

**NEVADA'S STRATEGIC PLAN
TOWARD INTEGRATED
EMPLOYMENT: FROM MEANINGFUL
COMMUNITY-BASED ACTIVITIES TO
EARNING A PAYCHECK**

HEATHER SCHOMBERG

SELF-ADVOCATE

ROSIE MELARKEY

NEVADA ADSD

SCOTT HARRINGTON

NEVADA CENTER FOR EXCELLENCE IN DISABILITIES

INTRODUCTION TO “A MEANINGFUL DAY”

■ COMMUNITY-BASED DAY SUPPORTS

- ROSIE MELARKEY, SIERRA REGIONAL CENTER, NEVADA
AGING & DISABILITY SERVICES

■ EXAMPLES OF INTEGRATED EMPLOYMENT

- SCOTT HARRINGTON, NEVADA CENTER FOR EXCELLENCE
IN DISABILITIES (NCED)

■ EXAMPLES OF A MEANINGFUL DAY

- HEATHER SCHOMBERG, SELF-ADVOCATE

BLUEPRINT FOR SUCCESS: EMPLOYMENT FOR INDIVIDUALS WITH INDIVIDUALS WITH INTELLECTUAL DISABILITIES

- EXPAND ROLE/SCOPE OF COMMUNITY-BASED DAY
SUPPORTS (CBDS) AS PART OF SERVICE
TRANSFORMATION EFFORTS WITH FOCUS ON
COMMUNITY INTEGRATION & PATHWAY TO
EMPLOYMENT**
- COMMITMENT TO PROVIDE EMPLOYMENT/DAY
SERVICES IN MANNER THAT MAINTAINS
STABILITY FOR FAMILY AND RESIDENTIAL
PROVIDERS**

A FULL RANGE OF COMMUNITY ACTIVITIES

- SERVICE OPTIONS INCLUDE:
 - CAREER EXPLORATION: ASSESSING OF INTERESTS THROUGH VOLUNTEER EXPERIENCES OR SITUATIONAL ASSESSMENTS
 - COMMUNITY INTEGRATION EXPERIENCES TO SUPPORT FULLER PARTICIPATION IN COMMUNITY LIFE
 - SKILL DEVELOPMENT AND TRAINING

A FULL RANGE OF COMMUNITY ACTIVITIES

- SERVICE OPTIONS INCLUDE (CONTINUED):
 - DEVELOPMENT OF ACTIVITIES OF DAILY LIVING AND INDEPENDENT LIVING SKILLS (ILS)
 - SOCIALIZATION EXPERIENCES AND SUPPORT TO ENHANCE INTERPERSONAL SKILL
 - PURSUIT OF PERSONAL INTERESTS AND HOBBIES

WHO WILL BENEFIT FROM THESE SERVICES?

- WORKING-AGE ADULTS WHO MAY BE ON A
“PATHWAY” TO EMPLOYMENT
- SUPPLEMENTAL SUPPORTS FOR INDIVIDUALS
EMPLOYED PART-TIME WHO NEED A STRUCTURED
AND SUPERVISED PROGRAM OF SERVICES DURING
THE DAY WHEN THEY AREN'T WORKING
- INDIVIDUALS OF RETIREMENT AGE AND WHO
NEED AND WANT A STRUCTURED AND
SUPERVISED PROGRAM OF SERVICES IN A GROUP
SETTING

TYPES OF EXPERIENCES AND OPPORTUNITIES

- **DISCOVERY-CAREER EXPLORATION & PLANNING: SITUATIONAL ASSESSMENTS, JOB TOURS AND TRYOUTS**
- **VOLUNTEER OPPORTUNITIES: EXPLORE INTERESTS AND GIVE BACK TO THE COMMUNITY**
- **INTERNSHIPS AND OTHER SECTOR TRAINING-BASED PROGRAMS (I.E., PROJECT SEARCH)**
- **SKILLS TRAINING: TRANSPORTATION, MONEY, COMPUTER, COOKING, ETC.**
- **EXERCISE & WELLNESS: YMCA, YOGA, MUSIC, ART**
- **USE OF COMMUNITY RESOURCES FOR ENRICHMENT**
- **KEEP SOCIAL CONNECTIONS AND FRIENDSHIPS**

CHALLENGES

- TRANSFORMATION OF LARGER “TRADITIONAL” DAY PROGRAMS TO BE MORE COMMUNITY-BASED
- REDESIGN OF SERVICES TO OFFER MEANINGFUL COMMUNITY INTEGRATION (CHANGES IN ROLES AND RESPONSIBILITIES OF STAFF).
- INDIVIDUALIZATION OF EXPERIENCES
- PURPOSEFUL AND MEANINGFUL ACTIVITIES THAT MEET PERSONAL GOALS OF INDIVIDUALS.

