

# “Empowering Individuals with disAbilities Toward Their Future”

Prepared for the

Statewide Conference on Education of the Deaf  
and Hard of Hearing

Presented by

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# WASHINGTON STATE

Seattle

★ Chelan

Spokane

★ Olympia

★ Vancouver - WSD

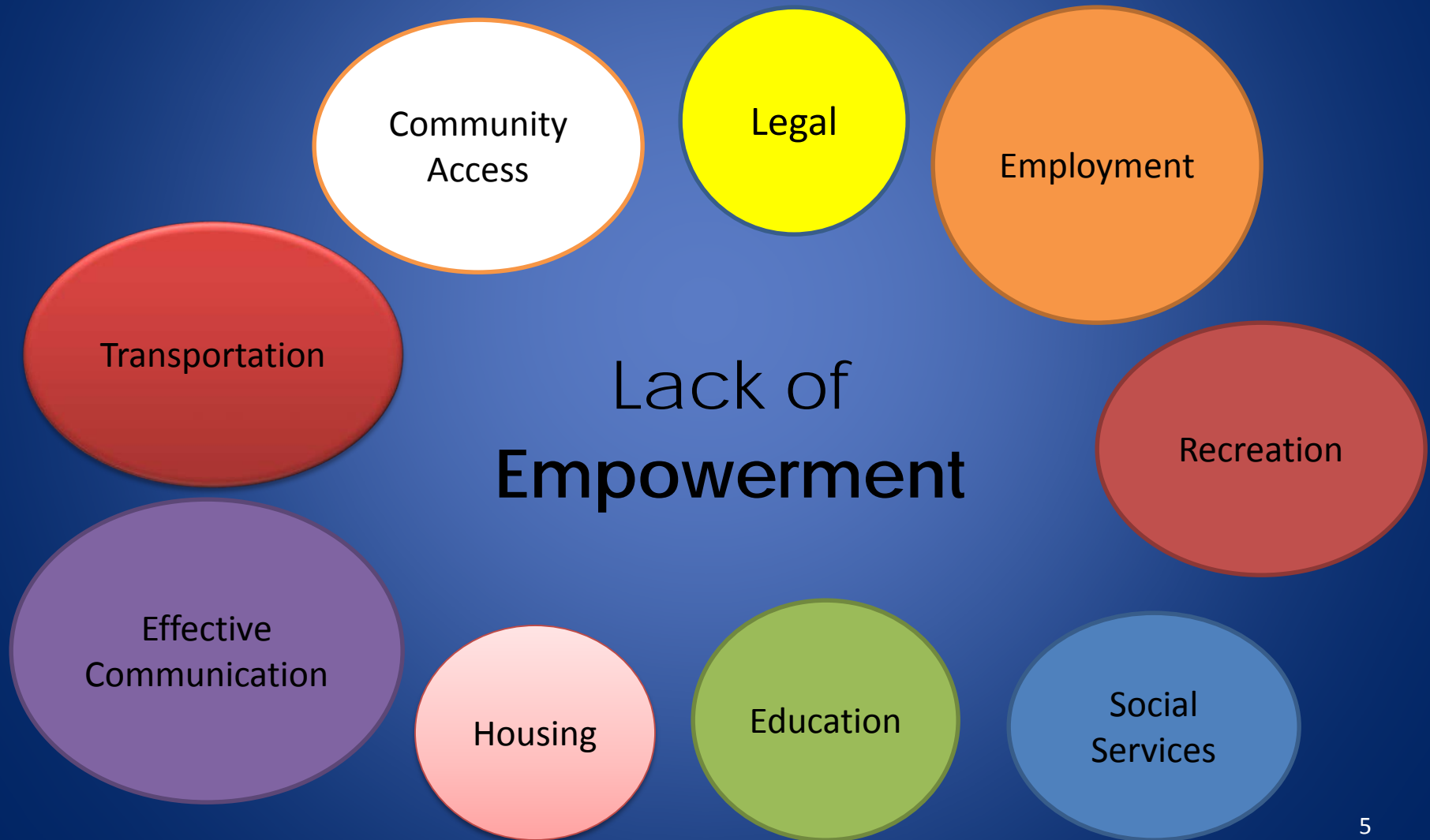
# Jr. NAD 1977



# San Francisco



# 1977 – Health, Education & Welfare Disability Rights Protest



# Celebrating Our Assignment Success



# Changing Lives Through Empowerment

- Creating a Foundation of Experience & Resources
  - Public - VR, SSA, DOL, CRP
  - Understanding the Larger Disability Community
  - Community Based Resources / Relationship Development
  - Diversity and Cultural Implications
  - Geographical Implications – Services & Employment
  - Primary & Co-Occurring Disabilities
  - Dynamics of School Transition
  - Caseload Management
  - Producing Employment Outcomes
  - Understanding the Needs of Employers and Businesses

Pertinent Vocational Characteristics (PVC's) that create a substantial barrier to employment requiring Vocational Rehabilitation services to prepare, obtain or retain employment.

- Medical
- Psychological
- Social
- Financial
- Legal
- Communication Technology
- Independent Living
- Education
- Vocational Readiness
- Employment
- On-Going Supports



# Empowering the Employer/Business

- Staff Education
- Federal/State Compliance Laws
- Pre-Employment
- Job Site Analysis
- Candidate Outreach
- Job Match (KSA')
- Technical Assistance
- Conflict Resolution
- Assistive/Communication Technology
- Reasonable Accommodation
- Financial Incentives
- Retention Services
- On-Going Supports
- Disabled Customer Access Supports
- Product/Services Development

# Applied Skills – “Very Important”

## High School Diplomas

## College-Educated

80.3%	- Professional Work Ethic	- 93.8%
74.7%	- Teamwork	- 94.4%
70.3%	- Effective Communication	- 95.4%
63.4%	- Ethics/Social Responsibility	- 85.6%
62.5%	- Reading Comprehension	- 87.0%
61.8%	- English Language	- 88.0%
57.5%	- Problem Solving	- 92.1%
53.0%	- Information Technology	- n/a *
52.7%	- Written Communication	- 93.1%
52.1%	- Diversity/Leadership	- 81.8%

\* Source – The Conference Board – “Are They Ready For Work?”

