



Professional Development

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## Tips & Tools for Community Based Organizations for Supporting Employers in Hiring Individuals with Disabilities

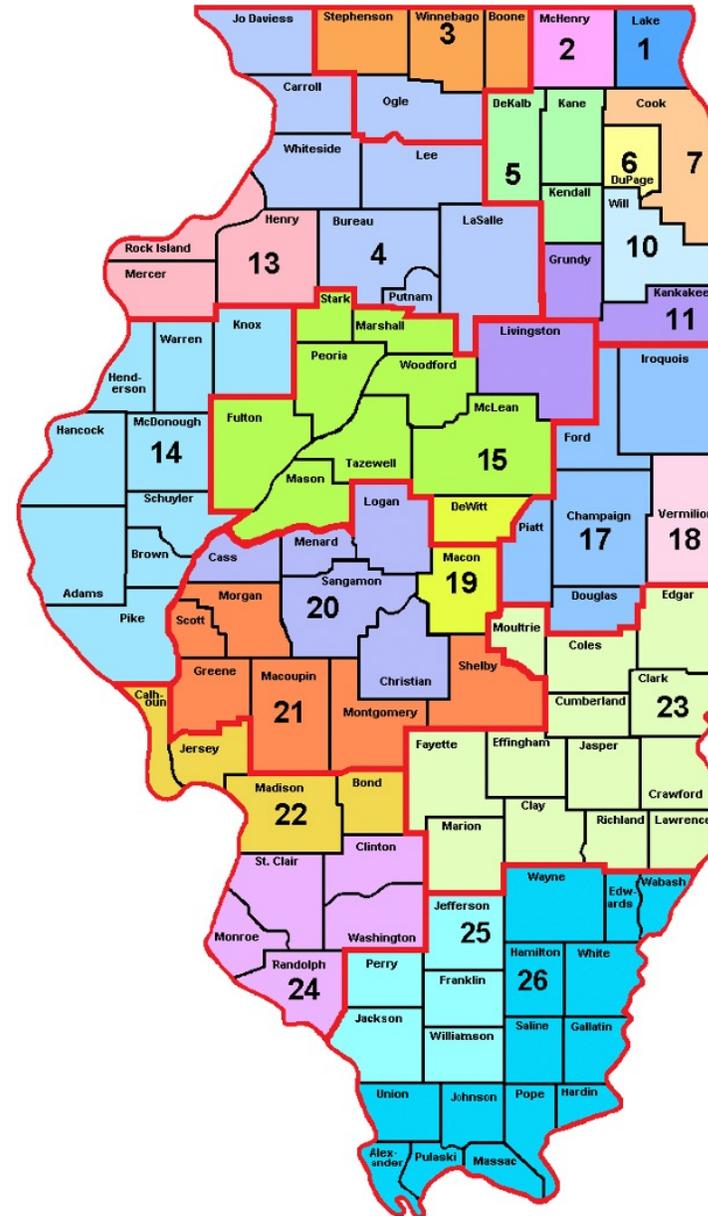
October 12, 2022



## Molly Cook

- Workforce Evaluation Consultant
  - Illinois Center for Specialized Professional Support
- [mcook12@ilstu.edu](mailto:mcook12@ilstu.edu)

# Where is Your Local Area?



# Which partner do you best represent?



# Presenters



## Autonomy Works

### David Friedman

- CEO, AutonomyWorks!



### LaDonna Henson

- Director, Evaluation and Development Center



### Garret Rosiek

- Regional Continuous Improvement Manager, Essendant



### Marcus Deamer

- Acting Manager, DRS Workforce Development Unit

# Agenda

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- 5-10 minute overview by each presenter
- Structured Q&A
- Audience Q&A

