20th Employment Supports Symposium

connecting talent to opportunities

NETWORKS FOR TRAINING AND DEVELOPMENT, INC.

City of Philadelphia
DBHIDS
DEPARTMENT of BEHAVIORAL HEALTH and INTELLECTUAL disABILITY SERVICES

PENNSYLVANIA APSE
Employment First
Employment for All

Phila On The Job
connecting talent to opportunities

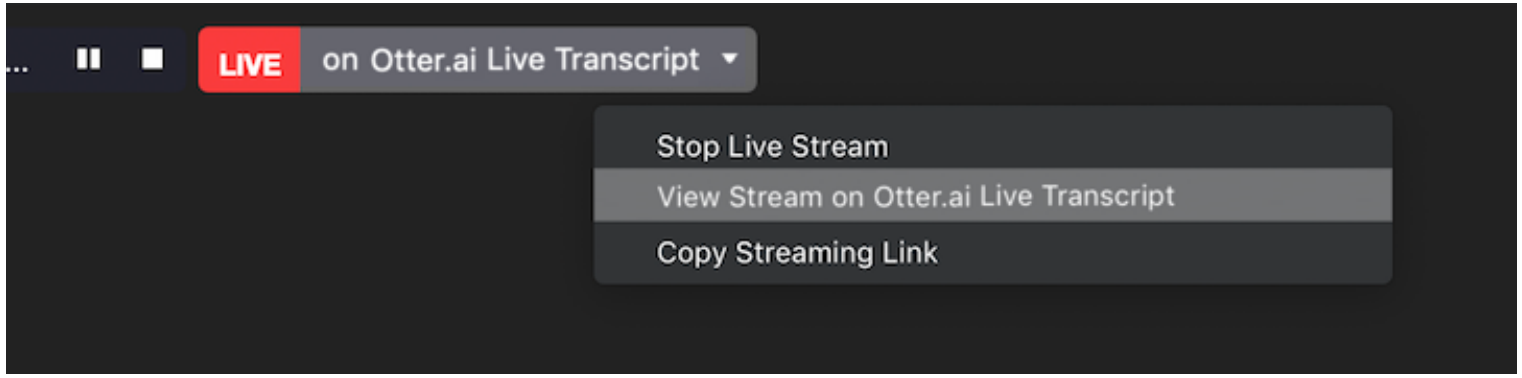
Funding provided by…

City of Philadelphia

DBHIDS

DEPARTMENT of BEHAVIORAL HEALTH
and INTELLECTUAL disABILITY SERVICES


INCREASING ACCESS AND OPPORTUNITY
Celebrating 30 years of the Americans with Disabilities Act
30 ADA
75 NDEAM
National Disability Employment Awareness Month
#ADA30 | #NDEAM75 | dol.gov/odep
OFFICE OF DISABILITY EMPLOYMENT POLICY



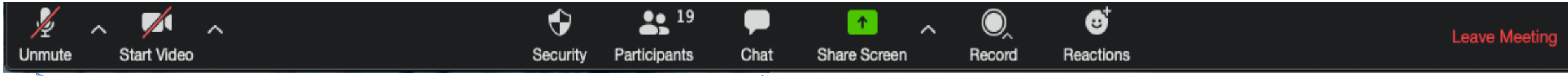
Live closed caption is available for this session.

Zoom Guidelines

The attendee controls appear at the bottom of your screen if you're not currently screen sharing

Click here to start & stop your video.

Do not click share unless you are a presenter.



Please mute your mic unless designated to speak

Use the chat feature if you have any questions

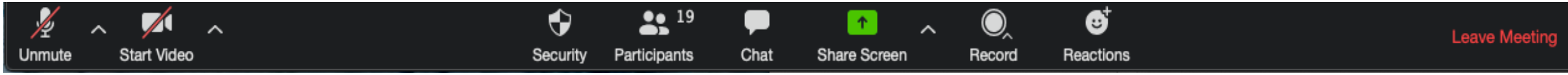
Some Additional Features

Indicates # of participants. Click to view the list of attendees.

Click here to start & stop your video.

Do not Click Share unless you are a presenter.

Click here to leave the meeting.



Please mute your mic unless designated to speak

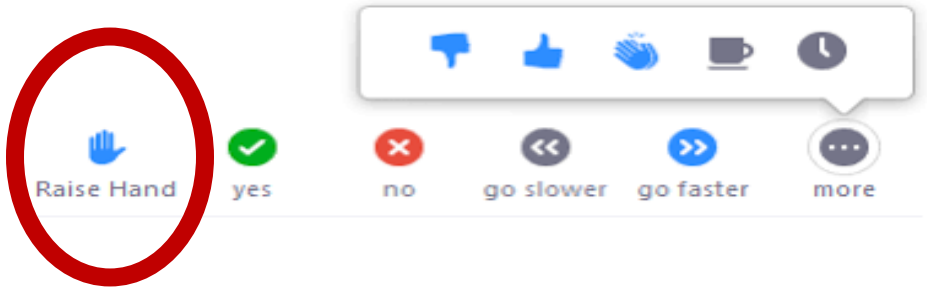
Use the chat feature if you have any questions

Click to react using an emoji (applause or thumbs up)

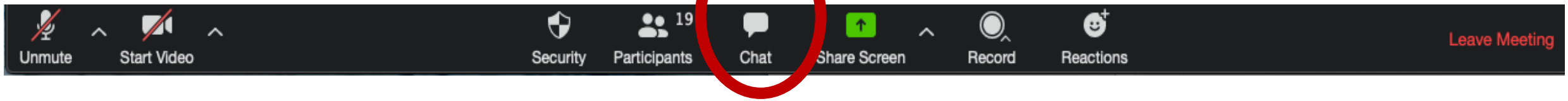
We Want To Hear From You!

If you have questions or comments, there are two ways through Zoom:

#1 "Raise your hand" (*9) by clicking on the hand icon on the participants screen & your mic will be unmuted when it is your turn (*6)



#2 Type your question of comment in the chat box



REMINDER

To receive credit for attendance and to also receive your certificate of attendance for each session attended, you will need to name / identify yourself accordingly when using the ZOOM platform.

Those who attend, but do not do the mentioned will not receive training hour credits nor associated certificate.

If you are experiencing technical difficulty, please call Joe Murphy at 267.251.6168

What Word Resonates With You About Employment First? Add It Into The Chat!

Getting Started!

Jim Donovan

– Sun King Warriors –

www.DonovanHealth.com

Resources: Podcast • Free E-letter
Book: Speaking • Sun King Warriors
Follow: Facebook • Instagram • YouTube • Twitter



Laura Owens, PhD

– TransCen, Inc.–



Rally Cry for Employment for All!

AKA – Challenging the Status Quo!!

