Getting and Keeping a Job
Keys to success for youth with disabilities during transition years.

Alexis Petri Ed.D.
Director of Interdisciplinary Training
Institute for Human Development
University of Missouri- Kansas City
Email: petria@umkc.edu

Ryan Gee, M.A. Economics
Senior Research Assistant
Institute for Human Development
University of Missouri- Kansas City
Email: geer@umkc.edu

Today’s Presentation Agenda
- Video Add Us In- Kansas City
- What do you think businesses need?
  - Add Us In- Kansas City
  - Volunteerism
  - Propel at UMKC
  - Support Systems
- Open questions and discussion
What do you think?

• What do you think about the message the video puts forth about hiring people with disabilities?
• What are businesses looking for in hiring individuals?
• How do people with disabilities fit into that?
• How do youth (ages 16 to 24) fit into what businesses are hiring?
• What kinds of jobs should youth be looking for?

Sustainability

Through partnerships and collaboration
Broadening the Circle

Questions 1-4 Clickers

High unemployment for workers age 16-24
Unemployment rates of adults with disabilities over time


Unemployment rates, by race, and Hispanic or Latino ethnicity, 1979–2010

Source: U.S. Bureau of Labor Statistics

Outreach Overview

Business Development

Youth Development

Consortium
Clicker Question 5

Have you hired a person with a disability? Business Size

<table>
<thead>
<tr>
<th>Business Size</th>
<th>Yes</th>
<th>No</th>
<th>I don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-14 Employees</td>
<td>36%</td>
<td>43%</td>
<td>21%</td>
</tr>
<tr>
<td>15-49 Employees</td>
<td>50%</td>
<td>27%</td>
<td>23%</td>
</tr>
<tr>
<td>50+ Employees</td>
<td>70%</td>
<td>5%</td>
<td>25%</td>
</tr>
</tbody>
</table>
Clicker Questions 6-8

Clicker Questions 9-11
Perceived Barriers: Business vs. PWD

Clicker Questions 12-13

Urban Career Academies
- 13 Urban Career Academies
- 175 Students Graduated
- Soft-Skills Curriculum Development
Urban Career Academy Graduates

- Currently Working
- Job Experience/Internship
- In College/ Vocational Training
- High School
- In School and Working
- Not Working

90% of UCA grads are working, in school, or have had some form of a work experience.
37% are currently working
34% are in school
27% still need follow-up
Lessons Learned

Promote BRIDGING and LINKING social capital
Document and make visible contributions and accomplishments
Evidence based promotes sustainability
Interagency collaboration improves outcomes

Question:

If you have never had a job, how should you get one?

What steps should transition age people take to gain employment?

Boost your qualifications

go to college

volunteer

both

Boost qualifications
Why volunteer

- Brings people together
- Good for you
- Experience
- New friends
- Learn
- Give
- Fun

Volunteering can also help you get a job

- Expand networks
- Learn new skills
- Career exploration opportunity
- Build a track record
- Hiring managers value it

Clicker Question 14
Brainstorming exercise

• What do you like to do?
• What do you care about?
• What are you good at?
• What do you like to learn?

<table>
<thead>
<tr>
<th>What do you like to do?</th>
<th>What do you care about?</th>
<th>What are you good at?</th>
<th>What do you like to learn?</th>
</tr>
</thead>
<tbody>
<tr>
<td>exercise</td>
<td>animals</td>
<td>remembering things</td>
<td>writing poetry</td>
</tr>
<tr>
<td>paint</td>
<td>children</td>
<td>things</td>
<td>organizing my things</td>
</tr>
<tr>
<td>walk dogs</td>
<td>senior citizens</td>
<td></td>
<td></td>
</tr>
<tr>
<td>read</td>
<td>homelessness</td>
<td></td>
<td></td>
</tr>
<tr>
<td>meet people</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Find a volunteer opportunity

• Use your brainstorm exercise list
• Talk to people you already know
• Talk to organizations you know
• Use the internet for volunteer opportunities

Youth Volunteer Corps

www.yvc.org

KANSAS & MISSOURI – hosted by YMCA of Greater Kansas City
http://www.yvckc.org/
Get Connected – United Way of Greater Kansas City

www.unitedwaygkc.galazydigital.com

VolunteerMatch.org

College and other training

• Another way to boost your qualifications is through a college experience that focuses on employment.
• THRIVE at University of Central Missouri
• Propel at University of Missouri-Kansas City
• SUCCEED at University of Missouri-St Louis
• University of Kansas is beginning a program
Reasons people go to college

• To prepare for a job
• Because you are not sure what to do next and taking classes might help sort out what to do with your life
• Because everyone else is going
• To keep learning

Clicker Question 15

Cool Resource – Think College
www.thinkcollege.net
Start thinking college early – Think College Island

Propel
• Classes starting fall 2016
• Spend 75% of time included in UMKC 100-level courses
• 3 job experiences: service-learning, internships, work-study
• Mentoring and tutoring available from UMKC students
• Residential option beginning fall 2017

Clicker Question 16
What is Social Capital?

• “an economic idea that refers to the connections between individuals and entities that can be economically valuable.”
• Social networks that include people who trust and assist each other can be a powerful asset.
• Example: If you know someone at a company where you are applying for a job and this connection helps you get the job at the company, you have used social capital.

Ryan Gee’s Job History and Support System

- Humiston Cleaning Services
- Father
- Harding’s
- Friend from youth group
- SNU After School Program
- University Work-Study
- Dillon’s Warehouse
- Uncle
- YMCA Before and After School Program
- YMCA Before and After School Program
- UPS
- Online- Suggested by Dillon’s Co-worker
- UPCS
- School listserv announcement
- Organized Living
- Childhood friend
- Childhood friend
- Childhood friend
- Childhood friend
- Childhood friend
- Childhood friend
- 40 Winks Sleep Shoppe
- UPS Co-worker
- UPS Co-worker
- School listserv announcement

Thinking about your Social Circles
Questions/Comments?

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University of Missouri- Kansas City
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Senior Research Assistant
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University of Missouri- Kansas City
Email: geer@umkc.edu