

# Peer to Peer Education: A Guide to Community Jobs

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Oregon Self Advocacy Coalition and the Oregon Council on  
Developmental Disabilities

# Who are we?



Gabrielle Guedon



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# Main Points

- ▶ Explain OSAC's role in improving work opportunities for people with disabilities.
- ▶ Provide details of Oregon's new peer-to-peer education project.
- ▶ Share examples and resources to make this a possibility in your own community!

# What is OSAC?

- ▶ What is the Oregon Self Advocacy Coalition?
- ▶ What are OSAC's goals?
- ▶ How do we feel about isolation and segregation?
- ▶ What are OSAC's feelings on sheltered workshops?
- ▶ How do we feel about subminimum wages?



# What is OSAC's role in expanding employment opportunities?

- ▶ The Oregon Self Advocacy Coalition (OSAC) believes that all people with intellectual and developmental disabilities should have living wage jobs in their communities.



# Oregon's Employment Services

- ▶ Oregon has taken proactive steps to change employment services and move away from sheltered workshop placements. However, much still needs to be done.
- ▶ 2,010 individuals with disabilities are in sheltered workshops.
- ▶ \$4.18 per hour average hourly pay for those in sheltered workshops.

Sources:  
Oregon Employment First Data Report February 2016

# Lane v. Brown: What does this mean for Oregonians with disabilities?

- ▶ By June 30, 2017, Oregon will reduce the number of individuals with I/DD in sheltered workshops from approximately 1,925 to 1,530
- ▶ The state will ensure that 1,115 working-age individuals currently in sheltered workshops obtain competitive integrated employment by June 30, 2022
- ▶ By July 1, 2022, Oregon will ensure that at least 4,900 people between the ages of 14 and 24 receive state employment services and at least half will receive, at a minimum, an individualized employment plan through OVRS that should lead to competitive employment
- ▶ The State will establish a goal that individuals with I/DD who receive supported employment services under the Agreement work in an integrated employment setting at least 20 hours per week

Source

<https://droregon.org/lane-settlement-agreement/>



# *peer-to-peer* EDUCATION

OSAC's goal is to educate, inspire and encourage people with disabilities to succeed in their employment goals.

## WHAT IS PEER EDUCATION?

Peer education happens when people with something in common (peers) teach each other information and skills to make positive changes in their lives. Peers have power to influence the way we think and act. We are using peer education to help people find community jobs!



### who's involved?

People with IDD, families, teachers, employment service providers, VR counselors, PAs/Service Coordinators, ODDS and DHS Employment First

### what's a peer educator?

Peer educators are people with IDD who will be teaching information and skills to encourage other youth and adults with IDD to choose employment.



## what does a peer educator do?



Lead employment workshops in local communities



Collaborate with schools, VR, CDDPs, brokerages and community partners



Lead monthly support groups for participants



Provide trainings for community collaborators

## OBJECTIVES

**8** people with IDD become peer educators

**4** Oregon communities host peer education workshops

**120** people with IDD are educated, inspired and encouraged to get a community job

**Coming to your community soon!**

# Why is this important?

- ▶ Oregon's employment services are changing but many families and people who receive services don't understand the changes.
- ▶ Peers provide each other with skills and information to be successful.
- ▶ Research shows that peer education produces changes in knowledge, attitudes, behaviors and personal outcomes.



# Our experiences in sheltered workshops...

- ▶ Have you worked in a sheltered workshop?
- ▶ What was it like to work in a sheltered workshop?
- ▶ Why did you leave the sheltered workshop?
- ▶ What do you do now?



# How could peer mentors have helped?

- ▶ How could a peer mentor have helped you in moving into working in the community?
- ▶ Why do you think it's important for people with disabilities to help mentor their peers?
- ▶ How do you see this peer education project helping others in Oregon?



# What makes a good peer educator?

- ▶ What skills does a peer educator need?
- ▶ What work experiences does a peer educator need?
- ▶ What should the outcome be of working with a peer educator?

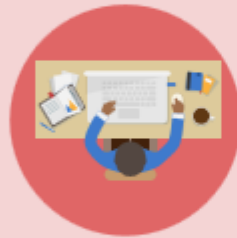


# OSAC Employment Resources

## PLANNING TEAM



**FRIENDS OR  
FAMILY**



**SERVICE  
COORDINATOR  
OR PERSONAL  
AGENT**



**TEACHERS  
AND SCHOOL  
STAFF**



**VOCATIONAL  
REHABILITATION  
COUNSELOR**



**JOB  
DEVELOPER/  
JOB COACH**

# OSAC's Suggestions for Finding a Job!



# OSAC Employment Resources

A person-centered process that identifies your skills, abilities, experience, support needs and conditions for success!