TRANSCEN inc.
career and workforce development

MEANINGFUL
WORK
+
COMMUNITY
INCLUSION

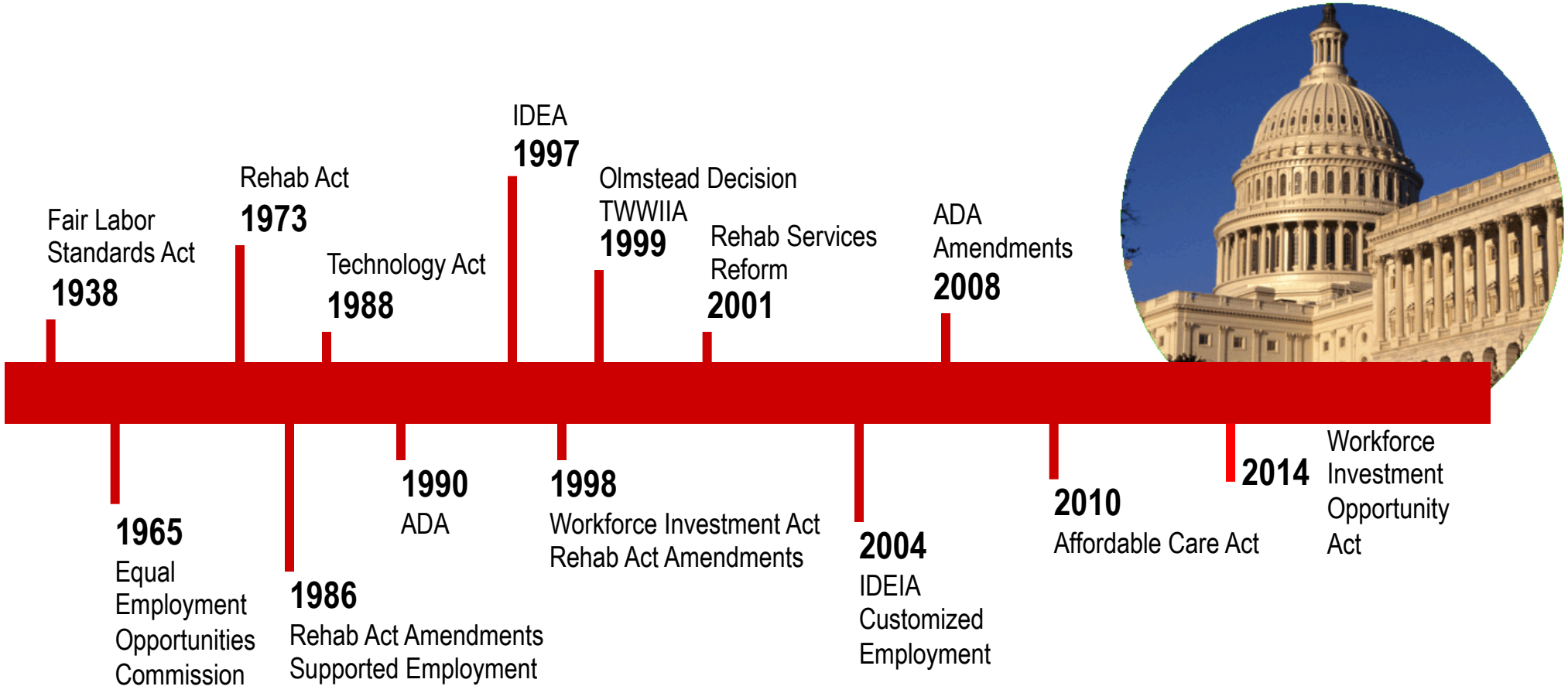
The World is Changing…





TRANSCEN Inc.
career and workforce development

History of Community Employment





Employment First: Raising Expectations

Competitive integrated employment should be the **first and preferred service option** for individuals with disabilities, including those with more support needs.

TRANSCEN Inc.
career and workforce development

Workforce Innovation and Opportunity Act (WIOA)

- Definition and expectations for competitive, integrated employment
- Definition of customized employment
- Pre-employment transition services for students with disabilities
- Restrictions on payment of sub-minimum wage to individuals with disabilities for 14(c) certificate holders

TRANSCEN Inc.
career and workforce development



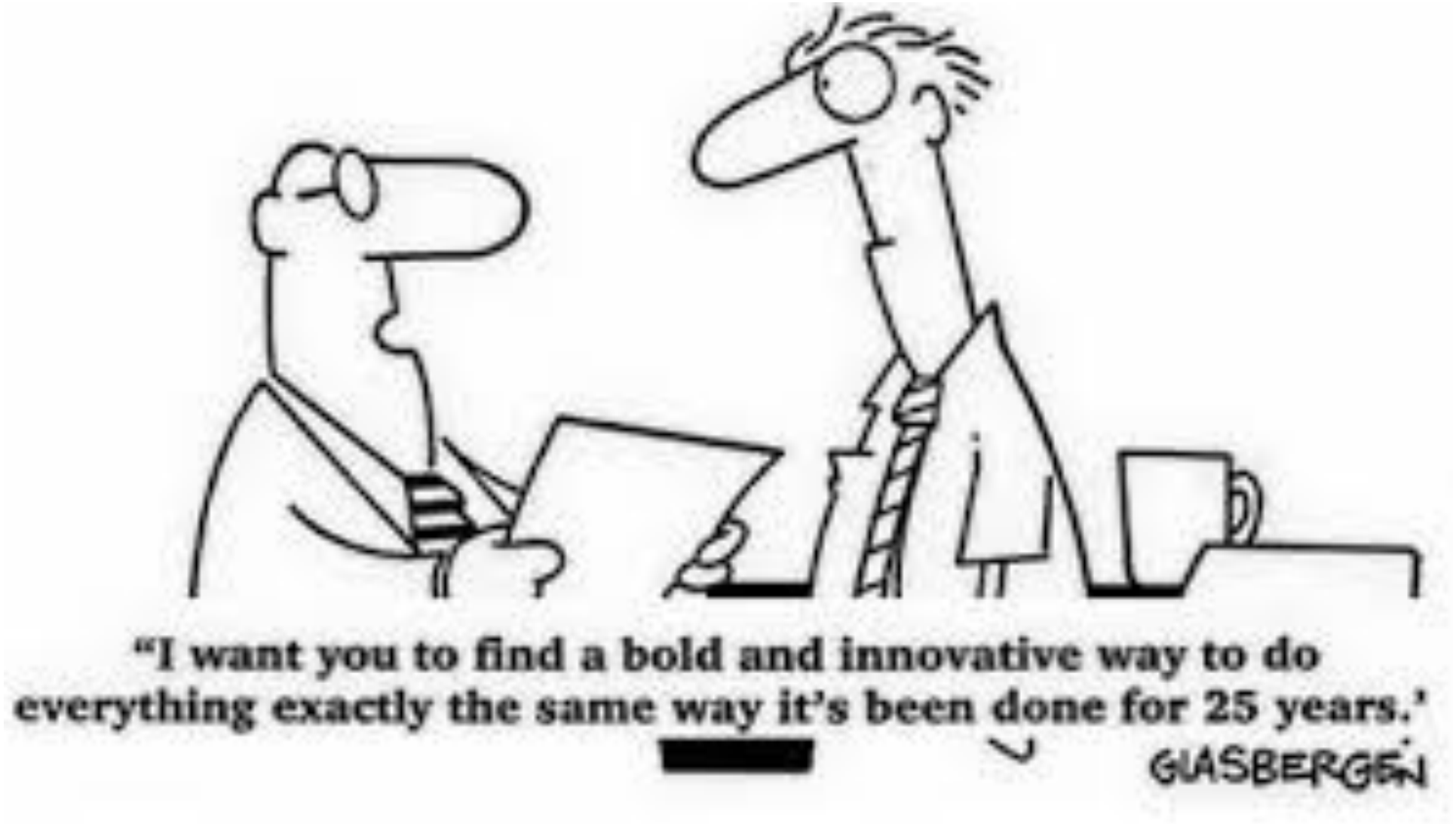
This Photo by Unknown Author is licensed under CC BY-SA-NC

We are confronted with the fierce urgency of now…This is a time for vigorous and positive action”
– Dr. Martin Luther King

We've Come So Far…But Have We Really?



TRANSCEN Inc.
career and workforce development



TRANSCEN Inc.
career and workforce development



TRANSCEN Inc.
career and workforce development

F False

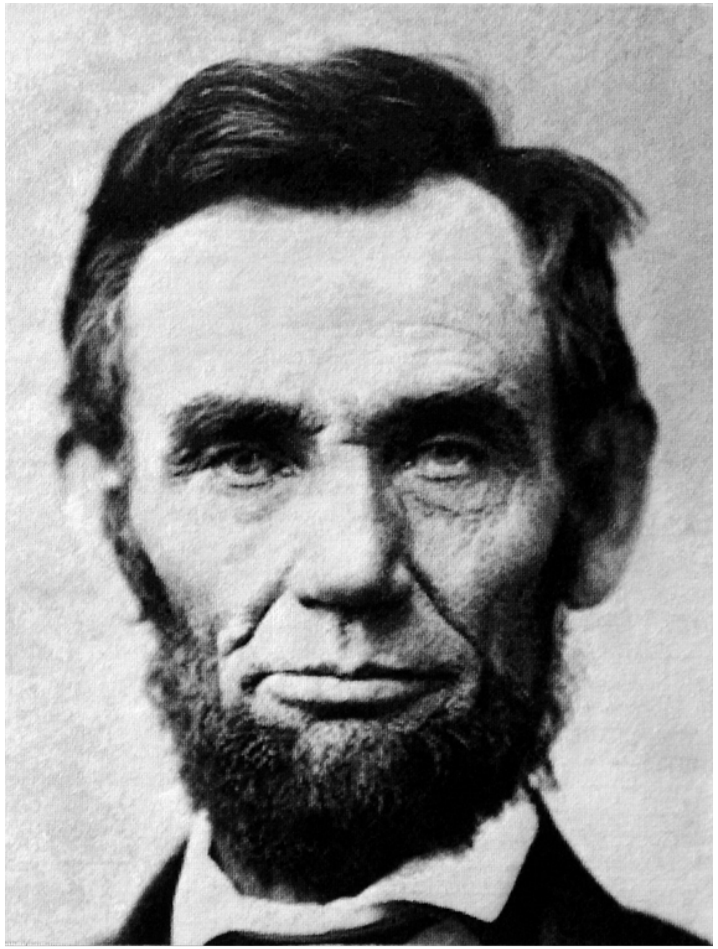
E Expectations

A Appear

R Real



TRANSCEN Inc.
career and workforce development



This Photo by Unknown Author is licensed under CC BY-SA

It often requires more courage to dare to do right than to fear to do wrong”
– Abraham Lincoln

Stuck on an Escalator



TRANSCEN Inc.
career and workforce development

Sometimes solutions are right in front of you…we make things more difficult than they have to be!



