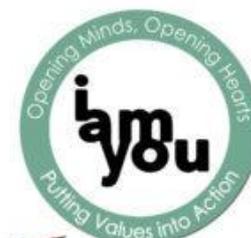


# Making Employment A Reality for All



AN INTERNATIONAL  
LEADERSHIP SUMMIT AND SEMINAR  
IN INCLUSIVE EDUCATION

**David Hoff, M.S.W**  
*Project Director*

*Institute for Community Inclusion  
University of Massachusetts, Boston*



INSTITUTE FOR COMMUNITY INCLUSION  
*promoting the inclusion of people with disabilities*







# School for Global Inclusion and Social Development

*Home › Academics › School for Global Inclusion and Social Development*

## School for Global Inclusion and Social Development

The **School for Global Inclusion and Social Development** (SGISD) focuses on social justice and economic development from an international perspective. Our emphasis is on groups of people who are excluded from communities here in the U.S. and abroad, due to gender, ethnicity, age, economic status, and other conditions.

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# Contact Information



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**Please email me for copies of presentation.**

**“There are 3 essential commandments:**

**Respect the elders.**

**Embrace the new.**

**Encourage the impractical and improbable  
without bias.”**

• *David Fricke*



# Evolution of Disability Models

## Moral Model



Disability is out of order with nature; reflective of “displeasure of deity”

## Tragedy-Charity Model



Disability: victim of circumstance, deserving of pity and charity

**Elizabethan Poor Laws (1601):**  
disabled or “crippled” people are helpless poor entitled to money and food from society

## Medical-Functional Model



Disability is to be treated and cured by professionals; impact of disability limits impact to fully participate in society.

## Social-Rights Model



- Disability is component of diverse tapestry of society
- Challenges faced by people with disabilities arise primarily from social and societal forces rather than individual pathology

Approximately 40 years old

“My disability exists not because I use a wheelchair, but because the broader environment isn't accessible.”



- Stella Young

**Significant  
Disability**

=



# Unemployed



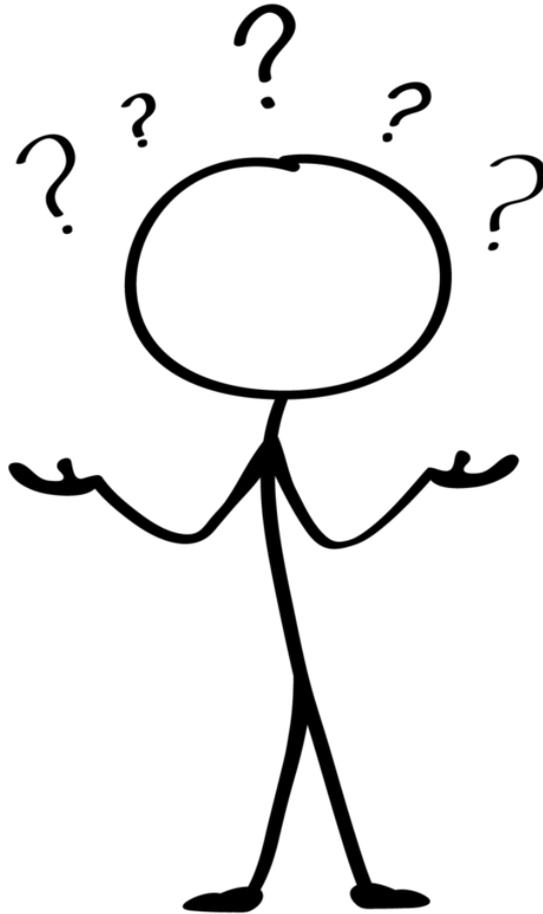
**Need**  
*Special Places*  
**and**  
*Special Programs*  
*Paying Special Wages*  
**For**  
*Special People*







# What's The Issue?



# Individual



- **Segregated** from others in society
- Treated in a **discriminatory** manner
- **Lack of choice** and autonomy
- **High level of dependence** on others
- **Limited use of skills** and abilities
- Limited opportunities for **economic self-sufficiency**
- **Limited opportunities** to fully experience life
- See themselves as **not very capable**

# Society



- Reinforces **stigma and stereotypes**
- **Lack of acceptance** of individuals as full community participants
- Not fully utilizing skills, abilities, and gifts of **all community members**
- **High economic costs** of support and care
- **High social costs** due to being disenfranchised

## Article 19:

- Parties recognize the equal right of **all persons with disabilities** to live in the community, with **choices equal to others**, and shall take **effective and appropriate measures** to facilitate full enjoyment by persons with disabilities of this right and their full inclusion and participation in the community.



