

"Job Strategies in Rural Areas"
Missouri APSE Summit 2017

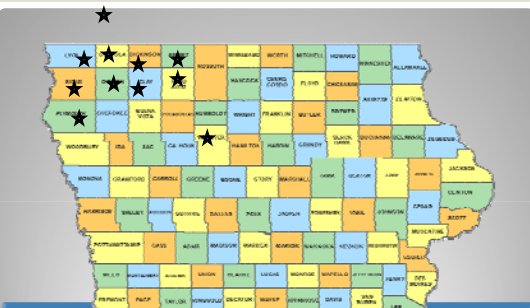
Perception becomes reality unless intervened upon.


- 1998
 - Don't get into strangers' cars
 - Don't meet people from the internet
- 2017
 - Literally summon strangers from the internet to get in car

"Times, they are a changing..." Bob Dylan

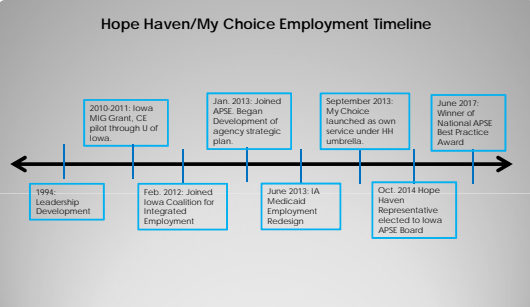
- For over 50 years, Hope Haven has served people with disabilities. We have a track record of successfully developing and implementing new services in response to needs.
- CARF accredited.
- Innovative employment service programs.
- Current Hope Haven Services:
 - Community Living Services and Support
 - Employment Services and Job Placement
 - Mental Health & Recovery
 - Children and Family Services
 - Hope Haven International
 - Religious Services

Hope Haven Services 




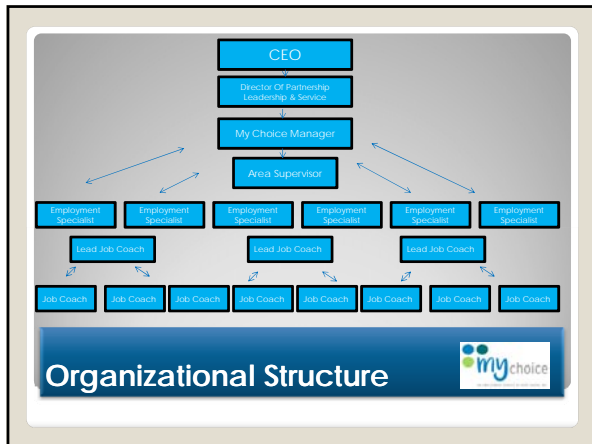
Hope Haven Service Area 

Hope Haven/My Choice Employment Timeline



- 1994: Leadership Development
- 2010-2011: Iowa MyChoice grant, CTE pilot through U of Iowa
- Feb. 2012: Joined Iowa Coalition for Integrated Employment
- Jan. 2013: Joined APSE. Began development of agency strategic plan.
- June 2013: IA Medicaid Employment Redesign
- September 2013: My Choice launched as own service under HH umbrella.
- Oct. 2014: Hope Haven Representative elected to Iowa APSE Board
- June 2017: Winner of National APSE Best Practice Award

History: Transformation Efforts 




- Established to assist people with disabilities to obtain and maintain integrated, competitive employment in business and industry.
- Employment First Principles
 - Community-based, integrated employment is the first option for employment services for youth and adults with significant disabilities.
 - "Real jobs with real wages" (APSE)
 - "All that want to work can work" (APSE)

My Choice Employment Intent Statement

- Brief Description of Services
 - **Employment Planning:** are utilized to help a person identify vocational interests, aptitudes, and abilities to develop a vocational goal in the community of choice and identify supports that will assist that person in being successful in employment.
 - **Job Placement Services:** provides job development and placement services to individuals who wish to pursue for competitive employment. Job sites in the local labor market are developed for individuals based on their interests, skills and abilities.

My Choice Employment


• **Customized Employment:** An intensive process that personalizes the employment relation between a job candidate with a disability and an employer in a way that meets the needs of both. It is based on matching the strengths, interests and unique conditions necessary for successful employment of a job candidate and the identified business needs of an employer. Capitalizes on what the job candidate can contribute to the employer.

Brief Description of Service cont... 

• **Vocational Consultation Services:** provide professional and technical vocational programming advice to customers who need information or training to increase skills.

