



Florida Employment Enhancement: Strengthening the System of Support

FLORIDA DD NETWORK COLLABORATIVE LEADERSHIP PROGRAM CADRE

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OUTLINE OF PRESENTATION

1. Overview of the Florida DD Network Collaborative Leadership Program
2. Issue of Employment
3. Goal of the Cadre
4. Cadre Recommendations

FLORIDA DD NETWORK COLLABORATIVE LEADERSHIP PROGRAM



- ❖ Funded by the FL Developmental Disabilities (DD) Council
- ❖ Designed by the National Leadership Consortium on Developmental Disabilities to develop a cadre of current and emerging leaders
- ❖ Six cadre leaders represent statewide initiatives and FL DD Network Partner Institutions



THE CADRE MEMBER TEAM

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The Gap / The Need:



Most recent data from Bureau of Labor Statistics:

- In 2019, only **19.3%** of persons with a disability were employed
- Workers with a disability (**32%**) were more likely to be employed part time than those with no disability (**17%**)
- Workers with a disability were more concentrated in **service** occupations than those with no disability
- The unemployment rate* for persons with a disability is **7.3%**, about twice as high as the rate for those without a disability

Employment Data in Florida for People with Disabilities (PWD)*:



In 2019:

- Working age PWD: **1,217,071**
- Employed PWD: **400,140**
- Employment rate for persons with a disability: **32.9%**
- Employment rate for persons without a disability: **75.1%**

In 2018, ranked 39th in the U.S. for employment/population ratio

Goal: Increase employment options for people with disabilities in Florida

How: By enhancing the role effectiveness of employment specialists and job coaches

Recommendations

1) Provide core competencies of employment counselors and specialists to self-advocates and service recipients and make sure it's accessible

2) Create a balanced scorecard to ensure that the assessment of employment outcomes is meaningful to people with disabilities

3) Enhance a toolkit for job specialists and coaches to better include the service recipient in the training and process

4) Enhance training for job specialists, job coaches and HR Personnel

5) Encourage partnering of employment specialists/job coaches with SHRM (Society of Human Resources Management)

Recommendation #1

Ensure that the set of core competencies for employment counselors and specialists is accessible and available for self-advocates and service recipients



Create a simplified edition of the current toolkit where the **primary audience** is the person receiving services

Primary Goal: Serve as an educational resource to support self- determination

- Limit to the essential parts of the Employment First Toolkit
- Present the information in plain language/easy-read

Enhance this edition by including a **career component**

Primary Goal: Assist the individual in determining if employment specialist is a career interest or career opportunity.

- Include information at the end of each domain
- Present the information in plain language/easy-read

Recommendation #2



Create a balanced scorecard to assure that the assessment of employment outcomes is meaningful to people with disabilities

Developing a **balanced** scorecard

Primary Goal: To focus on serving the individual by providing quality of service that is consistent among employment specialists across agencies statewide.

THE SCORECARD WILL

1

PROVIDE ACCOUNTABILITY

- Quality improvement
- Outcome measures for employment specialist and individual

2

ADDRESS GAPS

- Employment services
- Employers
- Individuals with disabilities

3

BE ABILITY- CENTERED

Provide insight into the ability of a person while communicating expectations of the occupation they seek.

4

BUILD RELATIONSHIPS

Importance of the relationship between employment specialists and clients served.

Scorecard Going Forward

- The scorecard will inform inclusive/diversity training
- Illustration in employment guides, data, or research regarding employment among the IDD population
- Individuals with disabilities may use this scorecard when establishing a plan with job coaches, mentors, or employment specialists.

Recommendation #3

Enhance the toolkit for employment specialists and job coaches to better include the service recipient in the training and process



Including the **Job Seeker's** Voice

Primary Goal: Ask, Listen, Learn Strategy

Utilize to improve employment outcomes and strengthen employment specialist/job coach skills and knowledge

Ask Listen Learn – ALL about the job seeker

Training and Technical Assistance On Job Seeker Leadership Role

1) Ask questions

- Interests, Preferences, Priorities, Culture, Community, Family, Lived Experiences

2) Listen

- Respectful
- Eye Contact
- Observations
- Conversations

3) Learn

- Careers
- Contributions
- Best Fit

Next Steps

- Increase Active Role of Job Seeker
 - Utilize person-directed planning and supports
- Employment Provider Training Tool Kit Includes
 - More focus on
 - Respect
 - Culture
 - Hands on mentoring tips
 - Demonstrate skills
 - Training on Asking, Listening and Learning
 - How to **A**sk, **L**isten and **L**earn from the job seeker
 - Technical assistance and implementation strategies
 - How to use the information gathered to improve employment outcomes

Recommendation #4

Enhance training for job specialists, job coaches and human resource (HR) Personnel



