



RRTC on Advancing Employment for Individuals
with Intellectual & Developmental Disabilities:
Building an evidence-based, holistic approach for
moving integrated employment forward

November 28, 2017
Arlington, Virginia

Welcome to the State of the Science Conference!

Feedback from stakeholders.^{JB4}

- Early engagement & anticipatory guidance to build high expectations
- Parents (& other family members) as authentic partners. System needs to meet families “where they are.”
- Address discontinuities among services and between agencies
- Clarify roles and expectations for the employment process. How can formal supports best intersect with personal supports?

ThinkWork!

Feedback from stakeholders (continued):

- Building social capital for individuals and families
- Evolving role of case-managers in engaging with families
- Relationship between employment and guardianship status
- How can systems make choosing employment seem like less of a risk for families?

ThinkWork!

Slide 3

JB4

Clarify roles and expectations for the employment process. How can formal supports best intersect with personal supports?

John Butterworth, 2017/11/24

Feedback from the field

- ❖ Provider organizational change
 - Expectations/culture of the organization- everyone can work
 - “Employment is everyone’s business”
 - Focus on long-term career development
 - Infusing data into decisions
 - Not just closing workshops, but tools to evolve service delivery
 - Networking with employer customers

ThinkWork!

Feedback from the field – continued

- ❖ Employment consultants
 - Increase efficiency of direct support staff/reduce admin burden
 - Smart use of tech
 - Better supervisory structures
 - Increased staff competencies
 - It’s about connections and relationships (with individuals, families, employers)

ThinkWork!

Feedback from the field

- ❖ Data and its relationship to state systems and policy
 - Need a “deeper dive” into existing data
 - The value of longitudinal data
 - Triangulation at all levels
 - Shared definitions of employment?
 - Tracking employment outcomes not tied to formal services.

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Findings from the field- continued

- ❖ Leadership
 - Development of regional communities of practice
 - Organic growth of leaders
 - Identifying and supporting champions
- ❖ Communication/collaboration
 - Shared agendas across agencies- shifting from competition to collaboration
 - Engaging all stakeholders so “they are the messengers”

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Rehabilitation Research and Training Center on Advancing Employment
for Individuals with Intellectual and Developmental Disabilities

A project of

ThinkWork!

at the Institute for Community Inclusion, UMass Boston

www.ThinkWork.org/rrtc

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