

BRIEF - NOTES FOR TRAINEES

ACRE Training:

Orientation to Community Based Employment with an Emphasis on Customized Employment

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- **Full-service consultancy specializing in developing communities of economic cooperation,**
- **Assisting with employer development, self employment feasibility and refinement, Social Security benefits analysis and work incentives, leadership mentoring, and civic entrepreneurship,**
- **Wide ranging customers that include businesses, community rehabilitation programs, state and local governments, universities, individuals, and others from the public and private sectors.**



Association of Community Rehabilitation Educators (ACRE) is a national membership organization for trainers and educators who work in the field of employment for people with disabilities.

Griffin-Hammis shares a common mission of advocacy through education to improve the quality of employment services for people with disabilities.

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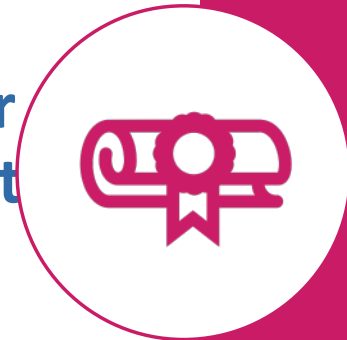


The ACRE Certificate

Griffin-Hammis Associates is a member of the Association of Community Rehabilitation Educators (ACRE).

Both our 40-hour Web-Based and our 40-hour classroom courses in Community Employment with emphasis in Customized Employment practices have been approved by ACRE, for a Nationally recognized Certificate of Achievement in Community Employment.

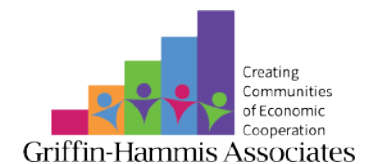
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Training Topics

- Discovery and Customized Employment
- Task Analysis and Systematic Instruction
- Natural Supports
- Customized Job Planning and Development
- Interest Based Negotiation for Community Employment
- Extended Employment Supports

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Suggested Readings

Syllabus	CE Stories (GHA Website)	Segregated and Exploited	Ethical Guidelines
ODEP Competency Model	JVR Article - Inge, Wehman, Brooks-Lane, Griffin	Brief on Social Capital - Brooks-Lane, Lane, Inge	Brief on Informational Interview - Inge, Brooks-Lane, Graham
ACRE CE TRAINING SERIES		Activities of Daily Living, Crandell	 Griffin-Hammis Associates

Americans with Disabilities Act (ADA)

The Americans with Disabilities Act became law in 1990. The ADA is a civil rights law that prohibits discrimination against individuals with disabilities in all areas of public life, including jobs, schools, transportation, and all public and private places that are open to the general public.

Olmstead Supreme Court Decision

The U.S. Supreme Court's 1999 landmark decision in *Olmstead v. L.C., E.C.*, found the unjustified segregation of people with disabilities is a form of unlawful discrimination under the Americans with Disabilities Act (ADA).

Fair Labor Standards Act (FLSA)

The Fair Labor Standards Act is a U.S. law that is intended to protect workers against certain unfair pay practices or work regulations.

Rehab Act

The Rehabilitation Act of 1973, as Amended (Rehab Act) prohibits discrimination on the basis of disability in programs conducted by federal agencies, in programs receiving federal financial assistance, in federal employment and in the employment practices of federal contractors.

Workforce Innovation and Opportunity Act (WIOA)

WIOA is landmark legislation that is designed to strengthen and improve our nation's public workforce system and help get Americans, including youth and those with significant barriers to employment, into high-quality jobs and careers and help employers hire and retain skilled workers.

Customized Employment is included in the legislation for the first time.

MEDICAID SETTINGS RULE

The Home and Community Base Settings Rule is a Medicaid regulation that defines and describes the Residential and non-residential settings that are considered to be home and community-based.

The Medicaid Settings Rule requires that Home and Community-Based Services be provided in settings that promote:

- *Choice and inclusion*
- *Control over personal resources*
- *Engagement in community life*
- *Work in competitive integrated jobs or self–employment*
- *Person-centered processes*
- *Rights and Protections*

The Achieving a Better Life Experience (ABLE) Act of 2014

Allows states to create tax-advantaged savings programs for eligible people with disabilities (designated beneficiaries). Funds from these 529A ABLE accounts can help designated beneficiaries pay for qualified disability expenses.

VALUES

- Person Centered
- Choice
- Self-Determination
- Competence
- Social Inclusion
- Community settings
- Community experiences
- Community employment

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Principles

- Normalization
- Social Role Valorization
- Disability Etiquette
- People-First Language
- Cultural Respect/Humility

- **Normalization** means citizens with disabilities experience 'normal patterns' of everyday life through inclusion.
- **Social Role Valorization (SRV)** is defined as the use of culturally valued means to enable, establish, enhance, maintain, and defend valued social roles for individual with disabilities
- **Disability Etiquette** is a set of guidelines for respectful communication and interaction with people who have disabilities.
- **Person-First language** involves avoiding describing a person as a label. When there is a reason to speak of an individual's disability to use language such as "(person) with a disability" as opposed to "(person) is disabled. The individual is respected as a person first with disability being one aspect of the individual.

Labor Market Approach

- Trends in employment and hiring
- Employment openings (vacancies)
- Rigid requirements
- Specific and unvarying job recruitment processes

Typical jobs that we see and hear about that are vacant and are actively recruited for.

Leaves out potential members of workforce who have greatest impact of disability.

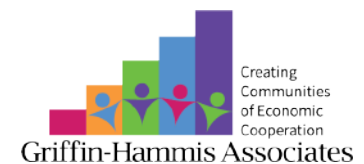
Customized Employment and Discovery

- Matching job seeker's interests, skills, preferred tasks and conditions for success to the needs of a business.
- Focusing on Interests, Skills, Tasks, Vocational Themes, Ideal Conditions of Employment ,Employer Engagement

Discovery is the foundation of Customized Employment

Discovering Personal Genius is person-centered employment Planning

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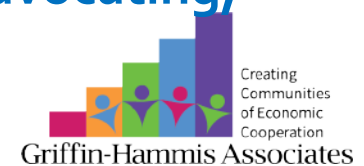


Social Capital

Refers to our relationships, our social networks* and how we help one another. Additionally, critical to the concept of Social Capital is the idea of reciprocity – supporting and helping and receiving support and help as needed.

* friendships, networks, neighborhoods, spiritual communities, educational institutions, clubs, groups, civic associations, etc.
Working, volunteering, entertaining, participating, advocating, exercising

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Customized Employment is an Economic Development Model using Social Capital and community connections.

Economic Development Goals:

Well being, health, Living Wage, Standard of Living, Improvement in Literacy, Life Expectancy, Reduction in Poverty, Economic Growth, Productivity, Individual Rights, Public Services, Health and Education, Safe communities Transportation.

Economic Development requires: community exploration, creating employment opportunities, mutually beneficial job negotiation.