

PEATC
Parent Educational Advocacy
Training Center



Virginia's NEXT STEPS Transition Program for
Families, Youths, and Professionals:
Building Effective Partnerships and Accessing
Resources

Funded by a Grant from the US DOE #: H235F070018

Parents of Individuals with High
Support Needs as Partners in Meeting
Supported Employment Goals:
Myth or Reality?

Ann Turnbull

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Definitions

- Supported employment – competitive work for competitive wages with training & support provided by a skilled job coach with intermittent ongoing supports for as long as the individual is employed.
- Individuals with high support needs – students who require intensive & pervasive supports across environments.



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Current Employment Status

- 21% of adults with very or somewhat severe disabilities work either FT or PT (Krane & Hanson, 2004)
- Adults with severe disabilities are 3x more likely than people without disabilities to have an annual income of \$15K or less.



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Overview of Presentation

- Exploring 4 statements pertaining to parents in terms of whether the statement is a myth or reality
- Documenting important directions for establishing trusting partnerships with parents



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Myth or Reality?

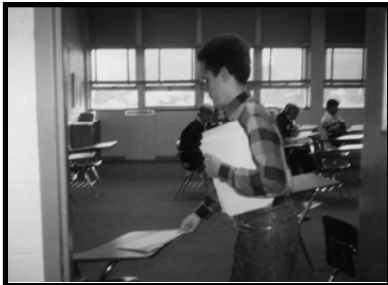
1. Parents favor sheltered workshops in the name of safety for their son or daughter.



Dedication to Jay Turnbull



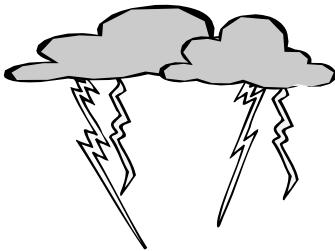
Slated for Sheltered Workshop by Educators



"No matter how far down the wrong road you go, if it's the wrong road – turn around"



"What will you do when you fail?"





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Myth or Reality?

1. Parents favor sheltered workshops in the name of safety for their son or daughter.

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Myth!



Myth or Reality?

2. Parents prefer for their son or daughter to be unemployed so that they can keep SSI for themselves and health benefits for their son or daughter.



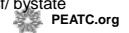
Major Void of Accurate Knowledge on Benefits

- Fear of uncertainty – Tarzan principle
- Recipients of low expectations
- Limited access to success stories
- Families generally want their children to be productive, have self-esteem, & make more money than SSI pays



WIPA

- Created by SSA in 2006 to provide beneficiaries with disabilities (including youth transitioning to adulthood) access to benefits planning & assistance services
- Services include referring beneficiaries to ENs, providing guidance on health benefits coverage in light of employer & Medicaid/ Medicare coverage, & providing information on the availability on advocacy services.
- <http://www.secure.ssa.gov/apps10/oesp/providers.nsf/bystate>



Myth or Reality?

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Myth!



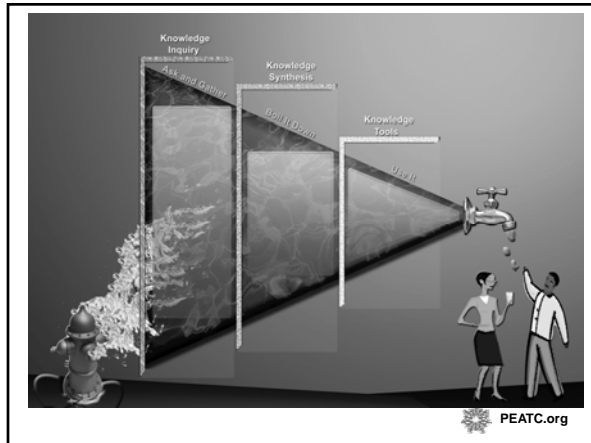
Myth or Reality?

3. Parents can easily access information on evidence-based practices related to supported employment.



Current Access to Evidence-based Practice

- Published in journals with copyright restrictions
- Written in language that practitioners & families do not easily understand
- 9,170,000 Google hits for “disability & employment”
- 1,380,000 Google hits for “research on supported employment”



Recent research synthesis predictors of post-school outcomes (Test et al., 2009)

- Of 21 studies, one focused on students with high support needs
- Across disability, most powerful predictors were inclusion in gen ed, paid employment/work experience during school, self-care/independent living skills, & student support in finding a job from family and friends



Myth or Reality?

3. Parents can easily access information on evidence-based practices related to supported employment.

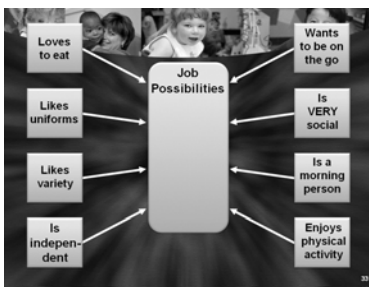


Myth!



Myth or Reality?

4. Parents do not support the employment preferences of their children.



Research study on voc sources (Martin, Woods, Sylvester, & Gardner, 2005)

- Students with high support needs took a repeated-measures situational assessment
- Top 3 preferences of students was compared to predictions from adult proxies –parents, teachers, residential staff, & voc staff
- GUESS the results in terms of alignment between the students & others!

- Proxies did not accurately predict top 3 choices
- But teachers, voc staff, & residential staff were not reported to be any more accurate than parents

Group Action Planning



Support from Employment Specialists



Myth or Reality?

4. Parents do not support the employment preferences of their children.

Myth!

What can we do, individually and collectively, to enhance the quantity and quality of trusting partnerships among parents, individuals with high support needs, and professionals in meeting employment goals?

Family Employment Awareness Training (FEAT)

- Funded to the Beach Center at the University of Kansas by the Kansas Medicaid Buy-in/ Infrastructure Change Project – Working Healthy



FEAT's Key Training Principles

- Everyone with a disability...
 - can work when provided with the appropriate supports and services.
 - can have a job that is both enjoyable and satisfying.
 - will always make more money working than by relying on public benefits alone.



FEAT Goals

- To increase families' great expectations & awareness of the possibilities for employment.
- To teach families how to access Kansas' employment-related resources.



FEAT Goals

- To assist families in developing advocacy & problem-solving skills.
- To develop a train-the-trainer model in partnership with Families Together, the Kansas Parent Training and Information Center.



FEAT's Training Content

- Employment policy (rights & public benefits)
- Best available research
- Experience-based knowledge on practices, strategies, and resources
- Success stories of individuals with disabilities, including those with high needs, working successfully
- Problem-solving and self-advocacy skills



Our Vision

- One-stop website linking families to best available resources
- Community of Practice with success stories and problem-solving
- Sharing of documents such as business plans, training protocols, and PASS plans



Be a Myth Buster!



Advocate for Employment First!



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