

Pennsylvania Message

HAVING A JOB IS IMPORTANT— IT MAKES ME FEEL IMPORTANT

Lizzy loves her job at The Clothes Mentor in Allentown, PA. She loves fashion and being paid to touch and look at all the beautiful clothes that are on sale. And she knows that what she does, that her job, is key to the success of this business. She vacuums, put clothes away in an orderly fashion, and has other duties such as cleaning the mirrors...all the better for the customer to see how great they look!

While getting a paycheck is good, Lizzy recognizes that working has helped her develop a sense of accomplishment. She likes to hear her coworkers and Kathleen (The Arc of PA Consultant) tell her that she is a hard worker. It makes her feel very happy. But, back to the paycheck. Lizzy loves having her own money. She has various collections and she loves buying more items to display.

“I feel the key to a successful future is to always make sure you are doing the things you need to do. You need to remember the way you are supposed to work. You need to believe in yourself and when you believe in yourself, you can accomplish almost anything.” These are words of wisdom that inspire Lizzy each day. Lizzy also stresses the importance of being positive with coworkers, her family, Kathleen, and with herself.

Lizzy is 21, having graduated from high school in June 2017. The Clothes Mentor is her first job.



Through Work, My Daughter Finds Her Strength

The time often known as Transition from School to Work is not a comfortable period. This is the time where your son or daughter is still in school and we start to plan for their future. “There are too many unknowns,” says LeeAnn Harwi, Lizzy’s mother. “Will she have a job? Will she be less dependent on her parents? Will services be available to support us? In fact, it can be downright scary.” While Lizzy participated in several work preparation activities during school, Lizzy still graduated without a job. Services were in place, but they were time limited. Talking about work and living independently were frightening for both Mrs. Harwi and especially frightening for Lizzy.

Mrs. Harwi has always been Lizzy’s biggest supporter and cheerleader. She believed that Lizzy would work in the community; that she could learn to be more independent; and that she would have friends. To this day, Lizzy takes her responsibilities at home seriously. She always completes her chores, never needing a reminder to do so. So, when Lizzy graduated high school without having a job, Mrs. Harwi was still hopeful.

When the connection was made with The Arc of PA’s Discovery Consultant, Kathleen Slane, all those dreams came back.

President's Message - Michael Marsh



Greetings! I hope this spring issue finds you well. The Arc of Pennsylvania has been very busy on the advocacy front as well as the program/service area. I'd like to first thank the staff and many volunteers who serve The Arc of Pennsylvania and our members across the Commonwealth. As an organization, we continue to be a strong voice for people with intellectual and developmental disabilities (I/DD) and the families and caregivers who support people with I/DD.

We find ourselves in challenging times and I cannot stress enough how important it is that everyone continue to advocate for the rights and needs of our constituents. The Arc of Pennsylvania has long been a leader in this area -- from the early days of advocacy in PA, to working to close Pennhurst and change the conditions for people living in institutions. The Arc of Pennsylvania was an early supporter of ensuring people have supports to live with the highest degree of independence possible. We see this as a basic human right and the new frontier in civil rights.

Believing and advocating are important. Working for change is essential - but how do we know and measure success? I see children learning in the least restrictive environment with appropriate support as one manifestation of the advocacy work and a measure of success.

The Arc of PA's Include Me program, in full partnership with the PA Department of Education, is helping more and more students be successful throughout their school experience, preschool - school age - transition age - work. Just as Early Intervention Birth to Three pays dividends for the child, the family, and society, Include Me is the next step and enables a stronger, better, more vibrant school community. Evidence tells us -- when students with special needs are fully included with appropriate supports, everyone benefits. The school experience is richer and more diverse. Is that the end of the story?

NO! Competitive, supported employment is the natural next step and an area of focus for The Arc of Pennsylvania. For several years, The Arc of Pennsylvania has worked with local chapters and employers like Wal Mart and Home Depot as well as local stores and companies to help many more people with I/DD gain and retain employment. More recently, The Arc of Pennsylvania has taken a leadership role in training coaches, deploying ADEPT, and supporting programs to help more individuals become employed. We know that having a job, earning money, learning skills, and working with others is part of upholding the dignity of every individual. I invite you to read on in this newsletter to get more details and see success stories from across Pennsylvania.

Despite the successes achieved through the hard work and dedication of The Arc of Pennsylvania, the local chapters, and the hard work, dedication, and determination of families - we still have a long way to go in all areas to continue improving peoples' lives. I look forward to the continued triumphs and The Arc will help encourage legislation and best practices to advance these priorities.

