



ILLINOIS EMPLOYMENT FIRST UPDATE 8/18/17

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1. FEATURED RESOURCE

New Business Focused Disability Etiquette Training Available Online Now



Earlier this summer, the State of Illinois' Department of Human Service's Employment First Initiative, the Chicago Mayor's Office for People with Disabilities, the Chicagoland Chamber of Commerce and the Chicagoland Business Leadership Network, collaborated to produce an employer training on disability etiquette to support diversity hiring initiatives. The training, which identifies appropriate approaches to interacting with people with disabilities in professional, social and recreational settings, demonstrates inclusion while explaining how to avoid discriminatory behavior. Trainer Joe Albritton, explains 3 keys to proper etiquette - 'communication, courtesy and common sense.' He also describes effective use of person-first language as a tool for inclusion. [You can view and share the training online here.](#)

2. SUCCESS STORY AND JOB SEEKER ADVICE



Sylvia, Hallmark Territory Supervisor.

When did you start your job search?

A peer was talking about reentering the workforce. I supported him. Once I saw that he was able to do it, I said maybe it's time for me to try. My health is stable.

I got so sick and tired of never feeling fulfilled, never accomplishing anything. It compelled me to get my life back together again.

What are your recommendations for other job seekers?

“The first thing is to get your mind right. Know what your mission is. Don't just do part of it-complete your course. Find out what you like to do and do it. It can be something minute. Sometimes you might not want to go straight back to work. Try volunteering. It's a good way to network and communicate with people. You never know who you might meet.

Go to employment services programs. I had been out of the loop so long with my resume. Employment Programs can help with that and do mock interviews to build confidence. Some people don't recognize they have transferrable skills. I had a varied background in retail-merchandising, technology, sales and inventory.

Preparation is always a precursor to an opportunity. When you go out there, you always want to do the best that you can. I went through DBT, went to self-esteem classes. There are things you can do to help you prepare. It is hard when you are battling stuff-physical and emotional. I was unemployed for 5 years due to health issues and a misdiagnosis. I was hospitalized for 30 days; I struggled with mental health issues and addiction.

If you didn't get a job, go over how you did in the interview and try to improve. One of the most important things is just because one door closes; it doesn't mean another one won't open. Don't give up. Set small goals to get where you want and stick to them."

While at any job, it is always good to keep learning on the job. Get additional training and certificates if you can."

How did work success impact you?

"It gave me a sense of accomplishment. It boosted my self-esteem because I didn't think I could work again. It gave me my self-worth back. There was something inside of me that needed to change because I didn't know what I was worth. This is something you have to search yourself.

I now have extra funds to take trips to be with my family. Being able to go to the movies, to treat myself to a nice meal or get my nails done. When you don't have the money or the means, you can't do a lot."

How do you stay healthy and support your recovery?

"I still go to therapy so I don't hold it all in. When anxious I do meditation. Find something to bring anxiety down. Talk to somebody about it. I do yoga. I do things to calm myself down. I do a lot of positive self-talk. I have post-it notes with positive affirmations on my fridge and in my bathroom.

I try not to think about the negativity because it will sabotage the things that you are trying to do. That happened a lot during my addiction."

3. FUNDING OPPORTUNITY



Call For Investment (CFI)

Illinois Council on Developmental Disabilities
August 10, 2017

****Important Dates****

- Informational Session:
Monday, August 28, 2017 at 11 a.m.
- Applications Due (via DD Suite):
Monday, October 2, 2017 by 4:00 p.m.
- Awards Announced:
Thursday, November 9, 2017

The Council

The mission of the Council is to help lead change in Illinois so all people with intellectual and developmental disabilities exercise their right to equal opportunity and freedom.

What is a Call for Investment?

Funding which is authorized by Public Law 106-402, the Developmental Disabilities Assistance and Bill of Rights Act of 2000, is provided to the State of Illinois to help with the development of appropriate services for persons with developmental disabilities which will help them reach their greatest potential of growth and functioning. The Council's Five-Year Plan establishes the performance targets for the investments made by the Council.

CFI Announcement

The Illinois Council on Developmental Disabilities has a funding opportunity available for review, *Partners in Policymaking*. The Call for Investment may be read at www.ddsuite.org.