TRANSCEN Inc.
career and workforce development

People who are resting on their laurels are wearing them on the wrong end.

– Malcolm Kushner



TRANSCEN Inc.
career and workforce development

Are you an Agitator? Innovator? Orchestrator?

TRANSCEN inc.
career and workforce development

Agitator

- Stirs the pot by communicating and spreading the word
- Rallies a diverse group of people around change
- Demonstrate that the status quo is no longer acceptable



TRANSCEN Inc.
career and workforce development

Agitator's Battle Cry….

- Be bold.
- Put a fire in your belly.
- Put a lion in your heart.
- Sharpen your sword.
- Strengthen your shield.
- Use your energy wisely.
- Get up when you get knocked down.
- Savor your victories and learn from your defeats.



known Author is licensed under CC BY-NC-ND



This Photo by U
Author is licens
CC BY



This Photo by Unknown Author is licensed under CC BY-SA

Innovator

- Develops solutions to address the issues
- Anticipates roadblocks and identifies alternative paths

- If we do not innovate and have a solution to the identified problem, the movement will die (Julie Battilana, 2017)



TRANSCEN Inc.
career and workforce development

Innovator’s Palette

- Adapt.
- Imagine.
- Connect.
- Compare.
- Eliminate.
- Incubate.





2 by Unknown Author is licensed under CC BY-NC-ND

Orchestrator



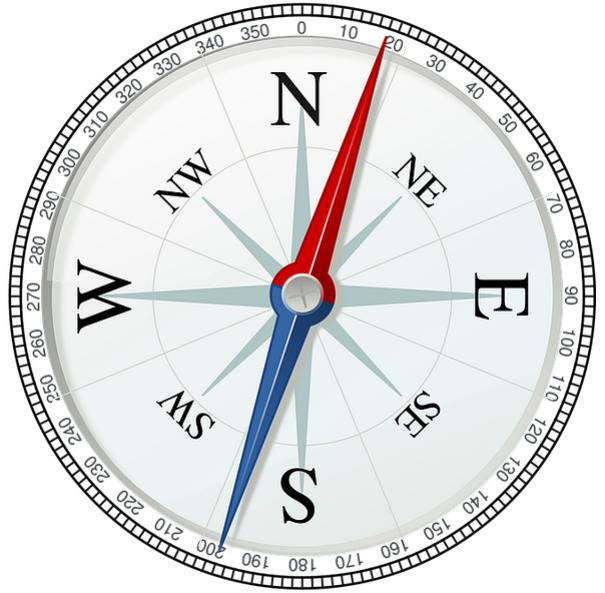
- Spreads the solution developed by the innovator and strategizes on how to reach and work with people within and outside the movement
- Tailor the message to the interests of different groups they are trying to persuade

TRANSCEN Inc.
career and workforce development

Orchestrator' Compass & Scales

- Objective.
- Ripeness
- Bias.
- Blind spot
- Create a map.
- Leave your own turf.
- Too much is not enough.
- Don't overlook the obvious.
- What does it all really mean?
- Slay the dragon.





This Photo by Unknown Author is licensed under CC BY-NC

“Agitation without innovation means complaints without ways forward, and innovation without orchestration means ideas without impact.” (Battilana and Kimsey, 2017)

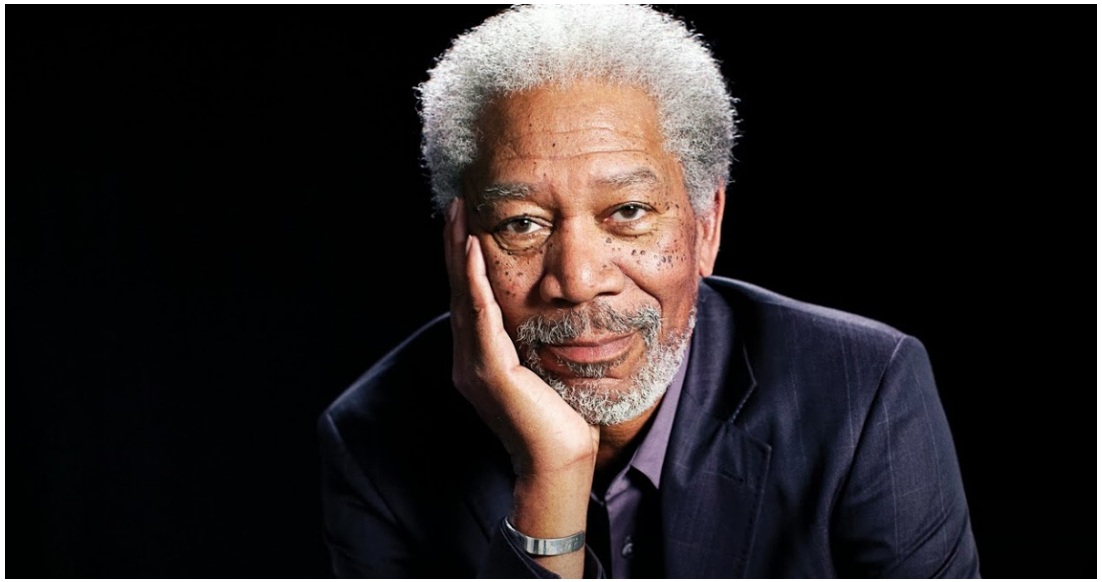
TRANSCEN Inc.
career and workforce development

What is your Rally Cry for Employment First?



TRANSCEN Inc.
career and workforce development

“If we take all the labels away, that’s when we will change this world.”
— Morgan Freeman



This Photo by Unknown Author is licensed under CC BY-SA

Thank You

Laura Owens, Ph.D., CESP

lowens@transcen.org
414-581-3032

www.transcen.org



About TransCen

TransCen, Inc. is a national organization offering web-based and in-person training for state agencies, school districts, provider organizations, and others interested in meaningful work and community inclusion for individuals with disabilities.

Learn more about our work: www.transcen.org

Contact us at inquiries@transcen.org for more information!

TRANSCEN inc.
career and workforce development

MEANINGFUL
WORK
+
COMMUNITY
INCLUSION

TRANSCEN inc.
career and workforce development

NOVEMBER 2019 to November 2021

PHILADELPHIA

connecting talent to opportunities

EMPLOYMENT FIRST INITIATIVE

MARKETING

- Create an Employment First campaign in Philadelphia
  - Photos → real people
  - Stories
  - philaonthejob.org
  - Recognition – businesses + more (sticker example in support of employment)
  - Inclusivity
  - Concise message
  - Photo shoot

Commit to philosophy

BENEFITS

- Create a toolkit that includes a number of documents, videos, info., etc. that can be used by teachers, schools, people with disabilities, families, providers, etc.
  - Dispelling the myths

ORGANIZATIONAL CHANGE

- Build an infrastructure to support the collection of employment success stories
- Ask questions instead of "tell me your story"
- Teaching people how to share their stories
- Storytelling training
- Go to schools with Storytelling training
- Social Media campaign
- Support people to advocate for themselves

TALENT MANAGEMENT

- Orientation event (Career Link? Colleges/universities, school district?)
- Day in the life of an employment professional → webinar, video?
- Shadowing and mentorship to employment professionals
- Retention – focus (not just a stepping stone, real career ladder
- Job description with statement of core values, expectations and competencies
- Creative hiring practices, different skill sets

BEST PRACTICES IN TRAINING

- Examine organizational commitment to employment
- Record 10 family experiences in employment
- Mentorship to families
- Training to families
- Data tracking
- Create training on the employment process with talking points

NORTH STAR

It's the right thing to do.

Employment First

mentor each other

Just do it!

No is not an option

work works for everyone

True inclusion

learning never ends

TENACITY

Networking

"Vision for a good life

Tap in to Talent!

Collaboration

Informed choice

True Equality

Person first work first!