Most Sincerely,

MJM



Suite 403 – Pennsylvania Place
301 Chestnut Street
Harrisburg, PA 17101
717-234-2621
www.thearcpa.org
The Arc of Pennsylvania

Board of Directors

Michael Marsh, Montgomery
President
Sarah Holland, Lancaster
1st Vice President
John Goryl, Dauphin
2nd Vice President
Joshua Stranix, Schuylkill
Secretary
Jessica Capitani, Dauphin
Treasurer
Ken Oakes, Philadelphia
Immediate Past President
Maureen Westcott,
Lancaster PCE Representative

At Large Members

Frank Bartoli, Luzerne
Richard Chamovitz, Delaware
Cindy Dias, Greene
Julie Gerhart, Montgomery
Renee Gray, Dauphin
Hallam Harper, Montgomery
Gary Horner, Allegheny
Pat Leo, Philadelphia
Lisa Long, York
Michael Owens, Delaware
Lucille Piggott-Prawl, Monroe
Laura Princiotta, Philadelphia
Phil Rosenbauer, Butler
Christopher Schwenk, Delaware
Sara Wolff, Lackawanna

Ex-Officio

M.J. Bartlemay, Merceer
Gerald Krall, Dauphin

The Arc Staff

Maureen Cronin, Executive Director
Shirley Keith Knox, Communications
Director, Editor

Executive Director's Message

Maureen Cronin

EMPLOYMENT MATTERS!

People with intellectual and developmental disabilities are being recognized for their contributions in the workforce. In 2016, Governor Wolf signed Executive Order 2016-03. This order is called "Establishing 'Employment First' Policy and Increasing Competitive-Integrated Employment for Pennsylvanians with a Disability." The Arc of PA is recognizing PA Representative Cutler, 100th Legislative District, for his efforts to move forward "The Employment First Act," which codifies the Governor's Executive Order into law.



Think for a minute about your job or a job that you previously had if you are now lucky enough to be retired. With the money you earned, you were valued as a consumer of services. You had money to purchase what you wanted and needed. You had bills that you needed to pay, but you also could use your money to purchase items that brought you pleasure such as materials for a hobby or caring for your pet. Having money also creates opportunities. You can pay your own way to see the most recent Oscar nominated movie or join friends for dinner at the local pub.

In addition, work creates opportunities. Perhaps you learned new skills or received some additional training. Maybe this job was not what you had expected, and you decided to use it as a stepping stone to another more desired position within the company or at another business altogether. Having work experience is an important determinate of future work experiences.

Most importantly, work brings personal satisfaction. Remember the feeling you have when you leave work for the day - that feeling of accomplishment - of a job well done! Remember what it's like to get that "pat on the back" from your supervisor or a colleague. Work enhances your self-esteem, builds confidence to try new things, and reminds you that you are a contributor to the community.


As The Arc, we embrace the dreams and desires people have to be full and contributing members of their communities. We recognize the need to seek new and innovative models to assist people in locating the job that is right for them. We have taken a lead in informing and educating others about Discovery, Customized Employment/Job Development, and Systematic Instruction. We want to support anyone with intellectual and/or developmental disabilities who wants to be employed in the community alongside people without disabilities and earn competitive wages. We believe that people must be supported to make informed choices about their work and careers and have the resources to seek, obtain, and be successful in community employment.

This issue of the PA MESSAGE highlights the many benefits of having a job as well as some of the most common resources that are now available to individuals with intellectual disabilities and autism. Of course, getting a paycheck is important, but work can enhance a person's life in so many ways. Enjoy this edition of our PA MESSAGE.

A handwritten signature in black ink that reads "Maureen Cronin". The signature is fluid and cursive.

Maureen Cronin

***“To whom much is given, much is required –
not expected, but required.”***
– Andrew Young

 Find Us on Facebook

 & Connect with Us on Twitter

Achieve with us.

“Kathleen focused on getting to know Lizzy. She recognized her strengths and just did not allow either Lizzy or I to give up,” says Mrs. Harwi.

Through the Discovery Process and her job, Lizzy has grown. Lizzy loves to work and in fact, she looks forward to getting up and leaving the house. Mom explained that sometimes Lizzy just “squeals” with happiness. She likes to learn new skills and be challenged. Most importantly, Lizzy likes to know that she is contributing. Surprisingly, Lizzy also is starting to think about becoming more independent. While this was even too scary to think about at first, Mrs. Harwi notices that Lizzy is thinking more and more about what adult life means for her.

