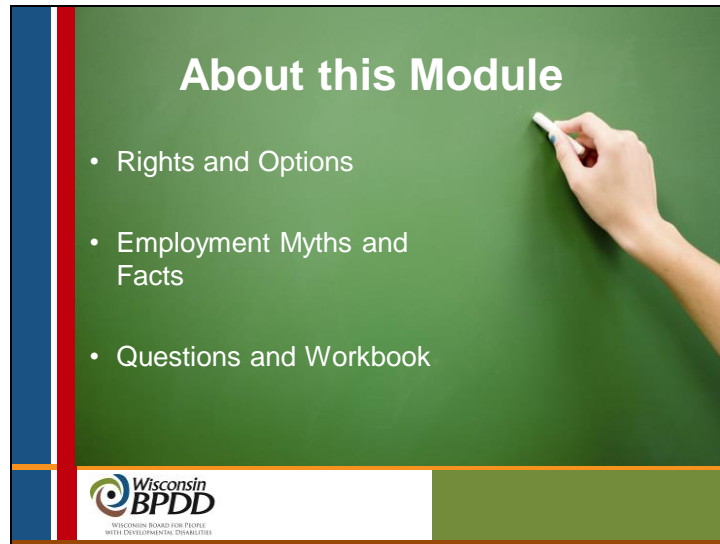


Slide 1

The slide features a white background with a blue and red vertical bar on the left side. At the top center is the logo for 'in Control Wisconsin', where 'in' is in black, 'Control' is in red with a gear icon, and 'Wisconsin' is in black below it. The main title 'Self-Directed Employment Planning' is centered in a large, bold, black font. Below the title, the subtitle 'Module 1: Everyone Can Work' is centered in a smaller, grey font. At the bottom left, there is a small logo for 'Wisconsin BPDD' (Wisconsin Board for People with Developmental Disabilities) with the text 'WISCONSIN BOARD FOR PEOPLE WITH DEVELOPMENTAL DISABILITIES' underneath. To the right of this logo is a green rectangular box. A small disclaimer at the bottom left of the slide reads: 'This project was supported by federal funds given to the Wisconsin Board for People with Developmental Disabilities under PL 106-402 from a grant by the United States Department of Health and Human Services and the Administration on Developmental Disabilities. Points of view in this document are those of the author and do not necessarily represent the official position or policies of the U.S. Department of Health and Human Services.'

Welcome to module one of the Self-Directed Employment Planning Training. This module is called “Everyone Can Work.”

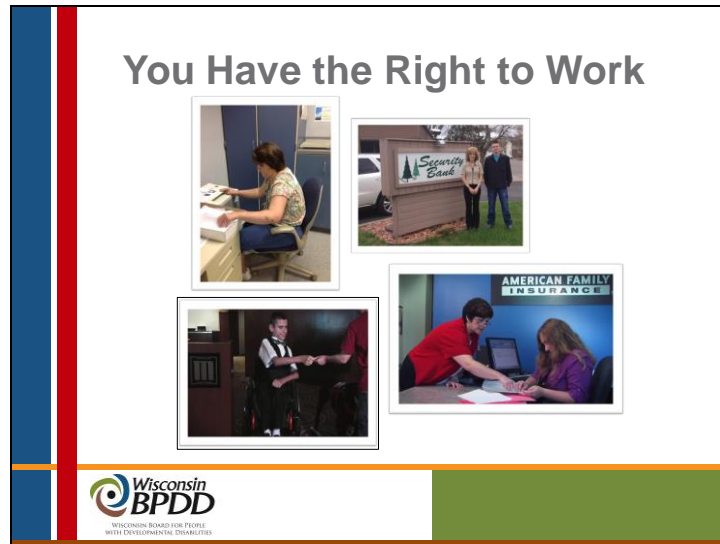
My name is Claire. I am a self-advocate from Madison, Wisconsin. I will be your narrator for this module.



In this Module, you will hear about some laws that protect the rights of people with disabilities to live and work in their communities. You will also learn why some common myths about employment for people with disabilities are not true.

This module will help you think about good reasons to work and help you understand that you need to do some planning to find the best job match for you.

You will find the worksheets that go with this module in section one of the Employment Planning Workbook. After you go through module one, you can use the workbook to answer the questions to start creating your plan for employment. There is also a section in the Resource Guide that goes with this module. If you have not downloaded the workbook or resource guide yet, click on the Resources tab on the right-hand corner of the screen to download the workbook before you go through this module.



You have the right to work in a job in the community.

