



MARCFIRST

REACH YOUR POTENTIAL

High School Transition
&
Supported Employment

Supported Employment Challenges in Illinois

- Inadequate funding at the state level
- 20,000+ People on waitlist (PUNS) for essential (Residential and Day Program) services
- Lack of understanding that Diversity includes people with disabilities
- Limited opportunities in communities

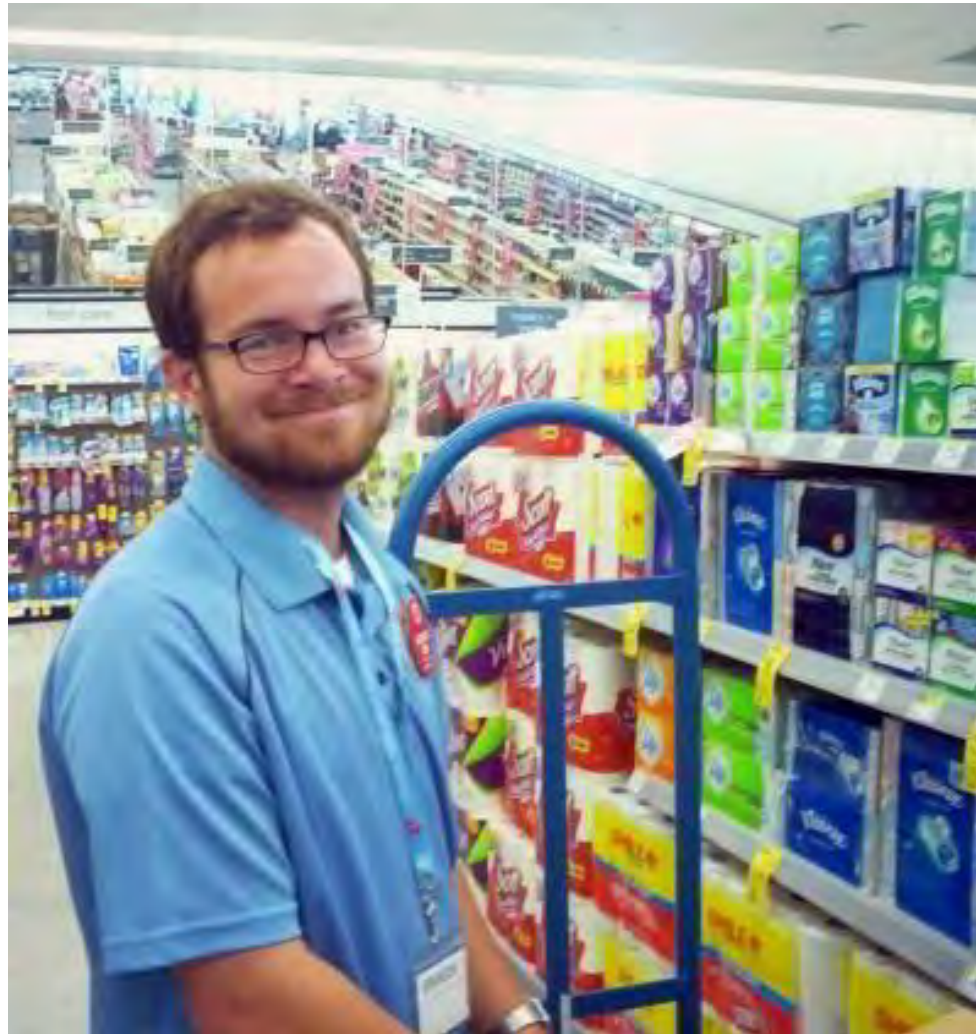
Funding Challenges for Agencies

- For each staff person supporting people at an agency, 29.8% of the cost goes unpaid.
 - For a Direct Support Professional – including Job Coaches in Supported Employment, that means \$10,251/person

The State of the State



But together we make it better





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TRANSITION PROGRAM

Marcfirst Transition helps families plan for the transition process through IEP meeting attendance and consultation. Transition programming provides students with an opportunity to build and expand skills necessary for independent living, employment, and other areas of adult life.