Mrs. Harwi knows about the benefits of having a job. She knows from her own work experience that working brings new opportunities, new friendships, new accomplishments, and a growing sense of self-worth and self-confidence. This is what she wants for her daughter. And as she knew all along, this is what her daughter is now experiencing!

LeeAnn Harwi is the mother of Lizzy.

Let's Give That a Try!

“Let's Give That a Try!” That's the advice Kathleen gave to Lizzy. Kathleen Slane is a Customized Employment Specialist for The Arc of Pennsylvania. She is from the Allentown area and supports people to find employment. Lizzie is a young woman recently employed at The Clothes Mentor in Allentown, PA. Kathleen and Lizzy participated in The Arc's Discovery Process. It was through this process that Lizzy got a job doing what she loves to do!

Kathleen is not new to helping people find jobs. She has a background in Horticulture and at one time owned her own flower shop. Having lost a friend to cancer at the age of 44, she had that nagging feeling that she needed to do something else with her life - to give back to others. So, she sold her shop and became a job coach. Having tried the typical job finding tools, she soon realized that something was missing.

Discovery is person based. Together with Lizzy, they explored Lizzy's interests and the dreams that she had for her life. Kathleen spent time getting to know Lizzy on a personal basis. All that information was used to create a customized job. This is so different than what she has done in the past! “No longer do I look at the Want Ads; find an opening for a bagger; tell “Johnny” that he can do that; and BOOM, now Johnny's a bagger at the local grocery store,” says Kathleen. Through Discovery, the focus is on the person. When jobs are created with that in mind, the person finds a job that they want to do and will enjoy doing.

While in school, Lizzie had some opportunities for job exploration, but no success in finding employment. “I remember the point where the ‘lightbulb’ went off for us. Lizzy liked putting items away and matching the colors. Although I was told that Lizzy was not good at putting clothes on hangers, Lizzy and I knew she could learn,” says Kathleen. At The Clothes Mentor, Lizzy is matching clothes and displaying clothes on the racks. She enjoys reading the label to see what size it is and then matches the piece of clothing to the rest of the clothes in that area. “Sometimes we joke that a clothes item that is labeled small, are “schmall “. Lizzy loves to laugh! “

This is a new way of “doing business”. The Clothes Mentor has been a great employer. The bottom line for them - they need someone to keep their display areas neat and tidy. Lizzy can do that.

Kathleen's advice: Let's Try! Yep, let's give it a try! Let's see what interests emerge. So often we gloss over the possibilities because we think a person doesn't fit the mold or fit the current job description. Think differently! There is an employer that needs what that person has to offer.

Kathleen Slane is a Customized Employment Consultant for The Arc of Pa. Kathleen can be reached at kslane@includemepa.org.

The Arc Discovery Employment Transitions (ADEPT)

The Arc of Pennsylvania's ADEPT Program has partnered with Marc Gold & Associates to offer Discovery and

Customized Employment certification for our consultants. In addition, The Arc of PA has offered this certification to other employment professionals across the state. Completing this training results in consultants being nationally certified in Discovery, Customized Employment/Job Development, and Systematic Instruction. Discovery seeks to answer the question, “Who is this person?”. Our consultants work with individuals with intellectual and developmental disabilities to develop a comprehensive profile. This narrative outlines the person's strengths, interests, and conditions for success. All this information is used to help negotiate a customized job. While Discovery is not employment, it is the first step in developing employment for folks with significant support needs.

The Arc of Pennsylvania & Marc Gold & Associates have developed a training schedule to offer training for our consultants and other employment support providers. There is an audit track for parents, OVR (Office of Vocational Rehabilitation) counselors, school personnel, and others who are interested in learning more, but do not need the certification. This certification training meets OVR and ODP (Office of Developmental Programs) qualification requirements to provide these services in PA.

For more information about ADEPT and the training available through ADEPT, please contact: Nicole Turman at nturman@includemepa.org or Anthony Chan at achan@includemepa.org.

LEARN MORE / DO MORE

Stay Informed with PIE - The Policy Information Exchange (PIE) covers policy issues for Pennsylvanians with disabilities, their families, and advocates. The Arc Pennsylvania manages PIE for the PA Developmental Disabilities Council.

Email us at pie@thearcpcpa.org to receive electronic alerts and the quarterly newsletter.

“LIVIN’ THE DREAM”

Daniel has always wanted to work in the food industry. Of course, sampling great food is certainly an incentive, but most importantly he wants to make a difference - to have a purpose. He recently started a job in March, where he is employed as a utility person, responsible for washing dishes, keeping the floors clean, and maintaining the cleanliness of the professional kitchen. Daniel is employed by Aramark where he is stationed at the Pirates Hall of Fame Club. How cool is that?