We are seeking one project which will educate participants on how to be active partners with those who make policy. As a result of training, people with developmental disabilities, their families, and other stakeholders increase their knowledge and opportunity to advocate for their priorities among accessible, quality, efficient, effective service systems.

Project proposals are submitted electronically through DD Suite. For detail on setting up an account or joining an organization that already has an account, click help and look under Accounts and Organizations.

Proposals are due Monday, October 2, 2017 by 4:00 p.m. An informational workshop will be held on Monday, August 28, 2017 at 11 a.m. See the Call for Investment for how to RSVP.

Please contact Mariel Hamer, Associate Director at Mariel.Hamer@Illinois.gov with any questions!

[Go to DD Suite](#)

4. WEBINARS

- **Webinar: The Work of the RESNA Accommodations SIG**
The NIDILRR-funded [Southwest ADA Regional Center](#) and the [Great Lakes ADA Regional Center](#) will host a webinar, [The Work of the RESNA Accommodations Special Interest Group \(SIG\)](#), August 23rd, 3-4:30pm ET. This webinar will focus on topics frequently encountered by members of RESNA's Accommodations SIG. Resources for accommodations in the home and workplace will be discussed, along with some of the more unusual options for commercial products, such as virtual presence. This webinar offers a unique opportunity for practitioners to gain ideas and resources and to seek and provide input on challenging accommodation scenarios in homes and workplaces. Registration is free and required.
- **Webinar: Reasonable Accommodations in Colleges and Universities**
The NIDILRR-funded [Mid-Atlantic ADA Regional Center](#) will host a webinar, [Reasonable Accommodations in Colleges and Universities](#), August 23rd, 2-3:30pm ET. Presenters will explore an overview of reasonable accommodations in higher education and scenarios of a variety of accommodation requests. In addition, presenters will cover the [Association on Higher Education and Disability \(AHEAD\) documentation guidelines](#) and reasonable documentation in higher education. Registration is free and required.
- **Webinar: Creating Inclusive Higher Education Work Environments for People with Mental Health Disabilities**

Thursday, September 14, 1:00 – 2:00 p.m. ET

In the higher education workplace environment, policies and practices that support success for faculty and staff with mental health conditions are also sound management practices that benefit all workers and employers. During this webinar, hosted by EARN in collaboration with the Higher Education Recruitment Consortium (HERC), a panel of experts will explore this issue in depth. While geared toward higher education, the content that will be shared is widely applicable, and employers in all industries are encouraged to participate. [Register for the September 14 webinar.](#)

- **“EMPLOYER ENGAGEMENT: MEETING NEEDS, ADDING VALUE”**

Join the **Diversity Partners Team** at **2:00pm EST on September 25th** for our Webinar, **“Employer engagement: Meeting needs, adding value.”**

REGISTER FOR THE WEBINAR HERE

As an Employment Service Professional, you are charged with meeting the needs of both employers and job seekers. Join Diversity Partners' Jeffrey Tamburo, to learn more about the importance of enhancing your value to employers in order to establish and sustain relationships. Then hear from Michelle Krefft, Resource Manager for Business Services for Iowa Vocational Rehabilitation Services, as she describes her real world experiences with employers, along with strategies to assess and meet the needs of businesses.

- **Innovations In The Criminal Justice System For Individuals With Mental Illness**

Thursday September 28, 2017 | 12:00pm EST

SEPT

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[REGISTER NOW](#)

5. MENTAL HEALTH RESOURCES AND RESEARCH

Working Through It™
Awareness of Mental Health at
Work



Well-being checklist – [View Worksheet Now!](#)

Subject: Working Through It: Mental Health at Work - Well-being checklist

Last week we looked at some of the symptoms of mental illnesses. In the video, those who were facing challenges admitted it was often difficult to step back and assess what was going on with them mentally and physically. Click on the [Well-being Checklist](#) which asks questions to help get a clearer picture of what's going on. While we might be feeling perfectly healthy and in-balance, it's still helpful to look at how we're doing, as an ongoing awareness of our own wellness.