CONVENTION on the RIGHTS  
of PERSONS with  
DISABILITIES

## Article 27: Work and Employment UN CRPD



- Parties recognize the right of persons with disabilities to work, **on an equal basis with others.**
- This includes the right to the opportunity to gain a living by work **freely chosen or accepted in a labour market** and work environment that is open, inclusive and accessible to persons with disabilities.

# Disability Employment: 21<sup>ST</sup> CENTURY VIEW



- Disability:  
*not a barrier to  
employment*
- Right job match and  
supports  
**= *job success***
- Full integration and  
inclusion

“ Regardless of where they live, persons with disabilities applying to the labour market are faced with even **more insurmountable obstacles** than an inaccessible physical environment, or the absence of assistive device.”



“The obstacles that persons with disabilities encounter are negative attitudes and discrimination based on nothing more than **pre-conceived notions** about their capabilities, their potentials, their abilities to contribute.”

- **Hissa Al Thani**  
*UN Special Rapporteur on Disability to Commission for Social Development*

“ I have come to understand that the way we respond to people who are different in any way, clearly reflects our own willingness to either expand our horizons or shrink back in fear.”

- Kay Drais, *Parent of a Child with a Disability*

# It's not just about changing individual lives





The beauty  
of the world lies  
in the diversity  
of its people.

- *Unknown*

“Be yourself.  
Everyone else  
is already taken.”



- *Oscar Wilde*

# The Arguments Against Employment in the General Workforce Continue.....

- “Businesses won’t hire them.”
- “They aren’t productive.”
- “They don’t need to work.”
- “I’m too disabled.”
- “People with disabilities won’t be accepted.”
- “Individuals are happier being segregated.”
- “Individuals have the right to choose a segregated setting.”
- “Work is too risky.”
- “Working will make my disability worse.”



# Employment First

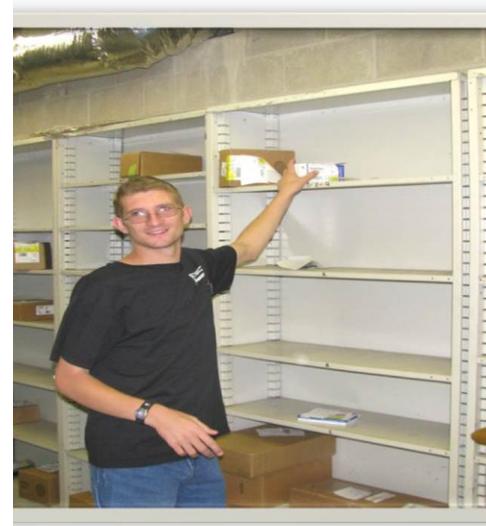
- **Employment in the general workforce is the presumed option**

## APSE Statement on Employment First

**Employment in the general workforce is the first and preferred outcome in the provision of publicly funded services for all working age citizens with disabilities, regardless of level of disability.**

**“The foundation of the vocational rehabilitation program is the principle that individuals with disabilities, *including those with the most significant disabilities,* are capable of achieving high quality, competitive integrated employment when provided the necessary skills and supports.”**

Persons with disabilities succeed on the job and in careers for the same reasons as other individuals



Persons with disabilities are unemployed for many of the same reasons as any other individual

**Lack of  
education**

**Lack of  
skills**

**Poor  
personal  
networks**

**Cultural  
expectations**

Employment experience  
(including employment search process)  
as similar as possible  
to those without disabilities



Deviate from typical employment process - *only as necessary* (but sometimes it's necessary.)