High School Transition Program

- Attend IEP meetings
- Transition Programs
 - Transition Club
 - Spring Training on Adult Resources
 - School to Work Summer Program
 - Family Transitions

IEP Meetings

- Varies based upon the needs of the student and family
 - Discuss PUNS list
 - Government benefits
 - Guardianship/Power of Attorney
 - Transition planning
 - Link with community agencies

Transition Programs

- **Transition Club-** after school program
 - Social skills, recreation/community involvement, health & wellness, employment readiness, independent living, financial skills
- **S.T.A.R.-** spring break program
 - Teambuilding, independent living, public transportation
- **STWSP-** summer program
 - Employment prep, independent living, community involvement/recreation, health & wellness, public transportation, money management, social skills
- **Family Transitions-** caregiver support group
 - Support group for caregivers of teens and young adults with special needs



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SUPPORTED EMPLOYMENT PROGRAM

Marcfirst brings together employers and job seekers with disabilities, whose interests and contributions are a match with the work environment. We help employers find and fulfill unmet needs with skilled workers.

Supported Employment

- The goal of Supported Employment is to assist job seekers with intellectual and developmental disabilities attain and maintain a career of their choosing.
 - Job development
 - Job coaching

Job development

- Creating and/or updating necessary employment documents
 - resume, references, cover letter
- Support during the job search process
 - searching & applying for jobs
- Interviewing
 - practicing interview skills
 - support during interviews

Job Development in Our Community



Labor
Market
Approach

Internship
to Work

Customized
Employment

It is the *Match* we are looking for to *Meet* the Needs of the Person we Support and the Business

Identification

- The people we represent have unique skills to contribute to businesses.

Match

- Our job is to determine whether a business has specific needs to match the skills a person has.

Job Creation

- If a match is identified, a job description is customized to suit both the employer and the applicant.

Marcfirst Support in Community Jobs

All of the services provided by Marcfirst staff are absolutely FREE to the business

- Bloomington-Normal is a community of support.
- At Marcfirst we want to be there every step of the way through:
 - Communication and consultation to start the Employment process
 - Job coaches/Facilitators Support
 - Ongoing supports through any changes in job tasks, management changes at work, and much more 😊

BENEFITS

To Employers

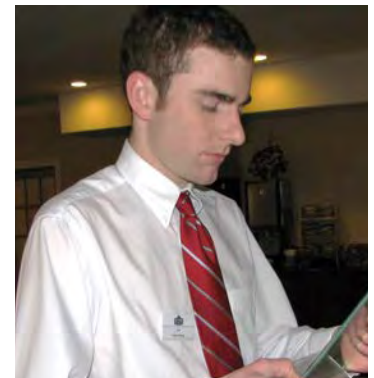
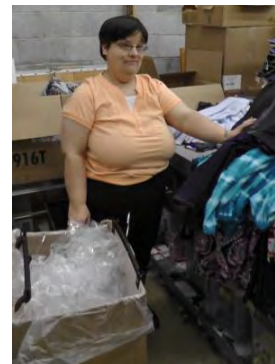
- Identification of workplace needs that can be met by the job seeker
- A match between job seeker skills and employee needs
- An interested employee skilled at the tasks in their job description
- Assistance in training and ongoing supports on the job for the employee

To Employees

- Planning to make a good match.
- Representation to negotiate through the job search and hiring process
- Resource identification to pay for necessary supports
- Support through training and beyond

In looking at best practice for job matching there are a number of steps that are helpful in moving forward

- Start with a tour: Employers can work together with employment specialists on an approach that fits both business needs and the skills someone has to offer
- Plan some time ahead to better understand the specific expectations on completion of job tasks
- Lay groundwork for good honest communication about the optimal conditions for employment
- Add consistency in job task completion



Where to go from here



Start early and make plans



Create a format to capture information



Get the conversations rolling

Practice what we preach - be inclusive in what we do to support each other to provide the best outcomes for adults finding jobs in the community - it does take a village.



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Thank You for Being a Part of Today's Presentation

- We look forward to working with you for our future!

