

Supported Employment for People with I/DD and Criminal Histories



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Overview of Offender w/ I/DD

Male

Unemployed

Mild to Moderate
Intellectual Disability or
Autism Spectrum
Disorder

Aware of and tries to
hide disability

Ages 20 – 40

Sex Offenses





At least one year of prison
time

Felony

Crime

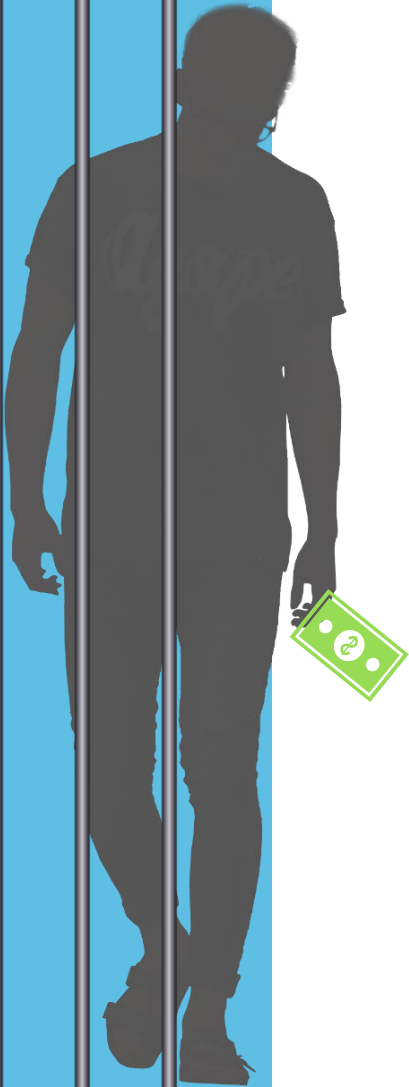
Indictable Offense
(in New Jersey)

A fine

Less than one year of
prison time

Misdemeanor

Disorderly Persons
(in New Jersey)



Agenda



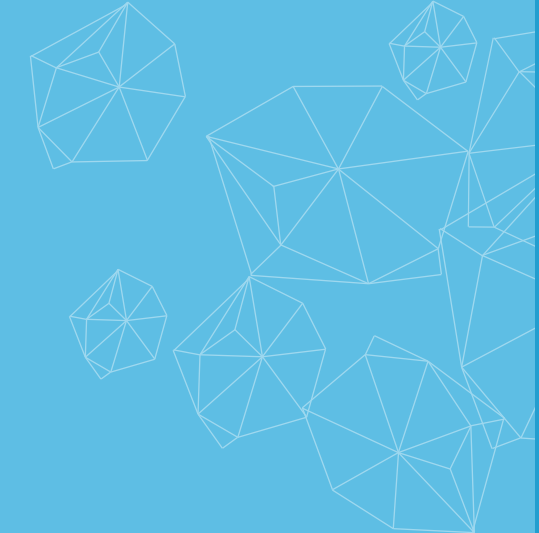
01 Proactive Vs.
Reactive

02 Our Goals

03 Expungment

04 Additional

Blurred Lines



Interview

Initial Training

Fix Issues



Grow

Blurred Lines



Interview

Initial Training

Fix Issues



Grow

Resource

Crutch

What a Job Coach?



The bridge connecting employees who are ready, willing, and able to grow and advance – and employers who don't believe it...(yet)

What an Employment Consultant?



The bridge connecting employees who are ready, willing, and able to grow and advance – and employers who don't believe it.



Why Does Coaching Feel So Reactive?

Why Does Coaching Feel So Reactive?

An illustration of a hand holding a teardrop. The hand is light-skinned and is holding a large, grey, teardrop-shaped object. The hand is wearing a dark grey suit sleeve with a white cufflink. The teardrop is positioned in the center of the frame, with the word 'Transactional' written in black text across it.

Transactional

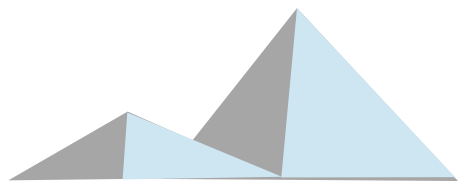
Why Does Coaching Feel So Reactive?

“How’s Tammy doing?”

