

## Session 14

### HOW TO GET WHAT YOU NEED, Sec. 101 – Community Resources for work

**WHOSE FUTURE GOAL 9:** You will identify some community resources you can use to assist you with your work choices.



Hi. I'm back. Ready to move on? Did you talk with your folks



about the community resources they use? Remember that community resources are the people and agencies you can use to get the support you need to succeed.

We also called those supports **MULES**



. Only this time **MULES**



meant:

**My  
Unique  
Life  
Elevating  
Supports**

**MULES** can be real stubborn though. So you have to train them. You

have to be a **MULES** driver!

The first step in being a **MULES**



driver is to take responsibility for

finding the community resources that

can provide the **MULES** you need.



In this session you will find community resources that provide the **MULES**



that can support you in your work as an adult. These are the adult



**MULES** that will assist you in finding, learning and keeping the job you want.

Don't worry if this session takes longer than one day. You will need to talk to



people at different places. To complete this, you can always work on it in another class period.



Get your IEP or transition information file from last year. You had it out last session to look at what community resources were in your plan. Find out what is marked for your future under the employment or work area.



I looked at a lot of IEP forms, and came up with a list from them. The employment area might look something like this:

### EMPLOYMENT OUTCOMES

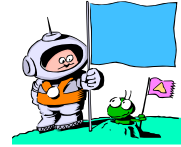
- ☐ None due to post-secondary education/training.
- ☐ Competitive employment without support
- ☐ Competitive employment, time-limited support
- ☐ Competitive employment, long-term support
- ☐ Supported employment
- ☐ Sheltered community employment
- ☐ Sheltered employment
- ☐ Adult day activities
- ☐ Other \_\_\_\_\_
- ☐ Other \_\_\_\_\_

Check ✓ what they put on your plan.

What does all of that mean? It can really get confusing! Did you know there were so many options for work?

Competitive? Supported? Some support? No support? Sheltered? In the community? Not in the community?

(Does that mean it's on another planet or something?)



Day activity? Other?

And you thought work was just work, like a job. I mean, when you think of work or a job, you think of...well, you think of the job, like mail room clerk, chemist, secretary, sanitation worker, chef, computer programmer, teacher, construction worker, gardener, office clerk, scientist, child care provider, doctor, grocery store clerk, lawyer, and so on.

Well, I figured if I was confused (**which I was**), that you might be a bit confused (**which you might not be**). So, to help me, I looked up the meaning of some of those things found in a transition information file. Here's what I found:

### ☐ **None due to post-secondary education/training.**

Post-secondary means after high school. This just means you're going to college or vocational school when you graduate from high school. If you're going to school then you won't go right to work unless you get a part-time job.

If this is what you want to do you may find some support from a community resource with money to pay for school. Free money! That's a pretty good kind



of **MULES** ! But, not all your options will provide free money! You already heard that your vocational rehabilitation agency might provide some money support for college or

might be able to buy your books



or pay for transportation.



Another community resource that could help you locate money for schooling is the college student affairs or financial aid offices. There are scholarships, loans and grants that you might be able to get.

It also might be a good idea to find out a little more about what you want to study at school to make sure it will help you get the type of job you want when you graduate from college or tech school.



This kind of **MULES** could mean counseling from a career guidance counselor. It could also just mean talking with a teacher. Community resources that give this type of support are the student affairs office at the college or technical school or the guidance counselor in your own school district.

### ○ Competitive employment without support

This means a real job in the real world and for real pay. In this type of job you will earn at least minimum wage and maybe more. A lot of community



resources provide **MULES** related to finding jobs, like the vocational rehabilitation office or the employment commission. Then again, you can also look in the newspaper



or the Internet



and find ads that tell what jobs are open.

### ○ Competitive employment, time-limited support

This means a real job in the real world for real pay with some type of support for a short time. It could be support while you learn the job. A job coach is a type of community resource that could give you that kind of support. It could also mean support to help you buy a uniform or shoes to get started on the job. It might even be support to help get you back and forth from home to the job until you get your own set of wheels. Again, vocational rehabilitation agencies provide some of these supports. They could pay for your bus fare or help you buy your nifty shirt and hat for your job at **Burger Beast**. The bus company would also be a community resource.

### ○ Competitive employment, long-term support

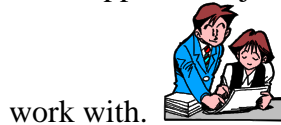
This means a real job in the real world for real pay with some type of support for a long time. Maybe you need more than just someone to give you a hand when you start the job. This kind of



**MULES** could come from a lot of community resources. You will guess the first one. Right! Vocational rehabilitation agencies. They might provide some longer term job coach (although most can't provide someone for too long).

