



# Cause A Transformation

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**Shift the  
paradigm**

**or...**

**it will  
shift you!**



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# Listen To Us

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“Look, first off, we want to thank everyone who, over the years, helped to build the service system. Thank you. But here’s the thing. Come closer. Listen... **A lot of what you built... we don’t want!**

You know? Institutions, Sheltered workshops, Group homes. We don’t want any of that stuff. We want to live like other people. Real jobs, real apartments and homes of our own. Boyfriends and girlfriends. A real community life. And here’s another thing. **We want to be heard!** We want to make decisions about our lives!”

From The Riot; January 2007

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**The Purpose**

**The  
purpose  
of Life is  
a Life  
of  
purpose.**

PURPOSE



PURPOSE

Robert Byrne

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# Precious Time

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**“Until we realize that adults with intellectual disabilities do, in fact, have real adult needs, interests and concerns, we will continue to treat them as if they are children and waste their precious time.”**

**Sarah E. Eastes  
Agenda for Real Life**

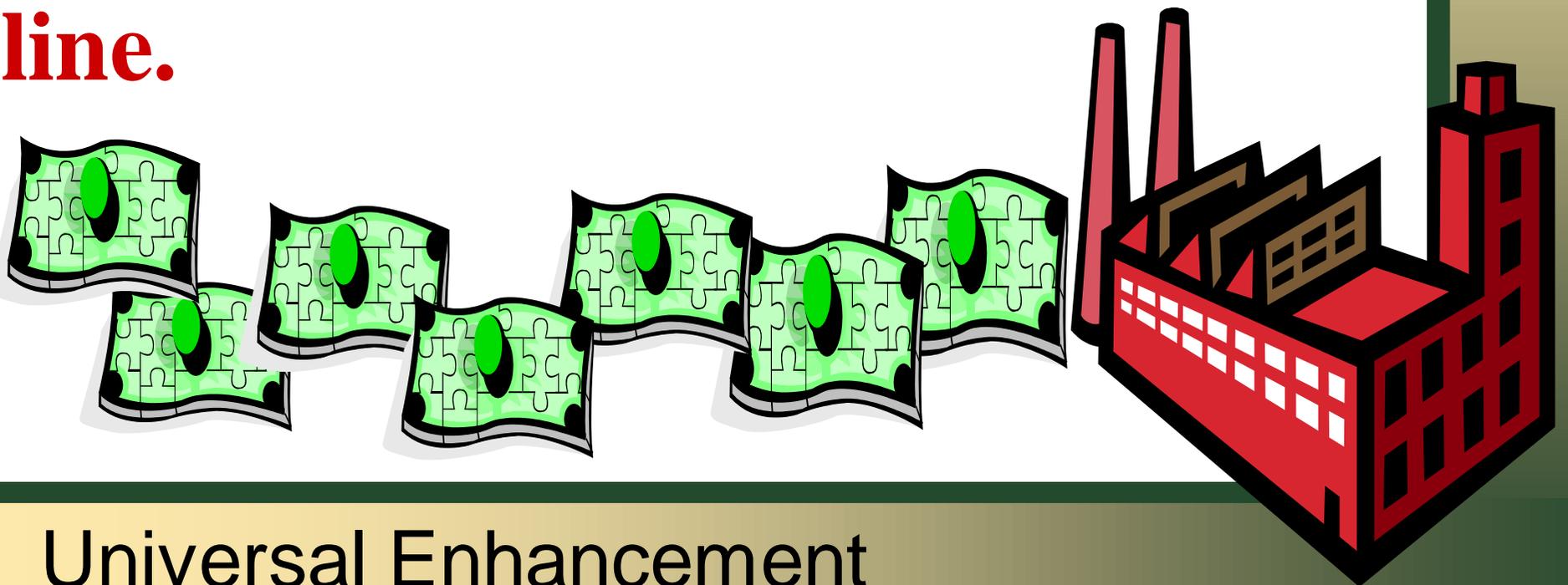


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# So What Is The Problem?