# Early employment expectations and experiences



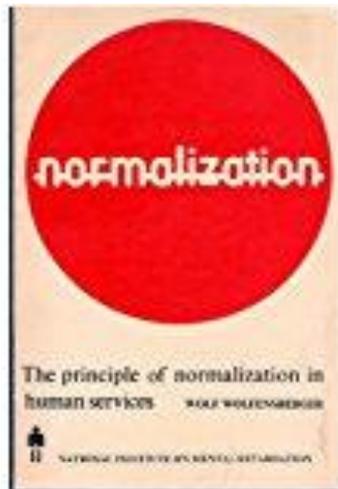
**SAME CAREER  
DEVELOPMENT  
STRATEGIES AS  
OTHER  
INDIVIDUALS**



# Consistent Messages



# Wolf Wolfensberger (1972)



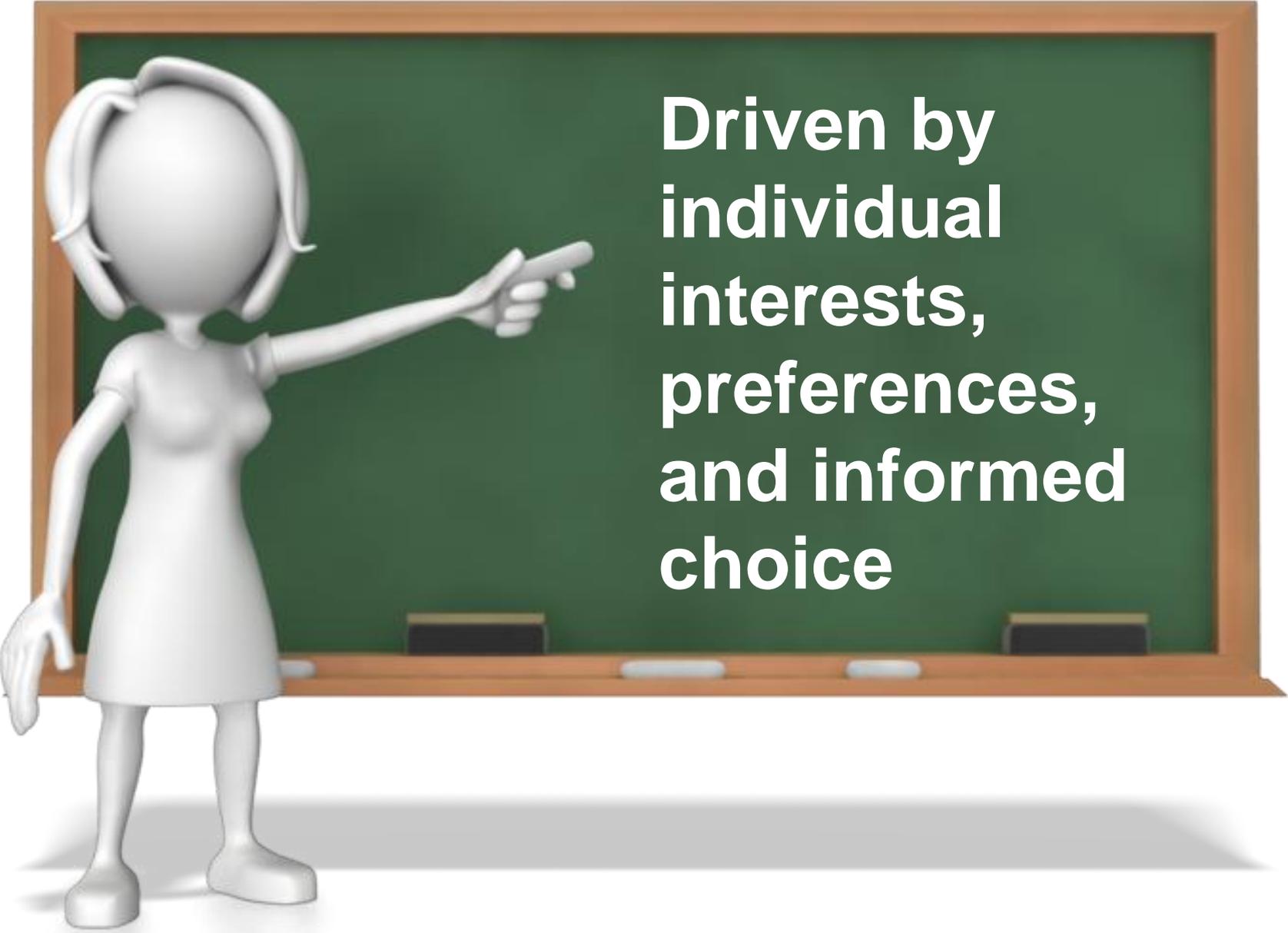
- Physical integration is a precondition for the attainment of social integration
- “Ultimately, integration is only meaningful if it is social integration *i.e., if it involves social interaction and acceptance, and not merely physical presence.*”

