

# Employment and Post-Secondary Education Services in Vermont

---

BRYAN DAGUE, ED.D.  
UNIVERSITY OF VERMONT  
CENTER ON DISABILITY & COMMUNITY INCLUSION



## Agenda

---

- Vermont history/background of employment services
- Last sheltered workshop
- Current employment data
- Transition Services
- Post-Secondary Education
- Recommendations for Families

# Institutional Services

---

## BRANDON TRAINING SCHOOL



## SHELTERED WORKSHOPS



DAGUE, 2016

3

# Pros & Cons of Sheltered Work?

---

## PROS:

- Safety
- Less demanding
- Structured time/space
- Low stress
- Friendship with peers
- Lifelong stability
- Easy placements
- History/tradition

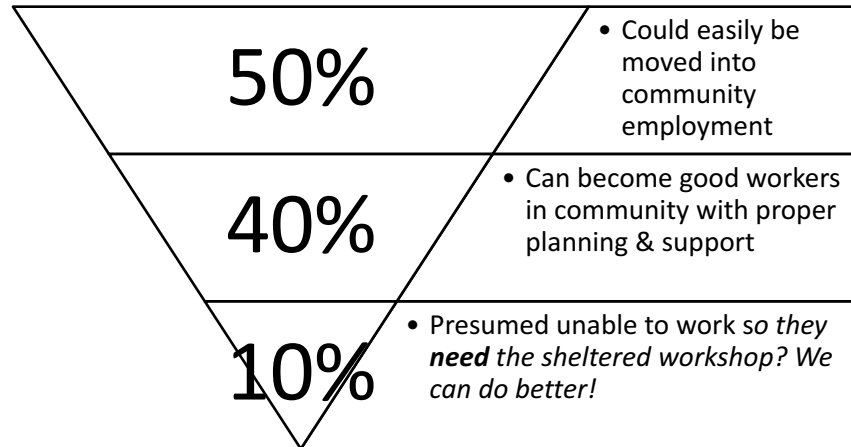
## CONS:

- Low pay
- Poor job match
- Segregated
- Institutional behaviors
- Exploitive
- Not self-determined
- Stigmatizing
- Illegal?

DAGUE, 2015

4

## Sheltered Workshop Business Model



5

## Pay Attention



- Work Innovation & Opportunity Act (WIOA)
- The Centers for Medicare & Medicaid Services (CMS) is mandating opportunities to seek employment and work in competitive integrated settings
- DOJ rulings in Rhode Island & Oregon
- Employment First Initiatives

6

## National Council on Disability: Report on Subminimum Wage and Supported Employment, 2012

---

### LOCATIONS:

Burlington, Vermont  
 New York, New York  
 Vancouver, Washington  
 Pierre, South Dakota  
 Baton Rouge, Louisiana  
 Columbus, Ohio

It is time to change an outdated public policy that:

- Discriminates
- Segregates and excludes
- Denies Economic Opportunity
- Promotes Stereotypes
- Denies a Basic Right to Minimum Wage
- <http://www.ncd.gov/publications/2012/August232012/>

7

## National Council on Disability

---

Recommendations for a 6-year plan:

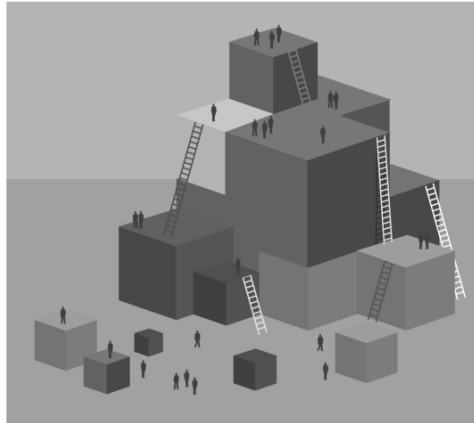
- No new admissions to sheltered workshops
- Workers in the program for 10 years or less converted to a supported employment within 2 years
- Workers in the program for 10-20 years will convert to supported employment within 4 years
- Workers who have been in program for more than 20 years converted to supported program within 6 years

DAGUE, 2014

8

## “The Careless Society”

John McKnight



- Citizens, not Clients
- Participation, rather than production
- “People with DD have been found to thrive & flourish when they escape a forest of professional services and are provided community opportunities to express their unique gifts.”

DAGUE, 2015

9

## Supported Employment in Vermont

- 1980 Supported Employment Pilot Program in Barre, VT (Project Transition)
- 1985 Federal Supported Employment Systems Change Grants expanded services throughout VT
- Vermont collaboration between UVM, DVR, DDSD, and DMH
- 1993 Closure of Brandon Training School
- 2002 Closure of last sheltered workshop in Vermont
- Vermont consistently ranks in the nation's top 5 in integrated employment services
- But, we still have a long way to go!

Slide 10

## Champlain Community Services

---

- In 1967 group of concerned parents in VT started their agency and sheltered workshop.
- Similar workshops around the country emerged in the 1950's-60's.
- Sanctuary away from the institution and a safe haven from the community.
- Sheltered workshop built and maintained on charity.
- Developed an insular community.

