

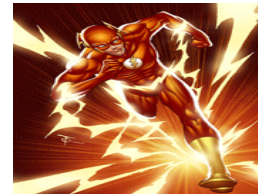
USING SUPER **H-E-R-O** POWERS

Home

Employment

Recreation

Opportunities





The Federal Government has guidelines for programs and services for the special needs, handicapped, disabled population.

Let's call this the SKELETON.

There is a basic structure for all states – the skeleton. It is the same in all states.



Each State adds its own unique design and plans for meeting federal service and program requirements and needs.

Let's call this the MUSCLES.

Programs are different between states – muscles.



Unique Distinctions

In each state – counties, parishes, districts, areas, townships, etc. – all have different ways to administer programs and services that are mandated by the state and federal government. These are the unique differences.



To Find Resources and Support

Even though there is a federal basic structure for all services, each state creates different ways to meet the requirements and then local the governmental agencies design the programs.

Sometimes it takes some **SUPER POWERS** to find the needed resources or offered services.

A person needs good detective work, a web of contacts, x-ray vision, nerves of steel, persistence, patience, and flexibility.

Get your Super Powers on and let's explore.



H-ome

What programs help me locate living options?

E-mployment

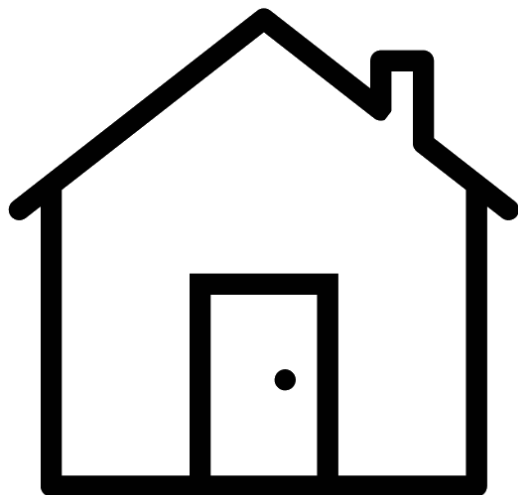
How can I find work?

R-ecreation

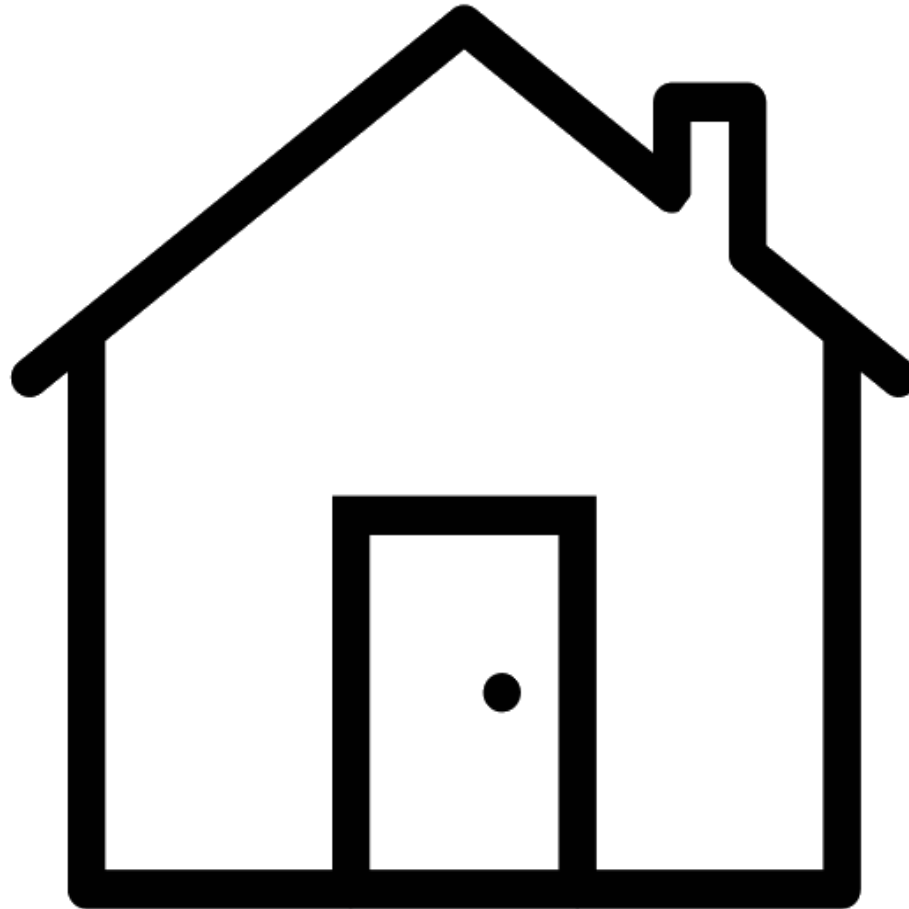
Where are some activities to participate in?