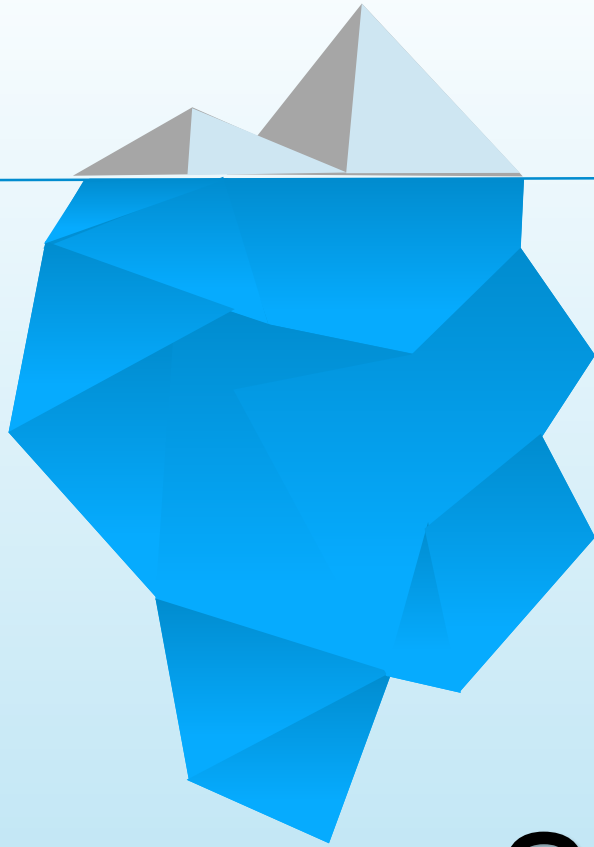
“She’s doing great”

“...Great!”

Surface Level



Surface Level



Feedback

Network

Second Chance

Trust



Reactive vs. Proactive



How are you setting the
employer up for future
success?