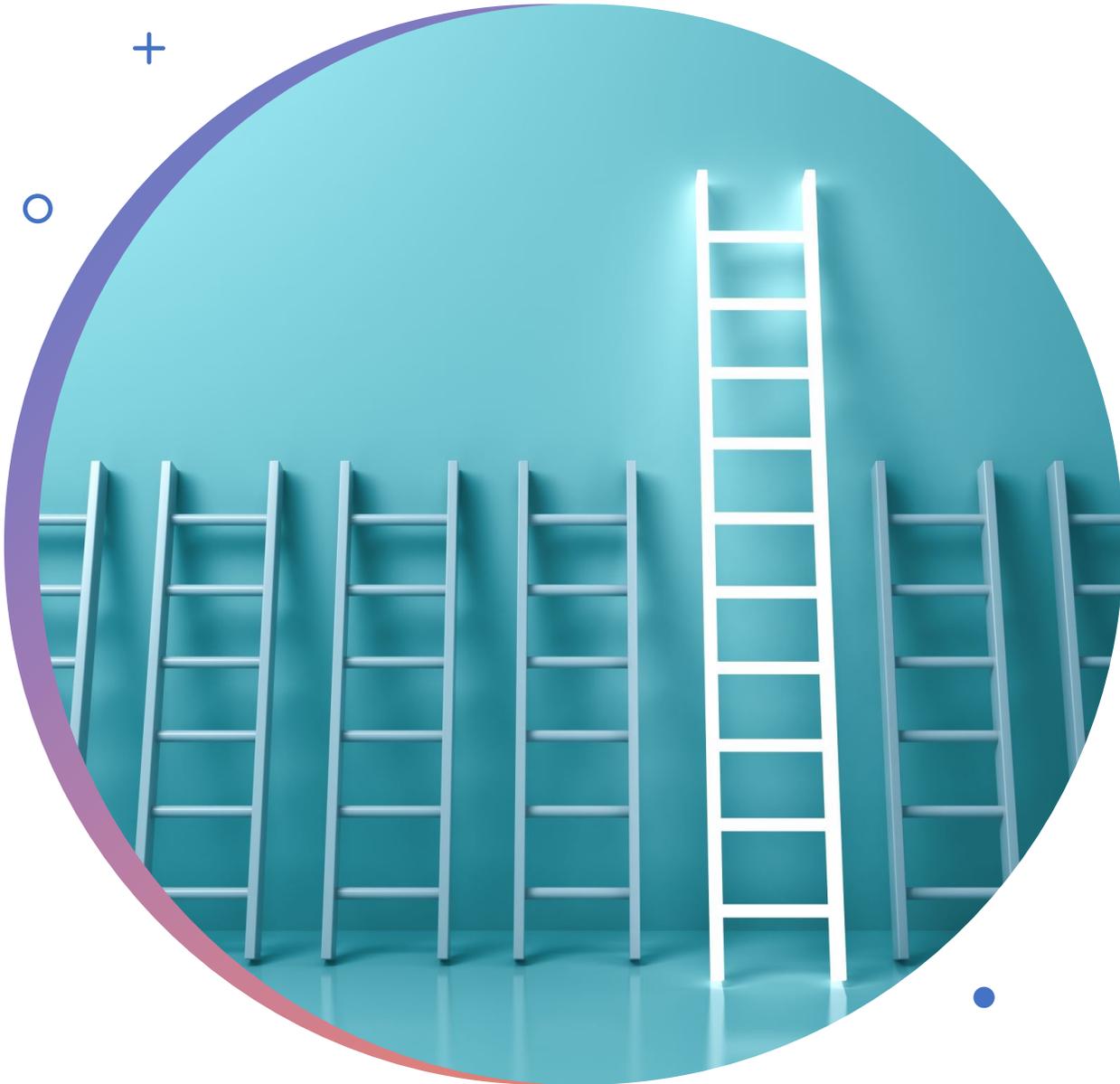


# Who is in the audience?

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- What is your role in the workforce system?  
(Please participate in the chat)





# Introduction to this webinar

- Career Pathways for Target Populations Disability Workgroup
- National Disability Employment Awareness Month

# Workforce Development Unit

Became operational in Fiscal Year 2019 to address Vocational Rehabilitation business engagements, operations, and concerns proposed by the passage of the Workforce Innovation and Opportunity Act (WIOA).

