

Why Get A Job?

- Earn your own money (*financial independence*)
- Take pride in what you can do
- Learn new skills
- Be an independent citizen making a difference in your community
- Make friends

How Do Young Adults with Disabilities Get A Job?

- On their own
- With help from an adult service provider
- With help from parents, friends, neighbors

Think About This...

- What are you passionate about?
- What skills can you offer an employer? Can you talk about and demonstrate your skills?
- Do you have a resumé?
- Can you be on time for work everyday?
- Are you able to work well with others?
- Do you know where to go for help in finding or doing a job?
- Can you file an application online or in person?
- Can you send, receive, organize emails?
- Do you know how to ask for help or discuss problems with a supervisor?
- Do you have natural supports on the job (an advocate for you)?
- Are you flexible in your job search? Every job might not be perfect but every job is one step on your road to success.
- Who can help you answer these questions?

A Guide for Career Seekers with Disabilities

JOBS



Some people walk right into great jobs

Some people work hard to get jobs.

Some people need help to get and keep jobs.

Transition Work Group
of Montgomery County
in collaboration with
Montgomery County Public Schools
2020

Please copy and share.

Power to Job Seekers

- Know your skills and strengths. Write a simple, one page resumé.
- Think about what kind of job you want.
- Speak up - learn to sell yourself.
- Decide when, if and how to disclose your disability:
<http://bit.ly/2MqTh3f>
- Understand your disability and know what accommodations or support you need to succeed.
- Have written proof of your disability. Ask DORS about Schedule A verification for some jobs with the federal or local government.
- Know the soft skills of success: appropriate dress, manners, punctuality, good hygiene, dependability, social skills, self-advocacy.
- Ask for help when you need it.
- Try different types of work experience - in school, part-time, volunteering, internships.
- Look for jobs in the library, on community bulletin boards, online: indeed.com, simplyhired.com, www.onetonline.org, www.careeronestop.org/ResourcesFor/WorkersWithDisabilities/workers-with-disabilities.aspx
- Don't expect to find the one perfect job that will last a lifetime. Each work experience is a stepping stone.

Tips for Parents and Helpers

- Talk early and often about the benefits of working. Young people should be responsible for tasks at home.
- Know your young adult's strengths, interests, opinions.
- Help build a resumé that includes all paid/volunteer experiences, skills, strengths, references.
- Observe places you go regularly - what skills could your youth bring to those places?
- Network with colleagues, neighbors, friends.
- Participate in email lists.
- Find a volunteer or hire a consultant/job coach who can be an advocate when talking with current or future employers.
- It is the job seeker's responsibility to develop a relationship with the employer, NOT the parent's. The job seeker will be interviewed, NOT the parent. Practice interview conversations.

Resources

Maryland Department of Education/Division of Rehabilitation Services (DORS)

Employment/training/Schedule A

PETS - Pre-Employment Transition Services for ages 14-22

dors.maryland.gov

Wheaton: 301-949-3750 Germantown: 301-601-1500

Maryland Developmental Disability Administration (DDA)

dda.health.maryland.gov/ 301-362-5100

Employed Individuals with Disabilities (EID)

mmcp.health.maryland.gov/eid 866-373-9651

Maryland Workforce Exchange

mwejobs.maryland.gov

Montgomery County Dept of Health and Human Services

Aging & Disability Resource Unit 240-777-3000 Behavioral Health Planning & Mgt Local

Behavioral Health Authority 240-777-1400 Crisis Center 240-777-4000

www.montgomerycountymd.gov/hhs

Montgomery County Volunteer Center

www.montgomeryserves.org/ 240-777-2600

WorkSource Montgomery

worksourcemontergomy.com Young Adults 240-283-1500

Job Accommodation Network

askjan.org 800-526-7234 Voice/877-781-9403 TTY

DBTAC Mid-Atlantic ADA Center

www.adainfo.org 301-217-0124 (Voice/TTY)

National Collaborative for Workforce and Disability for Youth (NCWD)

www.ncwd-youth.info 877-871-0744/ 877-871-0665 TTY

National Youth Transitions Center

heath.gwu.edu askheath@gwu.edu

Potomac Community Resources Links

pcr-inc.org/community-resources/ community-links

AmeriCorps

www.nationalservice.gov/programs/ameri-corps/join-ameri-corps 800-942-2677

Job Corps

www.jobcorps.gov/ 800-733-5627

Project Search

seeonline.org/projectsearch 301-318-4948 or 301-469-0223 x 137

PACER National Parent Center on Transition and Employment

www.pacer.org/transition/

Think Beyond the Label

resources for employers and jobseekers

www.thinkbeyondthelabel.com