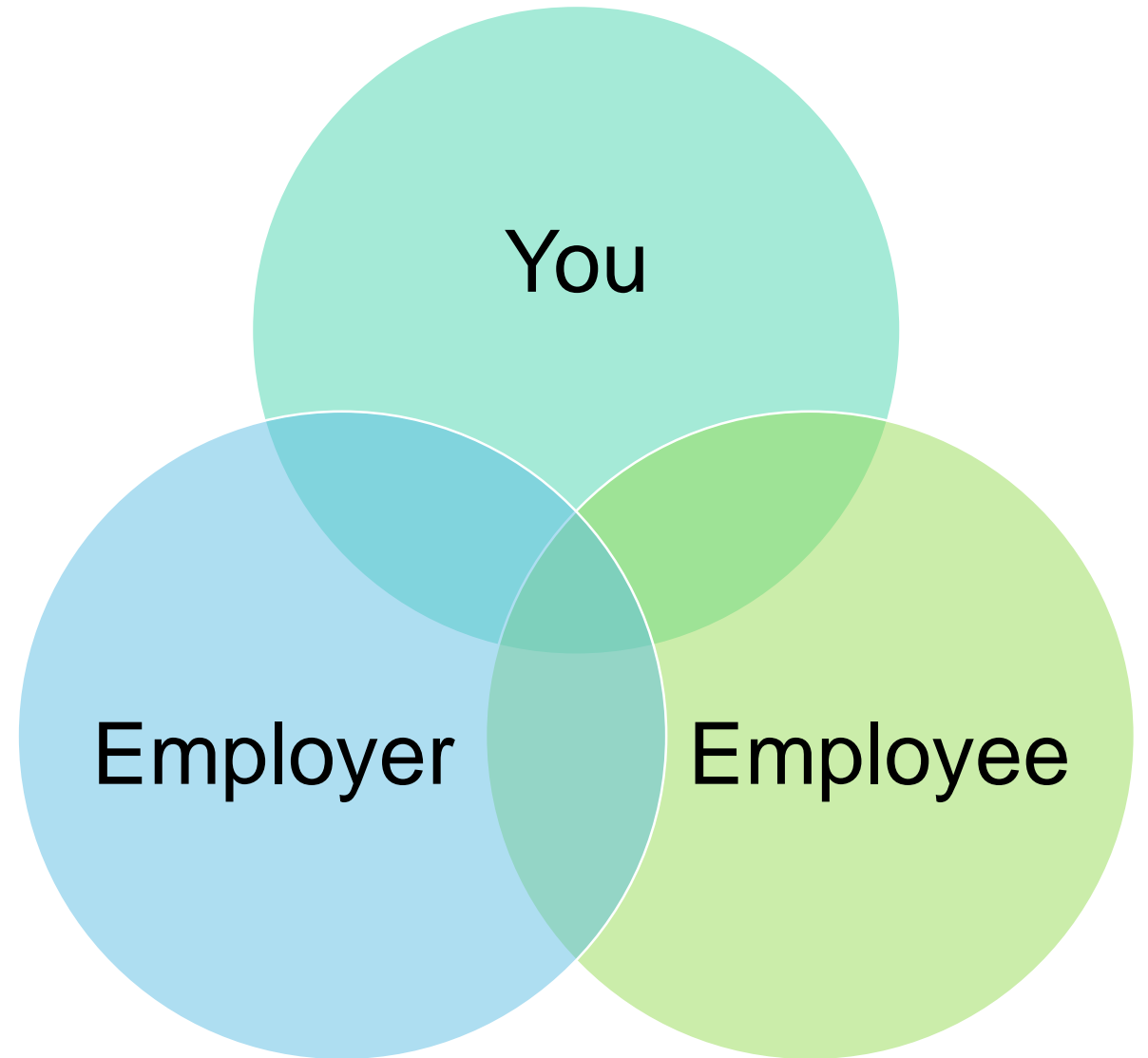
Active Goals



Three Distinct Relationships

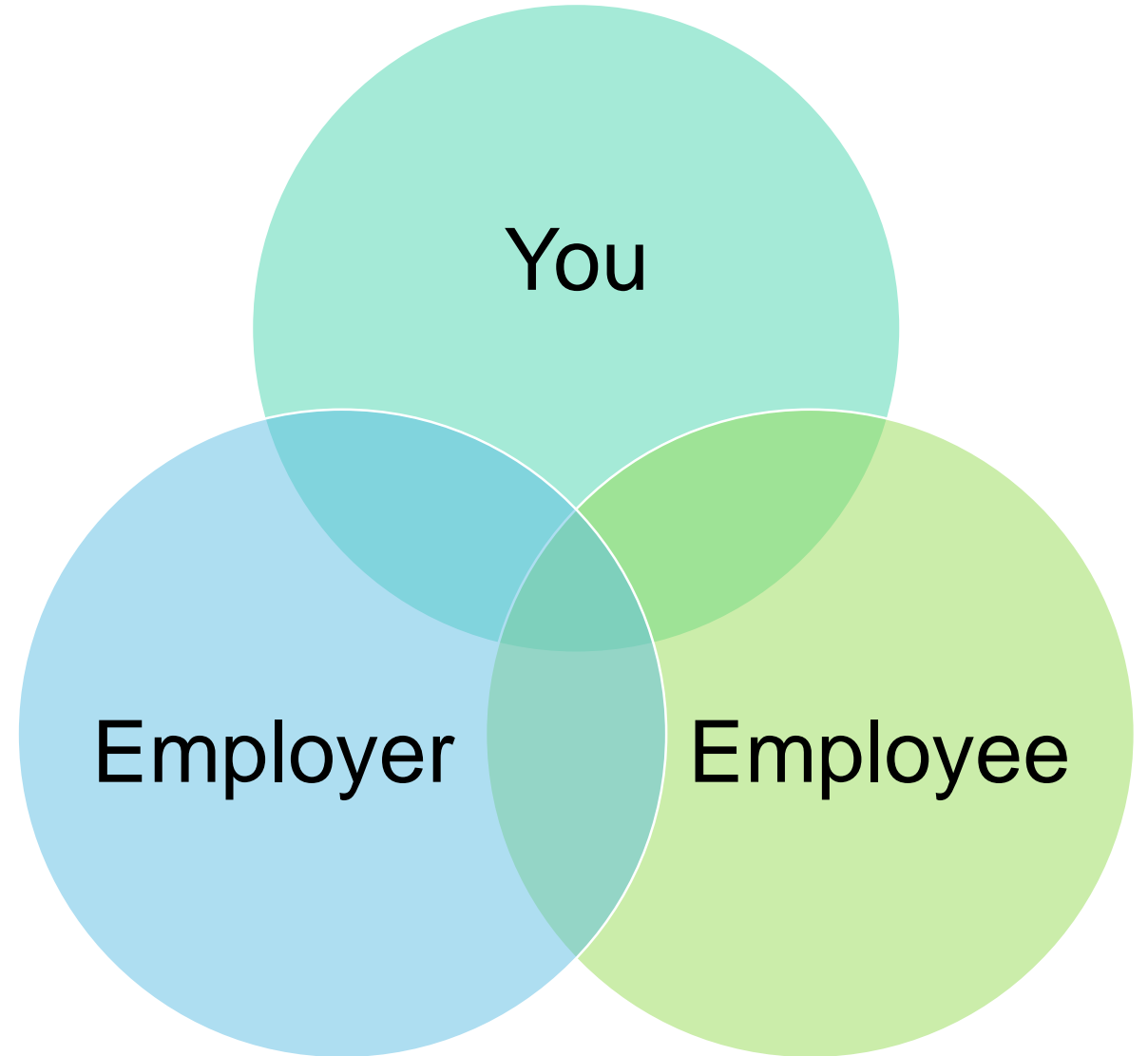
“Areas of Exclusivity”