As parents, Mr. and Mrs. Freedman instilled the importance of work in all their children. And Daniel’s responsibilities grew as he got older. He most recently volunteered at the local Food Bank. This was a great way for Daniel to learn about the professional work environment. “It’s not the paycheck that motivates Daniel, it’s the connections and opportunity to contribute to something,” says Mike Freedman, Daniel’s dad. Serving as Daniel’s biggest advocate over the years has helped made this all possible. Daniel has needed numerous surgeries (11 in all) so starting this new job is the culmination of his perseverance. “That”, says Mr. Freedman “he got from his mother!”

Moving from New York to Pennsylvania in 2012 was the right move for the Freedman family. Not only were services a bit more easily navigated, this move created a relationship with the Thomas Jefferson High School. As a sports lover, Daniel became very active with the football team. To this day, he’s at every game and he offers a pregame locker room speech to the players. At a summer camp, he developed a relationship with Coach Bill Cherpak. Mr. Cherpak was an offensive guard at Pitt from 1985-1989. Now we know why working at the Pirates Hall of Fame Club is exciting to Daniel and his family. Another football achievement for Daniel - Daniel was on the roster of the Lakeland Lancer High School football team, was in for the final play of the New Jersey State championship game in 2010 and got a ring. It’s easy to see why he loves the game!

Daniel lives in Allegheny County with his parents, Michael and Cheryl Freedman. Daniel’s job success included working with The Arc of PA’s ADEPT program. His job coach is David Wargo.

SHOWCASING THE PROCESS: AN ADEPT CONSULTANT’S WORK

Knowing the community and working with people is not new to David Wargo. What better background for an ADEPT Consultant than working as a Pennsylvania State Trooper for 26 years. After serving the community in this capacity, David worked as a school police officer for over 2 years. “As a school police officer, I had occasion to work with students who had autism and observed that they were not treated with the respect or in a way that I felt they should have been. My wife was working with The Arc of PA’s program called Include Me and ADEPT and I was ready for a change in career. I really thought what she was doing was incredibly valuable, and significant, and I wanted to be a part of something like that. And so here I am,” says David.

What is the process that you use as an ADEPT Consultant? First, we start with Discovery. Discovery is a non-comparative evaluation of a job seeker. Through this process we spend time with people. We observe and participate with them at their home, in their community, volunteering, and just about anything else that person does in the process of doing life. “I then write a profile about the individual based on the observations and interviews I conducted with people who know them, describing what it is they do. I then ‘translate’ that information to job tasks they can perform in a business environment,” explains Mr. Wargo.

What comes next? Job development comes next. In this phase, we approach businesses previously identified or other businesses that fit the suggested sites from the planning meeting. “At such a meeting, I would explain our Discovery process and how we see our job seeker fitting in at their business. We offer to do a Business Analysis to see if there is a situation that would benefit both the employer and job seeker. If that exists, we negotiate a job that takes advantage of the job seeker’s skills and addresses the needs of the employer. This also takes into consideration the conditions for success of the job seeker,” explains David.

“Finally, we work with the natural supports of the business to provide the training of the job seeker via natural means at the business. I stay available throughout this time for consultation regarding the new employee.”

How is this different than what has been tried before with people with disabilities? It’s a different way of hiring. We are sort of like “Head hunters” for our job seeker, representing their specific skill sets. We then find businesses that need their specific job skills. Interestingly, many businesses don’t realize how much money is lost when employees are taken from their specific tasks to do other tasks not in their job description. Once this is pointed out, the possibility exists to negotiate a job.

Why do businesses hire? Well, first, it matters to their bottom line; it is cost effective. We connect them to talented workers who have skills they need. As a result, their business runs efficiently. Let me quote the food service company mentioned earlier, “Everybody needs a chance. People gave me one and now I’m hiring others who need a chance.”

What advice do you have for job seekers looking for a new job and those who care about them? Don’t sell anyone short. Often, we don’t see the specific skill sets needed by employers; the skills that our loved ones have. I soon learned that many things that need to be done in business are everyday things -- not highly specialized skills. Businesses, by nature, focus on the highly skilled aspects of that business. But, in doing so, this provides opportunities for people to find jobs that maximize their skill sets. Sometimes the skills most needed are those often overlooked in the everyday needs of that business.

David Wargo works as a Program Specialist for The Arc of PA.



