



# THE WORK SHEET

*Employment happenings in Utah for our peeps.*

*The Employment Partnership results in agencies collaborating and coordinating their policies, resources, services, and training to more effectively serve individuals with disabilities to achieve their employment goals.*

## PATHWAYS TO CAREERS & SUCCESS

The Pioneer Adult Rehabilitation Center (PARC) uses the Pathways to Careers program to help individuals with disabilities participate in employment opportunities. The program helps match individuals with businesses to create win-win situations that benefit the employee, employer, and the nation.

The pilot project is attempting

to demonstrate that incentives and changes to the tax code can result in less costs to Social Security Disability Insurance (SSDI) and Supplemental Security Income (SSI).

Success stories demonstrate the potential for businesses to benefit from the skills of employees when the time and effort are taken to find good matches.

One success story involves a young adult who has an interest in ATVs combined with excellent memory skills and computer skills. His skills made him a great fit for a job in the warehouse at a local motorsports company where the employee tracks the inventory and has saved the company over \$ 1000 by identifying errors in incoming shipments.

## THE PATHWAYS PROCESS

The Pathways to Careers project uses a thorough process to help match potential employees with jobs. The initial Discovery process seeks to find skills and interests over a few weeks time rather than looking at one day. Pathways then negotiates with poten-

tial employers for 8-12 week paid internships with costs covered by the project. Pathways provides supports as the individual begins work and helps to integrate the individual into the corporate family. The individual can do up to 3 internship rotations. If the

individual is hired, the business gets a payroll tax deduction and can spend the money for any use including improving systems for other employees. The individual can decide to accept the position or not after the extended "interview" and "training" period.

## BRIEF UPDATES

- \* Special Education Rules proposed changes, related to parental consent for benefits, are open to public comment with hearings on April 8 and 15, 2013 at the Utah State Office of Education. For details, visit [schools.utah.gov/sars/](http://schools.utah.gov/sars/).
- \* The Department of Justice has joined the plaintiff in the Oregon lawsuit, Lane v. Kitzhaber, in claiming that rights of individuals with disabilities were being violated as a result of a high rate of placement in sheltered workshops.
- \* The Employer Workshop on March 12 was a success with over 40 leaders and 30 businesses represented and the recent Work Ability Career Preparation and Job Fair had 340 job seekers and 30 businesses attending with positive feedback.

## UPCOMING EVENTS & UPDATES

- \* Generations Conference April 15-17 at the Salt Palace
- \* Crisis Counseling Conference May 20, 2013
- \* Shake Out April 17, 2013 at 10:15 am. See the minutes for Emergency Plan tips. [Shakeout.org/Utah](http://Shakeout.org/Utah)
- \* PCN will be open April 22 through May 6 for all adults and then continuing through May 17 for adults with minor children [health.utah.gov/pcn](http://health.utah.gov/pcn)
- \* Hiring our Heroes Job Fair April 17 at South Towne Expo
- \* Symposium on Transition to Career Pathways June 27 at the Salt Lake Community College Miller Campus
- \* Sequestration has affected, and will continue to affect, state and local organizations that receive federal funding.
- \* S.B. 259 passed and will require 85% moving individuals into services and 15% for respite for people on the DSPD waiting list.
- \* Find resources and watch for more events on the calendar at [workabilityutah.org/](http://workabilityutah.org/)
- \* The next Employment Partnership Meeting will be on May 2, 2013 at the Judy Buffmire Building. Join us for updates from state and local organizations that serve people with disabilities.

## EMPLOYMENT PARTNERSHIP MEMBERS:

In case you wondered...

- Individuals with disabilities
- Parents and Advocates
- Utah State Office of Rehabilitation
- USOR Employer Relations
- USOR Benefits Planning
- Department of Workforce Services
- Utah State Office of Education, Special Education
- Division of Services for People with Disabilities
- Division of Medicaid and Health Financing
- Utah Independent Living Council
- Division of Substance Abuse & Mental Health
- Utah Schools for the Deaf and the Blind
- Division of Community and Family Health Services
- Bureau of Children with Special Health Care Needs
- Easter Seals
- Utah Parent Center
- Governor's Committee on Employment of People with Disabilities
- Utah Association of Community Services
- UBET/Chamber of Commerce
- Governor's Office of Economic Development
- Utah Developmental Disabilities Council
- USU Center for Persons with Disabilities
- Legislative Coalition for People with Disabilities
- Work Ability Utah

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