There are other community agencies who can provide job coaches. But, one other community resource for long-

term support on a job are the people you



work with.

Here's an example:

I knew a hard worker named Laurie who had a good job in a big company. She worked on the 112th floor of a big office



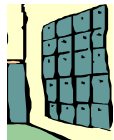
building. Really a cushy job...

good pay, good benefits, good hours. But one of the responsibilities she had was to send out a report each month to all the company managers. The problem was that Laurie had some difficulty sorting out the papers when she was arranging them to be stapled and sent



out.

She also couldn't reach the mail slots



for the big shots while she was sitting in her wheelchair.

Well, the second problem was easy to fix. They moved all the mail slots down lower so she could reach them. That's called a reasonable accommodation...like in the ADA.

The company also bought an electric



stapler so that Laurie could

staple the reports. But, even though they tried several ways to accommodate the workplace so that



Laurie could sort out the papers, none really worked.

Instead, the long-term support she needed to do the job came from a friend and co-worker whose job it was to run



off all the copies. Instead of just getting them from the print shop like usual, this worker ran off the copies on a machine that sorted the reports out automatically. Then the co-worker sent them to Laurie, who stapled and sent out the report.

Remember, a lot of times the best community resources are the people who are right around you!

### ○ Supported employment

Supported employment means competitive employment (real work in the real world for real pay) designed for people who will use ongoing supports to stay in the world of work.

### ○ Sheltered community employment

This means that you work at real jobs in the real world with support of staff from the workshop. Your pay may be lower than a competitive job.

If the job in the community comes to an end then you would go back to the workshop until another job is available.

Some sheltered workshops provide support to groups of people with disabilities who are working in real jobs. This type of group support at work is called an enclave. Usually all the people working in the enclave have some type of disability.

**FUN FACT:** Have you ever heard of a sheltered workshop before? Many times it has been the only type of work that **OTHER PEOPLE** thought people with intellectual disabilities and developmental disabilities could do. Sheltered workshops are places where a lot of people with disabilities work on jobs in the same building. Unfortunately, it is hard to make very much money in sheltered workshops. Most people with disabilities and the people who are their advocates think that people with disabilities should be working in the community with other citizens, not in a sheltered workshop.

### ○ Sheltered employment

This is where you go to a sheltered workshop to work. Most of the other workers have some type of disability. This type of work usually involves factory type work or tasks that are repeated over and over. Sheltered workshop jobs might lead to sheltered community jobs. But if this is on your IEP, you better make sure this is something you want to do. Have the teacher or work adjustment coordinator take you out to see the sheltered workshop and find out how much money you will make. Chances are good you can do the same type of work in competitive or supported employment settings and make a whole lot more money! You can be your best advocate!

### ○ Adult day activities

This type of program offers a person a place to go to learn skills to prepare them for a workshop type job. People in this type of program also learn self-help skills. The hours are like a school

schedule. These types of programs are usually set up for people with disabilities who are believed to be unable to go to work. Some programs are beginning to help people get into other work programs.

### ○ Other

You might decide that your career will be working at home as a business person



or home-maker.



(A home-maker can be a man, too!)

You could decide to run a child care



center at home

or run another type of business from your home. Some states provide loans for people with disabilities to run their own businesses.

Maybe you are independently wealthy (*that means rich, rich, rich*) and won't need to work and will decide that you want to become a volunteer. (*In that case, can I borrow some money?*) Maybe you will decide to sit at home and watch the soaps or MTV all



day. (How boring!)

The list can go on and on.



In the last session you found out which community resources were listed on your transition plan. If you didn't find any, they might be on your IEP. Once you have found them,

identify which ones were listed for employment.




Write the name of the community resources you found here:

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What do those things mean? What are they? How are these resources going to help YOU? More importantly, how are YOU ever going to learn enough about all the community resources YOU

need to be a **MULES**  driver? Relax! Don't worry. First, nobody knows everything about everything. I know, I know, adults act like they do...but they don't! So you can't ever memorize every community resource available...no way, no how!

What you can do is learn how to find them when you need them. The way to do that is to begin to learn more about the agencies you already are aware of. Learn what kinds of things they do for you. Learn how you find out about their services. Learn who they work with in other agencies.


Now what? You guessed it. You are going to get all the information you can about the community resources that are listed in your transition planning for your IEP to support your employment needs.