Social Justice

Equal Pay

Staying true to our core values

Active Steering Committee Members

Co-Chairs: Charlotte Wroton and Michelle Sparling

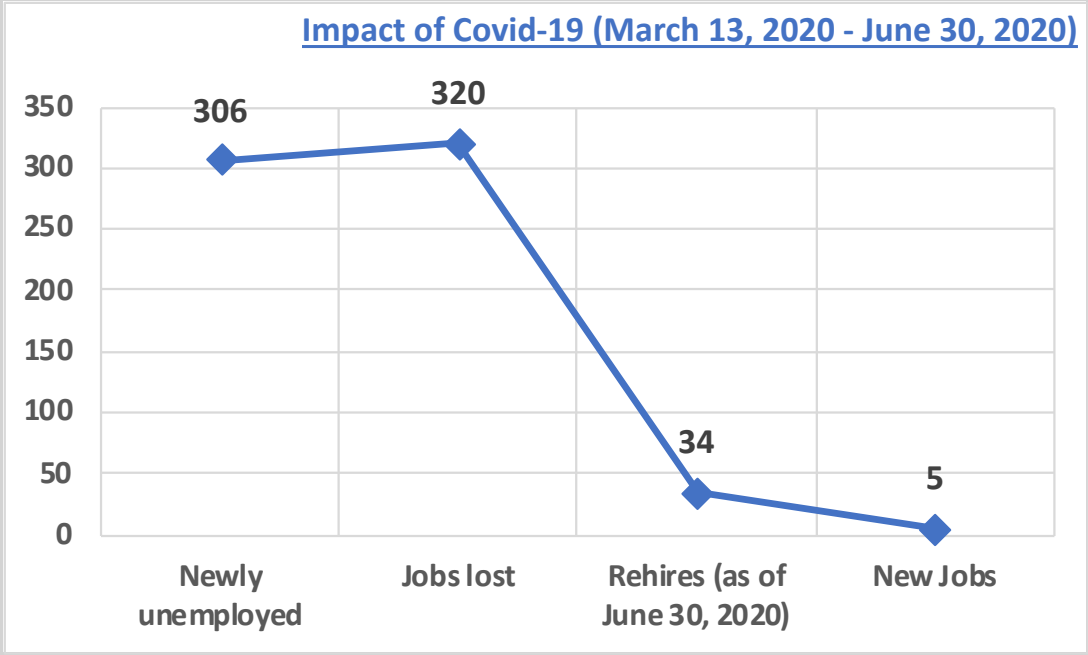
- Nikita Arnett
- Julia Barol
- Julia Blackwell
- Shari Brightful
- Ann Marie Campbell
- Andrea Consigny
- Suzanne Erb
- Christopher Florence
- Carol Frangicetto
- Joel Goldberg
- Teresa Myers-Thompson
- Pam Nabried
- Katrina Pratt-Roeuck
- Marguerite Peashock
- Shauna Roman
- Susan Schonfeld
- Allison Smale
- Kathy Sykes
- Koert Wehberg
- Wendy Williams

EmployStat Update

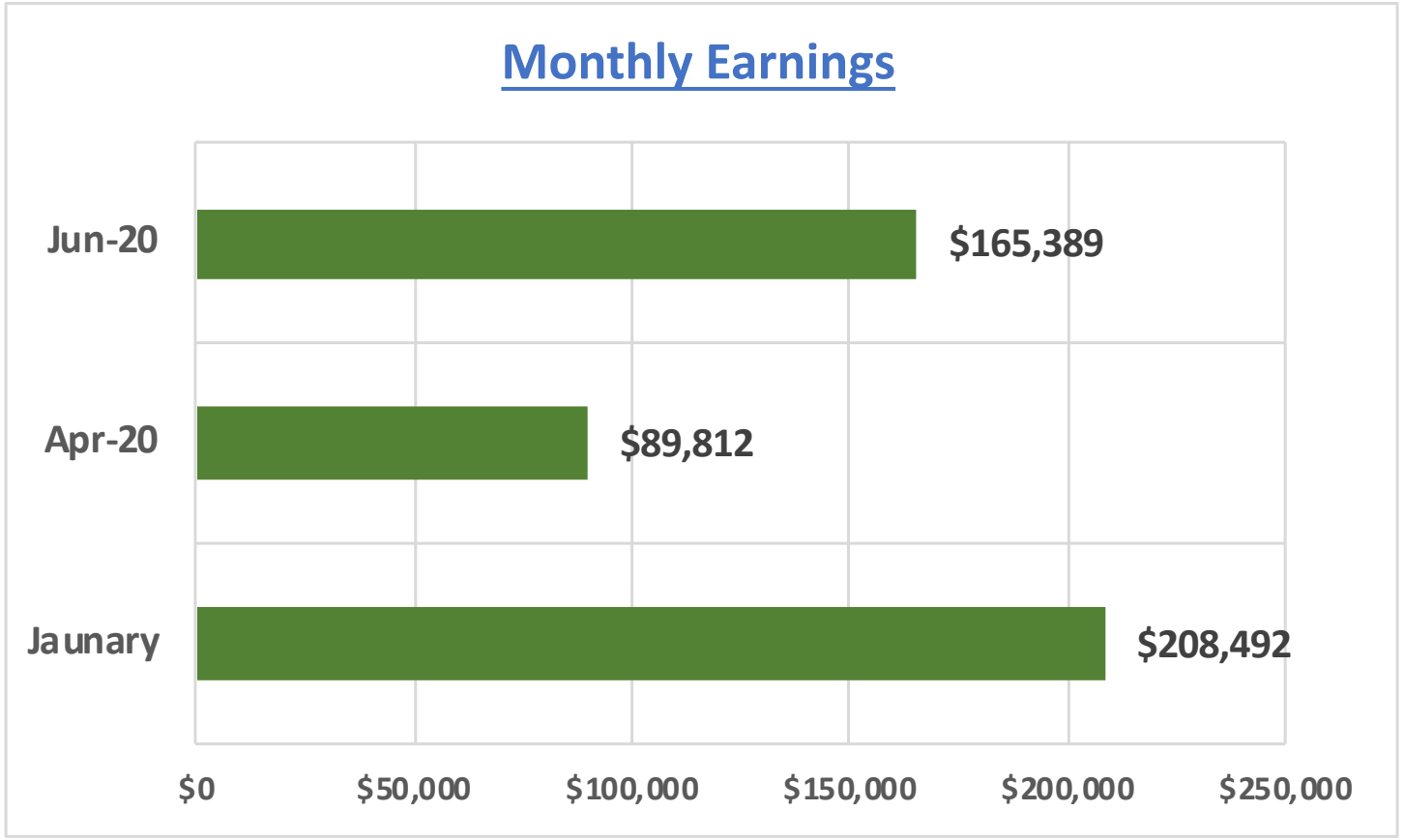


Impact of Covid-19 on Supported Employment Outcomes

- 306 Newly Unemployed People at onset of Lockdown (March 13, 2020)
- 320 Jobs Lost
- 34 people rehired
- 5 New Jobs as of 6/30/2020



Reflective of 61% of all data; data submitted by 13 of 21 providers



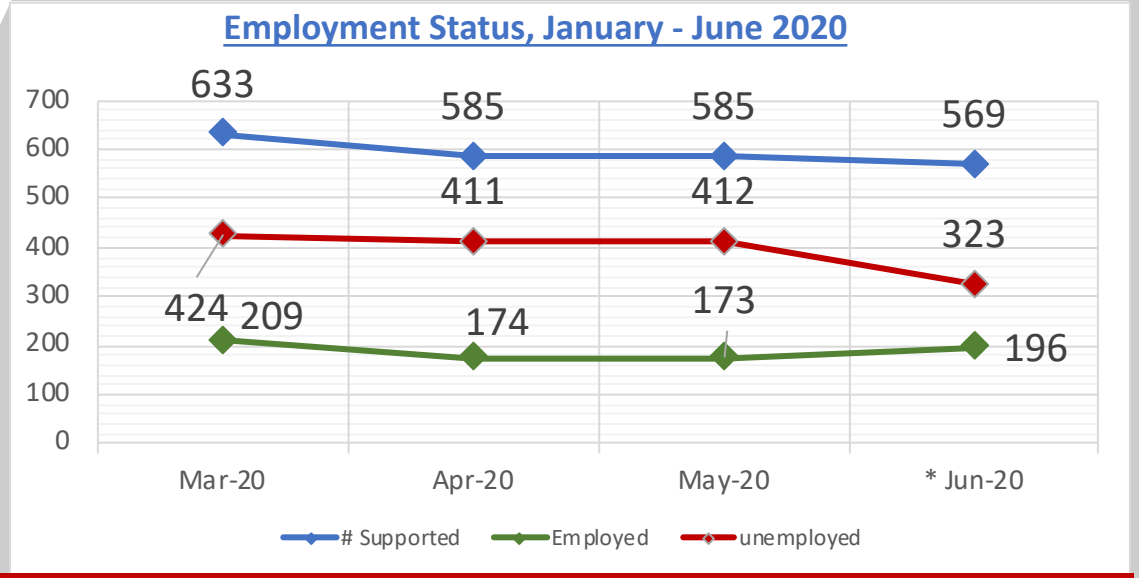
Impact of Covid-19 on Earnings

- January 2020
  - Monthly earnings of $208,492 with 346 people employed
- April 2020
  - $89,812 monthly earnings with 174 people employed
- June 2020
  - $165,389 monthly earnings with 196 people employed

Reflective of 61% of all data; data submitted by 13 of 21 providers

Covid-19 Essential Workers

- In March 2020 a total of 209 people remained on the job
- In April 2020 a total of 174 people remained on the job
- In May 2020 a total of 173 people remained on the job
- Since reopening, there are 196 people on the job. (effective June 30, 2020



Reflective of 61% of all data; data submitted by 13 of 21 providers

Virtual Recruitment Events

- First Virtual Recruitment Event! July 22, 2020
  - Nine job seekers
  - Two businesses
  - Two interviews
  - Delays due to COVID-19
- Second Virtual Recruitment Event!
  - November 10, 2020
  - Job seekers log on at 1
  - Business representatives join at 1:30,
  - Start at 1:30
  - Practice session for job seekers and supporters will be on 11-9-20 at 1:00
- Registration for the November 10th Virtual Recruitment Event:

Job Seeker

- https://www.surveymonkey.com/r/Q2P8CY8

Business

- https://www.surveymonkey.com/r/TZCYHV9

A Big Thank You for Making the Recruitment Events Happen!