Save the Dates 2018

The Arc of Pennsylvania, in partnership with Marc Gold & Associates, is pleased to announce training and certification opportunities in three separate courses - Discovery, Customized Employment Job Development, and Systematic Instruction. Each course consists of a 3 day, in-person training with approximately up to 20 weeks of follow up certification course work. Only one course may be taken at a time.

Discovery: A no-fail approach to assessing the strengths, interests, and conditions for success for an individual with disabilities that would like customized employment. Discovery will lay the foundation for creating a job that is customized to the strengths and interests of the job seeker.

Customized Employment Job Development: Customized Employment is a unique job position that is designed so that a job seeker with a disability can be at his or her best, while providing real and meaningful benefits to the employer. Learn how to sell and negotiate customized employment opportunities to local employers.

Systematic Instruction: Teach individuals already employed new job skills to help grow their career. Systematic Instruction utilizes an evolved form of Marc Gold's Try Another Way to analyze and develop a teaching plan to teach new work skills to employees.

Training Options:

Dates	Location	Courses
July 11-13, 2018	Allentown, PA	Discovery, Customized Employment Job Development
November 7-9, 2018	Harrisburg	Discovery, Systematic Instruction

To register, or for more information, please contact Program Manager, Nicole Turman at nturman@includemepa.org or Assistant Program Manager, Anthony Chan at achan@includemepa.org. You can also make general inquiries by calling The Arc of PA at 717- 234-2621 or toll free at 1-877-337-1970.

IF I WORK, I'LL LOSE ALL MY BENEFITS AND OTHER MYTHS!



Left: William Del Toro Vargas, The Arc of Philadelphia Youth Leadership Abilities Coordinator & I Want To Work Legislative Advocate; Middle: Lucille Piggott-Prawl, The Arc of Pennsylvania Board member from Monroe County; Right: The Arc of Philadelphia Board member, Shawn Aleong

My name is William Del Toro Vargas. I am a self-advocate. I am employed by The Arc of Philadelphia. I am the Youth Leadership Abilities Coordinator. I am also the lead legislative advocate for the I Want To Work Campaign. Yep, employment is important to me! Yet so often, we get caught up in all the misconceptions of work. Here are some of the biggest ones I come across.

1. People with Disabilities Can't Work - At one time, people thought that about me and I proved them wrong! People with disabilities want to work and they are great at it. In fact, people with disabilities are often more reliable in the work place. They show up regularly, get along with others, and really like what they do. The more people work, the more it benefits all of us tax payers.

2. I Have to DO This On My Own - There are so many resources for people when they start looking for a job. You can ask your family and friends for help. Don't forget about your connections in the community. The Office of Vocational Rehabilitation and the Office of Developmental Programs have services and resources for job seekers too.

3. If I Work, I'll Lose My Benefits - Make sure you check with your Supports

Coordinator or your Arc chapter. They can help you connect to someone for Work Benefits Counseling. This will help you figure out how work will impact your benefits. And don't forget to check out PA ABLE.

4. People with Disabilities Can't Learn New Skills - People with disabilities are going to college after graduation from high school. How exciting is that! They are learning new skills on their job. I just recently asked to learn some new skills at my job. Never stop learning and finding the resources to do it!

5. Businesses Will Not Make Accommodations - In my experience, most of the accommodations that people need are free or very low cost. Like my friend who needed her cash register raised up at work - that didn't cost anything. Or another friend that needed a wider computer screen. Just the cost of a computer. Many businesses don't know what to do so it is important that we each know what we need and advocate for ourselves.

I love my job with The Arc of Philadelphia. I love talking to people about work and busting the myths. At The Arc of Philadelphia, I work with city youth with developmental disabilities. My job is to

connect them to volunteer opportunities. Another part of my job is using my voice at the local and state level. It is important to educate lawmakers about the talents and skills of people with disabilities.

Work has changed my life! There have been times in my life when I did not have anything to do. I became really down. And it wasn't pretty. Work helped me pull out of the down times because it opened doors to new people, new friendships, and new opportunities.

William Del Toro Vargas lives in the city of Philadelphia. You can reach Mr. Del Toro Vargas at wdeletorovargas@arcphiladelphia.org.

“WORK MEANS THAT I AM BEING HELPFUL LIKE BUSSING TABLES, CLEANING MENUS, WINDOWS, AND SWEEPING THE FLOOR.”

Dane S. participates in a school age transitional employment prep program in Montgomery County.

