

BEST BUDDIES®



A Special Thank
to the following organizations
for hiring & supporting Best Buddies

THE ABLE TRUST
Hollars
My Restaurant
ec upon a child
TAVISTOCK

SHANE COLLINS
JOBS program participant

BESTBUDDIES®

Friendship, Jobs, Leadership Development & Living

Meet Your Presenter

Deputy Director, Jobs



Whitney Michielssen

A former ESE Professional School Counselor, who returned to the non-profit sector to make a difference. Started in the field as an Employment Consultant, and now oversees a team of job coaches in Tampa, Orlando, Palm Beach, and Jacksonville, as well as our Pre-ETS team.

Business Professional

90%

Pet Parent

100%

Children's Author

60%

Yogi

70%

BESTBUDDIES®

Best Buddies International is the world's largest organization dedicated to ending the social, physical and economic isolation of the 200 million people with intellectual and developmental disabilities (IDD). Our programs empower the special abilities of people with IDD by helping them form meaningful friendships with their peers, secure successful jobs, live independently, improve public speaking, self-advocacy and communication skills, and feel valued by society.

Mission

Best Buddies International is a nonprofit 501(c)(3) organization dedicated to establishing a global volunteer movement that creates opportunities for one-to-one friendships, integrated employment, leadership development and inclusive living for people with intellectual and developmental disabilities (IDD).



Who We Serve

The IDD community that Best Buddies serves includes, but is not limited to, people with Down syndrome, autism, fragile X syndrome, Williams syndrome, cerebral palsy, traumatic brain injury and other undiagnosed disabilities.



Programs

Best Buddies programs sit on the four key mission pillars below:



One-To-One Friendship

Builds friendships between people with and without IDD, offering social mentoring while improving the quality of life and level of inclusion for a population that is often isolated and excluded.



Integrated Employment

Secures jobs for people with IDD, allowing them to earn an income, pay taxes, and continuously and independently support themselves.



Leadership Development

Educates and empowers people with and without IDD to become leaders, public speakers and advocates.



Inclusive Living

Provides an integrated experience in which people with and without IDD are active, contributing citizens – living independently in a dynamic environment where they can learn, grow, and thrive.

Be Empowered, Be Employed

A conversation about skills needed for employment, steps to take to obtain supported employment, and tips and tricks for picking a supported employment vendor.

Today's Agenda

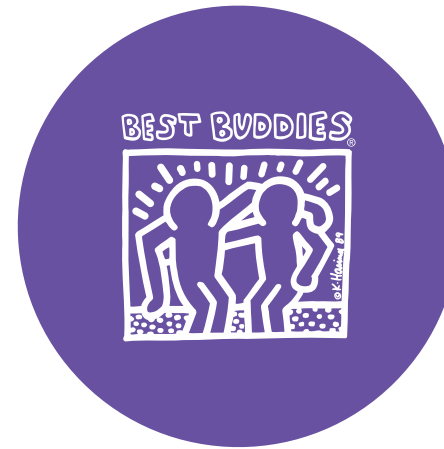
What you can expect...real talk

01 Employability skills: What it takes to become employed.

02 Picking a supported employment vendor.

03 Steps to obtain supported employment.

04 Working with your selected vendor.





Employability Skills

What your SE vendor may look for:



Reliable Transportation

Participant drives, uses a shared ride service, or has a guardian who can help them get to and from work on time.



Desire to Work

Participant, not the parent, wants to work.



No violent, verbal or physical outbursts

Participant can generally comply with the task without resistance.



Can BECOME independent in their role

While the job coach will be there initially, the goal is to fade and allow for independence.

How to support...and not hover

It's a team effort, but it's THEIR job



Don't answer for your child during intake meetings.

Your coach will need to see how your child functions independently to see that they can reach a level of independence at work.

Don't call the boss on your child's behalf!

Calling a manager may make the manager second guess whether your child is a good fit. It's better to inform the coach so that they can work on self-advocacy with your child!

Do offer accommodation ideas to the job coach.

You know them best! We love to hear what works and what doesn't work for your young adult, specifically.

Do let the job coach know if you have any concerns they can address.

Remember, your job coach is here to support your child. We are happy to address any concerns directly with the employer.

Your Team

Of many supports!

