



ExploreVR 

IT'S EMPLOYMENT

INSTITUTE FOR COMMUNITY INCLUSION, UMASS BOSTON

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 supporting improved 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 and CRC credits will be provided. Participants can take just one module, a few or all depending on their professional development needs. A new topic will be offered each month and will be available for one month.

Facilitator guides for each course will be available to support group learning and discussions.

These courses are offered 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.

TRAINING MODULES

Best Practices in Career Planning and Assessment (January 2022)

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

Financial Well-Being (February 2022)

Supporting people with intellectual disabilities to work requires an understanding of the job seekers 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 course will introduce approaches as well as resources to help people with intellectual disabilities to have the opportunity to work to their full potential. This course includes a basic overview of public benefits systems commonly utilized by people with ID.

Transition Practices that Support Competitive Integrated Employment (March 2022)

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-ETS 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.

Best Practices for Cultural Humility and Competency when Providing Employment Services (April 2022)

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. The intersectionality of disability and other cultures will also be discussed as an important factor in establishing informed choice and family engagement.

Register here: <https://ici.instructure.com/enroll/EJLEA6>

Building Employer Relationships: The Dual Customer Approach (May 2022)

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 in developing business relationships, assessing business needs, and developing employment opportunities through customized employment, job carving, progressive employment, and work-based learning.

Thinking Outside the Box: Creating Opportunities for People with ID (June 2022)

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 capitalizing on 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 client skills with the unmet needs of an employer.

Planning and Strategies for Job Success (June 2022)

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 & supports, assessing & implementing accommodations and assistive technology, identifying natural supports and social inclusion in the workplace, as well as incorporating learning styles and Systematic Instruction.

Using Technology for Employment Success (August 2022)

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 services and supports are provided. Personal devices such as smartphones can serve as AT tools to support individuals address 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.

Developing and Sustaining Vocational Relationships in Rural Settings (September 2022)

Providing vocational counseling and employment services in rural settings can present some unique challenges as well as unique 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.

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

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