Unfortunately, many people with disabilities do not have jobs in the community. Almost 80% of people with disabilities are not working. People with disabilities often face both personal and social barriers to employment. Before the Disability Rights Movement in the early 1970s, people with complex disabilities were excluded from working. The general belief of society was that people with disabilities need to be taken care of and need special places to live, learn and work. Since then, laws and services have changed and beliefs are shifting. More and more people with and without disabilities can see that everyone has the right to live in the community and everyone has skills and talents to work given the opportunity.

Laws Have Changed

- Americans with Disabilities Act
- Rehabilitation Act
- Education Law



This Photo by Unknown Author is licensed under CC BY

**Wisconsin
BPDD**
WISCONSIN BOARD FOR PEOPLE
WITH DEVELOPMENTAL DISABILITIES

4

Many laws have changed that help create opportunities for people with disabilities to work. The Rehabilitation Act, The Americans with Disabilities Act, The Individuals with Disabilities Education Act and the Workforce Innovation and Opportunity Act.

You do not need to be an expert on these laws, but you should know that they exist. These laws are intended to make sure schools and service programs provide positive support and opportunities to people with disabilities. These laws expect programs to be flexible, support people according to what they need, and help people be involved in their community.

Skills vs. Support Needs

<p>You might need help with some things. Everyone does!</p> <p>Maybe you need help:</p> <ul style="list-style-type: none">• Cooking• Grocery shopping• Balancing your checkbook	<p>You can also do a lot!</p> <p>Maybe you can:</p> <ul style="list-style-type: none">• Clean your bathroom• Paint a fence• Walk the dog• Wash your clothes• Draw a picture
--	--

 Wisconsin BPDD
WISCONSIN BOARD FOR PEOPLE WITH DEVELOPMENTAL DISABILITIES

When you are applying for disability services and benefits programs, you will be asked about the things you need help with. Just because you need help with some things DOES NOT mean you cannot work. Everyone needs help with some things. Here is a list of tasks one person might need help with and another list next to that of things they can do on their own. Each of us has lists that look different. Think about some of the things you need help with and other things you can do without help.

Just remember, planning for employment involves thinking about the things you can do!

Employment is realistic for everyone.

There are many types of jobs.



 Wisconsin
BPDD
WISCONSIN BOARD FOR PEOPLE
WITH DEVELOPMENTAL DISABILITIES

There are lots of different jobs in the world - for lots of different people. Not everyone works full-time and not everyone goes to an office every day. Some people use the computer at work and other people use tools. Some people have jobs answering phones and other people make things at work. Everyone has skills and talents that can be used to work for pay in the community, regardless of disability. It is NOT true that some people can't work because of their disability.

Employers do hire people with disabilities.

Employers want:

- Reliable
- Hard-working
- Dedicated
- Team Players




 Wisconsin BPDD
WISCONSIN BOARD FOR PEOPLE WITH DEVELOPMENTAL DISABILITIES


When employers get a chance to say what they are looking for in employees, they do not talk about disability or no disability. Employers talk about wanting to hire people who are willing to learn the job and who are reliable - or come to work when they are asked to come to work. Employers also want to hire people who will try their best and help other co-workers when needed.

As mentioned earlier in this module, there are laws that protect the rights of people with disabilities at work. You can improve your self-advocacy skills by learning about whether or not to disclose your disability, when is the best time to do so in the job seeking and hiring process, and how to request accommodations should you chose to disclose. Once you are on the job, it will be up to you to prove you are a good employee just like anyone else would have to.

Slide 8



You can work
and keep the
benefits you
need.



People with disabilities sometimes think that they cannot get a job and earn money because then they will lose important benefits such as health insurance, supports, and monthly income. The truth is that there are programs you can use to protect your services and healthcare - and you always make more money when you work than you do with public assistance alone. This will be covered in greater detail in Module 5, but just know that it is NOT true that you have to give up important benefits if you go to work.

There are plenty of part-time jobs.

- A lot of people work part-time
- Work schedules can be flexible




The image shows three people working at a cafe counter. They are wearing red and blue t-shirts with the 'Village Cafe' logo. The cafe has a brick wall and a colorful circular logo on the wall.

 Wisconsin BPDD
WISCONSIN BOARD FOR PEOPLE WITH DEVELOPMENTAL DISABILITIES

Some people think that they need to be available Monday thru Friday 9am to 5pm in order to look for a job. Like you heard earlier in this module, the truth is that with the many different types of jobs in the world comes many different schedules. Some employers need people to work just mornings or just afternoons. There are jobs that take place only in the evenings or only on weekends. Lots of places have “peak” hours when they need extra people to work. Examples are a restaurant or a store at the mall. If you figure out what type of schedule will work for you, then you can apply for jobs that need people during those hours and you can let employers know when you are available. Remember, you might have to be a little flexible for that perfect job.

