

# OC Experts Zoom Conversations

Parents Helping Parents Prepare for Employment  
- Intellectual or Developmental Disabilities (IDD) Focus

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# Parents Helping Parents Prepare

## Our Family Background

- Alex - 25 years old
- Down syndrome & Autism
- Certificate of Completion & Vocational Training
- Worked on resumes, interviewing, worked in stores
- Person Centered Plan to establish what he wants
- Disneyland - Haunted Mansion!

# Parents Helping Parents Prepare

## Our Family Background



# Parents Helping Parents Prepare

Person Centered Plan/Self Determination

- Important Step for Alex
- When is the Right Time?
- Put Time into this process
- Research websites, webinars, etc.

# Parents Helping Parents Prepare

## Steps We Took

- Educated Ourselves - Overwhelming
- Reached Out to Adult Transitions Program Coordinator
- Reached Out to RCOC Service Coordinator
- Reached Out to Department of Rehabilitation
- Attended educational programs, researched websites, etc
- Interviewed at Disneyland
- Wrong fit - shredding, location, sweeping
- Revised Goals and found a better option

# Parents Helping Parents Prepare

## Job Postings - Things to Consider

- Online, Newspapers, Networking, Job Fairs
- Location
- Transportation
- Skill Set
- Structure
- Foundation
- Long Term Opportunities

# Parents Helping Parents Prepare

## Job Description & Resumes

- Job Description is Important
- Employer Website - be familiar with company
- Include Key Words on Application/Resume
- Focus on Skill Set

# Parents Helping Parents Prepare

## Interview

- Practice, Practice, Practice
- Practice with you, friends, someone they don't know
- Practice - dressed and out of comfort zone
- Weave in words and topics from job description
- Find interview questions (check company website)



# Parents Helping Parents Prepare

## Preparing for the Job

- Tour the location
- Practice the job tasks
- Uniform - get it in advance and wear it around the house
- Role play social settings
  - Morning Greeting
  - Lunch and Breaks
  - How to talk to supervisors and co-workers

# Parents Helping Parents Prepare



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## Job Coach

- Critical to job success!!!
- Meet in advance with job coach
  - Develop relationship
  - Establish clear expectations
  - Suggestions for success
  - Communicate daily
  - Must stay fully engaged throughout shift!

# Parents Helping Parents Prepare

## Job Coach



# Parents Helping Parents Prepare

## Employment!

- Stay in communication with Job Coach and Supervisor
- If possible, stay in positive communication with employer
- Patronize location if appropriate
- Own the process both before and after obtaining the job
- Great employer - nominate for awards or newspaper articles

# Parents Helping Parents Prepare

## Community Resources

- Adult Transitions Program Coordinator
- RCOC Service Coordinator
- RCOC Website ([www.rcocdd.com](http://www.rcocdd.com))
- Department of Rehabilitation ([www.dor.ca.gov](http://www.dor.ca.gov))
- Chapman Thompson Policy Institute  
([www.chapman.edu/education/centers-and-partnerships/thompson-policy-institute/transition-initiative/index.aspx](http://www.chapman.edu/education/centers-and-partnerships/thompson-policy-institute/transition-initiative/index.aspx))
- Support Groups