

## Competitive Integrated Employment

*If someone has a disability, it should not stop them from getting a job and being able to do more on their own.*

### Transition Planning (Ages 14-21)

The transition from childhood to adulthood and from school to adult life can be challenging for anyone. Student resources include questions to consider when thinking about life goals and dreams, a checklist with timeframes to help you stay on track and avoid major delays or disruptions in your services.

[Transition Timeline/Checklist](#) (from PTI Nebraska)

[Nebraska Vocational Rehabilitation \(VR\)](#)

- Pre-Employment Transition Services for eligible students between the ages of 14 and 21. When written parental consent is given, a VR representative attends the IEP meetings when they may be providing services during the next IEP year or if they may provide services after graduation.

[Project SEARCH](#)

- Project SEARCH is a partnership between Nebraska VR, a business, area school systems, the Commission for the Blind and Visually Impaired, the Assistive Technology Partnership, and the Division of Developmental Disabilities. This one-year school-to-work program is business-led and takes place entirely in the workplace. The experience is part of the transition programs through the schools and includes a combination of classroom instruction, job exploration, and hands-on training through worksite rotations.

[Practical Assessment Exploration System \(PAES\)](#)

- PAES is a hands-on assessment of employment potential where participants explore hundreds of jobs in five career areas that are based upon typical skills found at community-based job sites. For more information or to apply to the program, contact the representative on the PAES Brochure at [worklifeready.com/wp-content/uploads/2022/01/PAES-Brochure.pdf](http://worklifeready.com/wp-content/uploads/2022/01/PAES-Brochure.pdf)

## Making an Informed Decision: Is Competitive Integrated Employment right for me?

Whether you participate in competitive integrated employment is entirely up to you! DHHS is here to support you in living a fulfilling life, as independently as possible. We offer services to help with many different situations. Below you will find common statements from other participants, followed by information regarding services and supports that address each statement. Have you ever had any of these thoughts?

### **I am worried about how employment could affect my benefits.**

- DHHS offers a service called Benefits Counseling that matches participants with a certified Medicaid specialist who can help you understand your pathway to obtaining individualized integrated employment or self-employment. It will explain how employment may impact your current benefits. The goal is to increase your economic self-sufficiency by using available work incentives. Includes Benefits Education, Benefits Planning, and Benefits Management. See [Benefits Counseling Service Summary](#) for more information.

## I do not know if I want a job.

- Employment Exploration is a time-limited and targeted service to help you make an informed choice about whether you want to pursue individualized integrated employment or self-employment. This service can take up to 30 calendar days from the date it starts. See [Employment Exploration Service Summary](#) for more information.

## I need support in finding a job that would take my job preferences and abilities into consideration.

- **Nebraska Vocational Rehabilitation (VR)**
  - Responsible for helping individuals with disabilities identify jobs to match their preferences and abilities.
  - They will assist you in your job search, help you complete job applications, and prepare you for any job interviews.
  - Once you have accepted a job offer, they will support you through the initial job training and ensure you are comfortable with your assigned tasks.
  - You do not need to have an HCBS Medicaid waiver to utilize VR services.
  - See [vr.nebraska.gov](http://vr.nebraska.gov) for more details.
- **Nebraska Commission for the Blind and Visually Impaired (NCBVI)**
  - Vocational rehabilitation services that assist blind and low vision adults find, maintain, and advance in employment.
  - Offer assistance to blind entrepreneurs to start food services businesses and other small businesses in government buildings and rest areas, including training, resources, and ongoing support.
- For people who have an HCBS waiver, The Division of Developmental Disabilities (DDD) and VR communicate throughout the employment process. They will assist you in planning the supports you will need long-term. Your long-term supports will be provided as part of your DD waiver services and are funded through your Individual Budget Amount (IBA).

## I want a job, but I need support in learning how to read a work schedule, time management, and staying on task.

- Through the Prevocational service, you will learn general job-related skills needed to get a job in the community. See the [Prevocational Service Summary](#) for more details.

## I need additional information.

- See the [DD Resource: Employment Decisions and Process](#); or
- Talk with your Service Coordinator about what employment services and supports would be best for you.

## Employment Partners and Programs

DHHS works with community partners to improve and expand access to community jobs.

### [Aging and Disability Resource Center \(ADRC\)](#)

- The Aging and Disability Resource Center (ADRC) is for Nebraskans 60 years or older, people with disabilities of all ages, family members, caregivers, and advocates. Local ADRCs provide information, referrals, and assistance for accessing community services and long-term care options.

### Association of Community Rehabilitation Educators (ACRE)

- ACRE's mission is to advocate through education to improve the quality of employment services & outcomes for people with disabilities.

### Association of People Supporting Employment First (APSE)

- The only national membership organization to focus exclusively on inclusive employment and career advancement opportunities for individuals with disabilities.