**Public money is still being used to build new segregated facilities.**

**Rapid pace of expansion of supported employment has been replaced by a nearly flat trend line.**



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# What Is Right

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**What is right  
is not always  
popular;  
what is  
popular  
is not always  
right.**

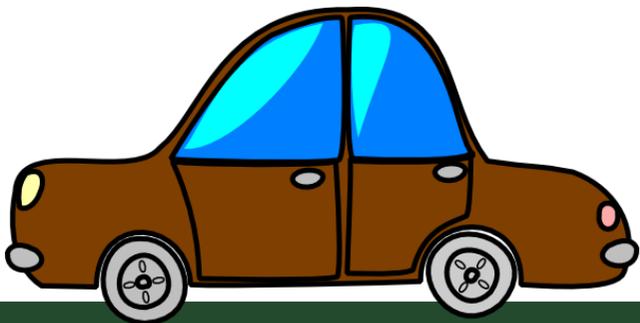


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# The Dog

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The dog has  
finally caught  
up with the car!



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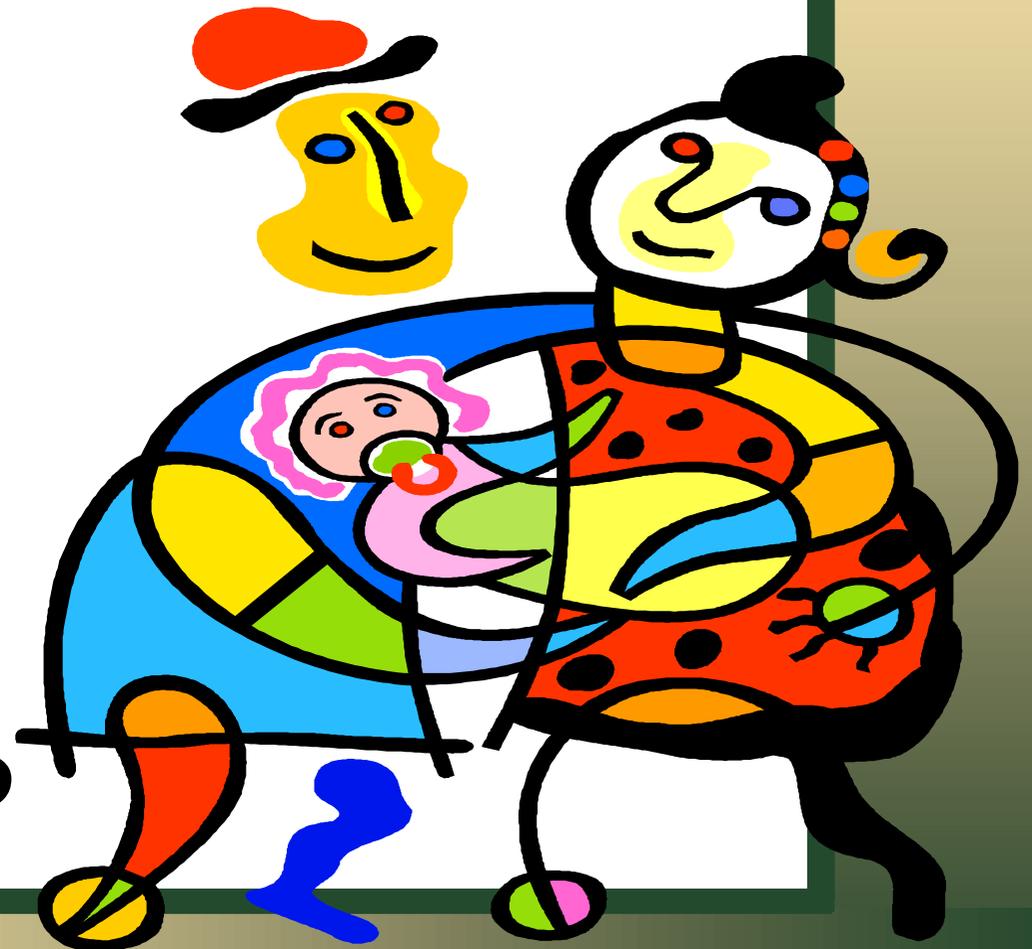
# Challenging Transition

**Transitioning Adult Day Services is like anticipating the birth of one's first child:**

- **Exciting**
- **Joyous**
- **Fearful**
- **Anxious**

**No turning back now –**

**What do I do?**



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# APSE

The Association of People Supporting Employment First was founded in 1988. APSE is the only national organization with an exclusive focus on integrated employment and career advancement opportunities for individuals with disabilities.