# Challenges for Advancing Empowerment

- New Administration in our Country
- Cross-Culture Dynamics
- Rehab Act / WOIA / IDEA / ADA(AA) / DOL / CRP
- Caseload and Service Demands
- Increasing Number of Co-Occurring Disabilities
- School/College Integration – cost of accommodations
- Dual Customer Services (stuck in the medical model vs working with employers & businesses)

# Challenges for Advancing Empowerment

- Changes in the workplace/settings
- Changes in the way people work
- Changing Technology
- Demographical Shifts in Population and Workforce Demands
- Cross-disability Collaboration at National, State, Regional and Local Levels
- Increasing Compliance Requirements and Administrative Burdens

# Opportunities for Advancing Empowerment

- Cross-System Collaboration
- Early Transition Planning (15% transition \$\$)
- Increasing Focus on Business Demands and Connecting Consumers Wanting to Work
- Rehabilitation Act/WIOA/IDEA Amendments
- Collaborating with Larger Work Force System to support People with Disabilities

# Opportunities for Advancing Empowerment

- Representation on State Rehabilitation Council
- Representation on State Independent Living Council
- Engaging with the General Work Force System  
e.g. America's Job Center to ensure  
Accessibility
- 501 (federal department hiring)
- 503 (7% utilization goals for federal  
contractors )

# Opportunities for Advancing Empowerment

- Growth in Communication / Assistive Technologies
- Engaging Companies on Developing Solutions to Barriers to Employment & Communication
- Increase in Business-Based Training Programs (CVS, Microsoft, Starbucks, Hyatt)
- Cross-State Teams (CSD, USBLN, NET, TAP, etc.)
- Tying Disability to the Diversity Initiatives
- Linking University Disability Centers with Career Centers

# Opportunities for Advancing Empowerment

- Mentorships
- Developing Soft/Hard/Survival Skills
- Pre-Vocational Skill & Training Programs
- Trade Schools & Apprenticeship Programs
- Post Secondary & Higher Education Institutions
- On-The-Job Training
- Life-Long Education Programs
- Career Advancement Strategies



# Empowering Individuals with Disabilities Toward Their Future



Purpose

Professionalism

Passion