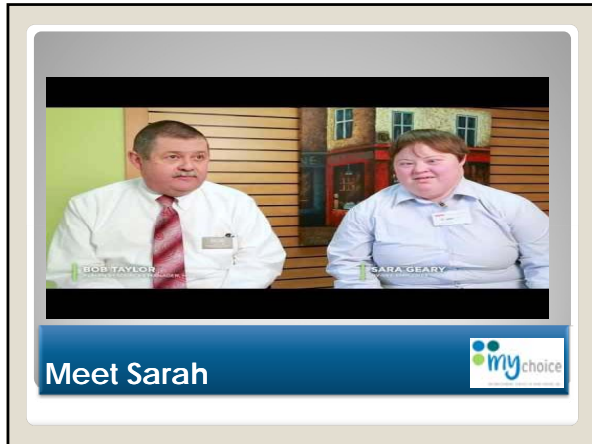
• *Services may include:*

- Work Accommodations
- Adaptive Work Devices
- Assistive Technology
- Job Analysis/Task Analysis
- Transferrable Skills Analysis
- Enhanced Planning
- Benefits Planning

Brief Description of Services cont... 

- Branding
- Microsite
 - www.mychoiceemployment.org
- "Value, Dignity, Livelihood"
- "Valued Workplace"
- Marketing Vignettes

Marketing 








- Iowa Association of Community Providers (IACP)
- Iowa Coalition for Integrated Employment (ICIE)
- Employment First
- APSE
- Iowa Medicaid Redesign

- What you can do...
 - Encourage funders to align with policies that support supported employment.
 - Encourage self advocacy
 - APSE Membership
 - Engage Stakeholders: internal and external
 - Network with other providers and state agencies


Advocate for Change 

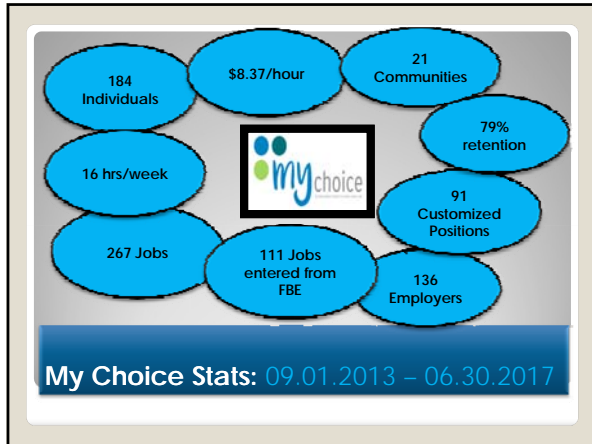
- Current partners and supporters:
 - Job Candidate/Employed Individual
 - Family
 - Iowa Vocational Rehabilitation Services IVRS
 - Iowa Medicaid Enterprise
 - Sioux Rivers Region/Northwest Iowa Care Connections
 - Customized Employment Training
 - APSE Job Coaching Training
 - APSE Job Development Training
 - Outcomes Based Incentivized Payments
 - Marketing/Lawrence & Schiller
 - Regional APSE Conferences (Detroit/Cincinnati)
 - Job Developer Coalition
 - Workforce Development
 - United Health Care
 - Amerigroup Iowa
 - Amerihealth Caritas
 - Integrated Health Homes IHH
 - ICIE
 - APSE
 - DHS Case Management
 - Local mental health centers
 - Local School Districts
 - Making the Grade

It takes a village... 

Year ending August 31

	2013	2014	2015
Individuals	29	73	132
Jobs	32	89	177
Average Pay	\$7.81	\$8.01	\$8.18
Average Hours (per week)	20	17	16
Customized Job	21	45	77
Jobs entered from FBE	NA	42	88
Communities	9	16	19
Employers	24	50	96

My Choice Stats 




- Pay is at least minimum wage but preferably at the prevailing wage rate.
 - People with and without disabilities work together in an integrated setting.
 - Support is ongoing and provided at level required. Fading to natural supports is goal.
 - Job selection is based on a person's preferences and skills.
 - Competitive employment is the goal.
- Critical Goals of Supported Employment**

- Episodic duties
 - Slower components of a task
 - Back ups/ Bottlenecks
 - Material supply
 - Interruptions
 - Additional assistance to meet high work demands
 - Unattended products/tasks
 - Waste/scrap materials
 - Misplaced materials
 - Dusty, broken, dirty goods
 - Unsafe or unsightly conditions
 - Inconvenient location of materials
- Customized Employment targets specific worksite issues**


<p>To Employers</p> <ul style="list-style-type: none"> • Identification of workplace needs that might be met by job seeker • Identification of support providers, as necessary, for customized employees • Recruitment and matching of skills of job seeker to employer needs • Assistance in customizing job roles for current employees who become disabled 	<p>To Employees</p> <ul style="list-style-type: none"> • In-depth discovery of the applicants strengths, needs, and interests • Customized planning assistance to target potential employers and contributions • Representation assistance to negotiate customized relationships • Resource identification to pay for necessary supports
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Benefits to Employers and Employees




- What matters most?
 - Build trust with the job seeker and their family
 - Find out what the job seeker wants out of life and seek out employment that fits their vision for themselves
 - Make decision about you support strategies based on the JSs' individual preferences and support needs
 - Be creative in your job search; look for tasks not jobs
 - Network with employers and community business partners
 - Involve the job seeker in every step of the process and maintain contact after hire

Model Highlights





Michael Bean






2017 Personal Achievement Award 



"The most effective way to do it, is to do it." -Amelia Earhart

Any Questions?



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