GO GREEN

The Pennsylvania Message is now available via email. Please send your full name, local chapter, and email address to:

ahouser@thearcpcpa.org

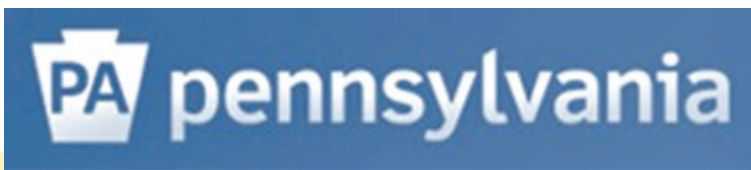
to receive your electronic copy.

UPDATE ON PENNSYLVANIA'S EMPLOYMENT FIRST EFFORTS

In March, 2016, Governor Wolf signed Executive Order 2016-03, entitled "Establishing 'Employment First' Policy and Increasing Competitive-Integrated Employment for Pennsylvanians with a Disability." The goal of the executive order is to make Pennsylvania a model state when it comes to creating a climate hospitable to workers with a disability.

Under the executive order, competitive, integrated employment becomes the first consideration and preferred outcome of publicly funded education, training, employment, and long-term supports and service programs for working-age Pennsylvanians with a disability. To learn about our progress, www.dhs.pa.gov/priorities/focus-on.

For a fourth year, Pennsylvania is participating in the Employment First State Leadership Mentoring Program (EFSLMP), a program offered by the US Dept. of Labor, Office of Disability Employment Policy (ODEP). The program assists states to develop and implement a state plan to increase competitive integrated employment for individuals with disabilities. Through this program, Pennsylvania has access to technical assistance from national subject-matter experts (SMEs). This year our focus is Employer Engagement in addition to continuing work under Provider Transformation.



Current Objectives

- Develop provider strategies for engaging with employer partners
- Reasonable accommodations under the ADA and assistive technology in the workplace
- Cultivate relationships with a broader array of employers, in terms of both geography and industry or sector

Source: *Devon D. Grant, Executive Director, Governor's Cabinet and Advisory Committee for People with Disabilities. Contact Mr. Grant at dgrant@pa.gov.*

VOCATIONAL REHABILITATION SERVICES



The Pennsylvania Office of Vocational Rehabilitation, or OVR, provides vocational rehabilitation services to help persons with disabilities prepare for, obtain, or maintain employment. OVR provides services to eligible individuals with disabilities, both directly and through a network of approved vendors. Services are provided on an individualized basis.

Statewide, there are 21 District Offices staffed with trained, professional Vocational Rehabilitation Counselors which serve Pennsylvania in all 67 counties. OVR provides a wide range of services to eligible applicants. Some services can help you overcome or lessen your disability; others can directly help you prepare for a career. The services you receive will be arranged to meet your individual needs.

Source: You can obtain a more specific list of services, as well as the location of the 21 offices at OVR's website on pa.gov.

"WORK MEANS A LOT TO ME. I'VE LEARNED A LOT OF SKILLS AND TASKS WHEN WORKING AT THE YMCA AND AT CHICK-FIL-A. IN MY FUTURE I'M PLANNING ON GETTING A JOB. WORK ALSO MEANS GETTING UP AND BEING ACTIVE RATHER THAN SITTING IN MY HOUSE ALL DAY, WHICH CAN BE BORING AT TIMES. THERE IS MORE IN THE WORLD THAN JUST VIDEO GAMES."

Jared S. participates in a school age transitional employment prep program in Montgomery County.

INCREASING EMPLOYMENT - FOCUS OF THE OFFICE OF DEVELOPMENTAL PROGRAMS



Increasing employment is one of the Information Sharing and Advisory Committee's (ISAC) recommendations for the Office of Developmental Programs. People with disabilities are saying that having an opportunity to work and contribute to their communities is important to them, and the Office of Developmental Programs is dedicated to helping individuals achieve their employment goals.

On July 1, 2017, the Centers for Medicare and Medicaid Service's approval of the Office of Developmental Program's (ODP) Consolidated and Person/Family Directed Support (P/FDS) Waiver renewals became effective. With the renewal of these waivers came three new employment services - Advanced Supported Employment, Benefits Counseling, and Community Participation Supports. ODP also enhanced two of its already-existing employment services - Supported Employment and Small Group Employment (Formerly Transitional Work Services) - to strengthen individuals' opportunities to obtain and maintain competitive-integrated employment outcomes. The services are also available through the Community Living Waiver, which became effective on January 1, 2018. These employment services are designed to provide greater flexibility to meet the needs of each individual.

"I want to work and/or have other ways to contribute to my community. My family, supporters, and community support me to find and keep a real job that I like with good wages and benefits or start and run my own business, and/or volunteer the way I want in my community."

- Value statement related to Employment/Meaningful Contribution, taken from Everyday Lives, Values in Action.