# Individuals fully integrated into the social fabric and social culture of the workplace



Use of  
“natural supports”  
with professional  
intervention  
only as necessary



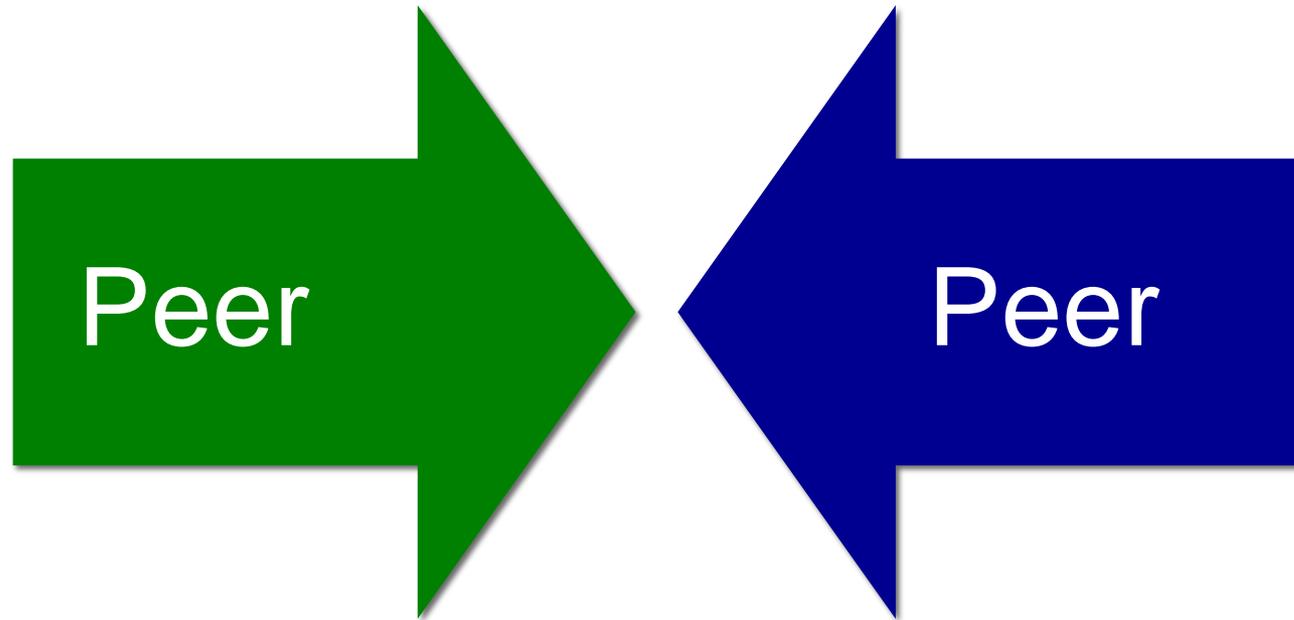
A 3D rendered white female figure with short hair, wearing a dress, stands to the left of a green chalkboard. She is pointing her right hand towards the text on the board. The chalkboard has a wooden frame and a ledge at the bottom with two small black erasers. The text on the board is in a large, bold, white sans-serif font.

