

Transition and Employment

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MEDICINE *of* THE HIGHEST ORDER



UNIVERSITY *of*
ROCHESTER
MEDICAL CENTER

Employment First in NYS

Report & Recommendations released by Gov. Cuomo - 2014

- Belief that employment is attainable for all
- Need to assess for and train towards least restrictive employment options

Integrated, competitive employment as Gold Standard:

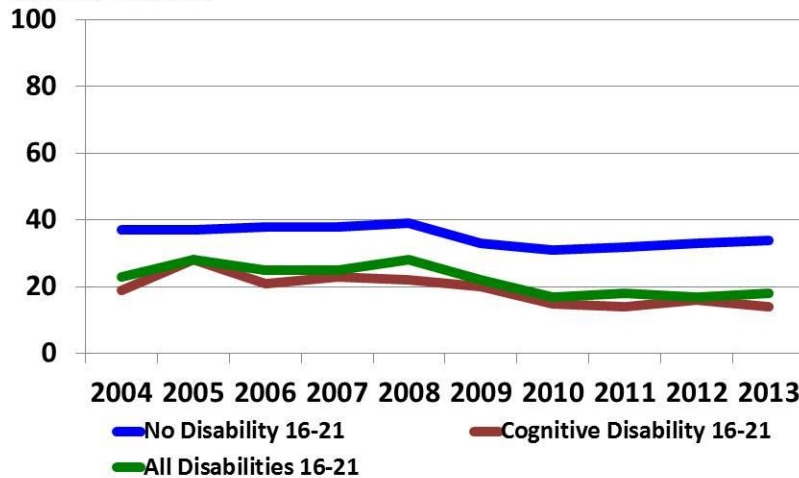
- 20+ hours per week at prevailing wage
- Fully integrated within work environment, utilizing natural support

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Addressing the employment gap

Percent Employed 18-21

New York



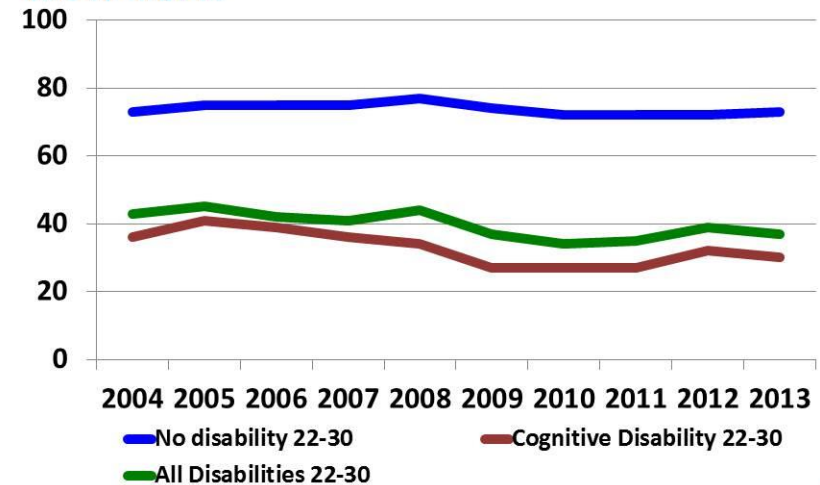
StateData.info

Source: American Community Survey



Percent Employed 22-30

New York



StateData.info

Source: American Community Survey



Challenges and barriers

- Lack of education and training
- Inadequate transportation options
- Need for accommodations on the worksite
- Attitudinal factors and stigma
- Low expectations

Barriers to Employment – ASD Specific

1. Interviewing skills
2. Ability to manage change
3. Social difficulties with supervisors or coworkers
4. Behavioral difficulties
5. Anxiety of stress about work

(Muzra, 2016)

General Strategies to Ensure Success

- Environment Modification
- Increased Structure
- Visual Supports
- Task Analyze
- Provide Feedback Immediately & Frequently
- Reinforce Positive Behavior

School = Entitlement

Adult = Eligibility



Adult Systems

OPWDD – Office for People With Developmental Disabilities

- Help people with developmental disabilities live richer lives.
 - Related to employment services, OPWDD uses person-centered planning to help identify skills and interests through a number of different services.

OMH – Office of Mental Health

- Multi-faceted mental health system. Programs include various inpatient and outpatient programs, emergency, community support, residential and family care programs.