Source: Kelly J. B. Arnold, Human Services Program Specialist & Employment Director, Pennsylvania Department of Human Services, Office of Developmental Programs, Bureau of Policy and Quality Management.

Kelly can be reached at kelarnold@pa.gov

"WORK IS IMPORTANT, SO I CAN EARN MONEY TO HELP MY FAMILY, AND GET A PLACE OF MY OWN IN THE FUTURE."

RYAN, A SCHOOL AGE PARTICIPANT IN A TRANSITIONAL EMPLOYMENT PREP PROGRAM IN MONTGOMERY COUNTY.

Why is work important to you?

"Well, first off, I make money. With that money I can pay my bills. More importantly, I know I have a job that needs to get done. I go to work every single day knowing what I need to do. I have standards that I must meet, and I meet those standards. Having a job/a career, is much more than just the money. Through work, I have developed as a leader. I can bring up issues at work that impact me and other workers. Workers are more supportive of me and each other. Most people don't really understand people with disabilities. I am changing how my coworkers and this company understand and support all people." Patrick Hughes

Patrick Hughes lives in Montgomery County. Patrick has worked as a Utility Aide and Dishwasher at an assisted living facility for the past ten (10) years. He is a leader - serving as a member of the Board of Directors of The Arc Alliance, as Treasurer for the Aktion Club, and holds other organizational positions. He hopes to educate decisionmakers so that they support people with disabilities! Patrick hopes that more people can understand what disabilities are and what people do to help. Patrick lives with his parents and two older brothers.

CONSOLIDATED, PERSON/FAMILY DIRECTED SUPPORTS (P/FDS) AND COMMUNITY LIVING WAIVER EMPLOYMENT SERVICES

Advanced Supported Employment (New as of July 1, 2017) Outcome-Based Service	
Discovery	A comprehensive, targeted analysis of people’s strengths, skills, interests and conditions for success in preparation to pursue competitive integrated employment. Outcome: Discovery Portfolio: A Discovery Profile, Customized Plan for Employment, and Visual Resume/Portfolio
Job Acquisition	Matching an employer’s needs with the individual’s assessed strengths, needs, skills and interests. Outcome: A competitive-integrated employment job offer evidenced by a letter, email, documented phone call, or another form of documentation from the employer; or evidence of self-employment.
Job Retention	Intensive job coaching and support to assist the individual in stabilizing a job. Outcome: Successful retention of a job, evidenced by the individual working a minimum of 5 hours a week for at least 4 months.
Supported Employment	
Career Assessment (New component as of July 1, 2017)	Identifying career options based on the skills and interests of the individual.
Job Finding or Development (Formerly named “Job Finding”)	Variety of activities and services to match the individual with a potential employer.
Job Coaching and Support (Formerly named “Job Support”)	Training the individual on specific job assignments and providing periodic or ongoing support as needed.
Small Group Employment (Formerly Transitional Work New minimum-wage requirement as of July 1, 2017)	
Mobile Work Force	Teams of individuals, supervised by a training/job supervisor, working away from an agency or facility (i.e. maintenance, lawn care, etc.)
Work Station in Industry Affirmative Industry	Individual or group training of individuals at an industry site. A business that sells products or services and at least 51% of the employees do not have a disability.
Enclave	Individuals with a disability are employed in a business or industry alongside those without a disability.
Benefits Counseling - (New as of July 1, 2017)	
This service is intended to support the individual in understanding how he or she can be employed in a competitive-integrated job and maintain needed benefits through available work incentives. It includes informing and educating individuals about the following:	
The impact of employment on publicly-funded and Social Security Administration benefits such as Supplemental Security Income (SSI) and Social Security Disability Insurance (SSDI).	
Work incentives that enable individuals who work to maintain their SSI, SSDI, Medicaid, Medicare, food stamps and other benefits, as necessary.	
Income reporting requirements for Social Security Administration and public benefit programs.	
Work incentives counseling.	
Community Participation Supports (New as of July 1, 2017)	
A broad range of integrated activities that build on the individual’s interests, preferences, gifts and strengths while reflecting his or her desired outcomes related to employment, community involvement and membership.	
Prevocational and vocational skill development services.	
Staff necessary to provide supports.	
Transportation to community activities.	

For more information on ODP’s employment services, please contact your Supports Coordinator.

Source: Kelly J. B. Arnold, Human Services Program Specialist & Employment Director, Pennsylvania Department of Human Services, Office of Developmental Programs, Bureau of Policy and Quality Management. Kelly can be reached at kelnarnold@pa.gov.