- **APSE has 38 chapters**
- Works with federal, state and local policy makers to increase funding for integrated employment
- **Advocates for social change to help those with disabilities achieve normative life styles**
- Raises awareness within business community as to benefits of hiring individuals with disabilities



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# APSE Statement on Employment First

**Employment in the general workforce is the first and preferred outcome in the provision of publicly funded services for all working age citizens with disabilities, regardless of level of disability.**

- The current low participation rate of citizens with disabilities in the workforce is unacceptable.
- Access to “real jobs with real wages” is essential if citizens with disabilities are to avoid lives of poverty, dependence, and isolation.



<http://apse.org/employment-first/statement/>

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# Section 14c

**Proponents for eliminating Section 14c of the Federal Labor Standards Act of 1938**

**contend:**

- **It prevents Americans with disabilities from being as self sufficient as their potential would allow.**
- **It leads to reliance on government programs.**
- **95% of people with disabilities who are paid subminimum wages never obtain the competitive integrated employment they strive for according to NFB.**

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## Section 14c (cont'd)...

- Wages should not be linked solely to productivity in ensuring a sub-minimum wage certificate – rather the in-place contribution should be measured and valued.
- The contextual basis of sub-minimum wages has been ignored “that, even if an individual is paid sub-minimum wage for a particular type of job at a particular time, there should be no assumption that the individual is incapable of earning minimum wage or higher in a different position or in the same position with benefit of experience.”

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# APSE Statement on Employment First

**Employment in the general workforce is the first and preferred outcome in the provision of publicly funded services for all working age citizens with disabilities, regardless of level of disability.**

- The current low participation rate of citizens with disabilities in the workforce is unacceptable.
- Access to “real jobs with real wages” is essential if citizens with disabilities are to avoid lives of poverty, dependence, and isolation.
- It is presumed that all working age adults and youths with disabilities can work in jobs fully integrated within the general workforce, working side-by-side with co-workers without disabilities, earning minimum wage or higher.

<http://apse.org/employment-first/statement/>



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## APSE Statement on Employment First (cont'd)

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- As with all other individuals, employees with disabilities require assistance and support to ensure job success and should have access to those supports necessary to succeed in the workplace.
- All citizens, regardless of disability, have the right to pursue the full range of available employment opportunities, and to earn a living wage in a job of their choosing, based on their talents, skills, and interests.
- Implementation of Employment First principles must be based on clear public policies and practices that ensure employment of citizens with disabilities within the general workforce is the priority for public funding and service delivery. <http://apse.org/employment-first/statement/>

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# APSE Statement on Employment First (cont'd)

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- Inclusion or exclusion of the specific term “Employment First” does not determine whether a public system or agency has adopted Employment First principles. Such a determination can only be made in examining whether the underlying policies, procedures and infrastructure are designed for and ultimately result in increased integrated employment in the general workforce for citizens with disabilities.



<http://apse.org/employment-first/statement/>

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# Employment First...

...is a declaration of both philosophy and policy stating that: Employment is the first priority and preferred outcome of people with disabilities

...uses typical or customized employment techniques to secure membership in the workforce, where employees with disabilities are included on the payroll of competitive business or industry or are self-employed business owners

...provides at least a minimum or prevailing wage and benefits for the assigned task

...provides opportunities for integration and interaction with co-workers without disabilities, with customers, and the general public



APSE

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# Employment First Principles

- All individuals have the right to explore the full range of employment options to empower informed choice and foster self-determination.
- Career Planning is a requirement for all individuals currently receiving services to ensure supports, services and outcomes on ISP's are consistent with each individual's interests and desires.
- All individuals have the right to earn a living-wage in a job of their choosing; based on their unique talents, gifts, skills and interests.
- As with all employees, persons with disabilities should have access to services and supports necessary to succeed in the workplace.



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# Employment First Policy/CA

On October 9, 2013, Governor Brown signed AB 1041 (Chesbro), which establishes in statute an Employment First Policy. California became the 12<sup>th</sup> state to enact an Employment First Policy in law.

## Employment First Policy From WIC Sect. 4869(a)(1)

It is the policy of the State that opportunities for integrated, competitive employment shall be given the highest priority for working age individuals with developmental disabilities, regardless of the severity of their disabilities.