Everyone Benefits Twice



Three Distinct Relationships

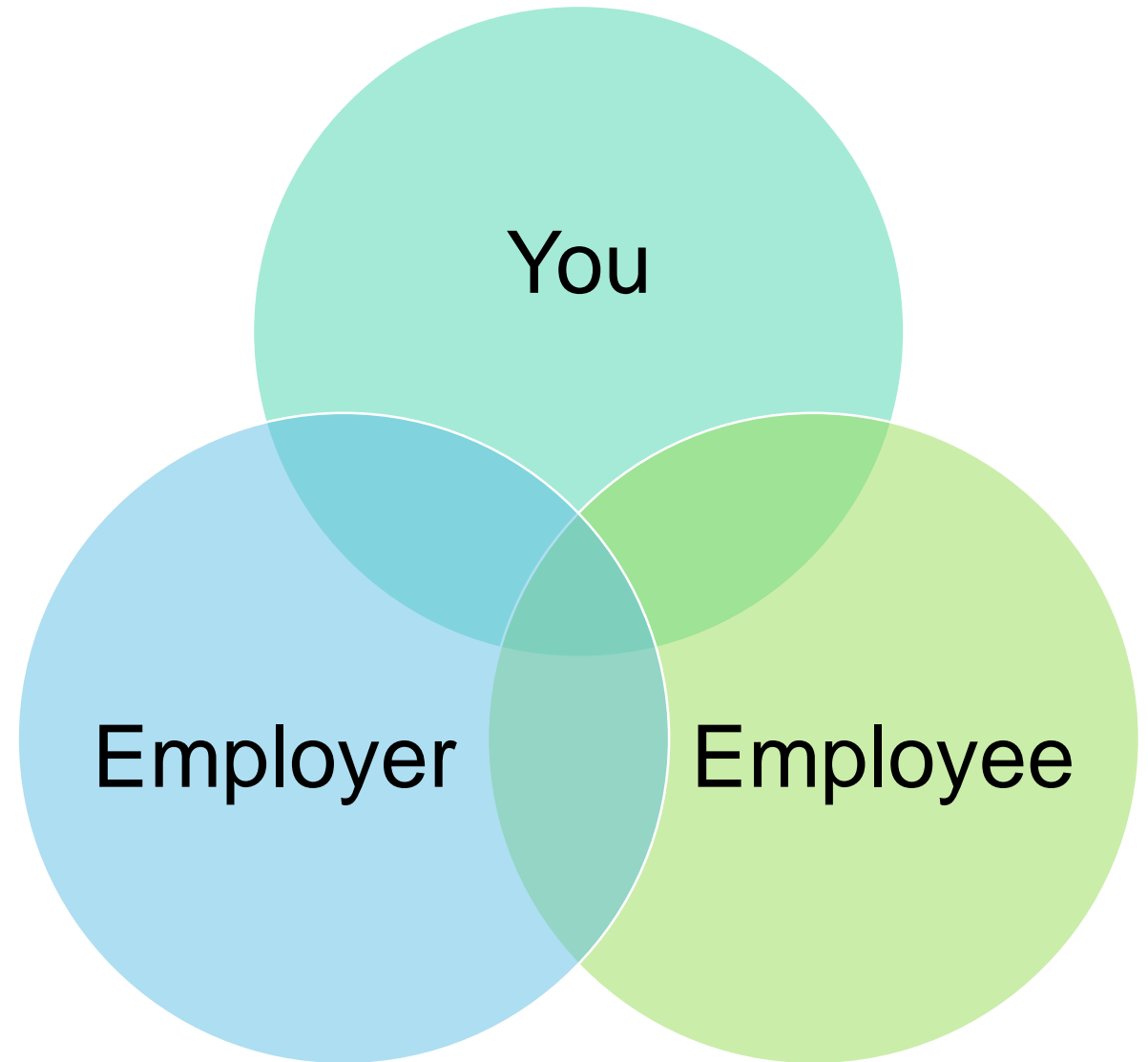
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Three Distinct Relationships

