Supporting employment services and outcomes for people with intellectual disabilities

A TRAINING SERIES

The IT'S EMPLOYMENT training series is designed to support vocational rehabilitation staff and related partners in improving employment services and outcomes for individuals with intellectual disabilities who receive services through vocational rehabilitation agencies.

This training series offers self-paced, online training modules that have been developed based on research and promising practices. Each module is equivalent to two hours of learning. We will provide CRC credits. Participants can take just one module, a few, or all modules, depending on their professional development needs. We share facilitator guides for each module to support group learning and discussions.

Most months, we offer two topics. Each topic will be available for one month. We offer these courses free of charge. **Registration is now open.** Once you register for one module, you will be able to access all subsequent modules as they are made available.

We have added a supplemental feature to this series that gives you the opportunity to engage with targeted micro-learning content when it is convenient for your busy schedule. Once you register, look out for course announcements with more information about these learning opportunities.

TRAINING MODULES

Competitive Integrated Employment

Establishing competitive integrated employment opportunities for people with disabilities does not occur through a one-size fits all approach and will depending on the needs, interests, and strengths of your job seekers. This module will provide an overview and resources about customized employment, supported employment, and self-employment.

Supporting Self-determination, Informed Choice, and Dignity of Risk

Self-determination, informed choice, and dignity of risk are integral components of effective and authentic person-centered employment planning with your job seekers with intellectual disabilities. This module will include strategies and resources on how to support the development and inclusion of these components in case management.

Best Practices in Career Planning and Assessment

Effective career planning and assessment is critical for helping people with intellectual disabilities find meaningful, well-matched careers. This module will explore best practices in career planning and work-based learning strategies as well as the key elements of Discovery and how it can enhance the career planning process.

Developing and Sustaining Vocational Relationships in Rural Settings:

Providing vocational counseling and employment services in rural settings can present some unique challenges and opportunities. Supporting job seekers to obtain competitive integrated employment (CIE) in rural areas relies heavily on partnerships, community connections, and innovative thinking. This module will discuss considerations, strategies, and resources when providing CIE-focused services in rural and frontier areas.

Visit our website to register for the training series!

Financial Well-Being

Supporting people with intellectual disabilities to work requires an understanding of the job seeker's financial needs and goals. Working with job seekers and their families to integrate considerations for financial well-being and the impact of work on public benefits can be complex. This module will introduce approaches and resources to help people with intellectual disabilities work to their full potential. This module will also include a basic overview of public benefits systems that people with intellectual disabilities commonly use.

Building Employer Relationships: The Dual Customer Approach

A key aspect of the dual customer approach is meeting the businesses' needs while ensuring a quality match and work environment for your job seekers. This module will review strategies for developing business relationships, assessing business needs, and developing employment opportunities through customized employment, job carving, progressive employment, and work-based learning.

Family Engagement and Employment Success

People with intellectual disabilities often have highly involved families and caregivers in their lives. This module will address ways to include families in the employment development process while continuing to maintain a focus on self-determination and person-centered planning.

Transition Practices that Support Competitive Integrated Employment

This module will discuss a variety of factors that have been proven to directly impact employment outcomes for students with intellectual disabilities who are transitioning into adulthood, including Pre-employment transition services and strategies in cooperation with secondary education, involving families in the transition and employment planning process, the importance of incorporating self-advocacy and self-determination in skill development, and opportunities for community-based work experiences.

Using Technology for Employment Success

The last several years have seen significant growth in the use of assistive technology (AT) and apps for supporting individuals with intellectual disabilities in employment, community activities, and related areas. There is an opportunity to fundamentally change the way we provide services and supports. Personal devices such as smartphones can serve as AT tools to support individuals in addressing personal and employment goals. This module discusses how readily available tools (smartphones, tablets, smart watches, and similar devices) can and are being used to support individuals in employment in ways that maximize success and independence and reduce reliance on job coaches and other external paid supports.

Thinking Outside the Box: Creating Opportunities for People with Intellectual Disabilities

Successful job development for people with intellectual disabilities requires attention to the unique needs of each job seeker. Job creation is a way to modify or restructure existing jobs or bring together a combination of job tasks that fill the work needs of an employer while appreciating the skills and strengths of workers with significant disabilities. This module will cover tools such as job analysis, person-centered employment planning, and customized employment proposals when matching job seekers' skills with the unmet needs of an employer.

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Best Practices for Cultural Humility and Competency when Providing Employment Services

Being aware of and incorporating cultural priorities and distinctions are important case management skills. This module will explore a variety of cultures and considerations, including the cultures of family, ethnicity, race, gender, geographical, and disability. This module will also discuss how the intersectionality of disability and other cultures is an important factor in establishing informed choice and family engagement.

Planning and Strategies for Job Success

Helping job seekers develop strategies and plan for job success can involve several different facets and considerations. This module will review best practices in job coaching and supports, assessing and implementing accommodations and assistive technology, identifying natural supports and social inclusion in the workplace, and incorporating learning styles and systematic instruction.

ExploreVR

IT'S EMPLOYMENT
INSTITUTE FOR COMMUNITY INCLUSION, UMASS BOSTON

ABOUT

ITS EMPLOYMENT is a project of Explore VR at the Institute for Community Inclusion to support improved vocational rehabilitation services for individuals with intellectual disabilities.

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FOR MORE INFORMATION

Lara Enein | lara.enein@umb.edu

Institute for Community Inclusion | University of Massachusetts Boston

www.exploreVR.org

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