[http://www.sccd.ca.gov/res/docs/pdf/Employment\\_First/Employment%20First%20Policy%20Summary%20SCDD%20CECY.pdf](http://www.sccd.ca.gov/res/docs/pdf/Employment_First/Employment%20First%20Policy%20Summary%20SCDD%20CECY.pdf)

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# Employment First Policy/CA (cont'd)

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## The Statute Explains Why Sect. 4869(a)(1)

The Employment First Policy was established “in furtherance of the purposes of this division (the Lanterman Act) to make services and supports available to enable people with developmental disabilities to approximate the pattern of everyday living available to people without disabilities of the same age, to support the integration of people with developmental disabilities into the mainstream life of the community, and to bring about more independent, productive, and normal lives...”

[http://www.sccd.ca.gov/res/docs/pdf/Employment\\_First/Employment%20First%20Policy%20Summary%20S CDD%20CECY.pdf](http://www.sccd.ca.gov/res/docs/pdf/Employment_First/Employment%20First%20Policy%20Summary%20S CDD%20CECY.pdf)

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# Work - There Are Few Excuses

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**Work Promotes Dignity And Respect**

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The Big...

“W”

WORK



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# **Work Is The Anecdote**

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**Work is the anecdote  
to loneliness.**



**Derrick Dufresne, Trainer/Consultant, St. Louis, MO**

**Universal Enhancement**

# Without Work

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**“Without work,  
all life goes rotten.  
But when work  
is soulless, life  
stifles and dies.”**

Albert Camus

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# California Requirements

**4869(a)(1) The Employment First Policy** establishes the value of work firmly within the Lanterman Act and makes it the “highest priority” that the developmental services system strives to make regular jobs with regular pay a real option for people with developmental disabilities. Thus, this policy gives a new direction for the evolution of developmental services.

**4869(b) The State Council on Developmental Disabilities** shall “develop an informational brochure about the Employment First Policy, translate the brochure into various languages, and post the brochure on its Internet Website.”



[http://www.sccd.ca.gov/res/docs/pdf/employment\\_first/employment%20first%20policy%20summary%20SCDD%20CECY.pdf](http://www.sccd.ca.gov/res/docs/pdf/employment_first/employment%20first%20policy%20summary%20SCDD%20CECY.pdf)

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# California Requirements (cont'd)

**4868(c) (4 and 5) The Employment First Committee of the Council** shall “recommend goals for measuring employment participation and outcomes” for people within the developmental services system and identify existing sources of data for identifying employment outcomes by “age, gender, ethnicity, type of disability, and geographic location....”



**4869(c)** “Regional centers shall provide consumers 16 years of age or older, and, when appropriate, their parents, legal guardians, conservators, or authorized representative with information, in an understandable form, about the Employment First Policy, options for integrated competitive employment, and services and supports, including postsecondary education, that are available to enable the consumer to transition from school to work, and to achieve the outcomes of obtaining and maintaining integrated competitive employment.”

[http://www.sccd.ca.gov/res/docs/pdf/Employment\\_First/Employment%20First%20Policy%20Summary%20SCDD%20CECY.pdf](http://www.sccd.ca.gov/res/docs/pdf/Employment_First/Employment%20First%20Policy%20Summary%20SCDD%20CECY.pdf)

## Universal Enhancement

# Tierra Del Sol

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## Our Vision and Mission

A strong and vibrant community is one in which all of its members contribute to the strengths and assets for the common good. Tierra's mission is to empower people with disabilities to fulfill their potential and desire to become productive citizens who are accepted, included and valued for the contributions they make to the economic, civic, and cultural vitality of the community. We are actively working toward the day when people with any type of disability are fully recognized as an integral part of our community - as neighbors, co-workers, and contributors.

[tierradelsol.org](http://tierradelsol.org)

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# Tierra Del Sol - Values

## Our Values



- Each and every human life has value and meaning.
- Regardless of the notion of disability, each person has the potential and the right to lead a full, productive, and personally meaningful life.
- A life with quality includes participation in the economic, cultural, civic, and spiritual affairs of the community.
- A life with quality includes loved ones and valued social relationships.
- Families and communities are stronger when all of their members are accepted and valued for their contributions.

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# California Requirements (cont'd)

**4869(a)(3)** “Integrated competitive employment is intended to be the first option considered by planning teams for working age individuals, but individuals may choose goals other than integrated competitive employment.”