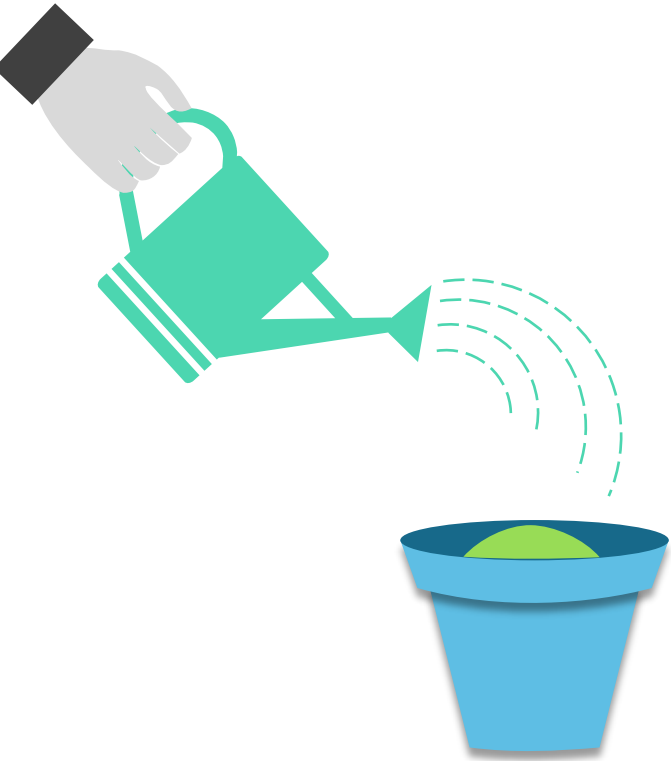
“Areas of Exclusivity”

A Residual Benefit



Residual Benefits

You Reap What you Sow



“I’m so sorry! We will absolutely get her here on time from now on.”