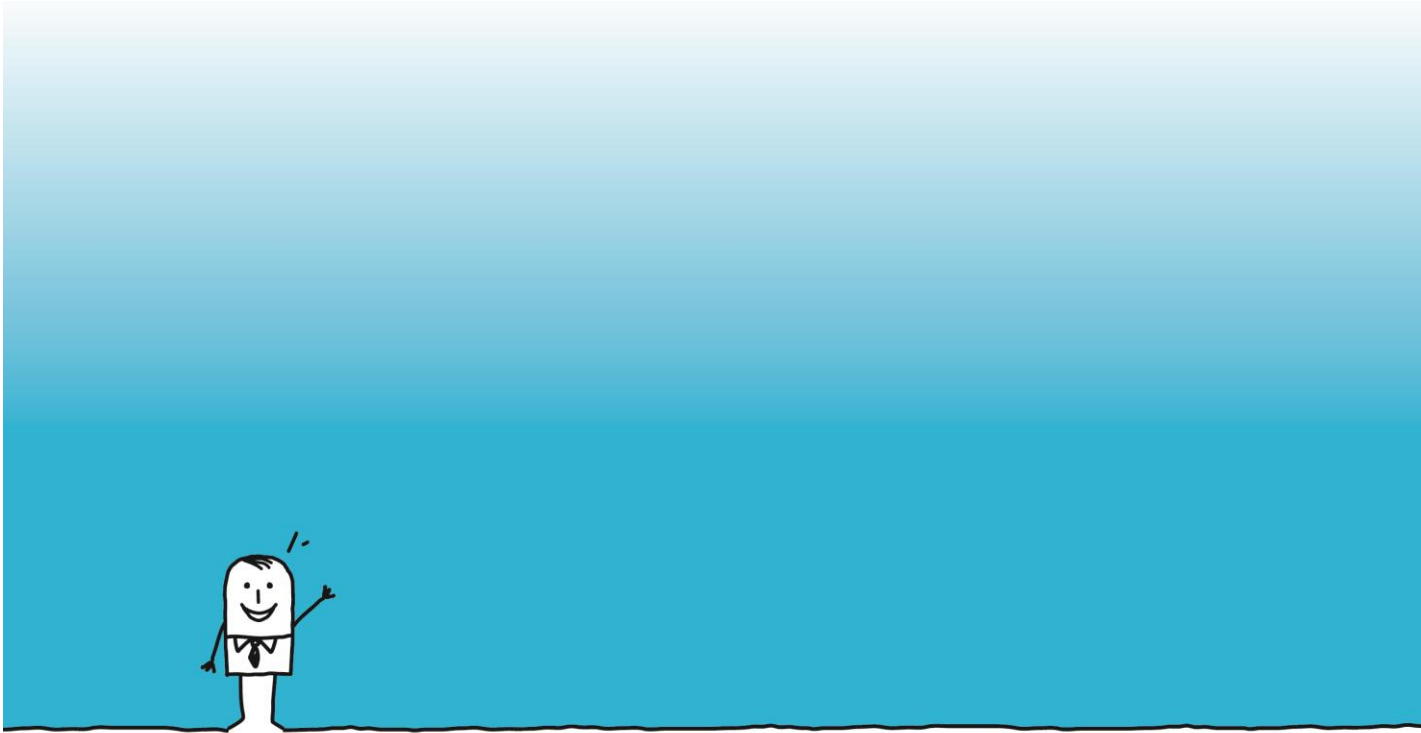
Vocational Rehabilitation

ACCES-VR – Adult Career and Continuing Education Services – Vocational Rehabilitation

- Assists individuals with disabilities to achieve and maintain employment and to support independent living through training, education, rehabilitation, and career development.
- School staff can help decide when you should apply to ACCES-VR and help with the application process. You can start using services as early as your junior year in high school.

NYSCB – New York State Commission for the Blind

- Enhance employability, to maximize independence and to assist in the development of the capacities and strengths of people who are legally blind.



MyPathNY.org





Project | SEARCH[®]



Project SEARCH

- Provide employability skills training to people with significant disabilities through on-site emersion in a business.
- Provide supports to the business to encourage the hiring of individuals with disabilities
- One year program
- 9-12 participants – variety of disabilities
- Instructor and job coaches/developers
- Rotations through training site placements with continual feedback
- Outcome of employment

Project SEARCH in the Rochester area

Wegmans

- BOCES 1, Lifetime Assistance, ACCES-VR, OPWDD
- High school transition

URMC

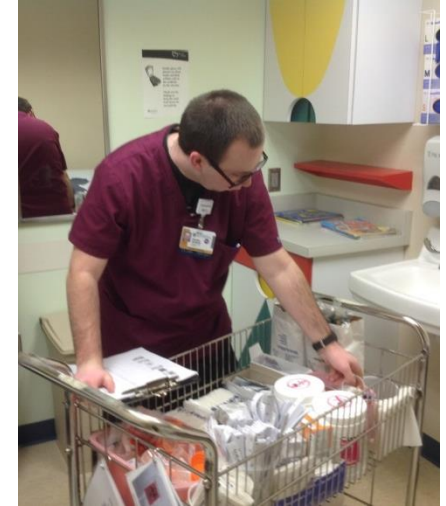
- BOCES 2, Arc of Monroe, ACCES-VR, OPWDD
- High school transition

City of Rochester

- Rochester City School District, Arc of Monroe, ACCES-VR, OPWDD
- High school transition

Del Monte Hotel Group

- Arc of Monroe, ACCES-VR, OPWDD
- Adult program



Your questions

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