- Chelsea Lutts
- Christopher Florence
- Tasha Carter
- Joe Murphy
- Theresia Kody
- Kim Emmet
- Kris Rhood
- Sharon Skirkie
- Joe McGuire
- Allison Smale, contact, asmale@kencrest.org

UN-MASKING TALENT

VIRTUAL RECRUITMENT EVENT

WHEN

November 10th
1:30 pm-2:30 pm

job seekers are invited to log on at 1:00 to prepare.

WHERE VIRTUALLY- A LINK TO PARTICIPATE WILL BE SENT AFTER YOU REGISTER.

Join us for a virtual recruiting event. During this event business representatives and local job seekers will have the opportunity to meet & network.

- Engage in conversation and explore what makes each job seeker unique and how they may benefit your business during these changing times.
- Discuss current or future job openings.
- Will feature: Virtual meeting rooms to share resumes, portfolios and an opportunity to network.

connecting talent Phila On The Job to opportunities

JOB SEEKERS REGISTER HERE

JOB SEEKER REGISTRATION

REGISTRATION IS DUE BY 10/30!



Businesses Register Here

Business registration



Email asmale@kencrest.org with questions

Workgroup Presentations

Philadelphia Employment First Initiative:

Marketing Workgroup Activities

With contributions by:

Nikita Arnett

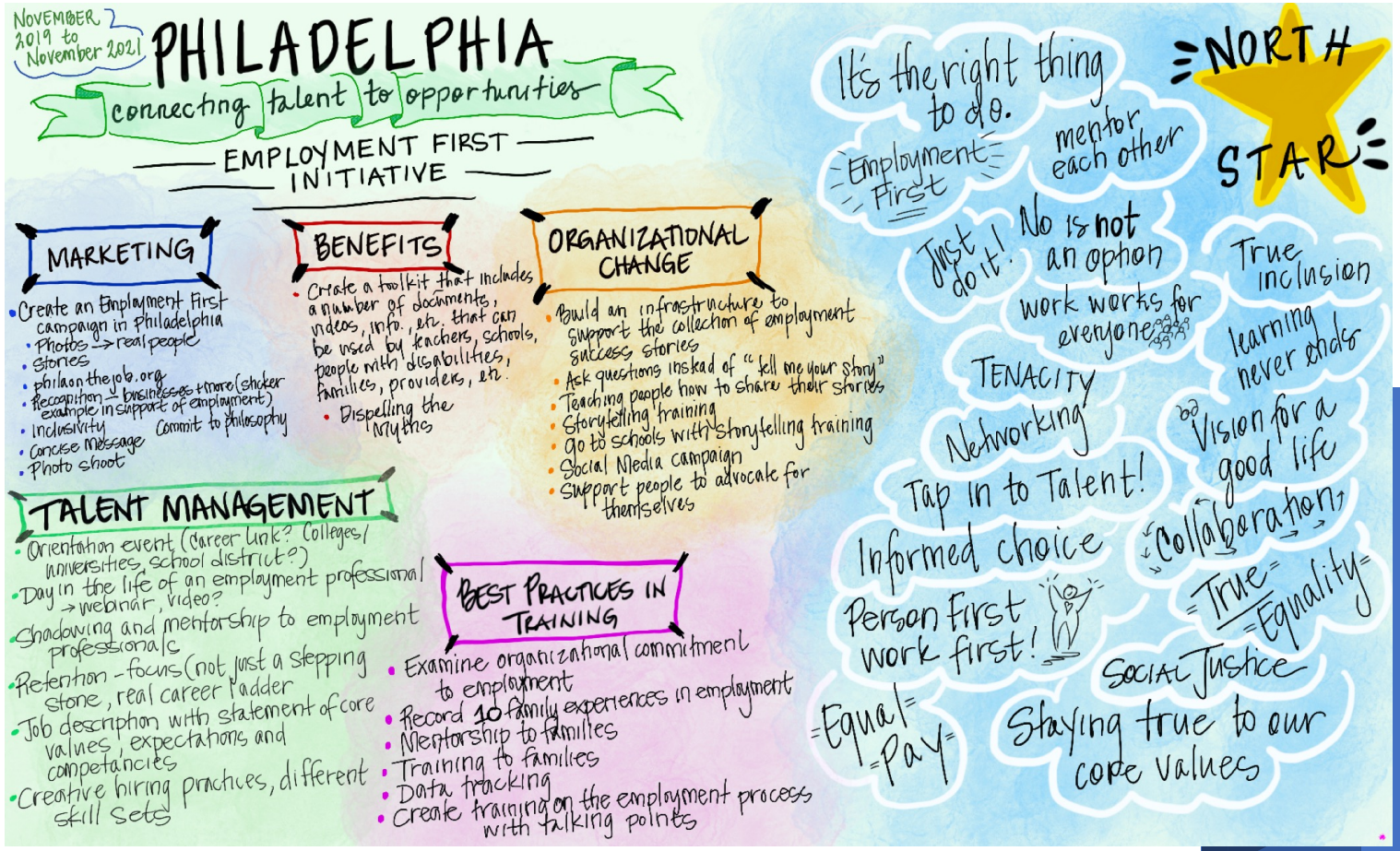
Suzanne Erb

Theresia Kody

Kris Rhood

Michelle Sparling





Philadelphia's Employment First Strategic Plan

Marketing Group Goals

- Create an Employment First campaign in Philadelphia
  - Video, photos, real people
  - Stories
  - Philaonthejob.org
  - Recognition of businesses and more, in support of employment
  - Inclusivity
  - Concise message
  - Photo shoot
  - Commit to philosophy

Purpose of Video

- Express the importance, as well as value, of each person in the workforce
- Highlight the achievements of Philadelphian's with disabilities who are working and making important contributions
- Increase awareness and education
- Engagement and collaboration tool

Phila On The Job Marketing Campaign (Process)

Call for Creatives (WHOM can we collaborate with)

Conversations with Creatives (HOW to tell the stories)

Interest Survey for Interviewees (WHOSE stories should we tell)

Confirming Interviewees and their Stories

Scheduling and Filming Interviews

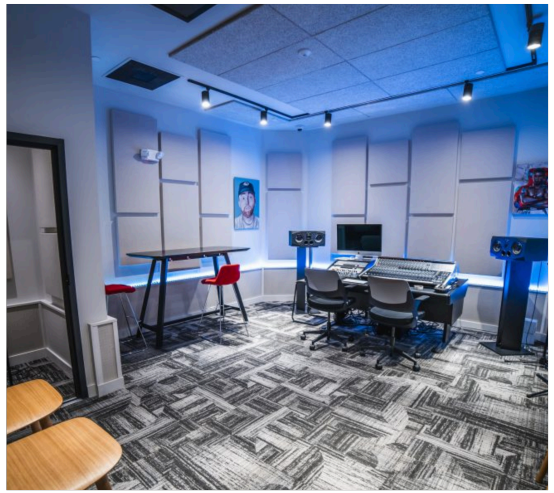
(4 completed, 12 to go)

Editing into two videos: a 1-minute “trailer” and a longer 5-8 minute video

PhilaOntheJob Video Premiere Goal:

October 2020

REC Philly – Resources for Every Creator!





Space

Community

Opportunity



Interview Style: Storytelling Format

- Focus on the journey towards meaningful employment for each person interviewed
- Intentional about diversity in interviewees (age, gender, disability, race, job type…)

In Progress

- Photos of interviewees in addition to the video project
- Collaborating with Spoken Word artist
- Full Accessibility – Close-captioning, ASL interpretation, audio description













COVID-19 Impact

Initial plans were to film onsite at each workplace and to even finish with one BIG group photo on the Art Museum steps (we all know how that's going…)

Like many of you, the production team had to pivot due to Covid-19.