Here are just some ideas about the types

of employment related **MULES**  that these community resources can provide. They can help you:

- find a job
- get a job
- learn a job
- keep a job
- pay for training for a job
- pay for things that you need for a job
- find a new job
- pay for a job coach
- pay for other types of job support

Some community resources provide

**MULES**  only if you have a certain type of disability, like:

- The Arc
- Epilepsy Association
- Lighthouse for the Blind
- Commission for the Blind
- Deaf Action Center
- Dyslexia or Orton Society
- United Cerebral Palsy Association
- Autism Society

Some of these community resources have local agencies you can call. Some of these community resources might also provide support for you in other areas, like learning, living and recreation.



OK. Your job is to find out as much as you can about the community resources listed in your planning for your transition IEP that



support employment outcomes. First, if there are not any listed in your IEP you need to ask why! Then think of at least one community resource that you could learn about.

Got it? Now, time to get information on them. How? Well, first check and see if



your teacher has some information on them. There might be written information. Second, you can talk with someone who has used that community resource before and interview them about their experiences.



Third, you can call the community resource and ask them about what you need to learn. If you can, it would be a great idea to go there and visit the agency.

When an employer hires someone for a job, they interview people to find out who can do the best job. You can interview the community resource agencies and people to find out if they can do the job you need!

Here are some questions you may want to ask to learn everything you can about



the **MULES** the community resource agency offers:

**What types of job supports does your agency offer?**

**Who do you provide support for?**

**How does a person apply for your support?**

**After a person applies, how long does it take to get support?**

**How long will the support last?**

When you ask these questions, take notes and write down the answers as you hear them. There is a community resource sheet at the end of this session that you can write on while you take these notes. This will be useful later.

When you get to the point where you want to call the agency, here are some of the things you might do:

YOU: (Dial)

community resource agency: "Hello."

YOU: "I would like to talk to someone about the services your agency offers."

community resource agency:

"Hold please."

YOU: (wait)

community resource agency: "Hello. How may I help you?"

YOU: "I would like to ask a few questions about some of the services you provide."

community resource agency: "Okay, what is your question?"

YOU: "What type of support does your agency offer?"

community resource agency: (answers)

YOU: "Who do you support?"

community resource agency: (answers)

YOU: "How does a person apply for your support?"

community resource agency: (answers)

YOU: "After a person applies, how long does it take to get support?"

community resource agency: (answers)

YOU: "How long will the support last?"

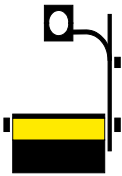
community resource agency: (answers)

YOU: "Do you have any written information you could send me? Or could we meet to talk more about your program?"

community resource agency: (answers)

YOU: "Thank you."

Ready? Go ahead, see what you can find!






Okay. Let's look at what you've covered this session.

- ☒ You identified the c\_\_\_\_\_ resources that you could use to get a job.
- ☒ You looked at different kinds of p\_\_\_\_-s\_\_\_\_\_ outcomes and the community resources used for them.
- ☒ You learned how to find out about more community r\_\_\_\_\_ that support employment outcomes and

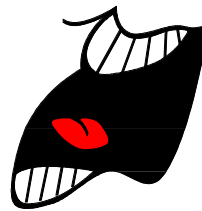
how to learn what services they provide.



Before the next session, you should have:

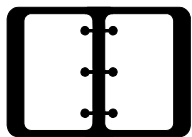
-  Collected information on all community resources to support employment outcomes that are listed in your IEP.
-  Talked with other people, including people with disabilities who have used community resources, about the types of services available.
-  Talked to the community resource agency or person listed about their services and, if possible, visited at least one of the agencies.

Okay. So that's it for now.



Later.





## **Session 14 Summary Sheet - Community resources for work**

**WHOSE FUTURE GOAL 9:** You will identify some community resources you can use to assist you with your work choices.

- ☒ You identified the community resources that you could use to get a job.
- ☒ You looked at different kinds of employment outcomes and the community resources used for them.
- ☒ You learned how to find out about more community resources that support employment outcomes and how to learn what services they provide.

## Employment Community Resources Notes



Agency or Resource: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_

Who you talked to: \_\_\_\_\_

Type of support the agency offers:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Who the agency supports: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

How to apply for support: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

How long does it take to get support after you apply: \_\_\_\_\_

\_\_\_\_\_

How long will the support last: \_\_\_\_\_

\_\_\_\_\_

Other: \_\_\_\_\_

\_\_\_\_\_