

Monthly tips and resources for young adults, their families, and supporters who are exploring options for life after high school in Indiana.

The Family Employment First Coalition: Your Roadmap to Competitive Integrated Employment

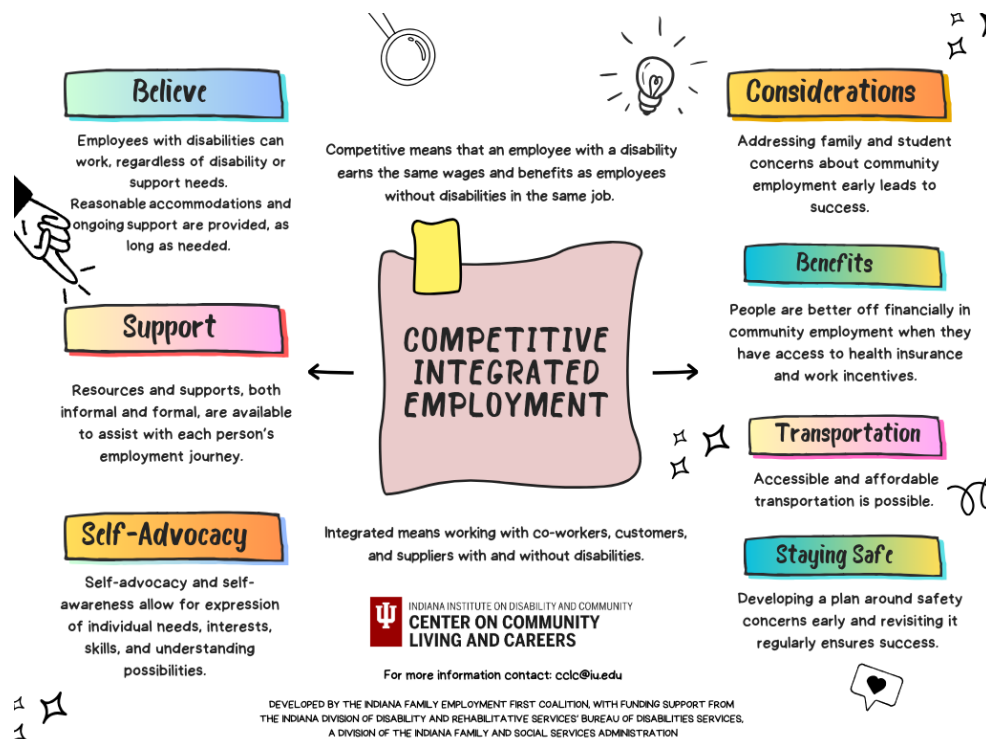
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What is the Family Employment First Coalition (FEFC)?

The Division of Disability and Rehabilitative Services (DDRS) and the Center on Community Living and Careers (CCLC) lead the **Family Employment First Coalition (FEFC)**. This group brings together family and disability advocates across Indiana. We aim to improve each group member's knowledge of the transition to adulthood and competitive integrated employment for young adults with disabilities. FEFC shares the latest resources with group members, ensuring everyone has the tools to be successful.

What is Competitive Integrated Employment (CIE)?

Competitive Integrated Employment (CIE) allows individuals with disabilities to work with non-disabled coworkers in jobs making at least minimum wage and receiving the same benefits as their non-disabled coworkers. CIE is a partnership among job seekers, their circle of support, employers, disability-related state agencies, and employment services providers and is essential in creating job opportunities. A national



“Employment First” initiative has made CIE the first and preferred outcome of states’ employment services for individuals with disabilities. Indiana continues to move away from outdated, segregated models of services toward inclusive employment in typical jobs and careers.

What should you know about CIE?

1. Addresses employment barriers early to create successful outcomes.

Benefits Information

Planning is a major step in understanding your rights and all options available, including work incentives. You can reach out to your Vocational Rehabilitation counselor with questions about Social Security Income (SSI), Social Security Disability Insurance (SSDI), Medicaid, and Waivers. They can explain [Indiana's Benefits Information Network \(BIN\)](#) and its experts, called BIN liaisons. These experts will guide you and help maximize your benefits.

Transportation

It can be difficult to find ways to get to work. However, there are cheap and accessible options available. Your transportation options include employer-provided transportation, public transit, rideshare services, and carpooling with an individual you trust. Talk to a BIN liaison to learn more about these resources.

Safety

It is important to feel safe at work. You, just like everyone else, deserve fulfilling employment and active participation within your community. Feeling safe and successful at work requires self-advocacy (speaking up for yourself) and finding a job you like. Talk to your support network early on, so you can manage any safety concerns that might come up later. Think of it as being prepared for anything.

2. Empowers everyone to work and contribute to their community.

You deserve the same wages, benefits, and opportunities as your coworkers. As you search for employment opportunities, be sure to:

- Assess what job accommodations you may need.
- Build your career path through real-world experience! You should create a resume and portfolio stating your skills, career goals, and capabilities.
- Consider starting your own business. Support is available through state and federal programs like Vocational Rehabilitation.

3. Supports your employment journey.

State and local agencies offer short and long-term employment-related services. Don't wait – apply for these early! These programs are tailored to your needs. They can train you, connect you to jobs, and even help with your workplace needs. Plus, a supportive team at work makes success easy.

4. Champions self-advocacy and self-awareness.

Self-advocacy is about speaking up for yourself and ensuring your voice is heard. It means you know your strengths, where you need help, and how to prioritize skill development. You don't have to navigate this alone. There are self-advocates and family advocacy organizations available to support you.

Resources:

- [INAPSE What is Employment First?](#)
 - [Indiana Family to Family](#)
 - [INSOURCE](#)
 - [Center on Community Living and Careers](#)
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What's Next? is a project of the Center on Community Living and Careers.

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