Some interviews will be filmed onsite at the workplace, some offsite right outside of their workplace, some in RECPhilly's studio, some outdoors and even an interview recorded via Zoom!

Year Two!

- A Day in the Life Video – following an Employment Support Professional through their day (in collaboration with members of the Talent Management workgroup)
- Promoting Phila On the Job website (www.philaonthejob.org) and social media (@philaonthejob on Instagram)
- Collecting and sharing stories on Phila On the Job
- Recognizing businesses who are moving Philadelphia towards becoming a more inclusive and equitable city

BEST PRACTICES IN TRAINING

SUPPORTING A CULTURE OF EMPLOYMENT FOR ALL

GROUP PROCESS

Examine organizational commitment to employment and what training practices are in place already, what can be improved or updated

Training for families and Support Coordinators

Create a training on the employment process with talking points

GOALS

01

Grasp the attention of individuals and families and gain interest in employment, for those who wouldn't otherwise consider it

02

Develop talking points on the most important facts about supported employment

03

Create a tangible training for Individuals and Families that would be easily accessible, easy to comprehend, and informative

EMPLOYMENT IS FOR EVERYONE!



PA GOVERNOR TOM WOLF SIGNED EXECUTIVE ORDER IN 2016 ESTABLISHING AN "**EMPLOYMENT FIRST**" POLICY IN PENNSYLVANIA

- Pennsylvania is an "Employment First" state
- **Employment** is the **first** priority and preferred outcome of people with disabilities
- All people, regardless of disability, should pursue employment before any other day service



WHAT IS SUPPORTED EMPLOYMENT?

- When the employee works in an integrated, community-based setting with other employees without disabilities and are able to earn wages at or above minimum wage.
- Supported employment is a means by which people can receive supports at work and be successful in employment that fits their talents, interests, and abilities.
- Real jobs for real pay for *all* people with disabilities



COMMUNITY INTEGRATED EMPLOYMENT (CIE)

- CIE Is:
  - Community-Based
  - Strengths-Based
  - Integrated
  - Focused on Current Skills and Capacities
- CIE Is Not:
  - Facility-Based
  - Deficit-Based
  - Segregated
  - Focused on Readiness

WHAT ARE THE BENEFITS OF SUPPORTED EMPLOYMENT?



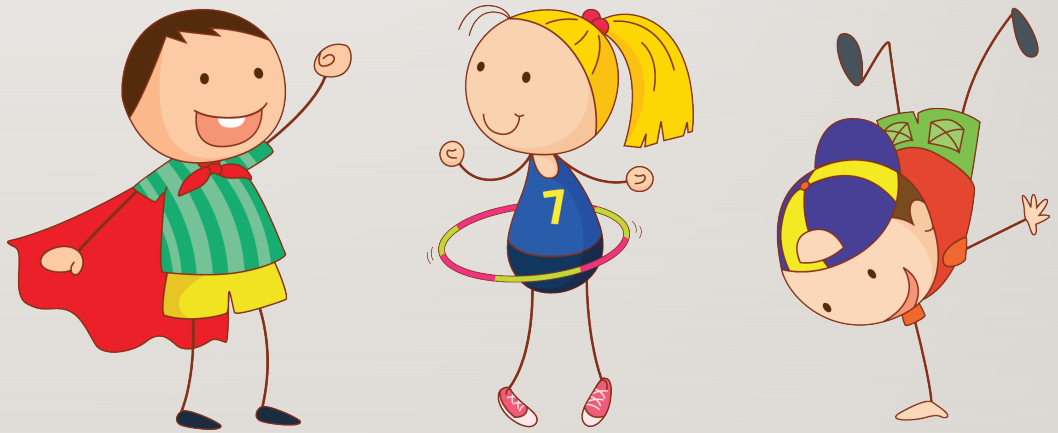
Working gives us:

- a sense of identity
- being a part of the community
- a source of money
- independence
- the opportunity to build meaningful relationships
- make contributions
- build our self-worth, and get respect
- People with disabilities deserve all of the same opportunities in life as everyone else and for most people with disabilities, this means work!

EMPLOYMENT/CAREER SEARCH BEGINS AT AN EARLY AGE

- Please follow the link below to view the video "When I grow up"

- https://www.youtube.com/watch?v=j4S8LnHZuuE



SCHOOL TO WORK TRANSITION
OFFICE OF VOCATIONAL REHABILITATION (OVR)

- Any high school student with a disability who may need vocational guidance and assistance in preparing for, obtaining, or maintaining competitive employment should be considered for referral to the Office of Vocational Rehabilitation (OVR). Students who have an *Individualized Educational Program (IEP), a 504 Plan, or who are involved with a school's Student Assistance Program may be appropriate referrals to OVR.

SCHOOL TO WORK TRANSITION
OFFICE OF VOCATIONAL REHABILITATION (OVR)

- A referral to OVR can be made by anyone, including the student, a family member or school/agency personnel. (Students under the age of 18 must have parent/guardian permission to become involved with OVR services)
- * Supports Coordinators should be invited to the IEP meeting, be sure to inform them as soon as you know the date and time, the schools will not invite them if they do not know they are assigned to you

WHEN TO BEGIN



- Start Early!
- Request Pre-Employment Transition Services from your school and OVR to insure a seamless transition from school to the world of work!
- After high school graduation as you transition to adult services, OVR and waiver services can provide funding for supported employment.
  - Step 1: Get benefits counseling.
  - Step 2: Complete an employment assessment.

WILL I LOSE MY SOCIAL SECURITY INCOME AND HEALTH INSURANCE IF I GET A JOB?

- No!
- When a person qualifies for disability related benefits from the Social Security Administration, such as Social Security Disability Insurance (SSDI) and/or Supplemental Security Income (SSI) most often **CAN continue to receive these payments if they work.**

WILL I LOSE MY SOCIAL SECURITY INCOME AND HEALTH INSURANCE IF I GET A JOB?

- The Social Security Administration (SSA) offers valuable assistance in benefits counseling to help you access work incentives, how to report your income, and assist people to safely come off of benefits if they choose.
- "The Medical Assistance for Workers with Disabilities ("MAWD") Program, is a public health insurance program available for individuals with disabilities who are between the ages of 16 and 64, who work and receive compensation for their work, and whose income and resources do not exceed the allowable limits.

WHO BENEFITS FROM EMPLOYMENT FIRST?

- **Employers** receive talented employees and specialized support for job acquisition and retention.
- **People** with disabilities gain employment, fair wages, benefits, and the dignity that arises from gainful employment.
- **Families** see a family member in a fully competent role in the workplace.
- **Communities** feel the economic force of fair wages spent in the local economy and the valuable lesson of witnessing the many abilities of people with disabilities.

TO RECEIVE SUPPORTED EMPLOYMENT SERVICES YOU MUST REGISTER WITH INTELLECTUAL DISABILITY SERVICES WITH YOUR LOCAL COUNTY OFFICE



Don't wait! Children and Adults can register!

- Philadelphia: (215) 685-5900
- Bucks: (215) 444-2800
- Chester: (610) 344-6265
- Delaware: (610) 713-2451
- Montgomery: (610) 278-3642
- Once registration is complete you will be assigned a Supports Coordinator who will refer you for an assessment and benefits counseling

SUPPORTS COORDINATORS (SC) ARE THE LINK TO EMPLOYMENT SUPPORT SERVICES



- Supports Coordinators are the link to employment supports
- SC's complete referrals through OVR funding or through waiver funding
- SC's will assist in locating an employment support provider. The provider will assist you in identifying your interests and skills, search and apply for employment, and when a job is secured, they will assist you with learning the job
- SC's will also monitor the progress of the service. If there are concerns with the assessment or the job search process, the SC should be informed and can assist in addressing the issue
- SC's will also attend your IEP meeting, be sure to invite them because the school may not have their contact information

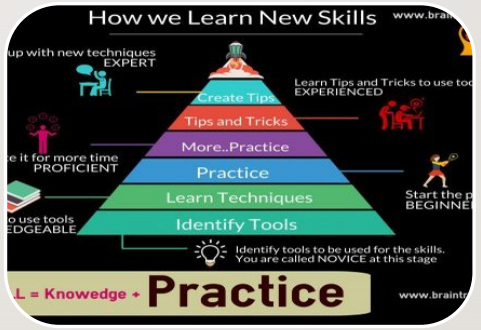
PEOPLE WHO WORK TEND TO:



Expand their social network



Feel productive and valued



Have opportunity to learn new skills

May your choices reflect your hopes,
not your fears.