CHALLENGES CONT.

- TRANSPORTATION
- ADEQUATE FUNDING LEVELS
- KEEP EMPLOYMENT FOCUS FOR WORKING-AGE ADULTS
- STRETCHES TRADITIONAL LICENSING AND MONITORING REQUIREMENTS
- MANAGEMENT OF PROGRAM SERVICES THAT NEED TO BE FLEXIBLE AND INDIVIDUALIZED

OPPORTUNITIES

- INNOVATION AND CREATIVITY ENCOURAGED-CHANCE TO TRY OUT DIFFERENT IDEAS AND APPROACHES
- ESTABLISH NEW COMMUNITY RELATIONSHIPS AND PARTNERSHIPS
- AGENCY AND INDIVIDUALS CAN BECOME MORE INTEGRAL AND CONTRIBUTING MEMBERS OF “COMMUNITY”
- INDIVIDUALS HAVE THE CHANCE TO DEVELOP OTHER INTERESTS AND SHOW OTHER TALENTS
- POSSIBILITY OF TRULY CHANGING “SERVICE PARADIGM” FOR SUPPORTING ADULTS TO BE ENGAGED IN COMMUNITY LIFE IN ‘TYPICAL WAYS’

EXAMPLES OF INTEGRATED EMPLOYMENT

SCOTT W. HARRINGTON, PH.D., BCBA-D

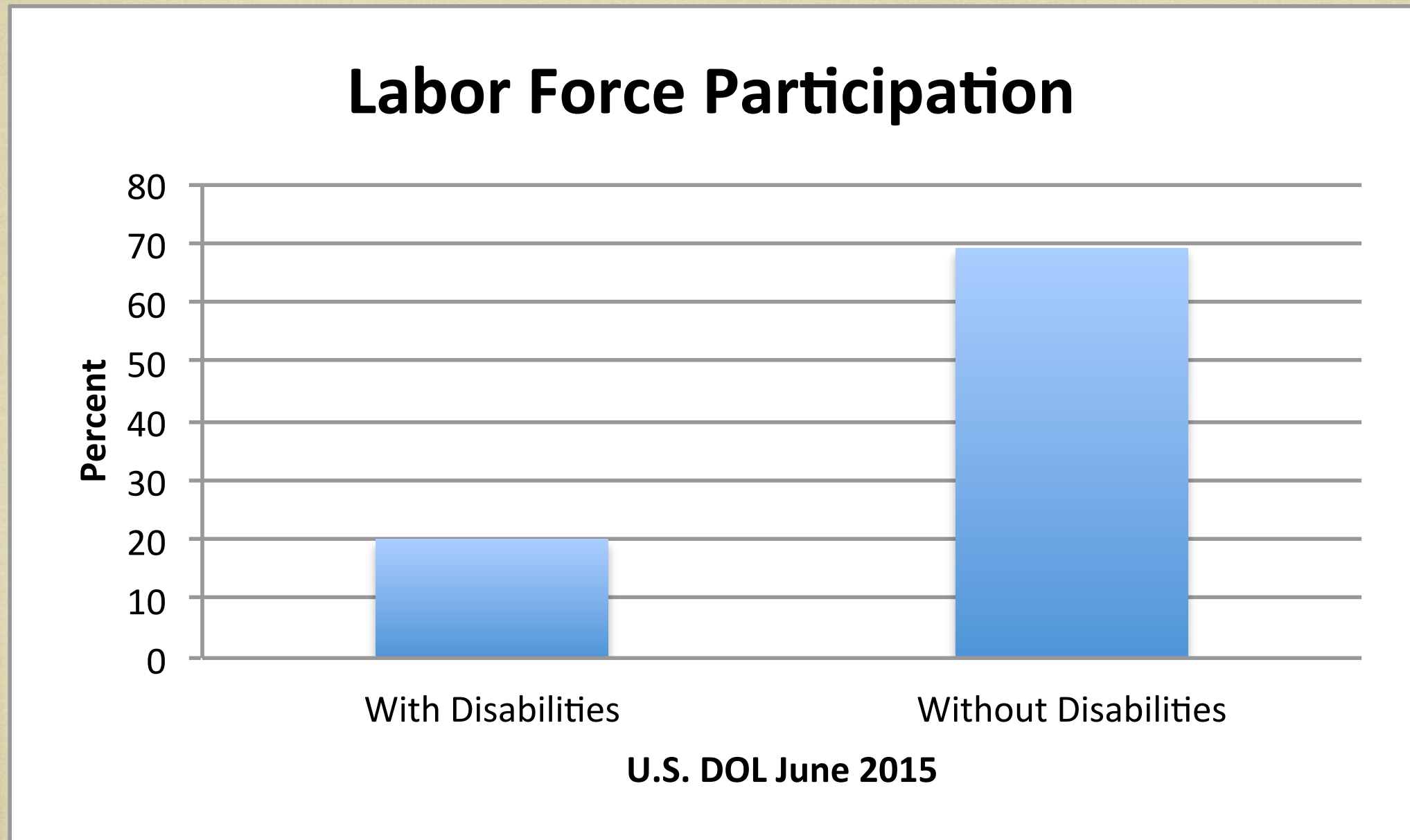
NEVADA CENTER FOR EXCELLENCE IN DISABILITIES (NCED)