Drive her to work

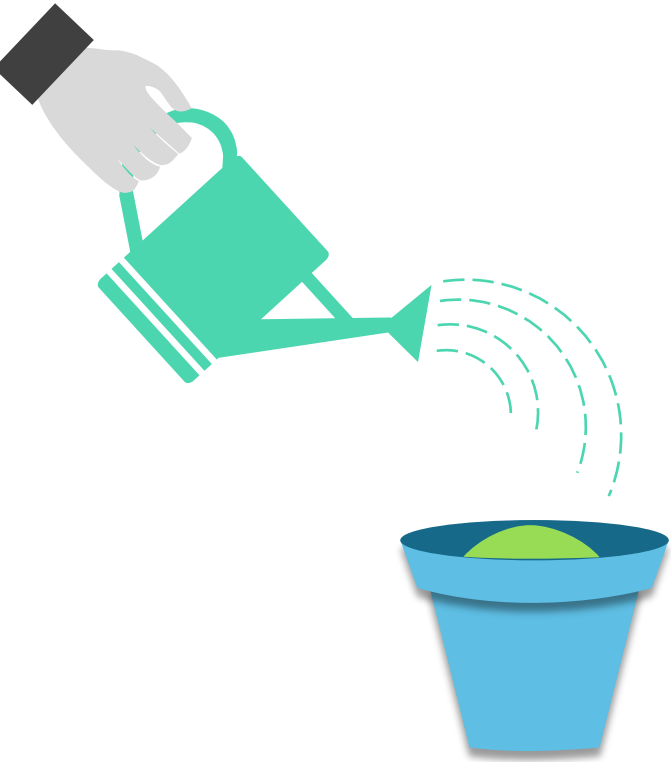


Residual Benefits

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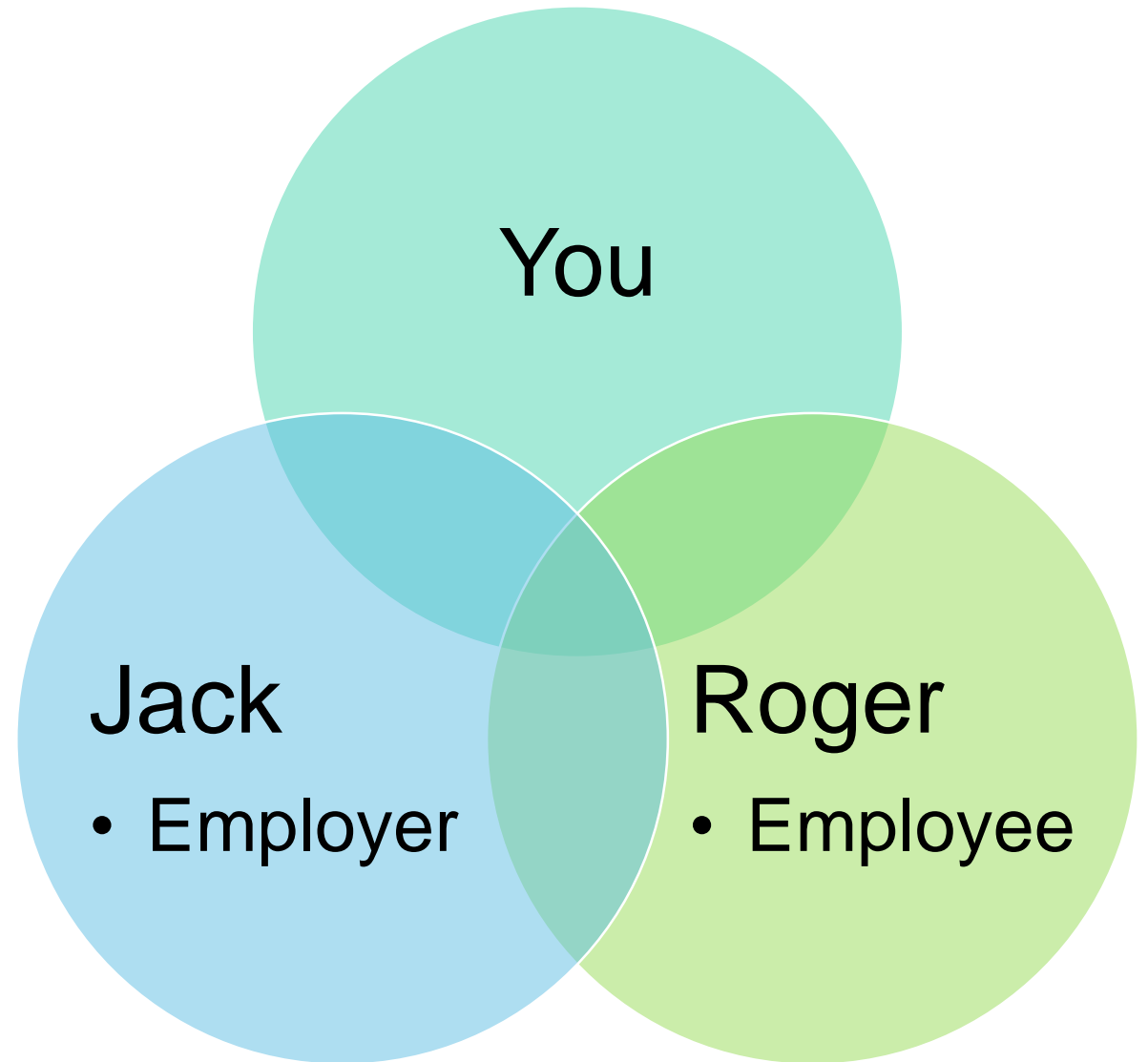
Three Relationships

“Areas of Exclusivity”

Residual Benefits

Jack (the employer) calls you and says Roger (the supported employee) received a complaint from a customer for using profanity.

How do you respond?



Some Takeaways



1

Introduce yourself with a letter or brochure explaining how your services benefit the employer

2

Schedule times to sit down with the employer and formally discuss progress

3

Don't apologize unless it is your fault

Active Goals



Project & Protect



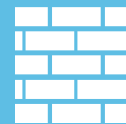
Be a link



Challenge non-inclusive language.



Defer then confer



Respect disclosure.

C.P.R.

C: Provide **Contrast**

P: Stay **Positive**

R: **Redirect** to Benefits

C: Provide Contrast

When someone asks about a criminal history:

Focus on what you've learned

Include any actions taken toward rehabilitation

Classes, earned a degree, other experiences that make you an asset to the business

P: Stay Positive

Anticipate Doubts and Judgements

(Mis)Perception > Reality

R: Redirect to Benefits

Employers usually have three concerns when hiring:

Will this hire fit in with my **people**?

Will this hire fit our existing **processes**?

Will this hire increase our **productivity**?