- Nelson Mandela

Have opportunity to make choices

PHILADELPHIA'S VISION FOR EMPLOYMENT

- Realizing employment outcomes for everyone and creating a 'culture of employment' requires collaboration and partnership.
- What is a culture of employment? It is a belief that people with disabilities belong in the community workforce, earning a living, and a commitment to employment outcomes and the resources to "Make Employment Happen."

DBH/IDS EMPLOYMENT INITIATIVES
Employment 1st Employment Now!



- Employment 1st, Employment NOW!", focuses on core values, beliefs, tools, strategies, tips, and techniques that will move employment forward in our region.
- More and more people are hearing and understanding the message – having a job is a huge part of realizing personal satisfaction and community inclusion. Earning money, contributing to the community, opportunities for social interaction and increasing social capital are all key aspects of how employment can be an important part of building and enjoying an everyday life.

PHILA ON THE JOB!
CONNECTING TALENT TO OPPORTUNITIES

- For more details check out the Philadelphia Vision for Employment Website! www.philaonthejob.org Get the latest Employment News, Events, Resources, Personal Success Stories and Pictures!
- Click on the link below to watch the "One City, One Vision" video! An 'Employer to Employer' perspective reveals how some of Philly's most dynamic employers have discovered a talent pool of motivated, productive workers! https://www.youtube.com/watch?v=B6XlQgMU69I

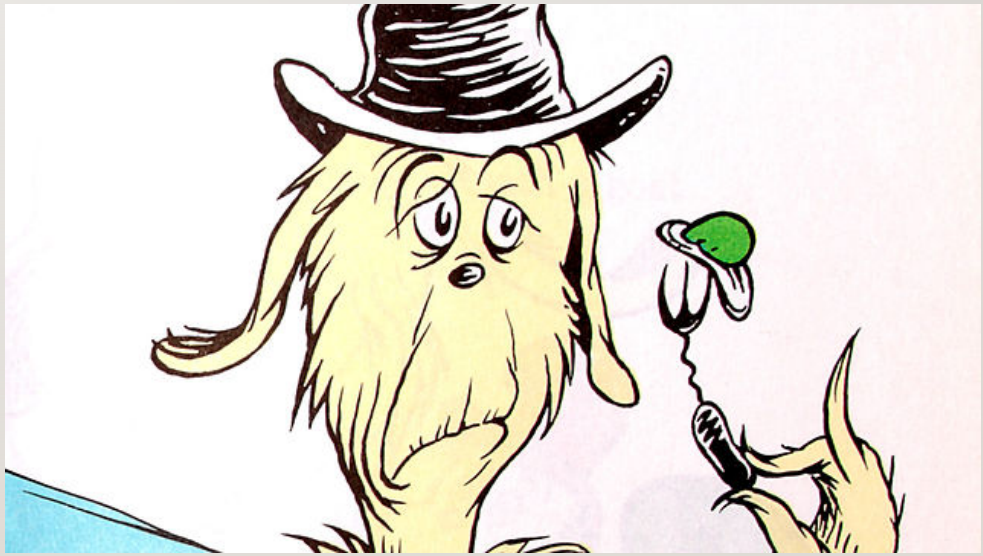


EMPLOYMENT IS FOR EVERYONE! TRY IT, YOU MAY LIKE IT AND DECIDE IT IS FOR YOU!

TRY IT! YOU JUST MAY LOVE IT!



TAKE A CHANCE ON SOMETHING NEW!



RESOURCES

- Social Security 2020 Red Book
  https://www.ssa.gov/redbook/

- Office of Vocational Rehabilitation (OVR)
  https://www.dli.pa.gov/IndividualsDisabilityServices/ovr/Pages/default.aspx

- Association of People Supporting Employment First (APSE) www.apse.org



YEAR TWO

- Providers and SCO's supporting an employment culture
- Record family experiences in employment
- Mentorship to families



CREATED BY THE STEERING COMMITTEE, BEST PRACTICES IN TRAINING WORK GROUP

Theresa Bynum

Joe Cipolla

Andrea Consigny

Carol Frangicetto

Joel Goldberg

LaQuenta Montanez

Joe Murphy

Susan Schonfeld



Interested in supporting a culture of employment?

Please contact Theresa Bynum at

tbynum@catchinc.com

Benefits Workgroup

“Understanding Your Benefits” Podcast Series!

- Completion of four podcasts on Work Incentives
  - What is WIPA and How Can it Help Me?
  - Supplemental Security Income (SSI), Explained
  - Medical Assistance, Explained
  - Impairment-Related Work Expenses, Explained

- Recordings will be released once per week in October 2020, then once per month until all topics are recorded

The Benefits Planning Podcast…

Disability Rights Network of Pennsylvania

Work Incentives Planning and Assistance Program

Helping You Today,
So You Succeed Tomorrow



Benefits Workgroup

Suzanne Erb

Christopher Florence

Martine Lorenzo

For more information about the Benefits Workgroup or to join the group, please contact Suzanne at suzannee@networksfortraining.org



Talent Management Workgroup

Charlotte Wroton

Allison Smale

Theresia Kody

Andrea Consigny

Talent Management Workgroup Goals

- Increase awareness of the role of Employment Support Professionals (ESPs) including:
  - Job Coaches
  - Employment Specialists
  - Job Developers
- Define the ideal skills, talents and experience of ESPs
- Create recruitment and retention resources for Employment Support Providers
- Increase retention of ESPs as a career
- Prioritize training and certifications
- Highlight the stories of ESPs

Initial Action Steps

- Orientation recruitment event: potential to partner with Career Link, Colleges/Universities, School District of Philadelphia
- Day in The Life of an Employment Support Professional – print stories, photos, testimonials, webinar, video
- Shadowing and mentorship to Employment Support Professionals
- Focus on retention (not just a stepping stone, real career ladder)
- Job description with statement of core values, expectations, competencies
- Creative hiring practices, varied skill sets
- Recruit additional workgroup members

Year 1 Goal: Day in the Life

- Problem to solve: How to help potential future Employment Support Professionals understand what the job really entails?
- Solution: Realistic Job Preview
- Action Plan:
  - Gather real stories and experiences from ESPs currently working in the field
  - Develop survey to gather real perspectives from ESPs
  - Collect pictures, testimonials, and videos
  - Celebrate ESPs for COVID-19 work
  - Utilize media and resources for recruitment and increased awareness of ESP jobs

Day in the Life: Survey

- We are inviting Employment Support Professionals to share their experiences and perspectives to develop career resources for people looking to enter the field. Your input is valuable to develop a realistic view of a day in the life of an Employment Support Professional, especially in current times.
- We appreciate your honest feedback to help guide prospective colleagues in understanding the skills and talents needed to do this work well and with passion. This 10 question survey should take 5 minutes to complete.
- Survey is still open!

  - www.surveymonkey.com/r/PhilaESP

Initial Survey Results

- In your opinion, what is the best thing about the Employment Support Professional (ESP) job?
  - Helping people achieve employment goals
  - Flexibility in schedule
  - Variety of job tasks and environments
- What do you wish you would have known before starting in this role?
  - Complexity of the job
  - Flexibility in schedule
  - Biases from community and businesses
  - Understanding the system – funding
  - Networking with businesses is challenging

Initial Survey Results

- What motivates you to come to work everyday?
  - Knowing I am helping someone achieve success
  - Helping people live their best life
  - Discovering new skills
  - The people we support
  - Meeting new people
  - I love my team

Year 2 Goals

- Write testimonials, film interviews, and take photos of ESPs' stories and experiences
- Create print media and varied lengths videos
- Make resources accessible to Employment Support Providers for recruitment
- Partner with CareerLink, Career Link, Colleges/Universities, and the School District of Philadelphia

Are you interested in joining the Talent Management Workgroup?