## DISCOVERY

**Job development:**  
A job developer helps you find a job that is the right fit



## SUPPORTED EMPLOYMENT

**Job coaching:**  
A job coach provides ongoing support to help you keep your job

A process of matching a person's abilities, strengths and interests with an employer's business needs



## CUSTOMIZED EMPLOYMENT

Learn about how you can earn income from work and keep your benefits



## BENEFITS COUNSELING





# OSAC's GUIDE TO THE WORLD OF WORK



## How to get started

The Oregon Self Advocacy Coalition (OSAC) believes that all people with intellectual and developmental disabilities should have living wage jobs in their communities.

### What is your dream job?

1

What do you love to do? You might ask others what you do well. For example, if you like computers what could you do with computers?



### What type of environment do you want to work in?

Do you enjoy spending time inside or outside?

Do you want to work with people or by yourself?

How do you want to get to and from work?



2

### What supports can help you get there?

Finding a job or a new job takes time but knowing the job you want is the first step to being employed in the community!

Here are a few steps to consider when planning for your future job:

- Tell your service coordinator or personal agent you want a job
- Contact your local Vocational Rehabilitation office
- Start networking! Tell your family, friends, neighbors, teachers and others about what you want to do for work!

### Related Articles

Check out the "Planning My Way to Work" Transition Guide for more information!

Link: <http://bit.ly/109v5s7>

Created by OSAC's  
Employment Committee



*We're hiring!*



### QUALIFICATIONS:

You must be a person with disabilities who:

- Lives in Portland, Salem, Eugene or Bend
- Is currently competitively employed at a community job
- Is available to attend three-day trainings and occasionally work up to 15 hours in a week
- Is available to travel (sometimes overnight)
  - Has received services at a sheltered workshop
  - Has a strong belief that people with significant disabilities can work
  - Has a strong interest in helping others with disabilities get community jobs



### Questions?

Call or email Ryley at [ryley.newport@ocdd.org](mailto:ryley.newport@ocdd.org) or (503) 949-7203.

## PEER TO PEER EDUCATORS

The Oregon Council on Developmental Disabilities (OCDD) and the Oregon Self-Advocacy Coalition (OSAC) are hiring 8 peer educators.

### RESPONSIBILITIES:

Attend an intensive peer educator training;

Request any needed accommodations;

Co-facilitate workshops with others;

Collaborate with community stakeholders;

Co-lead monthly support meetings;

Assist with training new peer educators;

Attend advisory committee meetings as requested; and

Give community presentations as requested.

### APPLICATIONS DUE BY JANUARY 31ST!

### HOW TO APPLY:

Click the link below to fill out the application by January 31, 2016 at 5pm.

The application includes questions about your work experiences and contact info

In the application, be sure to provide two references including the name, phone number and email

We will be interviewing selected applicants during February with a plan of hiring by March!

FIND THE APPLICATION AT [www.surveymonkey.com/r/ocdd-p2p](http://www.surveymonkey.com/r/ocdd-p2p)



@OSACadvocacy



facebook.com/OSAC



askOSAC.org

# Details of P2P Project: How does this look in Oregon?

- ▶ Advisory Committee
  - ▶ Provides guidance and includes OSAC, VR, OR APSE, DHS and WISE
- ▶ Hire Consultants
  - ▶ We have hired Tara Asai, Debra McLean and JoAnn Sowers to develop curriculums for educators and for job seekers and to hold trainings
- ▶ Train the Trainers
  - ▶ Recruit peer educators, develop marketing materials and hire peer educators

# Common and questions and concerns about P2P

- ▶ My child is too disabled to work
- ▶ You don't understand my child, I understand my children
- ▶ How do we have transportation as a peer educator?
- ▶ What if individuals in the sheltered workshops are upset about what we're talking about during an employment training?

# Thank You!

## Contact information:

- ▶ Gabrielle Guedon, [marieguedon89@yahoo.com](mailto:marieguedon89@yahoo.com)
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Learn more at [askOSAC.org](http://askOSAC.org)!