

Employment Planning and Supports for People with Physical Disabilities

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Learning Objectives:

- Understand the unique needs of people with physical disabilities
- Assist people with physical disabilities to plan employment outcomes
- Get to know the resources and services
- Learn about providing ongoing support

Definition of Physical Disability

A physical condition, including an anatomical loss, or musculoskeletal, neurological, respiratory or cardiovascular impairment, which results from injury, disease or congenital disorder and which significantly interferes with or significantly limits at least one major life activity of a person.

This may include, but not be limited to persons with: Amputation, cancer, diabetes, stroke, heart disease, lung disease, multiple sclerosis, arthritis, muscular dystrophy, polio, spina-bifida, spinal cord injury and disease, sensory impairment, and cerebral palsy without significant intellectual impairment.

Physical Disabilities and Employment

Only 3% of people with Physical Disabilities in long term care are working

Historically, primary barriers to employment include:

- Loss of benefits

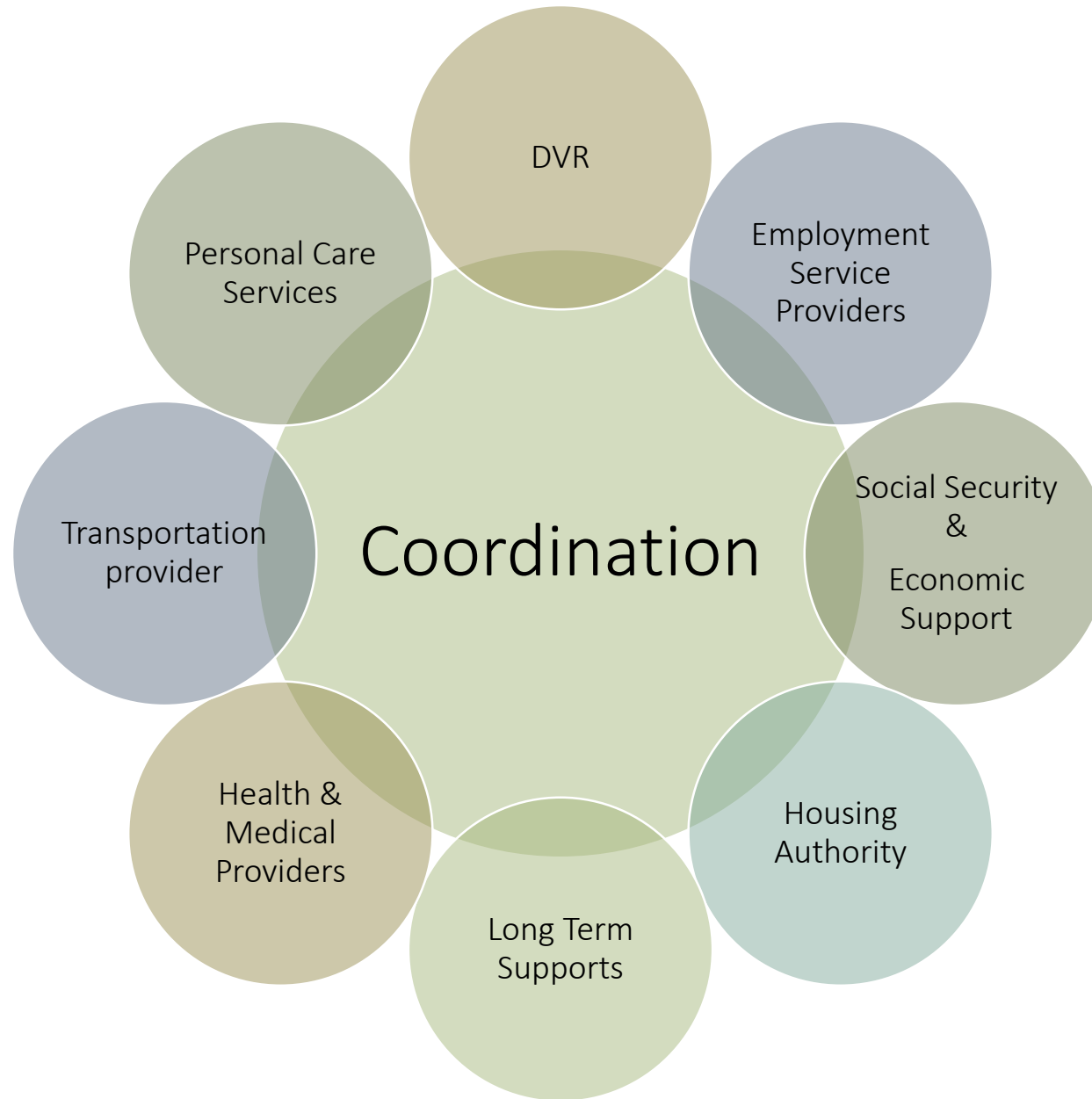
- Lack of adequate personal assistance

- Transportation

- Uncertainty about working with a disability

To get to better outcomes, we must...

