

Possibilities

Seeing the possibilities in people with disabilities



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MORE ABOUT EMPLOYMENT

Adult Services through the Licking County Board of Developmental Disabilities (LCBDD) provides employment opportunities with various levels of support and non-vocational activities that promote independence and personal growth.

There are several types of employment options offered to those enrolled in LCBDD Adult Services:

• **Sheltered employment:** The LCBDD works in partnership with LICCO Inc., a private, non-profit organization. LICCO contracts with area businesses, and employees are compensated according to individual productivity and the local prevailing wage for similar jobs. Personalized support is provided to allow individuals to maximize their potential and increase independence in performing assignments. Currently, there are about 200 individuals who are enrolled at LICCO.

• **Supported employment:** Community Employment Services (CES) offers job development, coaching, follow-along and other support services to help individuals acquire and retain employment in the community. The LCBDD staff currently works with about 165 adults in a variety of environments to promote individual success. Supported employment includes individualized employment and work crews. Work crews operate in an environment similar to the workshop, but with less support. Individuals are employees of LICCO and work on site at local businesses. Job coaches (members of the LCBDD Adult Services staff) assist them in meeting contract demands and enhance the work skills of the employees while providing employment solutions to the businesses.

• **Competitive Employment** -- Adults are assisted by LCBDD staff in their job search and are temporarily supported by job coaches once they are employed. In this arrangement, companies directly hire employees. Job coaches eventually fade from the environment based on employees' progress and employers' recommendations. LCBDD staff provide regular follow-up to assure that individuals continue to experience success and businesses receive the support they need.

SCHOOL-TO-WORK TRANSITION SERVICES

The LCBDD Adult Services staff works with older students -- typically beginning at age 16 -- who have developmental disabilities. Plans are devised to coordinate services that are designed to prepare students for adult responsibilities, including finding jobs after high school graduation. Community Employment Services provides short-term work experiences and assesses vocational skills and socialization abilities. Transition students learn first-hand about employer expectations in a real work environment.



ABOVE: BRIAN SCHEIN WORKS IN THE LICCO PRODUCTION DEPARTMENT. LICCO PARTNERS WITH AREA EMPLOYERS AND THE LICKING COUNTY BOARD OF DEVELOPMENTAL DISABILITIES TO FIND MEANINGFUL WORK ACTIVITIES FOR ADULTS WITH DEVELOPMENTAL DISABILITIES.

For more information about employment opportunities for people with developmental disabilities, please visit:

www.LCountyDD.org/adultservices.htm

or

www.LICCOINC.com

To discuss how your business can benefit by contracting with LICCO Inc. and Community Employment Services, please call:

Gary Wimer, CES -- (740) 788-3754

or

Brett McClintock, LICCO -- (740) 788-3745

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CELEBRATING INDEPENDENCE

LICKING COUNTY BOARD OF DEVELOPMENTAL DISABILITIES



Picture the Possibilities

Inside: An Adult Services overview

Pictured: Nicole "Nikki" Jackson works at the Western Branch of the Licking County Family YMCA. She landed the job thanks to hard work, determination and help from the Licking County Board of Developmental Disabilities' Community Employment Services.



WORK + SELF CONFIDENCE = FULFILLMENT

It doesn't have to be July to celebrate independence. It's something that is commemorated daily at the Licking County Board of Developmental Disabilities (LCBDD).

However, there was a time – not too many years ago – when people with developmental disabilities had virtually no autonomy. They had very little social interaction and were almost never considered for jobs in their communities – two very critical aspects of achieving independence.

But thanks to a partnership between area employers and the LCBDD's Adult Services department, people with developmental disabilities are able to pursue and secure jobs. Not only are they making money to offset living expenses, they are improving their social skills, the quality of their lives and, ultimately, becoming tax-paying citizens.

Nicole "Nikki" Jackson is a shining example of someone who has gained independence in the local community. By Nikki's own admission, getting a job with supports offered by the LCBDD has made a tremendous impact on her life. Last year, she wanted to improve her chances of gaining employment by practicing and refining skills that are attractive to employers.

She was able to do that through the LCBDD's Community Employment Services (CES). In 2009, CES secured a LIFEWorks grant through the Ohio Rehabilitation Services Commission. The grant allowed Nikki and many other area young adults to work as temporary, paid interns in a number of local businesses. Nikki attended skills training classes at LICCO, which included classroom work in conflict resolution, teamwork, and communication, all of which are vital to building the self confidence that she and others needed to move into permanent positions.

And Nikki did just that earlier this year when she accepted a janitorial services job at the Western Branch of the Licking County Family YMCA, located in Pataskala.

"I like working," Nikki proudly proclaims. She explains that the job has allowed her to make enough money to obtain her own apartment which is a short distance from her parents' Pataskala home. "I didn't think I could get my own apartment, but I did and I like it.

She cherishes her independence and spends her money wisely.

"I use it for my apartment, my bills, and once in a while going out to eat," Nikki says.

Dana Ruble, YMCA senior program director and Nikki's supervisor, says they enjoy employing Nikki at the Western Branch.