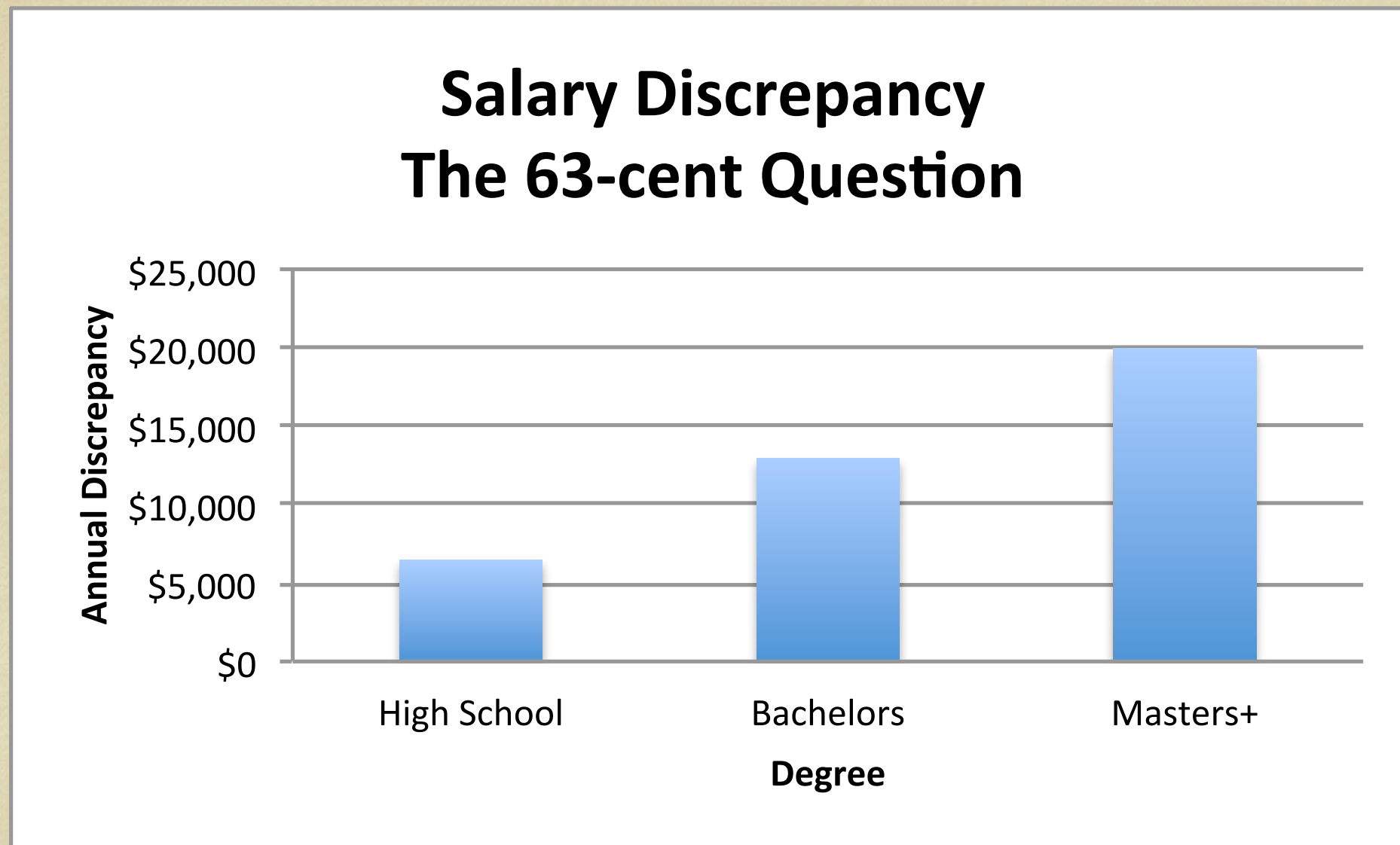
OVERVIEW

- DATA SNAPSHOT
- EMPLOYMENT GOALS
- WHAT IS PERSON-CENTERED?
- STEPS TOWARD INTEGRATED EMPLOYMENT
- EXAMPLES OF FULL INCLUSION
- RESOURCES FOR THOSE EMBRACING CHANGE

EMPLOYMENT DATA



SALARY DISCREPANCY



[HTTP://WWW.DISABILITYSCOOP.COM/2015/01/06/REPORT-PAID-A-THIRD-LESS/19942/](http://www.disabilityscoop.com/2015/01/06/report-paid-a-third-less/19942/)

EMPLOYMENT GOALS

- ENJOY YOUR YOUR WORK ('BEST-FIT')
- MAKE AT LEAST MINIMUM WAGE (\$7.25/\$8.25/HOUR)