**Illinois Department of Human Services**  
**Division of Rehabilitation Services**



**Business Engagement**  
is the interaction between  
Employers, Vocational Rehabilitation  
(VR) and other Workforce  
Development Organizations that  
results in measurable improvement in  
desired outcomes for both parties

## The Importance of Business Engagement in the VR Process

VR has historically put the employment focus on the needs of the IWD more so than the needs of the business.

If VR is to be successful in helping IWD to achieve employment outcomes, we need to continue to build the bridge with employers as well.



# Balancing Both Customers Needs



**Illinois Department of Human Services  
Division of Rehabilitation Services**

# Evaluation and Developmental Center

## MISSION

- To assist individuals with disabilities so that they can live and work independently in their community, Provide professional training for graduate students and research opportunities for students and faculty to continually develop innovative rehabilitation practices.
- CARF accredited – Commission on Accreditation of Rehabilitation facilities.

# Services

## Vocational Evaluation

- Designed to assist individuals to learn, understand their strengths, limitations and interests.
- Uses academic, achievement, aptitude and interest testing.
- Transferable skills and career exploration, creates a concrete job path.

## Job Seeking Skill Training

- Helps individuals to learn and understand successful works skills.
- Soft skills.....so important, compensatory strategy training.
- Self advocacy, internship, continue career explanation to further cement vocational goals.

## **Living Center**

- Short term independent living skill training. Cooking, cleaning, budgeting, home maintenance.
- Self maintenance: Hygiene, laundry, punctuality, medication management.

## **Drivers Rehabilitation**

- Certified Driver's Rehabilitation Specialist
- Driver's evaluation and training
- Teach road safety
- Adaptive equipment prescription and training
- Driver's license.

## **Job Development and placement**

- Milestone program- ready for work - can be successful with very minimum assistance
- Supported Employment Program - for individuals with most significant needs- provides job coaching on the job which fades
- Employability Development - works with returning citizens in getting settled back into society, finding a job.

## **Working with Employers**

- One to one employment but a company may hire more than one client
- Relationships with Employers
- Development of internships as well

## Future

- **Bridging the Gap Program- 100% successful 1-year grant** : Assisted individuals with disabilities to successfully determine and define a career pathway. Assisted them to put all the puzzle pieces in place to be successful.
- **Non-traditional Career Pathway:** Finding a way for individuals who learn differently than traditional classroom settings to develop career pathways.

## Contact

LaDonna Henson, M.S. CRC, LCPC  
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# Inclusion RoadMap