### Department of Education: Nebraska Transition

- Nebraska Transition age students will have an individualized transition plan driven by the student's voice and purpose through intentional connection, communication, and collaboration between: students, families, schools, and community partners.
- Students will have purposeful and inclusive opportunities to develop awareness, understanding, and exploration of post-secondary opportunities in employment, education, independent living, and community involvement.
- Post-School Outcomes: Data on the Postsecondary education and employment status of young adults who received special education services while in high school.

### Disability Rights Nebraska (DRNE)

- Disability Rights Nebraska is the Protection and Advocacy system for people with disabilities in our state.
- DRNE aims to protect, support and promote the rights of people with disabilities. This includes people with just about any disability including intellectual or developmental disabilities, mental illness and physical disabilities.

### National Expansion of Employment Opportunities Network (NEON)

- The purpose of the Advisory Committee is to increase Competitive Integrated Employment for people with disabilities.
- The committee recommended to increase the capacity of employment service providers to provide Competitive Integrated Employment (CIE) through both organizational restructuring and staff professional development.

### Nebraska Association of Service Providers (NASP)

- NASP is a statewide membership association encompassing organizations, businesses, and advocates dedicated to enhancing home and community-based services for Nebraskans with intellectual and developmental disabilities (IDD).
- Focusing on collaboration, collective problem-solving, and sharing ideas and resources, NASP's goal is to elevate the quality of care for individuals served and increase job satisfaction for employees of NASP affiliated organizations.

### Nebraska Council on Developmental Disabilities (NCDD)

- NCDD focuses on improving the system of supports for individuals with disabilities and their families.
- Goals are concentrated on individuals who experience a severe disability that occurs before the age of twenty-two, including individuals with physical disabilities, mental or behavioral health conditions, and developmental disabilities.
- Support systems across the lifespan are examined.

### Nebraska Vocational Rehabilitation (VR)

- Nebraska VR works with schools and other organizations to help students plan for the future and prepare for the world of work.
- More information about Nebraska VR is on page 2.

## [PTI Nebraska](#)

- Parent Training and Information (PTI) provides several resources on the [Transition to Adulthood](#).
- [Transition Timeline/Checklist](#) gives a timeline for parents to help them support their child's transition to adulthood (14-21).
- Transition services are intended to prepare students to move from the world of school to the world of adulthood. In transition planning, the IEP team considers areas such as postsecondary education or vocational training, employment, independent living, and community participation.

## [State Office of Special Education \(SPED\)](#)

- SPED purpose is to lead the improvement of outcomes for preparing all children and students with disabilities and their families for learning, earning, and living through effective use of data, collaboration, communication, and a framework of differentiated support.

## [Ticket to Work](#)

- The Ticket to Work and Self Sufficiency (Ticket) Program is a federal program designed to provide Social Security disability beneficiaries the choices, opportunities and support they need to enter and maintain employment.
- The goal of the program is to reduce and, whenever possible, eliminate dependence on Social Security disability payments.

## [Workforce Innovation and Investment Act \(WIOA\)](#)

- WIOA is landmark legislation designed to strengthen and improve our nation's public workforce system and help get Americans, including youth and those with significant barriers to employment, into high-quality jobs and careers, and help employers hire and retain skilled workers.

# Employment Resources

## [Along the Way](#)

- A guide for adolescents and young adults with IDD.

**Available Services for Teens and Young Adults** - Explains the transition from school to adult services and what different services can provide during and after high school.

- [Available Services for Teens & Young Adults with Developmental Disabilities](#)
  - Includes information from the Department of Education, **Nebraska VR**, and DDD.
- [Available Services for Teens and Young Adults who are Blind or have Vision Impairment](#)
  - Includes information from the Department of Education, **NCBVI**, and DDD.

## [Elevating Family Expectations for Competitive Employment: Final Summary and Recommendations](#)

- Report from 2024 on a path to employment success in Nebraska.

## [Imagine the Possibilities: A Path to Employment Success \(slidedeck\)](#)

- Self-determination includes skills that allow individuals with disabilities to take control of their employment future.
- Preparing youth and young adults for employment success.
- Empowering youth and young adults while addressing family concerns.

## [Nebraska Department of Education Guide for Secondary Schools](#)

- All students deserve a high-quality education that prepares them for future success, and all students are entitled to a high quality high school education that prepares them for success in their post-secondary education and careers. To realize this vision, all students with disabilities must

have equitable access to the full rigor of grade-level instruction in high school to best prepare for life after graduation.

#### Nebraska Supported Employment Summit- Action Plan

- Nebraska Supported Employment Summit- Action Plan brought people together from across Nebraska to host a Supported Employment Summit. The overarching theme of the Summit was focused on: Working Together to Change the Way Nebraska Does Supported Employment.

#### Ready, Set, Go!

- A brochure that provides information about the services offered through the Nebraska Division of Developmental Disabilities (DDD). It is geared to help people who are preparing to enter developmental disabilities services.

#### Transitioning: Educational Services to Adult Waiver Services

- Learn about the process for an eligible 21-year-old graduate to be offered the Developmental Disability Adult Day (DDAD) Waiver when transitioning out of the educational system. This helps them maintain the skills learned at school, with a focus on day services to pursue economic self-sufficiency.