## Generational Differences

---

### TRADITIONAL

- Closing Doors of Workshop
- Letting go: Loss and Grieving
- Not ready, too late
- Ridicule and abuse
- Taking away friends and community
- 35 years of tradition and culture
- Care after parents
- Sacrificing safety

### TODAY

- Opening Doors to Community
- Opportunity, Risk, Being with non-disabled peers
- Graduating with jobs
- Community work and social life
- Same age peer group
- Social skills and daily living skills for community
- View sheltered work as reclusive & stigmatizing

## Reflections from Dottie

(<https://www.youtube.com/watch?v=7wFf5bCnP4c>)



13

## Reflections from Dottie

---

New Community

New Friends & Activities

Diner-*"a place where everyone knows your name"*

New Skills & Development

Every day brings something new

More Choices

Progressive Movement

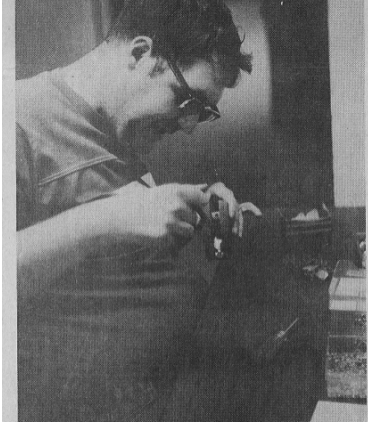
Increased Communication Skills

"Blossoming"



14

## Life After Sheltered Work



“I’ve been making a lot of money. I’m happy.”



DAGUE, 2015

15

## Life After Sheltered Work

“In 2002, my workshop closed down. I had been there for 20 years. When it closed, I felt great! I knew it wasn’t fair to just be stuck there all day. We needed to do something more with our lives.”



DAGUE, 2015

16



## Life After Sheltered Work



Participant in the sheltered workshop

First job at age 55

Mom very much against community based employment

Employed by Sweet Clover for the last three years

“Trying to get out of the shadow of over-protectiveness”

“I hope those that come after me won’t be a product of discrimination”

DAGUE, 2015

17

## Values/Philosophy of Employment



Center on Disability and Community Inclusion, The University of Vermont  
[www.cdci.uvm.edu](http://www.cdci.uvm.edu)  
 In Partnership with Vermont APSE, The Network on Employment

Presumed Competence

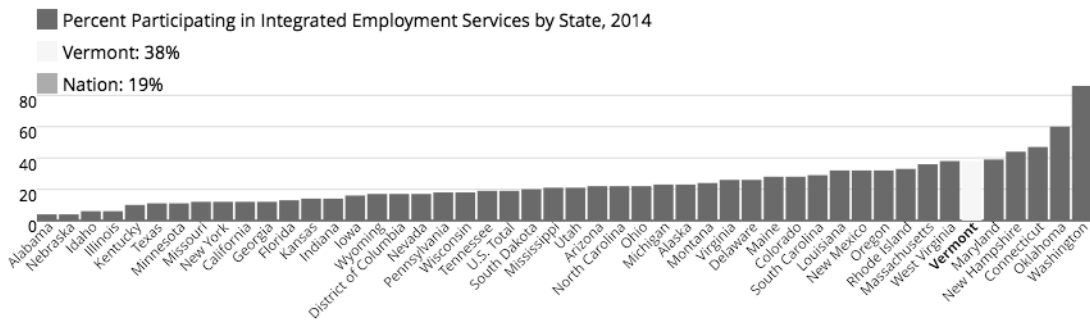
Everyone is capable of working in some way, regardless of disability

Video: *Great Hires!*

- <https://www.youtube.com/watch?v=VPXilYz4uw0>

Slide 18

## National Employment Data (ICI-Boston)



DAGUE, 2016

19

## Self-Employment

Purely Patrick *"I make specialty food items (such as cookies, soup, dog treats, and bird seed). My products contain layered dry ingredients with instructions attached. You create your own delicious treats by adding the wet ingredients."*

[http://www.purelypatrick.com/Home\\_Page.php](http://www.purelypatrick.com/Home_Page.php)



Slide 20

## Self-Employment

---

"Nickering Nuggets"

Self-serve horse treats

Start up was \$130.00

Bakes healthy snacks and supplies to local horse barns.

Honor system to pay for the snacks.

Schedule accommodates the cyclical nature of her disability.



Slide 21

## Self-Employment

---



<http://www.framesbydevora.com/default.html>

Frames by Devora

- Chicago, Illinois



DAGUE, 2014

22

# Vermont Self-Advocates & Employment

---

<http://www.thinkwork.org/vermont-self-advocates-video>

DAGUE, 2016

23

# Looking Back/Looking Ahead

---



Society has changed a lot since 1967. What is the future of services for individuals with developmental disabilities?