"We're thrilled to have regular cleaning staff," Ruble says. We've been very happy with Nikki. She's been a real asset."

Nikki hopes her experience at the Y allows for future opportunities. Someday, she wants to try "desk work" – perhaps answering phones and performing receptionist duties. But for now, her job in janitorial services is satisfying.

Linda Hogue is a CES job coach who worked extensively with Nikki in the LIFEWorks program. She says that because CES serves as a liaison between individuals with disabilities and area employers, the LCBDD monitors Nikki's work on an on-going basis. Hogue always has been impressed with her motivation.

"Nikki's determination has been the key to her success," Hogue says. "She sets goals for herself and works hard to reach them. She didn't let any grass grow under her feet when it came to seeking employment. She really enjoys being around other people, so she found that working at the YMCA was a great fit for her."

"We have many similar situations where individuals have been offered opportunities of employment," Hogue continues. "We are very fortunate to have employers who are willing to give people with developmental disabilities the opportunity to work and earn their own money. When they are able to do that, and make connections with others, they can contribute to their communities and help make Licking County a better place to live and work for all."

Society has come a long way in accepting adults with physical and intellectual disabilities into the traditional workplace. But the unemployment number for them is staggering – at a national rate of about 70 percent, Hogue adds.

Licking County is fortunate to have an increasing number of employers who see the value in hiring those with developmental disabilities (please see page 4 to read more about employment options that are offered to people with disabilities).

"They recognize that they get dedicated and trustworthy employees," Hogue stresses. "Nikki and many people like her are gaining skills and finding jobs. It makes them feel useful and empowered. Nikki is thriving and you can see it in her smile."

RIGHT: NIKKI JACKSON LIKES THE FREEDOM A JOB GIVES HER -- SHE EARNS HER OWN MONEY AND IS ABLE TO LIVE INDEPENDENTLY.



LCBDD ADULT SERVICES OFFERS OPTIONS

Because each individual's needs, desires and goals are different, work programs may not be the first choice for adults who are served by the Licking County Board of Developmental Disabilities.

The LCBDD Adult Services program provides various funding mechanisms for people to attend day programs that are best-suited for them.

Day services, often called "day habilitation," enhance the lives of adults with intellectual and physical disabilities through meaningful activities and social interaction.

Up until just a few years ago, day services in Licking County only were offered through LICCO Inc. Now there are a number of quality community providers that exist to contract with LCBDD Adult Services. Each provider is unique, and offers both vocational and non-vocational support.

Some of the activities they engage in focus on personal care, skill development and recreation/leisure activities. The providers of these services often are private, non-profit organizations.

By participating in day habilitation activities, people with developmental disabilities stay active, explore new ideas and discover their talents. Each provider has its own niche, allowing for individuals and families to choose the program that is best for them.

Following is a list of some organizations with which the LCBDD contracts for day services --

- Consumer Support Services operates the James Street Center and Pine Street Center, located at 100 James St., Newark. The primary goals are to increase independence, promote individualization and productivity, and to encourage positive approaches to behavior management. At the James Street Center, individuals may develop their social, recreational and daily living skills. Each person's interests and choices are encouraged. Both centers focus on the arts, crafts, music, sensory stimulation, daily living skills and more. The Pine Street Center also offers some evening and weekend recreation, physical activities, leisure programs and day trips.

- The Colvin Hoover House is operated by the Center for Disability Services. Located at 117 W. Church Street, Newark, it provides a unique, home-like environment with a



ABOVE: SPARK IS JUST ONE OF MANY DAY HABILITATION PROVIDERS IN LICKING COUNTY. SPARK OFFERS ADULTS WITH DEVELOPMENTAL DISABILITIES A CHANCE TO EXPLORE THEIR CREATIVE INTERESTS. THE LCBDD CURRENTLY ASSISTS ABOUT 500 ADULTS IN FINDING AND KEEPING EMPLOYMENT, AND OFFERS FUNDING MECHANISMS TO PROVIDE DAY HABILITATION SERVICES.

hands-on approach to skill development. Adults learn in a similar setting to where these skills will be applied. Lessons and activities are based on the needs and choices of each participant and can include hygiene, housekeeping, exercise, arts and crafts, nutrition and cooking, socialization and more. There are many opportunities to explore the community through activities and visiting places of interest.

- Midwest Innovations operates the Dusk Till Dawn Candle Company at 11 S. Park Place, right across from the Courthouse Square in downtown Newark. Adults with disabilities work in this trendy retail and coffee shop while participating in day habilitation activities. Employees learn work skills and earn wages while selling candles, crafts and old-fashioned candy made by people with developmental disabilities. They also learn work skills and earn wages by performing contract work such as newspaper bundling, sorting and recycling.

- SPARK is a private, non-profit program located in the historic Arcade in downtown Newark. SPARK's emphasis is on participants directing their own activities and finding their passion. There are recreational and vocational options, such as woodworking, knitting, sewing, arts, crafts and other creative endeavors. They also can enjoy outings, theme parties, educational pursuits and physical-fitness activities.