O-pportunities

Where can I find some resources to help me?



WHERE DO YOU WANT TO LIVE?



HOME

BY YOURSELF



WITH OTHER PEERS



WITH FAMILY



Your independent self-help skills determine where you might live.

Can you:

Clean all areas

Wash and dry clothes and dishes

Run a vacuum and mop floors

Organize

Cook meals (use refrigerator, freezer, range top, oven, microwave, toaster)

Take care of self (bathing, toileting, dental and hygiene care, medications)

Dress appropriately and presentable

Independently get to doctors, appointments, grocery, pharmacy, etc

Obey safety guidelines in the home and out in public

Handle money (pay bills, buy needs, budget)

What do you need help with?

There are several choices for where and how you may choose to live and reside.

FAMILY

When you are an adult you might continue to live with your family or close family members.

You may still qualify for many services such as transportation, job training or other outside services while you live at home.

INDEPENDENT LIVING

You could live in an apartment or in a home by yourself but also have support from an aide. This personal-care assistant might come in for routine visits to check on you and help you with house chores or provide needed transportation.

RESIDENTIAL HOMES

You might live in an apartment or in a residential home with others who are your peers. A provider company/agency would employ support staff to be in the home with you and provide daily living needs support, such as house care, meals, personal care, appointments, and other assistance that may be necessary .

How do I get support or assistance?

If you receive support services for your living arrangements, these are usually administered through government agencies and are based on different qualifying criteria for various residential support systems.

All states have some type of governmental residential support organizations. These supports are usually delivered through Medicaid, SSI, SSDI, and/or other designated state agencies. There are Fee-for-Service-Providers also.

EXAMPLE: The most well known Waiver

The Home and Community Based (HCBS) Services waiver program is jointly funded with federal and local dollars. The federal government reimburses for qualifying services and supports for people enrolled in the HCBS waiver program. All supports and services provided through the Developmental Disability Administration (DDA) service delivery system are funded through the waiver program.

Federal Requirements

Any participating entity must comply with the requirements set forth by the Federal government to participate in the HCBS waiver program.

Disability Determination of Services (DDS) is the operating agency for the HCBS waiver program, and the Department of Health Care Finance (DHCF) is the administrative agency.

A person must first be determined eligible for DDA services, then they must meet a certain criteria to eligible for the HCBS Waiver program.

Remember – The HCBS is the skeleton body. It is the same for everyone. Each state may have different services for the muscles of the body of the program. And then there could be unique differences added at more local areas and organizations.

<https://dds.dc.gov/page/home-and-community-based-services-waiver-program>

WHERE WILL YOU GET A JOB?



EMPLOYMENT

Problematic Accessibility

When organizations and corporations attempt to make their services accessible to people with disabilities, they often emphasize physical and communications accessibility. While these are essential for people who have visual, hearing, or mobility impairments, individuals with other disabilities may have different barriers. Most employment facilities are unfamiliar with how learning disabilities, cognitive disabilities, mental health issues, developmental disabilities, etc. influence individuals' needs and accommodations.

-U.S. Department of Labor

An employer cannot ask a job applicant whether they have an intellectual disability but can ask whether the applicant can read, file alphabetically, place items in numerical order, etc.

If it is obvious that an applicant has an intellectual disability, the employer may ask whether the applicant will need accommodations and what type.

When an applicant discloses after receiving a conditional job offer that s/he has an intellectual disability, an employer may ask questions about the extent of the disability. The employer may ask for documentation from an appropriate professional answering questions specifically designed to assess the ability to perform the job functions safely and appropriately.

ADA requires employers to provide adjustments or modification that are reasonable and that do not cause undue hardship or expense to the employer.

- Americans with Disabilities Act (ADA)

Difficulties in Intellectual and Cognitive Impairments might include:

Reading, Writing, Memory, Calculating, Organization, Time Management, Completing tasks, Limitations in motor ability, Using a computer, Using a telephone, Handling/Grasping objects, Accessing work place, Communication, Working effectively with supervisors, Interacting with co-workers, Following directions, Social inappropriateness, Stimuli - auditory or visually distracted, Disorientation, etc.

- Equal Employment Opportunity Commission
- Office of the Disability Employment Policy

There are various Career Development Centers that support individuals with disabilities in job seeking skills.