- Take time for discussion and planning
- Recognize unique barriers to employment of people with physical disabilities
- Access the appropriate resources and services



Know the Resources

- Work Incentives Benefits Counseling
- Technical Colleges and Universities
- Job Centers
- Assistive Technology
- Job Accommodation Network
- Self-Employment Resources
- Internet Tools
- Employers and Community Members
- Specialized Career and Employment Services: Vocational Futures Planning and Support

Work Incentives Benefits Counseling

Essential for people who receive public assistance and have concerns/fears

Explain how work affects benefits, use work incentives, and manage changes in benefits

Can result in higher earnings

Connect with a Work Incentives Benefits Specialist at: www.wibsa.org

Technical Colleges and Universities

Career Services Centers

Career counselors

Self-assessments

Online resources

Disability Resource Services

Learning accommodations

Counseling and assistance

Job Centers (One-Stops)

Workshops, advice, and tools for job seekers

Provide additional services to address barriers such as housing, childcare, transportation

Online tools at www.wisconsinjobcenter.org

Assistive Technology (AT)

Adaptive aids, computer equipment/software

Modifications to work station

Commercially made, custom made, or common items modified

Range from no cost/low tech to high tech

AbleData lists 36,000 AT products www.abledata.com

AT Resources in Wisconsin

Independent Living Centers

WisTech provides information on selecting, funding, installing and using AT

WisTech Partners:

- WI Assistive Technology Initiative for Youth in Transition

- Independent Living Centers: Provide device loans, demonstrations through loan closets & alternative funding through WisLoans

- Wheelchair Recycling Program

Occupational Therapists

Other funding sources: Medicaid, Medicare, DVR, SSA programs

Job Accommodation Network (JAN)

National resource on disability disclosure and job accommodations

Searchable Online Accommodation Resource (SOAR)

Communicate with a JAN Consultant directly by phone, email or ichat

www.askjan.org

Self-Employment

Steps in starting a small business:

1. Learning about business ownership
2. Determining feasibility
3. Business Planning

Resources:

Small Business Development Center, WISCAP, Wisconsin Women's Business Initiative, SCORE, Start-Up-USA, local library, DVR

Internet Tools

Wisconsin's WORKnet

National Career One-Stop

Job Center of Wisconsin website

O*Net Online

Use the web for job search tips and researching employers and similar businesses

Employers and Community Members

Best source of information about careers

Informational interviews, job shadows, tours – ask for advice, not a job.

Mentors and business advisory groups

Expand networks for job searching – get advice and feedback on job search tools and strategies.

Vocational Futures Planning and Support (VFPS)

Intensive service model developed by ERI in the 1990's

Available in the COP, Family Care and IRIS waivers

Active service providers in La Crosse area, SVRI service area and Milwaukee County

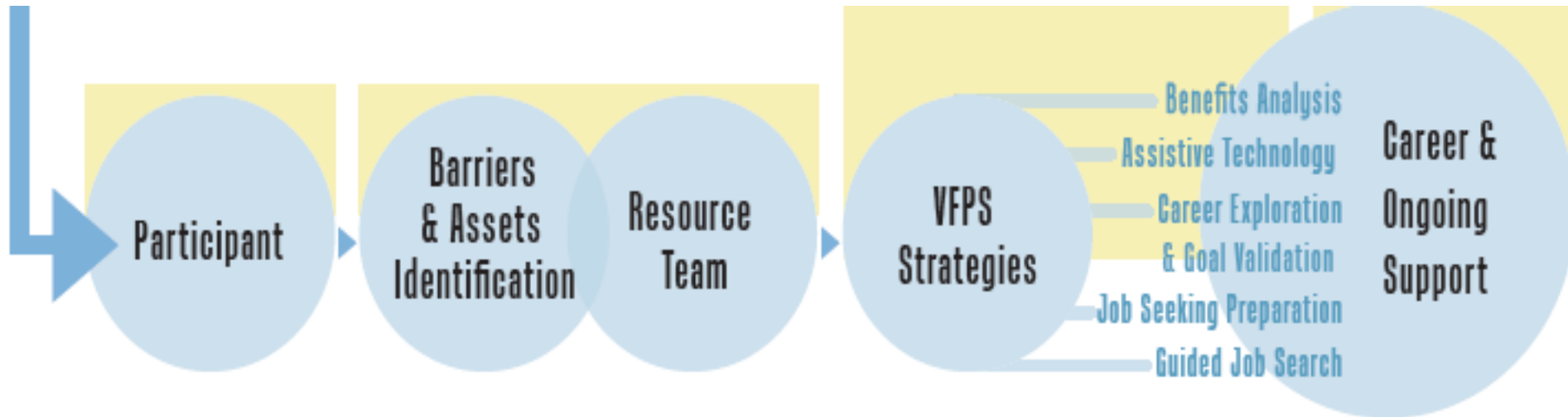


Who is VFPS for?

- Physical Disability
- Career aspirations
- Multiple barriers to employment
- Willing to work with a team
- Interested in a self-directed process



Overview of the Process



Integrates Services of Employment Consultant, Work Incentives Benefits Specialist and Assistive Technology Consultants

- Comprehensive
- Person-Centered
- Team-Based
- Career Focused



More Information

www.vfpstraining.com

2 informational webinars

Downloadable information sheets

Video

Written Stories

Advanced Training to Certify Service Professionals

Ongoing Support, Career Change or Advancement

Employment support doesn't end when a someone gets a job or starts a business.

- Service Coordination
- Personal Care in the Workplace
- Intermittent support from employment service/VFPS service provider, work incentives benefits specialist or assistive technologist
- Post employment services with DVR

Questions?

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