EARLY REACH INITIATIVE - OVR'S SERVICE TO TRANSITION AGE YOUTH WITH DISABILITIES



“What do you want to be when you grow up?” This is a question many of us were asked as we were growing up. For youth with disabilities, this is often a daunting question that is filled with uncertainty and lack of information. To assist youth with disabilities better prepare for their transition into the world of work and independence, the Office of Vocational Rehabilitation (OVR) has started a new initiative called “Early Reach.”

Early Reach is an outreach initiative intended to promote successful outcomes for youth with disabilities by increasing awareness of OVR services and the benefits of early career planning. The initiative adds an Early Reach Coordinator to the rehabilitation team in OVR’s district offices. The Early Reach Coordinator will reach out to youth with disabilities, their parents, local schools, and community agencies that serve youth. The purpose of this outreach is to connect with youth with disabilities early, beginning at age 14, so that they know more about OVR services and can better prepare for vocational choices and living independently.

Questions can be directed to the OVR Early Reach Statewide Specialist, Sarah Vogel, at 412-392-5973 or svogel@pa.gov.



What’s important about work?

I want to be productive. Because I work, I can pay my bills, go out to the movies, and eat at a steakhouse. I can save my money, so I can take a vacation. I really enjoy being around people and working gives me the opportunity to be around some nice folks.

Eric Barnett is from Montgomery County. His job involves filing and data entry and overall support to an early intervention program.



THE ARC OF PA HONORS REPRESENTATIVE BRYAN CUTLER



State Representative Bryan Cutler is the 2018 “Legislator of the Year” recipient. Each year, The Arc of Pennsylvania honors a legislator who demonstrates exceptional leadership in forwarding the needs of Pennsylvanians with intellectual and developmental disabilities and their families.

Under Representative Cutler’s successful tutelage, the PA House of Representatives unanimously approved bipartisan legislation - HB 1641 - which was sponsored by both Reps. Cutler and Dan Miller. Known as The Employment First Act, this legislation effectively integrates people with disabilities in their communities while providing them a range of job options. As Representative of the 100th Legislative District, Cutler represented not only his constituents, but the broader community of people with intellectual and developmental disabilities, in sponsoring this legislation.

More specifically, HB 1641 codifies Governor Wolf’s Employment First executive order by creating “The Employment First Act,” which is designed to promote the employment of people with disabilities at competitive wages by Pennsylvania employers.” This legislation advances state legislative and regulatory issues important to Pennsylvanians with intellectual and developmental disabilities and their families.



The Arc Pennsylvania
301 Chestnut Street
Suite 403, Pennsylvania Place
Harrisburg, PA 17101
717.234.2621
www.thearca.org

The Pennsylvania Message is published by The Arc Pennsylvania.
The Arc Pennsylvania is affiliated with The Arc of the U.S. and 33 local chapters serving 57 counties and 8,000 members.

TECH TALK

Fading Workplace Coach Supports with an App

When a person is receiving support from a job coach, the goal is to fade the support so that the worker can be independent. Technology can help. Free technology is even better.

There is an app called HP Reveal. This app lets you easily create directions for a worker so that the job coach can fade back, and the worker can be independent. It does it by using a picture to trigger a video.

➤ Let's use the project of using a postage meter as an example.

First, the coach and/or the worker can create short videos of the worker going through the steps to use a postage meter.

Second, with the HP reveal app, take a picture of the postage meter.

Third, pair the video instructions with the picture of the meter and save the project. This app calls each project an "aura". You have to make sure that the permission of the aura is correctly set.



When everything is done. Try it out. Test your aura by scanning the picture of the postage meter with the app and the video will pop up and start on the screen. How about a dynamic visual schedule? Or task analysis? If a worker is learning to stock shelves or prepare food, you could use the app to view short videos of each step.

We can take this a step further. You can use videos that you create in other apps, if you save them to your camera roll. This provides you with lots of scope for play and accessibility. If you want a link to short video to demonstrate this app, please email atinfo@temple.edu.

Tech Talk is a contribution from the Institute on Disabilities at Temple University - Kim Singleton, Director of Assistive Technology Programs and Kathryn Helland, AAC Specialist. If you want more information on technology and tools for Pennsylvanians with disabilities, please contact: ATinfo@temple.edu, 800-204-7428, or visit <http://disabilities.temple.edu/piat>. Like us on Facebook: www.facebook.com/PIATTempleU.

MISSION STATEMENT

The Arc Pennsylvania promotes the human rights of people with intellectual and development disabilities and actively supports their full inclusion and participation in the community throughout their lifetimes.