Job support services, such as those in Medicaid programming, may offer personal job coaching along with pre-employment work skill classes.

As an example: Some area Goodwill Centers may offer vocational workshops such as Dress for Success, Interview Techniques, On line Job Searches, Resume and Portfolio Builder and One-on-One Help. Their Mission Statement is “To help people with disabilities and disadvantages achieve maximum independence.” – Daniel Medina of Goodwill of Southwest Oklahoma and North Texas www.Goodwill.org

The Department of Labor (DOL) Employment and the Training Administration (ETA) provide funds and administer grant programs that offer training and employment assistance to people with disabilities. Information on ETA's disability-related grant programs can be found at [DisAbility Online](#).

Social Security’s Ticket to Work program supports career development for people ages 18 through 64 who receive Social Security Disability benefits (SSI or SSDI) and want to work. Ticket to Work provides support through five different types of service providers: Employment Network (Ens), Workforce Employment Networks (WF), State Vocational Rehabilitation (VR) Agencies, Work Incentives Planning & Assistance Projects as well as Protection and Advocacy. www.ssa.gov/work

While there are many sources and many agencies that may help train individuals and help find jobs for those participants, the actual search is left up to the individual.

Finding and keeping employment rests on the individuals' level of ability, vocational preparedness, reliability and responsibility.

Employment in the competitive environment is not always easy.

Workforces centers and vocational work shelters offer employment to people with disabilities.

One needs the super powers to dig into the different opportunities offered, contact the organizations, and carry out the appropriate details to access the support.

What type of skills, talents, or interests do you have that make you a good work prospect?

What type of employment would you like?

How can you prepare for the job?

Sometimes a person must balance wages and income from disability sources because certain financial support can be cut.

Would you consider volunteer work without pay?

HOW WILL YOU SPEND FREE TIME?



RECREATION

pastimes		sports	art	reading
leisure		fishing	athletics	
coloring	walking	hiking	swimming	movies
skating		travel	games	golf
jogging	exercise	gardening	videoing	biking
pets	walking	cooking		woodworking
music	socials	baseball		football
	weight training	collecting	clubs	sewing
horse riding		skiing	mechanics	computers
	star gazing	weather watching		hunting
scrapbooking		knitting		crochet
	robotics	camping		hobbies
interests	stage plays	yoga		tennis
	farming/ranching	photography		fashion
designing	board games	writing		drawing

Again, there are many social, recreational agencies and businesses that specifically offer support for persons with disabilities. But much like in the employment dilemma, most of the organizations are directing their energies to those with physical and communication challenges.

Cognitive disabilities are not as well represented in recreational support arenas. There are not many government, civic or private facilities that provide functions that relate to individuals with only cognitive learning difficulties.

Filling in free time is mostly a responsibility of the individual themselves.

Consideration could be given to ARC facilities and to Special Olympic Sports programs. Community sports teams and religious groups are also places that can be investigated.

Reach out to friends and family members who are active and doing interesting, fun activities. Join them.

Remember to use your time wisely. Participate in healthy, exercise activities.

Find activities that are relaxing and others that are soothing.

Playing too many video games is not good. But inviting a friend over to play the video games is better because you socialize and perhaps make refreshments.

Have things to do outside as well as indoors.

Join clubs, groups, and participate in local offerings.

Local gyms sometimes offer special memberships.

Get out of the house and walk around the neighborhood.

Help in cooking and building projects.

There are also some camps that specifically meet the needs of individuals with cognitive disabilities.

What super **HERO** powers do you need to find

Home

Employment

Recreation

Opportunities



You might need **SUPERMAN**'s power of flying so that you can get from one place to another place to participate!



You might need **SPIDER MAN**'s ability to stick to and hold on to any surface because you might slide off a provider's list and slide "into the crack" and be over-looked.



You could certainly use **BAT MAN's** detective skills in finding and locating sources and support for your home, employment and recreational needs.



The **Hulk's** super power of durability will help you to never give up as you navigate through the complex system of services and options.



CAPTAIN MARVEL has the wisdom of Solomon. You will need that super power to make the correct choices for yourself from all your resources and options.