- IN AN INTEGRATED SETTING
- WORK SHOULD BE 'MEANINGFUL'

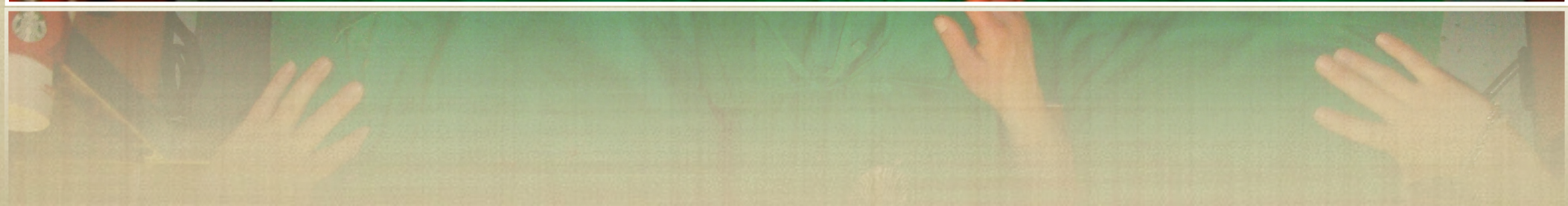
WHAT IS PERSON-CENTERED CAREER PLANNING?

- JOB SEEKER IS THE PRIMARY DIRECTOR
- JOB SEEKER'S DREAMS, GOALS, INTERESTS, PREFERENCES, AND NEEDS
- SUPPORTS TO HELP FIGURE OUT A PLAN AND THE DIRECTION THE TEAM NEEDS TO TAKE
- A VEHICLE TO INCREASED COMMUNITY ACCESS AND PARTICIPATION
- READY, GET SET, GO! MODEL FROM ICI
- REVIEW THE MANY RESOURCES AVAILABLE, MAKE TIMELINES AND WHO IS RESPONSIBLE

