Introduction to Employment and Community First CHOICES

FOR DIRECT SUPPORT PROFESSIONALS





DISABILITY IS A MATTER OF PERCEPTION. IF YOU CAN DO JUST ONE THING WELL, YOU'RE NEEDED BY SOMEONE.

MARTINA NAVRATILOVA

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Employment First: Important Starting Points

- People with intellectual or developmental disabilities will want to work if they understand how it could be possible and realize they can find work that they will enjoy
- People with intellectual or developmental disabilities are capable of work, with the right job match and supports
- Companies will hire people with intellectual or developmental disabilities to work for them if they understand the contribution a person can make
- People with intellectual or developmental disabilities can and should earn at least minimum wage

Community First: Important Starting Points

- People with intellectual or developmental disabilities belong in our schools, workplaces, neighborhoods and communities...with the rest of us
- Being part of the community means you are known and valued by other community members
- Every person has gifts and abilities that bring value to others who appreciate and benefit from those gifts and abilities
- People who don't have disabilities will want to get to know and have relationships with people who have disabilities, if we create and support opportunities for people to connect with each other

OPPORTUNITIES **ARE USUALLY** DISGUISED AS HARD WORK, SO MOST PEOPLE DON'T RECOGNISE THEM

Ann Landers

Those who believe they can do something and those who believe they can't are both right

Henry Ford

PICTURE QUOTES . com.



Don't Under-Estimate the Positive Impact You Can Have

Sometimes the people whom we've known for only a short amount of time have a bigger impact on us than those we've known forever.

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Help People Be As Self-Reliant As Possible

- •More paid services do not equal better quality of life
- •The goal of everything we do should be to reduce people's reliance on paid services by helping them be self-reliant
- Our goal should also be to help people develop a wider circle of relationships with other people they can count on - people who are not paid to be in their lives
- We should celebrate people needing less support from us as a result of the services we've provided to them – and redirect our time to other people waiting for services

Dignity of Risk

- Too much focus on *safety at all costs* or *safety above everything else* can cause us to restrict people's opportunities to grow
- ▶45 years ago, Bob Perske wrote about dignity of risk, saying:

"Denying people with intellectual and developmental disabilities exposure to normal risks has a damaging effect on both their sense of human dignity and their personal development...The normal taking of risks in life is necessary for normal human growth and development." [1972]

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Planned and Reasonable Risks Have a Place in All of Our Lives

- Too much focus on eliminating risk creates a barrier to social inclusion and a barrier to an interesting and productive life.
- ➤ Every opportunity contains risks and a life without risk is a life without opportunities, without quality, without change.
- We must recognize that life and some degree of *reasonable risk* are inseparable.



SUCCESS AGAINST ALL ODDS

SUCCESS IS THE SUM OF SMALL EFFORTS, REPEATED DAY IN & DAY OUT.

-R. Collier

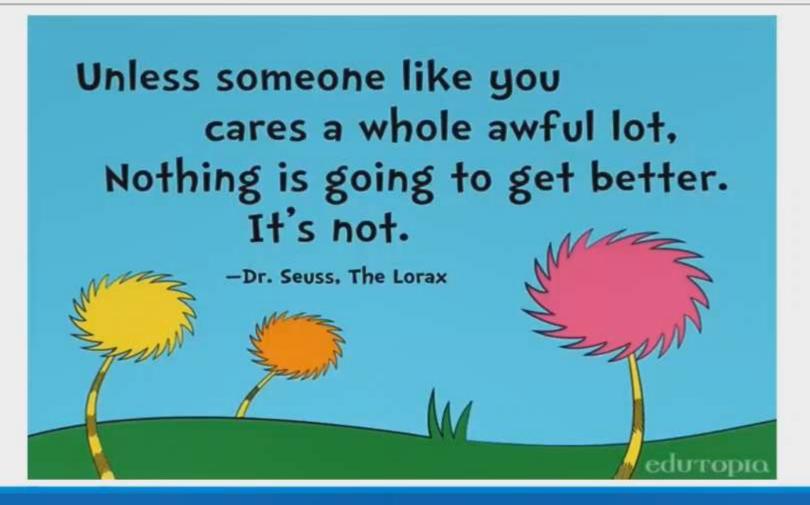
Services Available in Employment and Community First CHOICES

There are 34 different services including:

- > 14 different services to support community employment
- ≥3 services to support community participation and involvement, and to support people to develop and keep relationships with people who are not paid staff
- Services that support a person with an intellectual or developmental disability to continue to live with family or to move into their own home or apartment
- Services that support the family of a person with an intellectual or developmental disability who is living with their family
- And a variety of other services to help people with specific goals and needs

Your training will provide you with a in-depth understanding of the specific services you will be providing.

Learn Your Job But Remember: A Commitment to Help the People You Support Achieve the Best Life Possible is Most Important



WHEN PEOPLE ASK, "WHAT DO YOU DO?"

ANSWER: "WHATEVER IT TAKES"

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