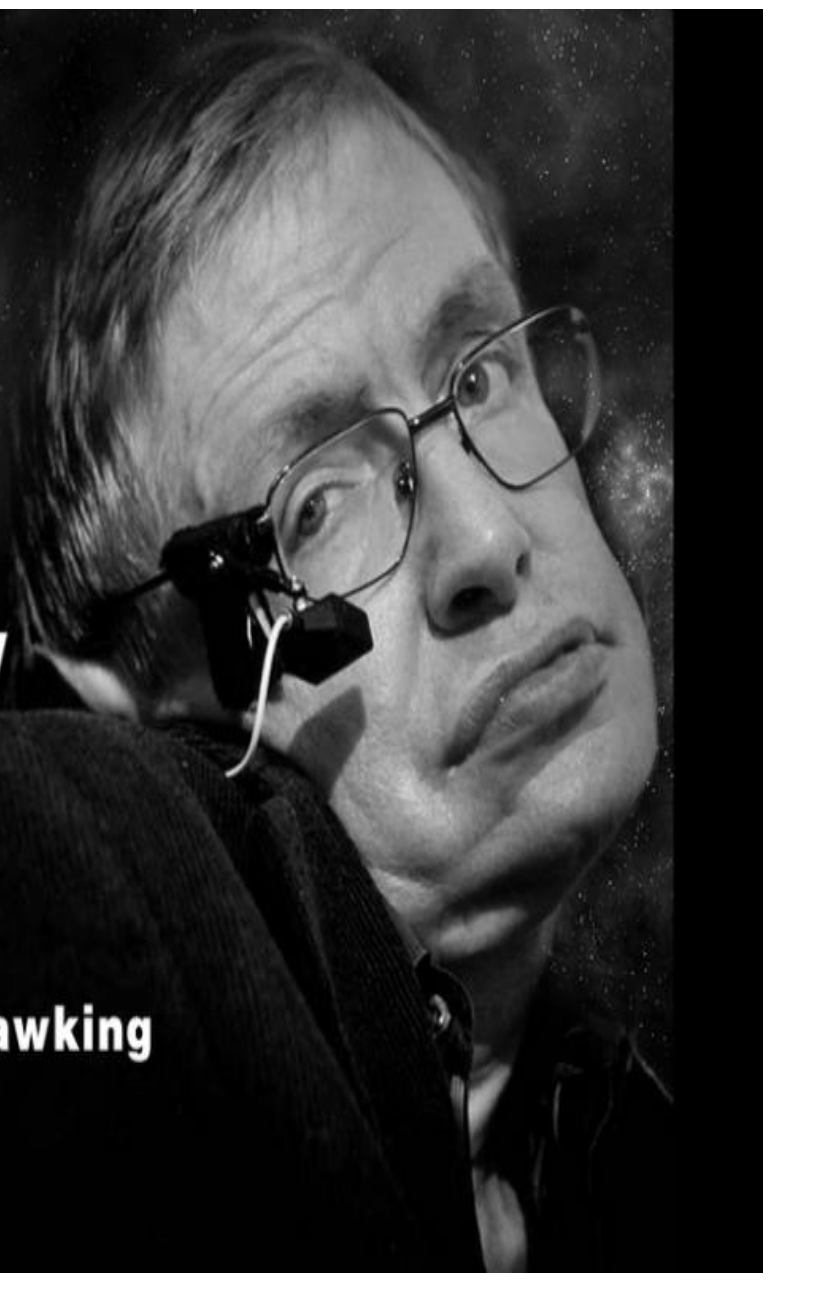
The super powers of **AQUA MAN** will help you when you need to breath as you are drowning in the sea of confusion when you sort through the information.



The super power of **Flash's** ability to think and act fast will help you make decisions quickly when choices must be made in a timely manner.



And **Super Girl** is smart.
You will need to be smart in making all your decisions.

A black and white portrait of Stephen Hawking, looking upwards and to the right. He is wearing glasses and a dark jacket. A small, dark, rectangular device is attached to his head, with a thin wire extending from it. The background is dark and textured, resembling a starry sky.

**“However difficult
life may seem,
there is *always*
something you can
do and Succeed
at.**

~ Stephen Hawking

OPPORTUNITIES WEB SITES AND RESOURCES

HOME

Medicaid Overview: <https://www.medicaid.gov/medicaid/index.html>

Home and Community Based Services: www.medicaid.gov/medicaid/hcbs/index.html

Long Term Services: www.medicaid.gov/medicaid/ltss

Independent Living for Youth with Disabilities: <https://www.acl.gov/sites>

Department on Disability Services: <https://dds.dc.gov>

Center for Parent Information and Resources: www.parentcenterhub.org

Centers for Independent Living (CILs): www.ilru.org

EMPLOYMENT

U.S. Dept. of Labor – DisAbility Online pages – for information about DOL disability employment activities

Office of Disability Employment Policy (US Dept. of Labor Office): www.dol.gov/odep