**4869(a)(4)** “Postsecondary education, technical or vocational training, and internship programs may be considered as a means to achieve integrated competitive employment or career advancement.”

**4869(d)** The Department of Developmental Services “may request information from regional centers on current and planned activities related to the Employment First Policy.”

[http://www.sccd.ca.gov/res/docs/pdf/Employment\\_First/Employment%20First%20Policy%20Summary%20SCDD%20CECY.pdf](http://www.sccd.ca.gov/res/docs/pdf/Employment_First/Employment%20First%20Policy%20Summary%20SCDD%20CECY.pdf)

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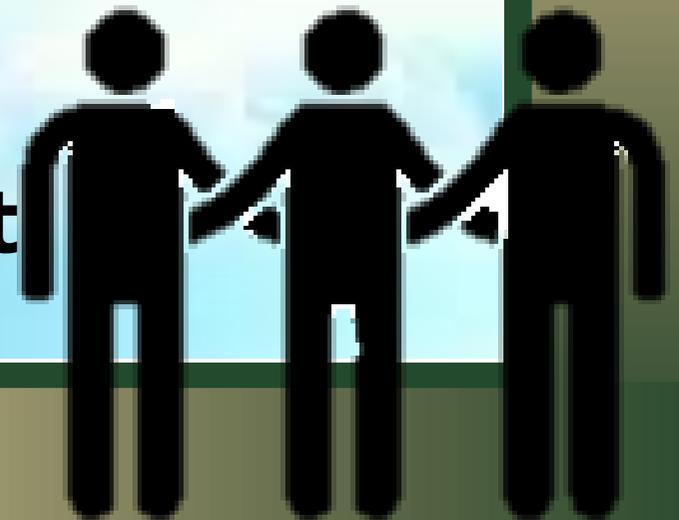
# Program vs. Participant

**It must be recognized that “classic day programs” do not transition, rather the individuals supported in those programs transition.**

**Thus the needs, abilities, preferences and wishes of each “classic day program” participant must be assessed to determine the supports needed to assure that the participants can experience:**

**A meaningful day**

**An inclusionary environment**



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# Reasonable Expectation

On May 25, 1961, President John F. Kennedy, in a speech before Congress, announced that the United States established the ambitious goal of safely sending an American to the moon before the end of the decade.



At the time this goal was announced, NASA scientists and employees had no idea how they would land on the moon but we never heard them proclaim that...

- The moon is a quarter of a million miles away.
- There is 1/6 the gravity on the moon.
- There is no air or water on the moon.
- Computers were not far advanced from the abacus.



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# Reasonable Expectation (cont'd...)



**On July 16, 1969, the Apollo II Saturn V space vehicle lifts off with Astronauts Neil Armstrong, Michael Collins and Edwin Aldrin from the Kennedy Space Center landing on the Moon on July 20, 1969.**

**You are not being asked to send a man to the Moon. You are being asked to support people with I/DD in having a meaningful and productive life in fully integrated setting.**



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**Employment Transitioners .....**

**....must fulfill many roles:**

***Cheerleaders***

***Instructors***

***Apostles***

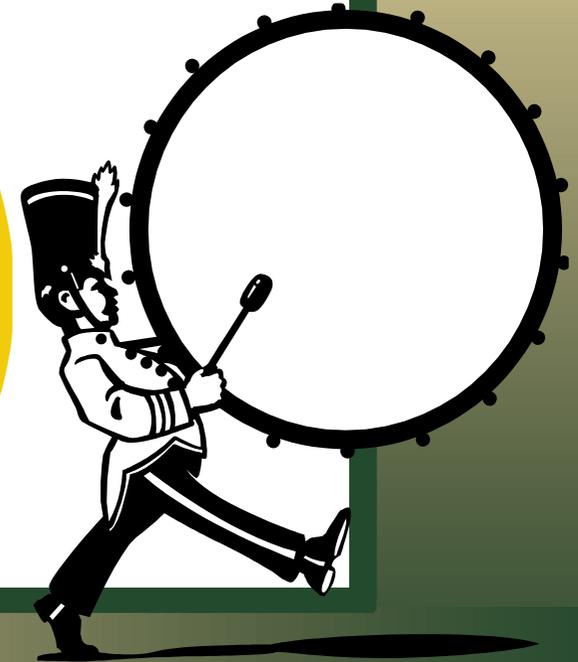
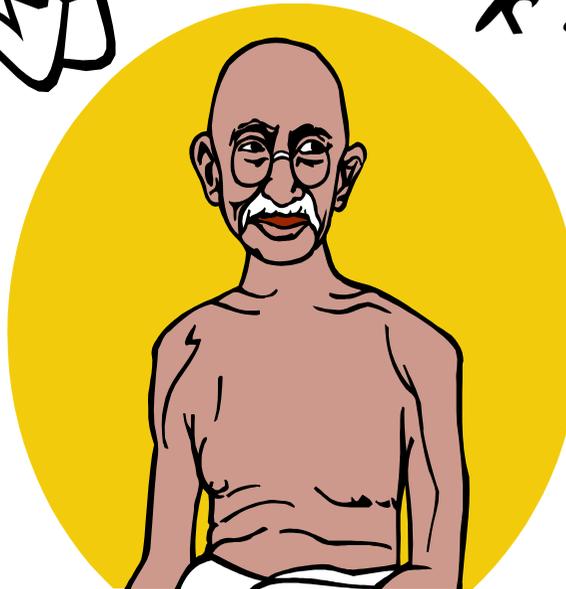
***Visionaries***