Active Goals



Establish your professional relationship



Magnify the voice of the self-advocate



Develop improvements that mesh with their system



Save them time and/or money

Systems Change

Collect

Data on employee progress relative to the other employees

Observe

The workplace for inclusivity gaps

Provide

Written instructions for your interventions

Suggest

Alterations and improvements that are not specific to your consumer



Active Goals



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Expungement

Erase/Rewind...with stipulations

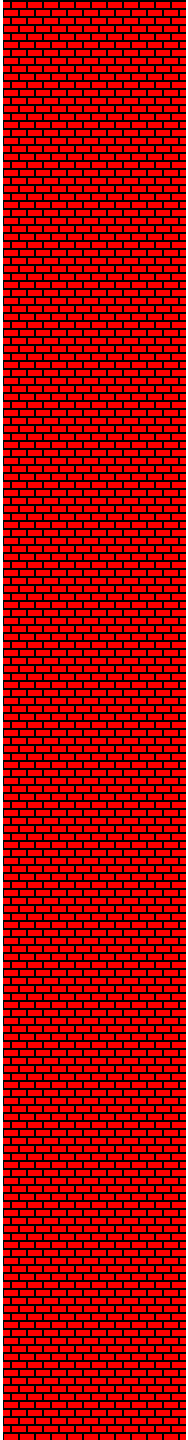
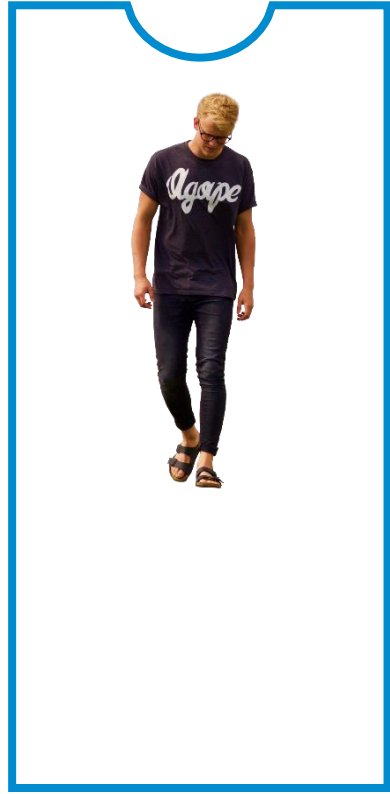
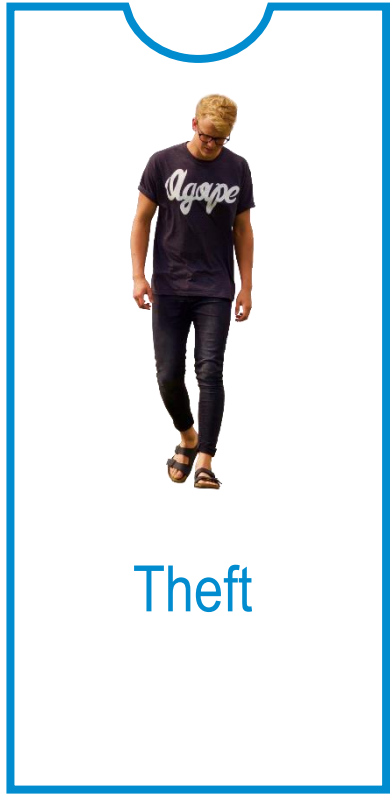


What is it?

What isn't it?

Resources

What is it?



There are limits



Some
convictions are
never eligible for
expungement

What isn't it?



1

A right

2

Inexpensive or always applicable

3

A panacea

Getting criminal records

- Have the person sign a Release of Information
- Contact the municipal or county court where the offense occurred
 - Criminal Case Management
 - Contact Info at www.judiciary.state.nj.us
 - www.njcourtsonline.org
- Ask person you are working with for information on past history with: Pre-Trial Intervention, Expungement, Case Dismissal



Expungement

Erase/Rewind...with stipulations



A full guide describing how to expunge your criminal record on your own is available on-line at www.njcourtsonline.org

Expungement comparison

Disorderly Persons

✓ Used to be a 5 year wait

✓ Now 3 year wait

Crimes

✓ Used to be a 10 year wait

✓ Now a 5 year wait

Limits

✓ Maximum d.p.s up to 3

✓ None for "crime sprees"

