NASDDDS Conference

June 8, 2017
Kaposia

Mission
Kaposia invests in the prosperity of people with disabilities and the profitability of our partners.
Discovering Your Personal Genius

Getting to Know You
- Home Visit
- Phone Calls
- Explore Neighborhood
- Hanging Out with Intent™

Learning More About You
- Activities to Show Skills
- Good/Bad Environments
- Identify Supports Needed
- Review All Information

Explore Career Themes
- Identify 3 Main Vocational Themes™
- Meet with others who have those themes
- Create a personal narrative
- Brainstorm a creative list of 20 businesses™ for each theme
- Meet with people at those businesses to learn more and share common interests and skills
- Connect with an Employer and get a JOB OFFER!
Robert

- Worked at a high end jewelry store for 6 years. Never missed a day. Always wore required “uniform” (khaki pants, button shirt).
- Started showing up late.
- Began wearing inappropriate women’s clothes to work: leggings, high heels, scarves.
- Employment Consultant provided additional training and support. No improvement.
- Robert admitted he was tired of the job and wanted out.
Robert - continued

- Ideal conditions of employment: “relaxed” dress code.
- Identified a second-hand clothing store in Minneapolis which specialized in “unique” clothing.
- Robert is now back to showing up on time and is a valued member of their team. His choice in clothing is seen as an asset.
Sean

• Took a job at a restaurant because he wanted some spending money.
• Never particularly liked the job, but didn’t hate it.
• Employment consultant reviewed skills and discovered Steven’s poetry.
• Encouraged him to apply for a micro-grant to help publish his book.
• Steven’s spirit was reinvigorated.
• He now works with local bookstores to get his books on their shelves, taken additional classes, is focused on what is important to him.
Leon

- Model employee at a grocery store for 10+ years.
- The store closed and he was transferred to a different location.
- Negative attitude, work suffered, close to being fired.
- Employment consultant identified that he had not connected with new co-workers, due to shyness.
- Set goal to talk with one new person each shift.
- This allowed him to feel more included, and his attitude changed back to being “a man of steel.”
Doug

- Works at a university, providing support to the Special Ed department.
- Routine clerical tasks.
- One day he moved his desk into the elevator because his co-workers were being too loud.
- Another day, he took a white board off a professor’s door and attached it to another professor’s door because he thought that person needed it more.
- Team identified task of setting up meeting rooms which gave him the opportunity to move furniture in a positive manner. Team also meets to discuss with Doug why he did certain things. There is usually a very logical reason, but not always wanted result. This allows Doug to learn more of the social cues he needs to be successful.
How would you help this person?

• No understanding of money.
• No work history.
• Family has never expected much of her.
• Lack of understanding around sexual boundaries.
• Chemical usage.
• Likes fashion.
Paris Hilton
Raising expectations

• People with disabilities live with the soft bigotry of low expectations.
• When our consideration is where someone will work rather than if they can work, there is an entirely different outcome.
• We need a system that serves people one at a time. This is what person-centered really means.
• All means all.
Questions

If you’re too nervous, you can e mail me at jalexander@kaposia.com