DAGUE, 2015

24

# Transition & Post-Secondary Education Options

- 1984 ENHANCE program at Trinity College, Burlington, VT
- 2007 Howard Center’s SUCCEED program, Burlington, VT
- 2010 Think College at the University of Vermont and Johnson State College
- 2011 College Steps program at Lyndon, Castleton, Southern Vermont Colleges
- 2015 Project Search site in Burlington, Rutland, Upper Valley

	<b>High School Transition</b>	<b>College Campus Programs</b>				<b>Life-Long Learning</b>
<i>Program</i>	<b>Project SEARCH</b>	<b>Howard Center SUCCEED</b>	<b>Think College Vermont</b>	<b>College Steps</b>	<b>Mansfield Hall</b>	<b>Global Campuses Foundation</b>
<i>(Click on links for full description)</i>						
<i>Primary Focus</i>	Vocational training & employment	Independent Living, academics & employment	Inclusive academics, transition services & employment	Inclusive academics transition services & employment	Residential, academic degree program	Life-long teaching & learning
<i>Credential</i>	High School Diploma	SUCCEED Certificate	UVM Certificate of College Studies	Certificate or Degree	College Degree	Participants receive a certificate each semester
<i>Population Served</i>	High school students with intellectual & developmental disabilities	Students on autism spectrum & intellectual disabilities	Students with intellectual & developmental disabilities	Students living with social, communication or learning challenges	Students with disabilities who are matriculated in area colleges	High school students and adults with intellectual & developmental disabilities
<i>Length of Program</i>	1 year (final year of high school)	2-3 years	2 years	2-4 years	4 years	Participants attend as long as they wish
<i>Housing</i>	NO	YES	NO	NO	YES	NO
<i>Age-Range</i>	17-22	18-25	18 and up	16-26	18-26	All ages
<i>Locations</i>	<ul style="list-style-type: none"> <li>• Windsor County</li> <li>• Chittenden County</li> <li>• Rutland County</li> </ul>	<ul style="list-style-type: none"> <li>• Burlington area colleges</li> </ul>	<ul style="list-style-type: none"> <li>• University of Vermont</li> </ul>	<ul style="list-style-type: none"> <li>• Lyndon State College</li> <li>• Castleton State College</li> <li>• Southern Vermont College</li> <li>• Johnson State College</li> </ul>	<ul style="list-style-type: none"> <li>• Burlington area colleges</li> </ul>	<ul style="list-style-type: none"> <li>• Newport, VT</li> <li>• St. Johnsbury, VT</li> <li>• Hardwick, VT</li> <li>• Bradford, VT</li> <li>• Randolph, VT</li> <li>• Moretown, VT</li> <li>• Springfield, VT</li> <li>• Morrisville, VT</li> <li>• Lebanon, NH</li> </ul>

# Think College at the University of Vermont

- Academic Enrichment**
  - Enroll in UVM classes with peer mentor support
- Social & Recreational Activities**
  - Meet new people and participate in social & recreational activities
- Life Skills & Self-Advocacy**
  - Improve daily living skills & increase independence and confidence
- Career Skills & Work Experience**
  - Explore careers, develop employability skills, & establish a career path



# UVM Mentors



## UVM Mentors

Mentors help students:

- Communicate with professors
- Prepare for class and plan assignments
- Study and review their coursework
- Develop relationships with their peers
- Support and encourage students with high expectations
- Navigate college life



## Vocational Internships

WCAX-TV

UVM ADVENTURE DAY CAMP



# Vocational Internships

---

UVM CAMPUS RECREATION



WRUV RADIO



UNIVERSITY OF VERMONT, 2014

31

# High School Transition Services

---

Harwood Union High School

Spaulding High School

Stowe High School





## Program Completion

---

- Certificate of College Studies through UVM Continuing & Distance Education
- 15 Students have earned their Certificates through UVM
- 90% Employment rate of graduates
- 13 students are currently enrolled.



## The Changing Role of Families

---

<https://www.youtube.com/watch?v=Gbg HajidC74>

## Letting go...

---

“Your job is to know your child well enough to make a good call about whether he can manage a particular situation. Will you stay up worrying? Probably, but the child’s job is to grow, yours is to control your anxiety so it doesn’t get in the way of his reasonable moves toward autonomy.”

*Psychologist Madeline Levine*

35

## Preparing Children w/Disabilities for Employment Success (Erin Riehle)

---

### DO:

- Engage children with disabilities in work-related play
- Begin talking about high expectations early in life
- Involve kids in decision making
- Give kids chores
- Develop patterns of good attendance

### DON'T:

- Accompany your child to every activity
- Wait until age 18 to talk about employment
- Tolerate behaviors that would be unacceptable for your other children
- Ignore personal hygiene and basic grooming skills
- Miss an opportunity to teach the concepts of quality and productivity

DAGUE, 2016

36

## Presenter Contact

---

Bryan Dague, Ed.D.

- University of Vermont-Center on Disability & Community Inclusion
- 802-656-1345
- [Bryan.Dague@uvm.edu](mailto:Bryan.Dague@uvm.edu)
- <http://www.uvm.edu/~cdci/>