STEPS TOWARD INTEGRATED EMPLOYMENT

- **DEPENDS ON THE HAT YOU'RE WEARING: SELF-ADVOCATE, PARENT, TEACHER, POLICY MAKER, ADMINISTRATOR, JOB-DEVELOPER, ETC?**
- **EMBRACE THE PHILOSOPHY: PERSONS WITH DISABILITIES CAN AND DO MAKE MEANINGFUL CONTRIBUTIONS TO THE COMMUNITY. LOOK AT THE STRENGTHS AND ABILITIES, NOT THE "Dis"**
- **INVOLVE YOURSELF IN THE PARADIGM OF CHANGE-DO NOT SIT THERE AND WAIT FOR OTHERS TO MAKE A DIFFERENCE; TAKE A POSITION AND DEFEND IT.**
- **ACCESS THE MYRIAD OF RESOURCES OTHER STATES HAVE BEEN DEVELOPING AND USING FOR 30+ YEARS, CONTACT EXPERTS AND ASK QUESTIONS**
- **SHARE YOUR SUCCESSES SO THAT OTHERS CAN TRY WHAT YOU'VE DONE. USE SOCIAL MEDIA TO SHOW MEANINGFUL CONTRIBUTIONS, ESPECIALLY TO BUSINESSES-THEY ARE**

STACY AT STARBUCKS



STEVIE AT THE LIBRARY



ERIKA AT SNA CHARTER SCHOOL



ERIC'S DOCUMENT SCANNING



IOULIA AT ROUND TABLE PIZZA



BRIAN'S MUSIC CONVERSION



GLENN AT ARROW



INTEGRATED EMPLOYMENT RESOURCES

- [HTTP://WWW.DOL.GOV/ODEP/TOPICS/WIOA.HTM](http://www.dol.gov/odep/topics/wioa.htm)
- [HTTPS://NFB.ORG/FAIR-WAGES](https://nfb.org/fair-wages)
- [HTTP://WWW.DISABILITYSCOOP.COM/2015/01/06/REPORT-PAID-A-THIRD-LESS/19942/](http://www.disabilityscoop.com/2015/01/06/report-paid-a-third-less/19942/)
- [HTTPS://WWW.COMMUNITYINCLUSION.ORG/ARTICLE.PHP?ARTICLE_ID=16](https://www.communityinclusion.org/article.php?article_id=16)
- [HTTPS://WWW.COMMUNITYINCLUSION.ORG/ARTICLE.PHP?ARTICLE_ID=54](https://www.communityinclusion.org/article.php?article_id=54)
- [HTTP://WWW.PERSONCENTEREDPLANNING.ORG](http://www.personcenteredplanning.org)

MEET HEATHER...

- A LIFE THAT IS FILLED WITH....

- FAMILY

- FRIENDS

- FUN

- ...AND WORK

THE WEDDING PARTY



MY FAMILY



MY FRIENDS



MORE FRIENDS!



EVEN MORE FRIENDS!



AND BOY FRIENDS!



A NIGHT ON THE TOWN



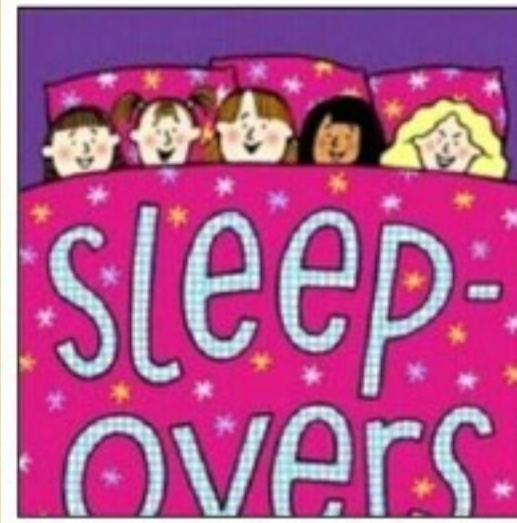
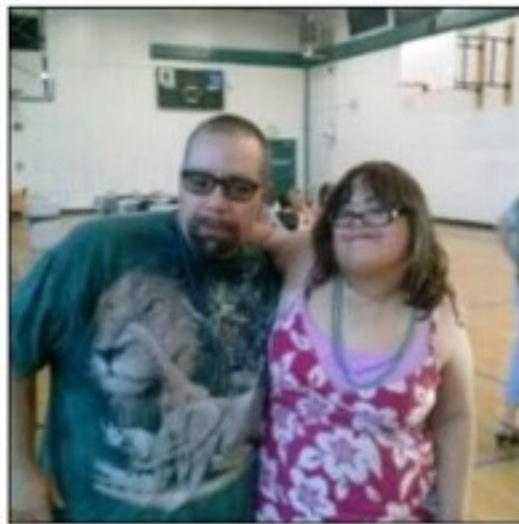
I LIKE TO EXERCISE



DANCING & SINGING WITH THE NOTE ABLES



LIFE IS GOOD



I HAVE SO
MUCH FUN....