✓ Crimes limited to 1

Active Goals



Establish your professional relationship



Magnify the voice of the self-advocate

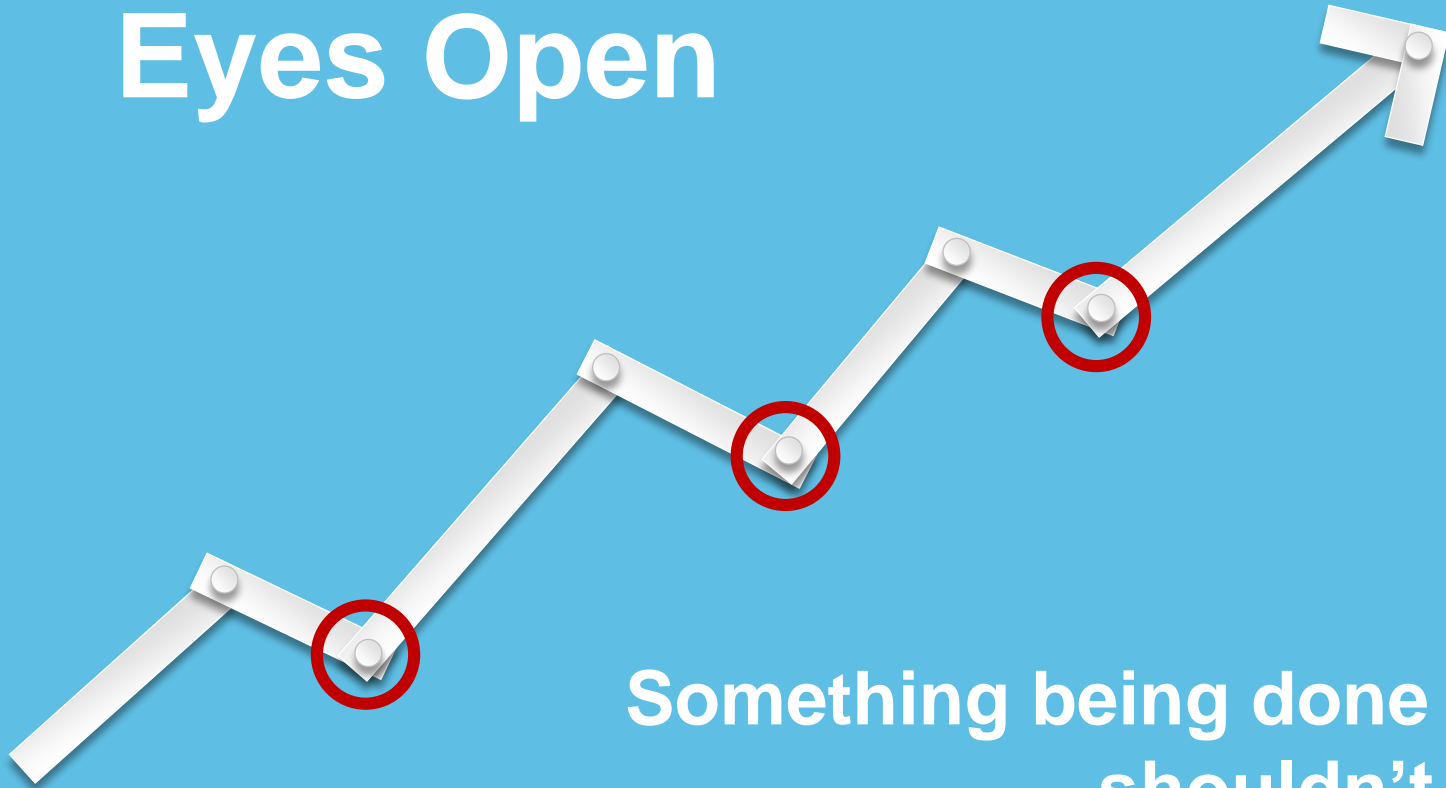


Develop improvements that mesh with their system



Save them time and/or money

Eyes Open



Something being done that shouldn't be?

Is someone doing tasks they shouldn't have to?

Can your network help them?

“Enhanced Services”



Offer training to employers on reasonable accommodation strategies and inclusive workplaces. Charge for this training. In the business world no-cost means no-value.

01

02

Be a "systems intermediary." Offer to help finding resources and info that address all their talent needs and workforce issues, even if that means referring them somewhere else.



Create a network or collaborative of similar organizations, focused on improving pipeline and points of contact for employers.

03

04

Offer assistance with absence and disability management strategies for existing employees who develop a disability or illness. Again, charge for this service.

NELP.org

DRNJ.org

iseek.org

hirenetwork.org/content/new-jersey

Expungement -Legal Services of New Jersey hotline: 1-888-LSNJ-LAW or 1-888-576-5529

www.lsnjlaw.org

- **Clearing Your Record: A Six Step Guide to Expunging Criminal Records in NJ**

Expungement-Volunteer Lawyers for Justice (973)645-1955

EEOC: 1-800-669-4000 or info@eeoc.gov



Resources

Employers Say

“ Marketing opportunities to put our organization in a good light with the community. ”

“ The opportunity to partner with an agency on developing a training program designed to skill candidates up for hard to fill roles ”



Thank you

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