**Driven by  
individual  
interests,  
preferences,  
and informed  
choice**

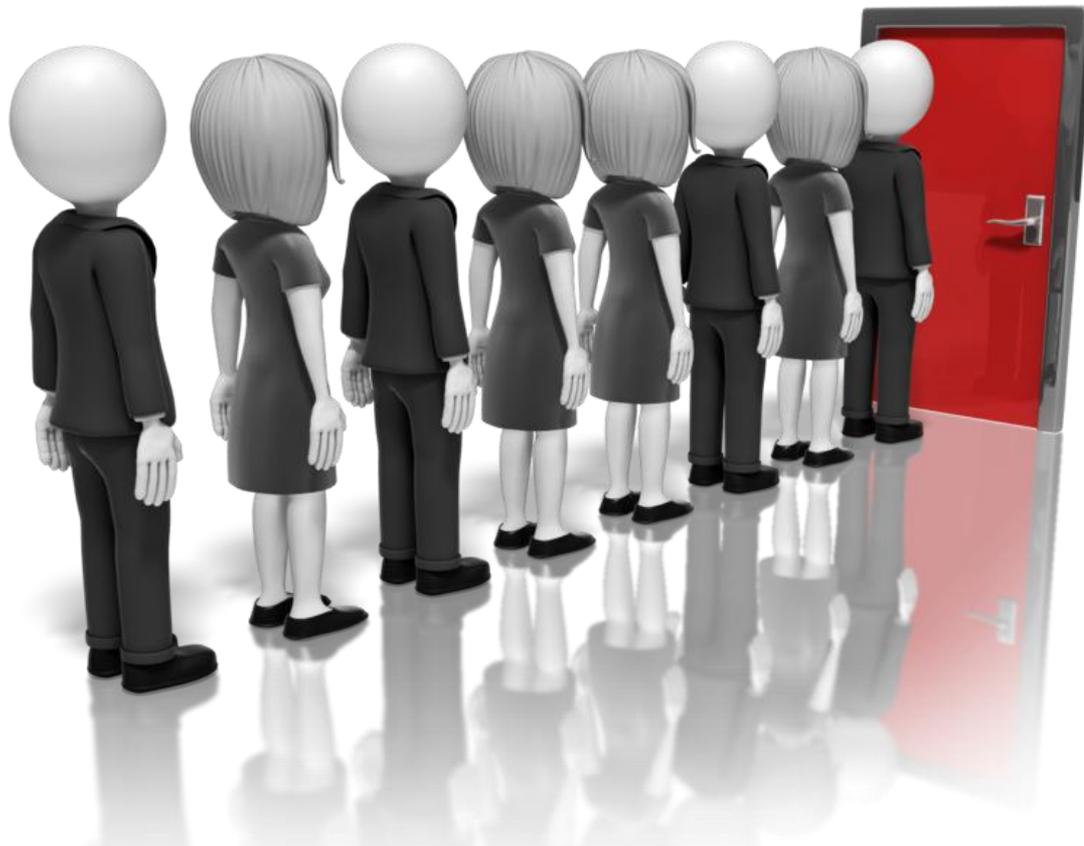
Do you  
want to  
work?

**NOT INFORMED  
CHOICE**



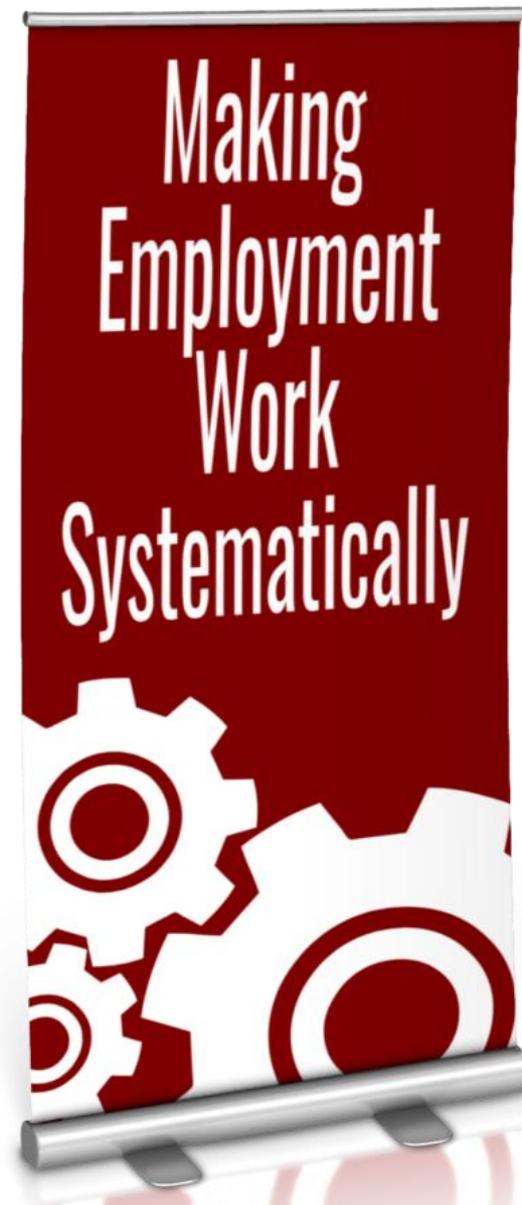


# People with disabilities don't go to the back of the line



# What's the role of education?





# High Performance Model



“It is nearly impossible to make your own future, when you are not part of the economic fabric of the culture you live in.”

- *Patricia Deegan*



“ A ship in harbor is safe ---  
but that is not  
what ships are built for. ”

• *John A. Shedd*



# SALAMAT PO



# THANK YOU