I HAVE SO
MUCH FUN....

I NEED TO PAY FOR
IT!

AND SO I WORK...



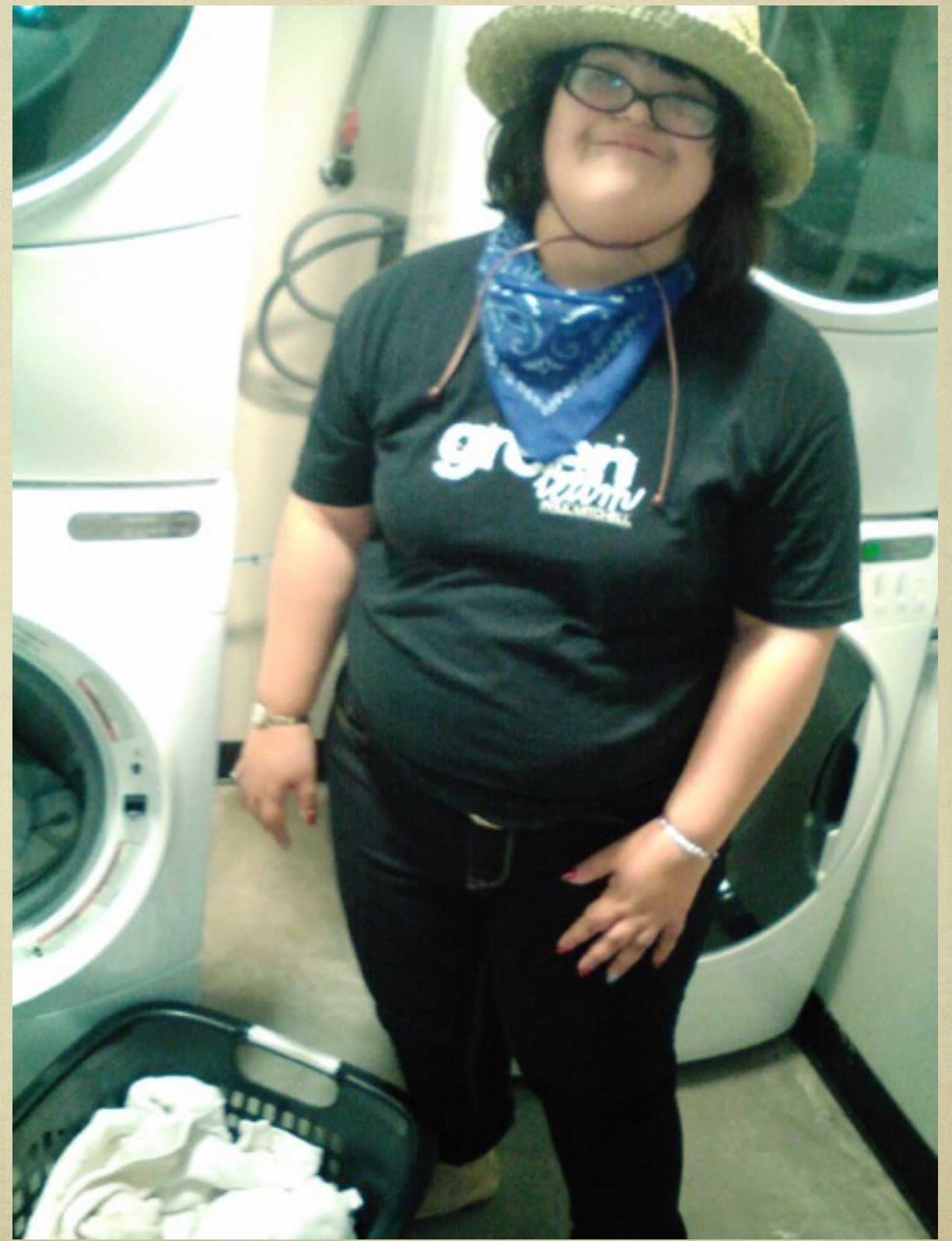
AT THE PAUL MITCHELL SALON



MAKING A CONTRIBUTION



AND MAKING SOME \$\$\$\$



CHECK US OUT!!!!

