



Employment Service's

**Things We Wish Families
Knew Before Coming to Us**



Presented by Taylor Hartmann & Jackie Royer



Session Agenda

- Presenter introductions
- Status Check
- The Top 10 List
- Activity: Putting ideas into action
- Q&A



Meet Your Presenters!

- **Taylor Hartmann, Assistant Director**
 - Pre-Employment, Soft Skills, & Summer Programs
 - 4 years experience in disability services

- **Jackie Royer, Assistant Director**
 - Job Coaching & Long Term Retention
 - 10+ years experience in disability services





Status Check

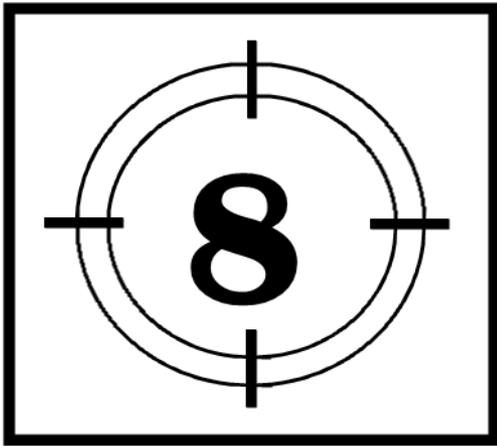
- Let's ask a couple of questions to see where you sit right now in terms of knowledge and beliefs about adult services.



Soft skills are key! Learning & practicing these skills early and often is far more important than the hard skills required for a job.



Students need to be doing chores daily at home and must be held accountable when they aren't completed.



Volunteering in a real world environment with minimal support is SUPER valuable!



Begin sharing info about adult options early & often- at a minimum during IEPs. Don't know the options? Ask a provider to join you!



Competitive employment means working without support more often than not- it's NEVER 100% support for more than a brief period of time.



Parents need boundaries. They won't want them but they need to know that an employer has absolutely no interest in dealing with a parent- they deal with their employee.



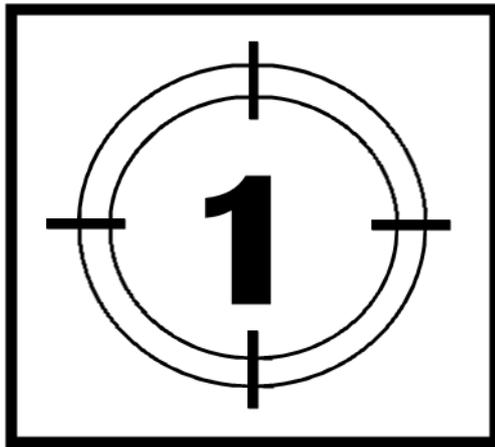
Real world actions have real world consequences. Adults don't have IEPs and must adhere to the same standards, regardless of disability status.



Essential functions of a job cannot be eliminated- that's not competitive employment. And reasonable accommodations may not be what you think they are.



Ultimately, people choose to succeed or fail. And we owe the students you work with opportunity to make mistakes and learn, just like all of us have.



The first job you get won't be your last unless you want it to be. Everyone starts somewhere and it's rarely glamorous.



Activity

- Let's put our ideas into action!