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2022



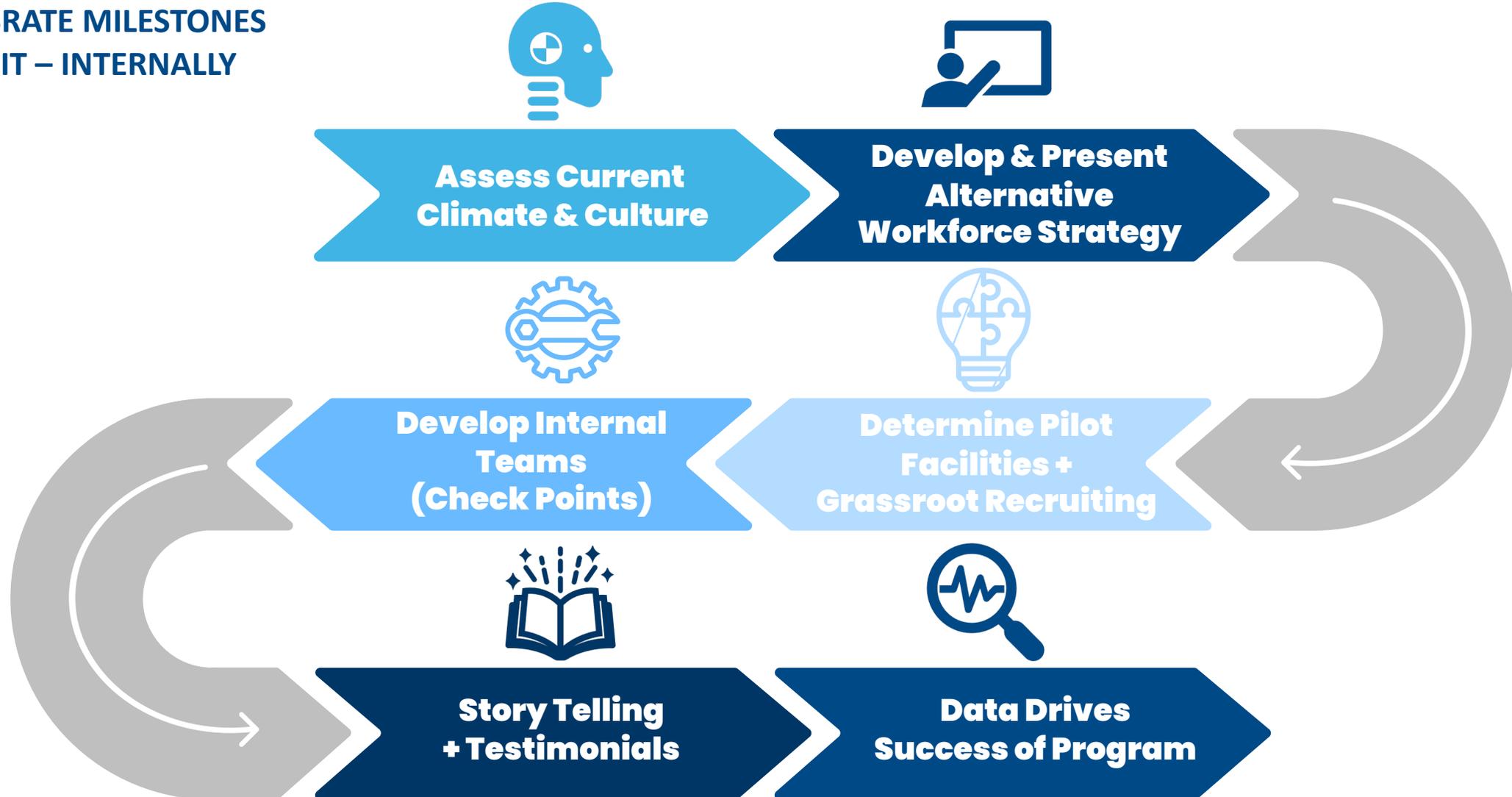


## HIGH-LEVEL OVERVIEW

- ✓ CHANGES WILL BE BETTER FOR EVERYONE (UNIVERSAL DESIGN)
- ✓ CELEBRATE MILESTONES
- ✓ OWN IT – INTERNALLY

# Diversity and Inclusion Journey

## *Essendant Inclusion Journey*



# Integrated Competitive Employment

## Keys to Success

### Standard Operating Procedures

Deep Dive in Standard Work Documents and/or SOPs. Lead to greater success in onboarding new employees.

01

02

### Trust with Community Partners

3 to 4 hours with every community partner | Build out Weekly Email Blast of internal job openings

### RESULTS (Last Month) Pilot Facilities

- Perris, CA – 4 Hires
- Woburn, MA – 1 Hire

### Start-Up Meetings

We have structured daily meetings with all departments to discuss any barriers associates are facing and drive peer to peer recognition

04

03

### Early Wins

Be Selective at the Beginning process during inclusion – you need to have Won with the first set of hires you bring in!

## Question 1

- How do you start the conversation about the feasibility of employing individuals with disabilities?

## Question 2

- What are the top barriers you face when you're trying to create a collaboration?

## Question 3

- What supportive services exist for businesses to call on for help?

## Question 4

- How can employers work together?

## Question 5

- Can you tell us a success story?



**Audience Q&A**

## Contact

- David Friedman, [dave@emailautonomy.com](mailto:dave@emailautonomy.com)
- Marcus Deamer, [Marcus.Deamer@illinois.gov](mailto:Marcus.Deamer@illinois.gov)
- LaDonna Henson, [lhenson@siu.edu](mailto:lhenson@siu.edu)
- Garret Rosiek, [GRosiek@essendant.com](mailto:GRosiek@essendant.com)