***Drum Majors***

***Conductors***

***Generals***

**Which role  
will you fill?**



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# DSP Mantra

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**I am a good and caring person.**

**I do the best job I can.**

**Everything I do is because I believe it is right.**

**I have been trained to do what I do.**

**My supervisor knows what I do.**

**I am not violating any rules or regulations.**

**I can do better!**

**Don't be defensive – everyone can be better at what they do!**

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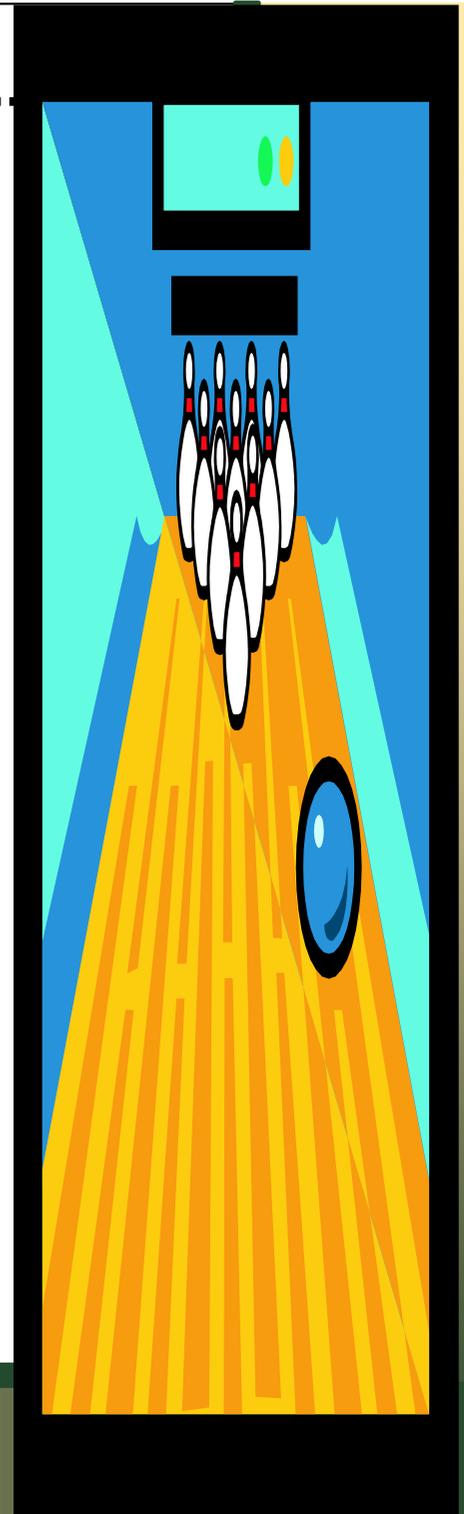
# They Can't

Staff have many legitimate concerns to support “anormalized” rhythms.