Changing the View of Employment

Primary Goal: Inclusion/ Diversity Training

- ❖ Accessibility
- ❖ Interviewing
- ❖ Accommodations
- ❖ Government Benefits
- ❖ Perspectives and Stigma

Next Steps

1. Instruction

- For employers, employment specialist, job coach, and HR personnel

2. Knowledge of Government Benefits

- Medicaid, Social Security Insurance (SSI), Social Security Disability Insurance (SSDI), and Part-time vs. Full-time

3. Define integrated employment

- Various meanings among employment specialist, job coach, and HR personnel

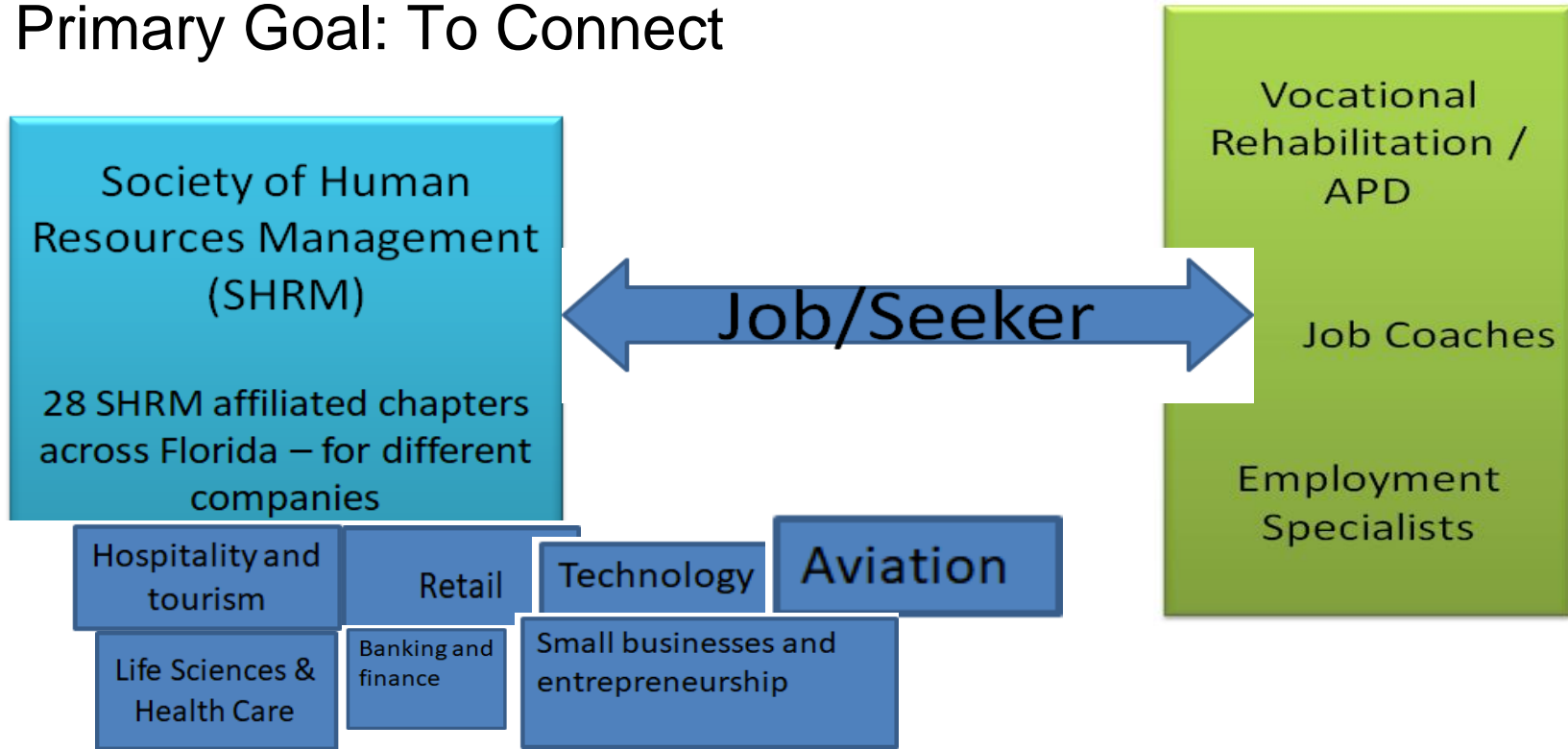
Recommendation #5



Encourage partnering of employment specialists/job coaches across the Florida system with Society of Human Resources and Management (SHRM)

Create Statewide Partnerships

Primary Goal: To Connect



Diversity Focus from SHRM



Next Steps

- People with disabilities are an untapped market
- Job coaches/employment specialists at Vocational Rehabilitation, APD, etc. made aware that SHRM is a resource for them to help their clients find jobs!!!

Cadre members present to Voc Rehab, APD about benefits of partnering with SHRM

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CONCLUSION



Questions?

Please share them
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