- Please share your stories, videos, and photos!
- Join our workgroup to share your ideas and strategies for achieving our goal to increase recruitment and retention of ESPs
- Email Andrea Consigny at aconsigny@spininc.org



ORGANIZATIONAL CHANGE

TRANSFORMATIONAL STORYTELLING

NETWORKS FOR TRAINING AND DEVELOPMENT

STAKEHOLDER MEETING

OCTOBER 1, 2020

TEAM MEMBERS



Charlotte Wroton



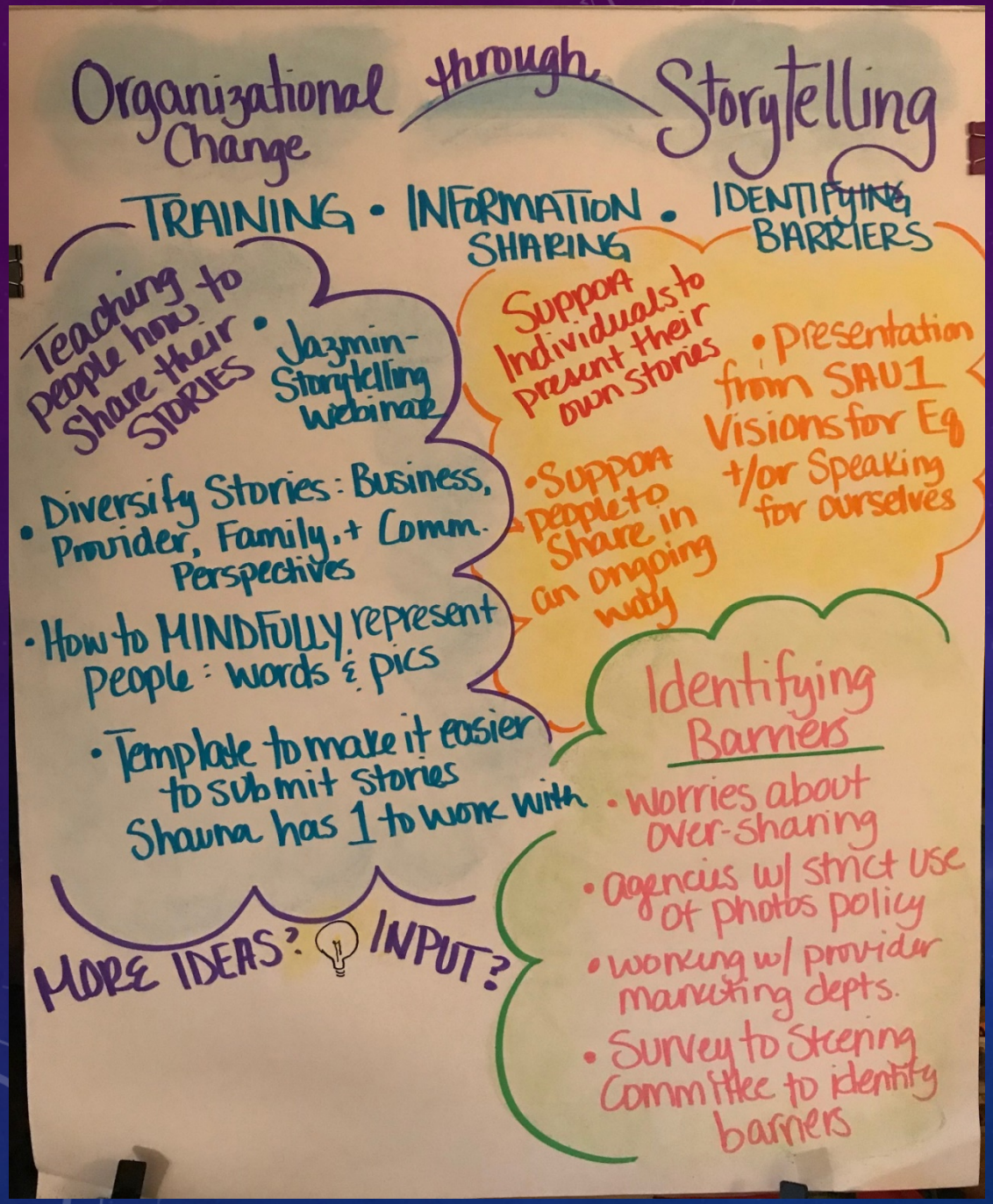
Wendy Williams



Shauna Roman



Allil Smale



HOW WE GOT HERE

- Based planning on ideas generated during last year's stakeholder meeting
- Focus on how to utilize storytelling to effect change
- Brainstormed options and discussed opportunities
- Identify barriers and seek solutions

WHERE ARE WE GOING?

Step 1: Develop a workshop that focuses on Transformational Storytelling.

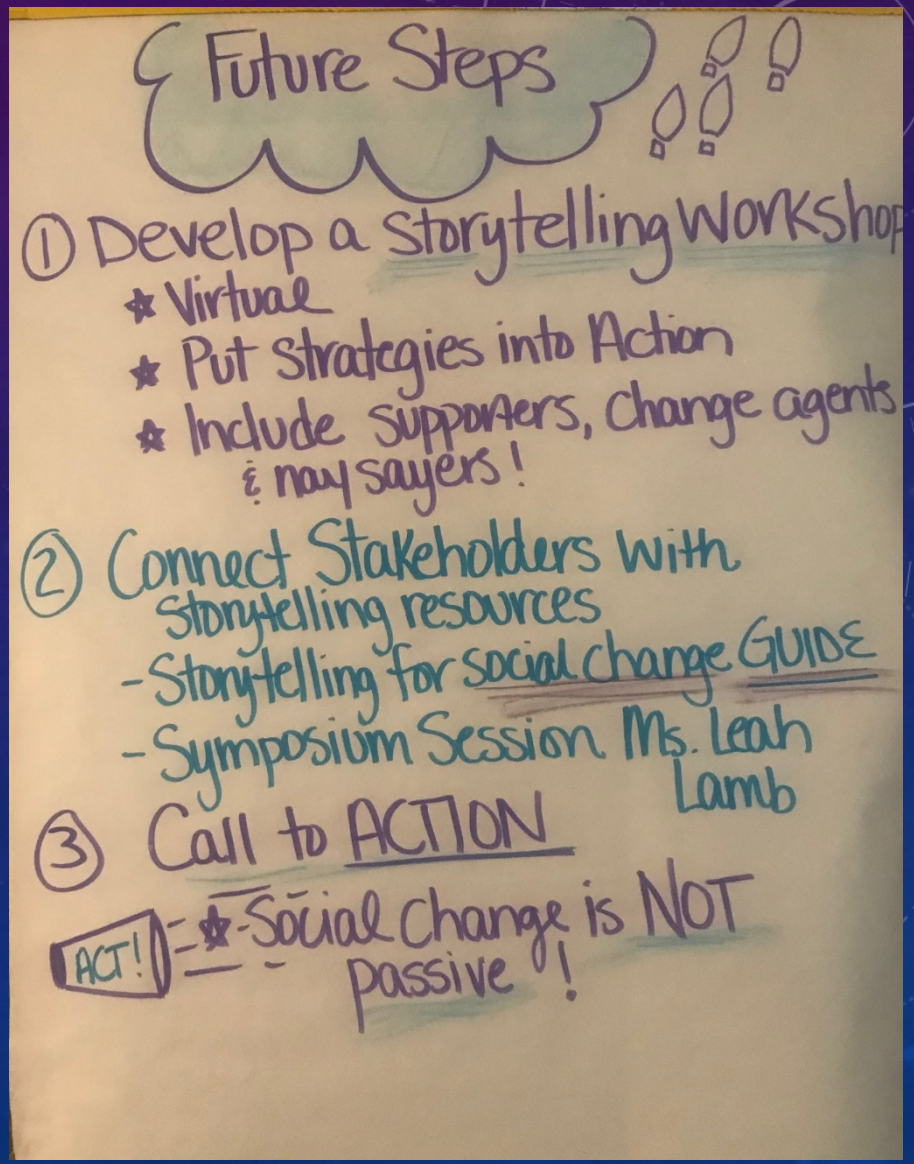
- Requirement: Put strategies into practice after the learning event. (social media post, create a video, write an article, complete an interview)
- Include supporters, change agents, and naysayers.

Step 2: Connect stakeholders with storytelling resources

- Check out Leah Lamb's session at the Employment Symposium.
- Guide: Working Narratives https://workingnarratives.org/story-guide/

Step 3: Call to Action! Social change is NOT passive.

- We need your help to get the right people engaged!



1ST CALL TO ACTION!

Help us to identify who should be included in our Organizational Change initiative.

Take 2 minutes to write down two names…

1) A change agent you know who would be a fantastic person to include in our Storytelling Workshop

2) Someone you know, work with or are affiliated with who struggles to understand how Employment benefits people with disabilities or does not believe in Employment 1st.

3) Please share contact info for these individuals to Asmale@kencrest.org and we will reach out to them personally to support their participation in this initiative.

QUESTIONS??

WOULD YOU LIKE TO PARTICIPATE ON THIS PLANNING TEAM?

Reach out to Alli Smale and she will connect you with next steps!

asmale@kencrest.org

THANK YOU!

20th Employment Supports Symposium

connecting talent to opportunities

NETWORKS FOR TRAINING AND DEVELOPMENT, INC.

City of Philadelphia
DBHIDS
DEPARTMENT of BEHAVIORAL HEALTH and INTELLECTUAL disABILITY SERVICES

PENNSYLVANIA APSE
Employment First
Employment for All

Phila On The Job
connecting talent to opportunities