There are ways to get to work.

- Public Transportation
- People to help you learn bus routes

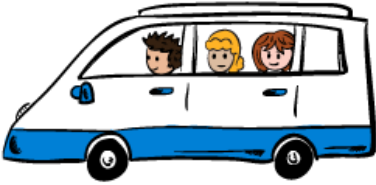


Wisconsin BPDD
WISCONSIN BOARD FOR PEOPLE WITH DEVELOPMENTAL DISABILITIES

If you are a person who cannot drive because of your disability or you do not have a car, then you will need to figure out how to get to and from work once you get a job. There are a few different options. If the city or town where you live has public transportation, then that might be an option for you. You could find someone to help you learn the best ways to get from your house to your workplace and home again. There are services that teach people to get around on the bus.

Other Ways to Get to Work

- Family and friends
- Co-workers
- Ride Share
- Taxi
- Uber, Lyft



This Photo by Unknown Author is licensed under CC BY

**Wisconsin
BPDD**
WISCONSIN BOARD FOR PEOPLE
WITH DEVELOPMENTAL DISABILITIES


11


If there is no public transportation where you live, you still have a number of options. You can talk with family members and friends about giving you rides. Maybe someone you know has a job near the place you want to work. Another option is to talk with your employer and co-workers. Sometimes people live and work near you and would be happy to give you rides back and forth in exchange for a little gas money. Some communities also have ride share programs. They are designed to help people who need and want to share transportation find each other. You can also check with your counselor through the Division of Vocational Rehabilitation, Managed Care Organization, IRIS or county to see if funding could be made available to help you pay for taxicab trips to and from work. Uber or Lyft could also be an option for you. There are options - don't let lack of a driver's license or car hold you back from looking for work.

If you want to work, you are ready!

No one else can decide if you are ready to work or not.

If you are willing to learn and try your best, then ***you are ready.***



 Wisconsin
BPDD
WISCONSIN BOARD FOR PEOPLE WITH DEVELOPMENTAL DISABILITIES

Some people think that they need to be “Job Ready.” But you can practice lots of different types of tasks and they might be completely different from what an employer wants to hire you to do. The most important thing you need at this point in time is that you want to go to work. If you do want to get a job and go to work, then that is what you should do. If you are willing to learn and try your best, then you are ready to look for work.

Make a List of Your Skills

✓ Ask people to help you make your list



This Photo by Unknown Author is licensed under [CC BY-SA](#)

**Wisconsin
BPDD**
WISCONSIN BOARD FOR PEOPLE
WITH DEVELOPMENTAL DISABILITIES

13

If you haven't worked before or have had limited experience with work, you might find it difficult to answer questions like “what do you want to do for a job?” or “what work skills do you have?” If you cannot answer these questions, someone might try to decide for you. If this happens, you might find yourself in a job that is not a good match for you.

One place to start is to make a list of the things you do at home, at school, and in other places you go. You can ask other people in your life (like your family, your friends, and teachers or support staff) to observe you in these places, give you input about what you do best, and add to your list of the things you do.

Believe in Yourself

- It might take some time
- Planning is important
- This training will help

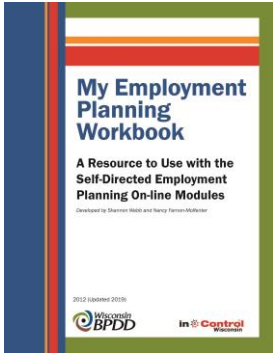
Don't give up. The right job is out there for you!


Wisconsin BPDD
WISCONSIN BOARD FOR PEOPLE WITH DEVELOPMENTAL DISABILITIES

You want to find a job - and you CAN! Don't get discouraged if it takes a little while to find the right job match. If you complete the rest of this training and answer the questions in the workbook, this will help you and the people supporting you to have a better idea of the type of job you want and the kind of schedule that you think will work well for you. In Module 6, you will learn about the steps to finding a job and the people who can help you. Throughout your job search, it will be important to keep believing in yourself and have help from people you trust.

Workbook and Resource Guide

- ✓ Answer questions in workbook
- ✓ Explore resources



 Wisconsin
BPDD
WISCONSIN BOARD FOR PEOPLE
WITH DEVELOPMENTAL DISABILITIES

Congratulations, you have completed the first module of the Self-Directed Employment Planning Series. Now it is time to answer the questions for this section in your workbook and explore some of the resources for this section listed in the resource guide.