection of brand name and designer dress, casual and athletic footwear and accessories for women, men and kids. DSW operates 431 stores in 42 states, the District of Columbia and Puerto Rico, as well as 370 leased departments for other retailers in the United States under the Affiliated Business Group. We also operate an e-commerce site, www.dsw.com, and a mobile site, m.dsw.com. Through its partnership with Town Shoes of Canada, the company operates two stores in Canada as well as the e-commerce site www.dswcanada.ca.



DSW
DESIGNER SHOE WAREHOUSE®

How long have you had a relationship with ARC Industries and FCBDD? DSW reached out to ARC Industries for an On-Site Crew/Enclave in 1994 and they have been a part of the DSW family ever since. DSW also provided Career Exploration and Summer Programs for transitional youth in the early 2000's. Jeff Girard Senior VP of Distribution and Direct Fulfillment, DSW volunteered to serve as the Chairperson of the Business Advisory Committee for ARC Industries and is now on the Project Search Business Advisory Committee along with Steve Reade, Director of Operations for DSW.

What types of training is available to the participants in Project SEARCH? Training responsibilities are shared between Project Search on site managers and DSW managers. It consists of both behavioral and

operation elements that prepare the students to learn operational responsibilities and the social challenges of a true full time role in a workplace.

Why did DSW agree to be the Host site for Project SEARCH? We have had a long term relationship with ARC Industries so we were comfortable with the opportunities and challenges associated with individuals with developmental disabilities. We believed that being part of a program such as this would benefit at the site level through operational and work environment improvement and corporately with our commitment to giving back to the community. On both fronts it's been a win.

If someone is interested in the Project SEARCH program, how do they apply? The program started with a single path originating with OOD. Since that point we have opened up new channels to potential students and are working on additional outreach with other entities in the community. In the end it's about finding and developing great associates for the logistics field and we will continue to expand our reach as the program matures. For more information, please contact Rhonda Bailey, Program Coordinator, at 614-872-1550 or at rhonda.bailey@fcbdd.org.

What tips do you have for other employers who are considering hiring people with disabilities? Think about the traits that make a great associate beyond the specific job experience. When you do that and look past preconceived ideas about the limitations of someone with a developmental disability, you'll see that these are the type of individuals you want. The program gives the specific skills and that combination is a great match.

Employment First Partnership Top Performers

Ohio Valley Goodwill Industries

Offering a wide variety of vocational rehabilitation opportunities for individuals with disabilities in the greater Cincinnati area, to assist with finding community employment.

Partners in Employment

Assisting individuals in finding and keeping a job. Serving Defiance, Fulton, Henry, Lucas, Paulding, Putnam, Van Wert, Williams and Wood Counties.

Capabilities Inc.

Serving 68 counties in Ohio and helping people successfully achieve and sustain their goals.

Empowering People Inc.

Serving 13 counties throughout Ohio, focusing on individual goals and desires and helping people reach their highest potential.

Franklin County Board of Developmental Disabilities

Helping people to live, learn and work in Franklin County.

Goodwill Columbus

Transforming the lives of individuals with disabilities and other barriers through pathways to independence and the power of work.

Resources

Resources for Individuals, Families, and Professionals

Job Seeker's Guide

What it is: This guide helps you learn about community employment. The guide will teach you more about how to find a job, what kind of job you should get, and who can help you.

Who should use it: Job seekers, families, and professionals.

Where to find it: jobguide.ohioemploymentfirst.org/

Pathway from School to Employment

What it is: This folder helps plan the transition from school to work. It talks about the steps individuals need to take, questions individuals need to ask themselves, what services can help, and what choices individuals need to make as the plan is developed. It should be used to start the conversation with individuals and families.

Who should use it: Students who are preparing for employment. Families, job seekers, and professionals who work with students.

Where to find it: ohioemploymentfirst.org/up_doc/Pathway_Folder_Graphic3_16_15.pdf

Ohio Means Jobs K-12

What it is: This website helps you get ready for work by teaching you how to discover your interests and skills, how to plan for a career and what education and training you need, how to find loans and scholarships to pay for school, and how to look for a job across Ohio. This information can be saved so you can look at it later.

Who should use it: Students who want to move from school to a job in the community.