**His parents...**

- are poor and can't take him to the movies
- are elderly and can't take him to the zoo
- don't have a van with a lift and can't take him to the mall
- don't have time and can't take him to the circus
- live far away and can't take him bowling

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# Two Pronged Challenge

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**The transitioning of traditional day  
activities for individuals with I/DD is a  
two pronged complex challenge. It necessitates...**

**...that all participants engage in a “meaningful”  
day preferably employed or volunteering.**

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**Work...**

**....the expenditure of meaningful effort.**

**If the person you have doing it wasn't doing it, you would have to hire someone to do it!**

**When was the last time you saw a classified ad for two professional "peggers?"**

**Wanted, two people to pound pegs in square peg board. Interested parties call 999-1111.**



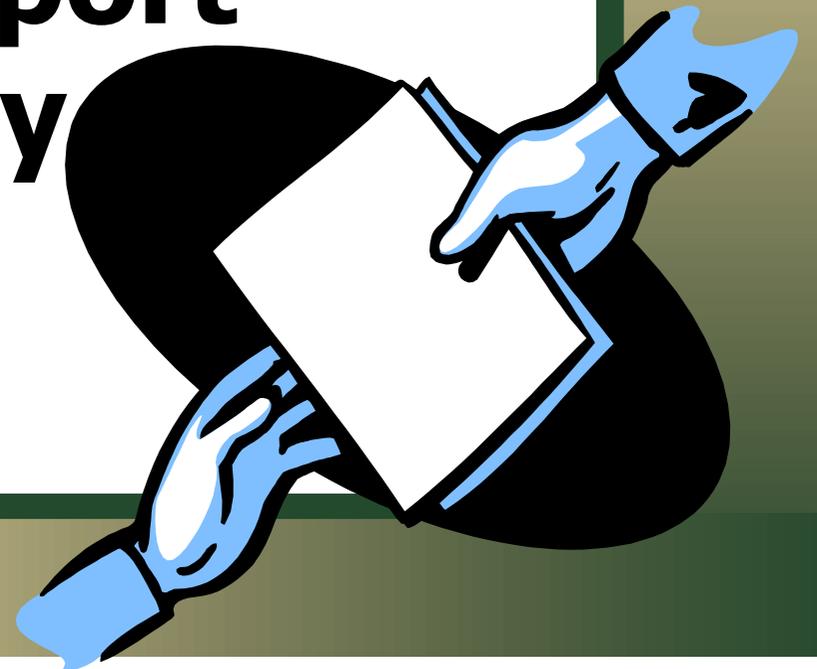
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## **Better To Give**

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**They don't call them consumers without reason! Being an adult is a bilateral process – you have to know how to give as well as receive. The people we support have been primarily on the receiving end far too long!**

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# Two Pronged Challenge

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The transitioning of traditional day  
settings for individuals with I/DD is a  
two pronged complex challenge. It necessitates...

...that all participants engage in a “meaningful”  
day preferably employed or volunteering.

...that all participants experience an inclusive  
community presence.

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# Isolated

## Considerations

Individual competence is obscured by aggregating individuals by their disability.

Grouping amplifies the disability common to each individual in the group.



Assembling individuals with disabilities by those holding power over them i.e. support staff, managers, families, volunteers, etc., is commonly justified by “that is their choice”.

Is being grouped with individuals of the same disability a choice when no viable option is presented to mingle and interact with a diversity of people?

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# Isolated (cont'd)

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## Consequences

When an individual's disability is the determining influence for grouping, it limits opportunities to develop the myriad of relationships realized through integrated educational, employment, leisure and volunteer activities.



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# Two Pronged Challenge

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**The transitioning of traditional day  
activities for individuals with I/DD is a  
two pronged complex challenge. It necessitates...**

**...that all participants engage in a “meaningful”  
day preferably employed or volunteering.**

**...that all participants experience an inclusive  
community presence.**

**These outcomes must be realized regardless of the  
individual’s intellectual, physical, medical,  
psychological or psychiatric challenges.**

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# Work Enclave

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**Definition:** For those companies who require that work be completed within their own facilities and lack the work force needed to complete their contracts, work enclaves may be utilized. The enclave is a small group of no less than two and no more than eight people with disabilities who are employed in an industrial, office, etc. setting and managed by a trained supervisor.



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## **Work Enclave** (cont'd)

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People with disabilities work alongside others doing the same work. Limited work abilities and conduct needs may require that workers be situated in proximity to each other, thus enhancing training and/or supervision.



Central Missouri Subcontracting Enterprises

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# Agency Sponsored Business



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