Americans with Disabilities Act: www.ada.gov

Equal Employment Opportunity Commission: www.eeoc.gov

Department of Vocational Rehabilitation (VR):
<https://www2.ed.gov/about/offices/list/osers/rsa/index.html>

Job Accommodation Network: <https://askjan.org>

Career One-Stop: <http://careeronestop.org>

Goodwill Industries International: www.goodwill.org

JobAccess and ABILITY Jobs: <http://abilityjobs.com>

Ticket to Work and Schedule “A”: <https://choosework.ssa.gov/find-a-job/index.html>

EMPLOYMENT Continued

National Center on Workforce and Disability/Adult (NCWD) www.onestops.info

Source America: www.sourceamerica.org

Work Support: <http://worksupoort.com/index.cfm>

Access Board: www.access-board.gov

Equal Employment Opportunity : www.eeoc.gov

Association on Higher Education and Disability (AHEAD) www.ahed.org

DO-IT www.washington.edu/doit/

Ticket to Work (Social Security): <https://choosework.ssa.gov>

Creating Opportunities for Achievement (Age 16-22) www.DiscoverNAC.org

National Collaborative on Workforce and Disability: <http://www.ncwd-youth.info>

Social Security Disability Beneficiaries: <https://choosework.ssa.gov>

Employment & HCBS: <https://www.medicaid.gov/medicaid/ltss/employment>

RECREATION

Office on Accessibility, National Park Service: <https://www.nps.gov>

National Center on Accessibility: <https://ncaonline.org/>

Disability Scoop national news organization: <https://www.disabilityscoop.com>

National Ability Center: www.discovernac.org

ARC: www.thearc.org

Special Olympics: <https://www.specialolympics.org>

Friendship Circle International: <https://www.friendshipcircle.org>
<https://www.youtube.com/watch?v=EnTEEqgxnU>
<https://www.friendshipcircle.org/about/annual-report>

Camps for Cognitive Disabled: www.verypecailcamps.com/summer/cognitive-disability-camp/

Camps for Cognitive Disabled: www.needymeds.org/camps

We need more organizations like Friendship Circle

This video provides a lot of background on Friendship Circle's history and mission <https://www.youtube.com/watch?v=EnTEEqgxnxU>.

In addition, our Annual Report can be found at <https://www.friendshipcircle.org/about/annual-report/> (this is just specific to the Michigan location).

Our Mission

Friendship Circle **creates friendship in the lives of individuals with special needs and those facing isolation while providing an opportunity to become a contributing member of the community.** Through our programming, Friendship Circle aims to promote an inclusive community that values all individuals regardless of the challenges they face.

What We Do

Friendship Circle **provides assistance and support to individuals with special needs and their families by providing recreational, social, educational and vocational programming.** In addition to helping those in need, the Friendship Circle enriches its vast network of volunteers by enabling them to reap the rewards of selfless giving.

Our Values

Friendship Circle is founded upon the idea that **within each person is a soul; and that soul is equal and worthy of boundless love.** With this inspiration, the lives of the families we serve are enhanced while the volunteers reap the rewards of selfless giving.

Barbara Galyean, MEd., Diag., LSC

Married to Mick, retired education principal. Son, Jim, DPS Trooper, with wife Cristina and grandchildren Ella and Nolan. Adoptive parent of beloved Jeremiah A. Caudillo who had CdLS. Lives in Wichita County, Texas. bebgal@aol.com

Professional Lifetime Licenses:

- Professional Guidance Counselor
- Professional Educational Diagnostician
- Professional Reading Specialist
- Generic Special Education, Grades PK-12
- Mental Retardation Educator
- Language/Learning Disabilities
- Sociology Education
- General Elementary Education, Grades 1-8

Other Professional Certificates:

Scotopic Sensitivity/Irlen Syndrome Screener	Irlen Institute	Region IX Educational Service Center
Dyslexia Assessment and Education	Scottish Rite Children's Hospital	Dallas, Texas

Professional Experience:

- 18 years Special Education Teacher in classrooms of all grade levels, with all handicapping conditions
- 6 Years Special Education Diagnostician
- 6 Years high school Licensed Guidance Counselor
- 10 Years Waiver Programs experiences with private state contractor, Daybreak Community Services

Social Affiliations:

- Hospice of Wichita Falls Volunteer
- Daughters of the American Revolution Member

Cornelia de Lange Syndrome Affiliation:

- Parent
- Professional Development Board Member
- Conference Committee Member
- Reaching Out Contributor
- Educational Consultant
- Conference Presenter
- Mentor
- Volunteer
- CdLS Angels Member

Presentation to Cornelia de Lange (CdLS) Foundation Conference 2018