Working Through It is a registered trademark of The Mood Disorders Association of Ontario and Canadian Mental Health Association, Ontario carrying on business as a joint venture.

Samples from the checklist follow:

What's going on with my job?

I have difficulty concentrating at work.
I find it difficult to make decisions at work.
I seem to be disorganized at work.
I find it difficult to start tasks.
I find it difficult to read and remember what I've read.
I am finding tasks that used to be easy more difficult now.
I feel like I am a burden to the team.

What's going on with the people at work?

I don't think I'm being treated fairly at work.
I don't feel valued by a lot of the people I work with.
I'm finding it hard to rely on my co-workers.
I don't laugh with co-workers anymore.
I often say things in anger or frustration that I wish I could take back.
I seem to take things more seriously than my co-workers.
I'm tired of hearing other people's problems.
I feel like I am letting everyone down.
I am becoming dependent on one person at work that I feel safe with.
I'm withdrawing from people at work.
I'm afraid that others will realize my work is not good enough.



Indicators of Mental Health Problems Reported by Prisoners and Jail Inmates, 2011-12

BJS Study Finds Higher Rates of Inmates Meeting Threshold for Serious Psychological Distress than General Population

The Bureau of Justice Statistics (BJS) recently released a study examining the number of state and federal prisoners and jail inmates reporting experiences that met the threshold for serious psychological distress (SPD).

The study found 14% of state and federal prisoners and inmates and 26% of jail inmates reported experiences in the prior 30 days that met the threshold for SPD, compared with 5% of the standardized U.S. general population that met the same threshold. A greater percentage of women in prison (20%) or jail (32%) reported recent experiences meeting the threshold for SPD than men in prison (14%) or jail (26%).

Additionally, 37% of prisoners and 44% of jail inmates had at some point been told by a mental health professional that they had a mental disorder.

This study was conducted using data from the BJS 2011-12 National Inmate Survey and from the National Survey on Drug Use and Health (NSDUH), conducted by the Substance Abuse and Mental Health Services Administration.

- [Tunnels and Cliffs: A Guide for Workforce Development Professionals and Policymakers serving Youth with Mental Health Needs](#)

[Click here for the full report](#)



Tunnels and Cliffs: A Guide for Workforce Development Professionals and Policymakers serving Youth with Mental Health Needs was developed as part of the U.S. Department of Labor’s Office of Disability Employment Policy’s (ODEP’s) work to help workforce development professionals, administrators, and policymakers increase their understanding of youth with mental health needs and the supports necessary to help them transition into the workforce successfully.

Youth with mental health needs (MHN) often face unemployment, underemployment, and discrimination when they enter the workforce. Employment data show that individuals with serious mental illness have the lowest level of employment of any group of people with disabilities. As a result, large numbers of youth with both diagnosed and undiagnosed mental health needs who are transitioning into young adulthood, to the world of work, and to postsecondary education are likely to experience significant difficulties.

This guide provides practical information and resources for youth service professionals. In addition, it provides policymakers, from the program to the state level, with information to help them address system and policy obstacles in order to improve service delivery systems for youth with mental health needs.



- **Social Transformation Project: [Tools for Transformation](#)**

This is an invaluable collection of practical and accessible tools for behavioral health organizations to create the kinds of organizational and personal change described in [What is Transformation?](#) and [Transforming Organizations](#).

Each tool is simple and specific, results-oriented, with the potential to revolutionize your work in behavioral health. They are designed to help consultants, leaders, and team members in behavioral health create healthy and effective social change organizations. Many of these are original tools created by Robert Gass. Some are adaptations or descriptions of tools that are in general use, and a few are reprinted with permission from their authors.