PAUL MITCHELL
the school.
R E N O

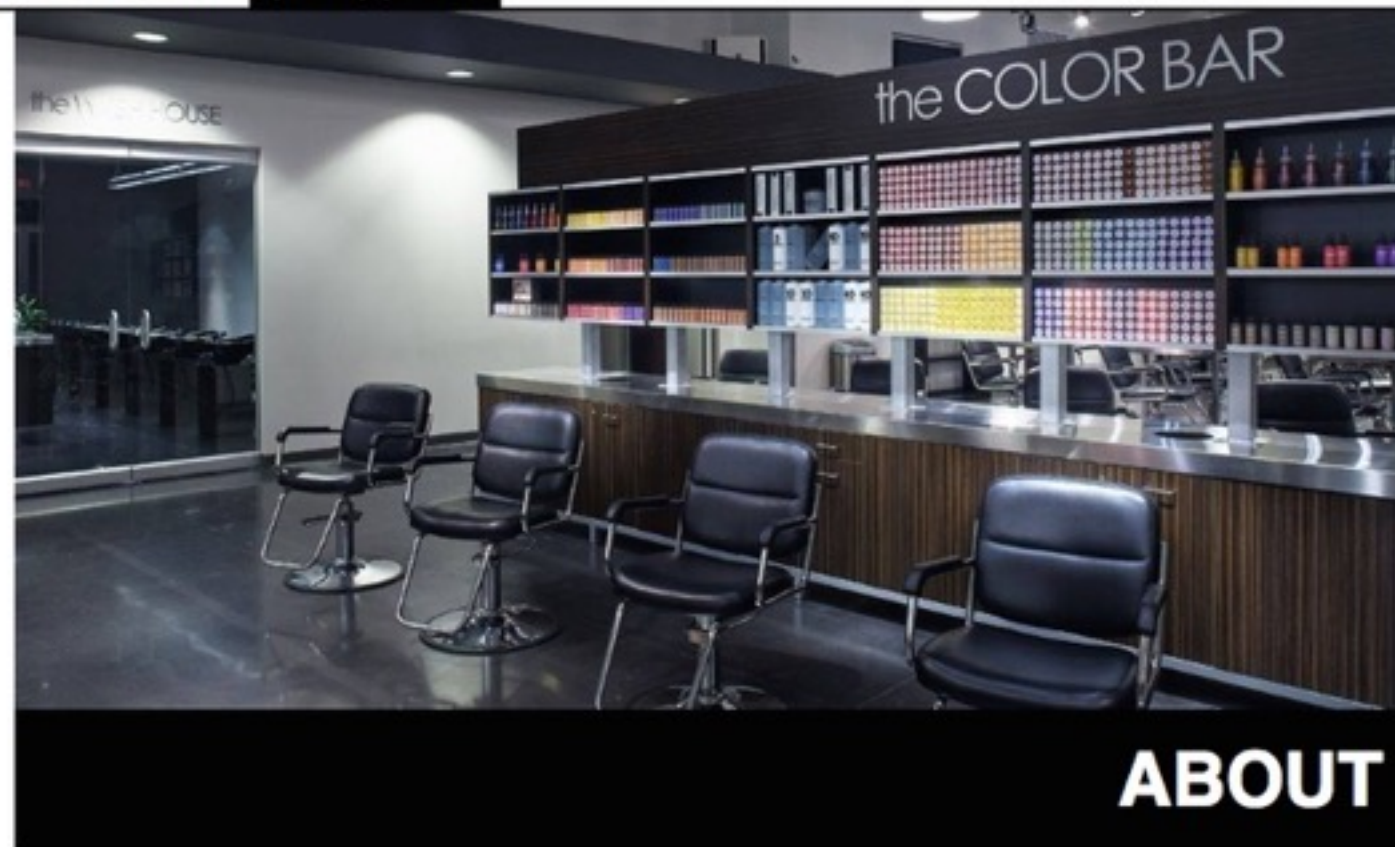
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ABOUT PROGRAMS NEWS/MEDIA GIVING BACK **GETTING STARTED**

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Employment Opportunities



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THANK YOU