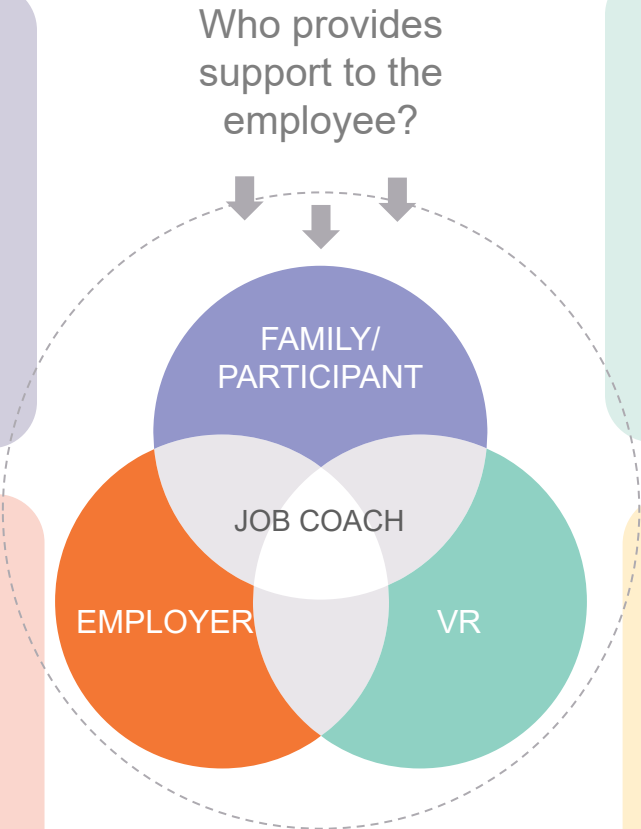


FAMILY/PARTICIPANT ROLE:

- Inform job coach of any concerns
- Participate in all job development meetings.
- Be honest about your abilities.
- Transportation to and from work.
- Request time off in a timely manner
- Job develop

EMPLOYER ROLE:

- Remain up to date and compliant with ADA laws
- Provide an inclusive workplace.
- Communicate concerns to job coach.
- Offer timely and appropriate feedback.
- Treat employee equal to any other employee on staff.



VR ROLE:


- Properly assess the participant's skillset.
- Understand participant's goals.
- Offer informed choice of VR providers.
- Advocate for families and vendors, as necessary.

JOB COACH ROLE:


- Conduct intake meeting.
- Polish resume and interview skills.
- Job develop.
- Attend and train on the job.
- Fade away, as independence is gained.
- Check-in regularly.
- Advocate for participant on the job, as necessary.

Picking a Vendor


What questions to ask to find a fit for your family.




Who are some of your partners?
This question will give you a better idea of the types of jobs you may be employed in. Are they a person-centered program?



How independent does my child need to be to work with your agency?
If your child isn't ready for independence, look into a transition program, which may provide more support.



How long does support last?
Some agencies do the job development part only, some stay for months on end. Make sure you find the support that's right for you!



What does job development look like?
Does this agency help with resume building and interview skills? Will they only place with existing partners or push you into a role you may not want.

Steps to obtain supported employment

I've picked my vendor, now what can I expect from my agency?

Although every agency is different, you generally can expect some sort of resume building/interview preparation, on the job training, and fade away supports.



Working with a Vendor

8 tips to make you your vendor's FAVORITE family to work with!

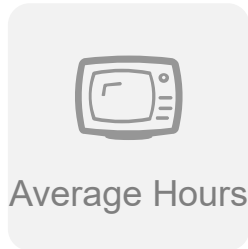


BBFL Data

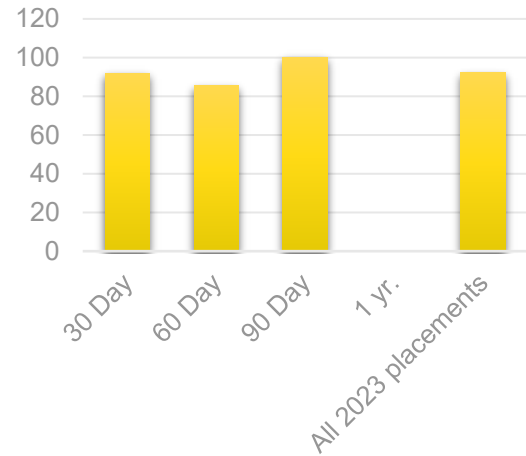
Some data points to ponder...



\$12.79/hr
Typically entry level roles.

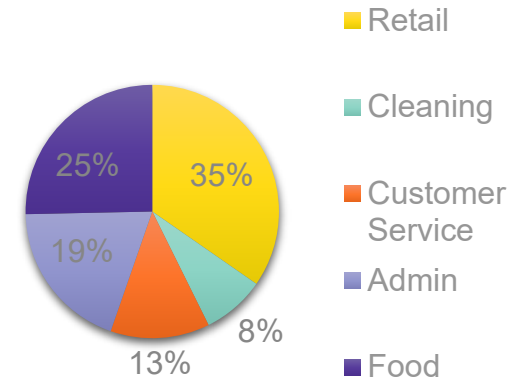


21.46/wk
Typically balancing benefits and wages.



Retention

These are our retention rates so far for 2023



Typical Types of Roles

Here are the areas our participants are typically placed.

Keep in Touch

Thank you for attending!



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