6. CONFERENCES



Harm Reduction in the House 2017: Resourceful Resistance

Register Now! Only 35 spots left

9 AM - 5 PM, Friday, September 15, 2017

Mundelein Center for Fine and Performing Arts
Loyola University, 1020 W Sheridan Rd, Chicago, IL 60660

GET TICKETS »

For a look at the full conference agenda, visit [our website](#)

7. WELLNESS AND FINANCIAL LITERACY

- **Partnerships in Wellness**
The NIDILRR-funded [Rehabilitation Research and Training Center on Community Living for People with Intellectual Disabilities \(RTC/CL\)](#) has published [Partnerships in Wellness \(PIW\)](#), a new health promotion curriculum designed for people with intellectual and developmental disabilities (IDD). The curriculum is designed to be used by an individual with IDD and a partner and addresses nutrition, physical activity, social support, emotional health, and goal setting. PIW was developed with the idea that simple changes can improve health.
- [Financial Coaching: Advancing the Field to Better Serve Consumers](#) - *Consumer Financial Protection Bureau*
- [An Evaluation of Financial Empowerment Centers: Building People's Financial Stability as a Public Service](#) - *CFE Fund*

8. RESOURCES

- W3C Releases Updated Draft of WCAG 2.1



For those who follow the world of web accessibility, this year brought a big development—the first public draft of the **Web Content Accessibility Guidelines (WCAG) 2.1**.

[Read more](#)

- Is PDF an Accessible Format?

AccessibilityOZ founder **Gian Wild** explores why PDFs can be tricky from an accessibility perspective, and best practices for using them.

[Read more](#)



- Neurodiversity & Workplace Technology



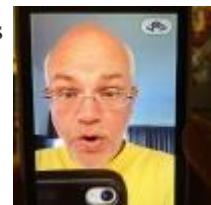
Shea Tanis, Associate Director of the Coleman Institute for Cognitive Disabilities, joined PEAT Talks last month to discuss why technology and information access are rights for everyone, and how technology solutions are changing employment opportunities for people with cognitive disabilities.

[Read more](#)

- Why Jobseekers Need a Digital Brand

Intuit's **Ted Drake** recently shared some firsthand knowledge and tips for how jobseekers with disabilities can improve their appeal as potential candidates by using social media to craft their own digital brand.

[Read more](#)



- **REDUCING SUBSTANCE USE DISORDERS AND RELATED OFFENDING**

A Continuum of Evidence-Informed Practices in the Criminal Justice System



Research and rigorous evaluation have provided insight on effective practices for individuals with substance use disorder and the importance of treatment over criminal justice system involvement. This new [Illinois Criminal](#)

[Justice Information Authority](#) web presentation outlines the six criminal justice system intercepts for the intervention of individuals with substance use disorder.

[LEARN MORE](#)

- **REDESIGNED IDEA SITE**

Individuals with Disabilities Education Act

The [US Department of Education](#) recently debuted a redesigned website for the [Individuals with Disabilities Education Act \(IDEA\)](#). The new website is organized into sections for law and policy, reports, grants and funding, and resources by audience and topic. The resources sections include Department-funded centers, programs, and additional information of interest for parents and families, educators and service providers, and grantees. The site also includes information about the history of IDEA and related laws.

9. EMPLOYER SPOTLIGHT



EMPLOYER
SPOTLIGHT



Synchrony Financial

In 2016, Synchrony Financial launched its People with Disabilities Hiring Initiative as part of the company's commitment to creating a diverse workforce. As part of this effort, Synchrony began a pilot program to actively hire people with disabilities in its Kettering, Ohio location, using local nonprofit service providers including Easterseals to help meet its staffing needs. The effort resulted in the hiring of 42 people with disabilities into full- and part-time positions, and plans for the company to expand the program to its Phoenix location.

[READ MORE.](#)

10. SAVE THE DATE, TRANSITIONS JOB FAIR, LISLE, IL 10/12/17



OCTOBER 12, 2017

SAVE THE DATE

Hiring Event for Youth with Disabilities

workNet DuPage Career Center will be hosting a hiring event for youth with disabilities. The event will provide youth with an opportunity to speak to employers who have current job openings. Youth are encouraged to bring a resume and be prepared to discuss their interests, skills and abilities with employers.

Make sure to check the website to the right for updates and to register for the event as we approach the event.



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**Are you looking for a
job?**

**Are you between
ages 18 – 24?**

**Do you have an IEP,
504 Plan, or a
disability?**

**You don't want to
miss this event!**

**EXCITING
EMPLOYMENT
OPPORTUNITIES!**

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[www.illinoisworknet.com/
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Thursday
October 12, 2017
Time: 10am-12pm