Where to find it: jobseeker.k-12.ohiomeansjobs.monster.com/seeker.aspx

Evidence Based Practices for Transition Youth

What it is: These proven instructional methods and strategies teach students transition-related skills about employment, daily living, communication, academics, job routines and tasks, independence, and workplace behavior. The practices can be used in many places including the classroom, at work, in the community, and in social settings.

Who should use it: Professionals who work with students with disabilities.

Where to find it: ohioemploymentfirst.org/up_doc/Evidence_Based_Practices_for_Transition_Youth.pdf

Evidence Based Predictors for Post-School Success

What it is: These activities, services, and supports that occur during the school years have been identified through research as being associated with higher rates of success as youth enter adulthood. They provide regional teams with ideas for programs and services to build community capacity and investment in serving transition youth.

Who should use it: Professionals who work with students with disabilities.

Where to find it: ohioemploymentfirst.org/up_doc/Evidence_Based_Predictors_for_Post_school_Success3_25_15.pdf

Community Investment in Transition Youth with Disabilities Tool

What it is: This tool helps organizations that teach and support transition age youth with disabilities to prepare for adulthood. It helps them assess their readiness and capacity to work with youth in community employment, and to develop a plan to improve their services.

Resources *continued from page 16*

Who should use it: Agencies and schools who work with students with disabilities

Where to find it: www.ohioemploymentfirst.org/up_doc/EF_Investment_Tool.pdf

Ohio Means Accessibility

What it is: This website helps job seekers with disabilities find community jobs. It helps you post your resume, search for jobs, learn how to start a business, learn how to save money, and learn about employee benefits like medical insurance. You can sign up to be referred to employers who want to hire people with disabilities.

Who should use it: Individuals who are looking for a job in the community

Where to find it: ohiomeansaccessibility.com/

Where to find it: askjan.org

Ohio Means Accessibility

What it is: This website teaches companies about incentives for hiring people with disabilities, workplace accommodations, employment law, and engaging a qualified and diverse workforce.

Who should use it: Employers who want to or are considering hiring individuals with disabilities

Where to find it: ohiomeansaccessibility.com/

Employing People with Intellectual and Developmental Disabilities: A Report by the Institute for Corporate Productivity

What it is: This report shows how companies can benefit from hiring individuals with developmental disabilities.

Who should use it: Employers who want to or are considering hiring individuals with disabilities

Where to find it: ohioemploymentfirst.org/up_doc/Employing_People_With_Intellectual_and_Developmental_Disabilities.pdf

Recruiting, Hiring, Retaining, and Promoting People with Disabilities: A Resource Guide for Employers

What it is: This guide helps companies implement solutions to ensure that people with disabilities have the opportunity to obtain and succeed in good jobs and careers. It identifies federal and federally funded resources, answers common questions, and offers links more information on specific topics.

Who should use it: Employers who want to or are considering hiring individuals with disabilities.

Where to find it: ohioemploymentfirst.org/view.php?nav_id=92

For Employers

Employment First Fact Sheet

What it is: This fact sheet explains what Employment First is, and talks about the benefits of hiring individuals with developmental disabilities.

Who should use it: Businesses who want to or are considering hiring individuals with disabilities

Where to find it: ohioemploymentfirst.org/up_doc/Employment_First_Employer_Fact_Sheet.pdf

Job Accommodation Network (JAN)

What it is: This website has expert guidance on employing people with disabilities, including workplace accommodations, disability employment issues, and the Americans with Disabilities Act (ADA). Employers can read information and publications are posted online, and call or email to talk confidentiality with an experienced consultant.

Who should use it: Employers who want to or are considering hiring individuals with disabilities.

Pipeline Quarterly

Winter 2016

The Many Faces of Employment



Publication Notes

Published four times a year by the Ohio Department of Developmental Disabilities (DODD), Pipeline Quarterly focuses on people and topics of interest to the statewide developmental disabilities community.

Your ideas and feedback are welcomed. Contact Kerry Francis at kerry.francis@dodd.ohio.gov or 614-644-0263.

Ohio Department of Developmental Disabilities
30 East Broad Street, Floor 12, Columbus, Ohio 43215
800-617-6733 www.dodd.ohio.gov

Ohio

Department of
Developmental Disabilities

**EMPLOYMENT
FIRST** 