Supported Employment for People with I/DD and Criminal Histories

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Overview of Offender w/ I/DD

Male

Mild to Moderate Intellectual Disability or Autism Spectrum Disorder

Ages 20 – 40

Unemployed

Aware of and tries to hide disability

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
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?

Transactional
Why Does Coaching Feel So Reactive?

“How’s Tammy doing?”
“She’s doing great”
“…Great!”

Surface Level
Reactive vs. Proactive
How are you setting the employer up for future success?
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
Three Distinct Relationships

“Areas of Exclusivity”

Everyone Benefits Twice
Three Distinct Relationships

Employer/Employee

Coach/Teacher/Advocate/Mentor

Consultant

You

Employer

Employee
Three Distinct Relationships

“Areas of Exclusivity”

A Residual Benefit
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

You Reap What you Sow

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

Drive her to work
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

- Establish your professional relationship
- Magnify the voice of the self-advocate
- Develop improvements that mesh with their system
- Save them time and/or money
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
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

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Systems Change

Collect
Data on employee progress relative to the other employees

Provide
Written instructions for your interventions

Observe
The workplace for inclusivity gaps

Suggest
Alterations and improvements that are not specific to your consumer
Active Goals

- Establish your professional relationship
- Magnify the voice of the self-advocate
- Develop improvements that mesh with their system
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Expungement
Erase/Rewind…with stipulations

What is it?

What isn’t it?

Resources
What is it?

Theft
There are limits

Some convictions are never eligible for expungement

Murder
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”

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

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.

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

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
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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