

# #DSWORKS®: Implementing Local Employment Supports

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## #DSWORKS® Program

Matteo Lieb – Employment Policy and Program Manager

- Promotes #DSWORKS® Success Stories and self-advocate businesses
- Develops resources for the community
- Host stakeholder webinars
- Grows and maintains corporate relationships.
- Advocate for positive employment legislation.

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### Impact of COVID-19

Workforce Access and Opportunities for Innovation

- Disability employment outcomes
- Need for critical adjustments
- Focus on health and safety
- Continued demand for workforce access
- Opportunity for long-term improvements in access





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### Impact of COVID-19

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### Employment Resources and Supports


Exploring Career Choices

Employment is a defining aspect of life in our society. It offers more than just a means to earn a wage. Employment benefits the community and offers people a chance to develop new skills and interests, to contribute, to experience a sense of purpose and to determine a good fit between the employee and employer. It is important to remember that persons with disabilities need long-term support when determining a good fit.

**1. Determining Interest in the Company:** Though the person to whom they work, these people are important at work when they enter the work force. As well as the company that works for them, these people should determine their interests through online research and in-person discovery to make sure the company is a fit for their work.


**2. Choosing a Work Environment and Culture:** No two workplaces are alike. Even in the same company, two different businesses can have different work environments. This could be due to geography, the unique needs of the business, the industry and more. Employees should be aware of these differences and how a workplace with culture and values aligns with their own. People with Down syndrome should be encouraged to explore the workplace and culture of a company before making an employment decision.

**3. Job Title and Responsibilities:** A job description is often not enough to determine if a job is a good fit. Having the chance to shadow during the interview process benefits both the employer and prospective employee. For employers, they get a better sense of whether the candidate is a good fit for the role. For employees, it helps them better understand what to expect before starting.



It is important to define and explain the specific tasks and responsibilities of a role. Employees and their employers with Down syndrome should have a common understanding of the tasks and how they match the strengths a candidate brings to the position.

Each of these steps has a different value in determining a good fit. However, for an individual with Down syndrome, however, it is important during the job search process to consider all three to maximize the likelihood of success.



- Partnering for Career Success
- Resume resources
- Guide Me & Watch Me Succeed
- Upcoming resources
- Supported employment providers
- Vocational Rehabilitation agencies

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### Employer Engagement Best Practices

- Highlight business case for inclusion – not just ethical case
- Listen and understand business needs
- Provide value to employers – talent acquisition process
- Educate around supports and accommodations
- Collaborate with other stakeholders

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### Questions?

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# Thank you!

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