



# Employment First **MISSOURI**



# What is Employment First Missouri?

Employment First Missouri is an initiative of the Missouri Department of Mental Health, Division of Developmental Disabilities (DD).

We strive to support community partners to expand their capacity to support individuals to be successful in obtaining and maintaining employment in the community, in support of Missouri's Employment First Policy.



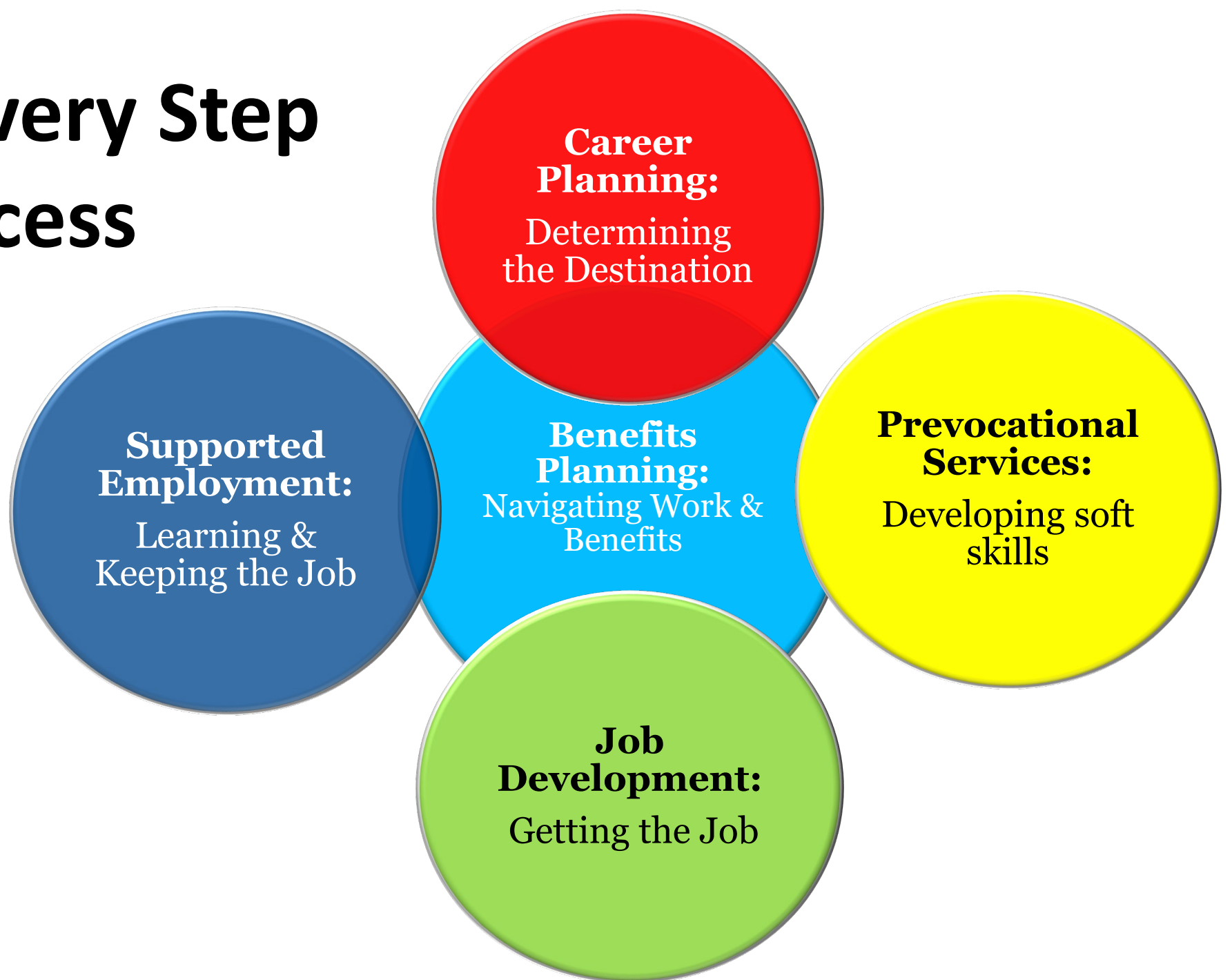
# Understanding Employment Services

All individuals interested in competitive, integrated employment (CIE) in the community may pursue employment services through a variety of funding sources:

- Missouri Vocational Rehabilitation
- Rehabilitation Services for the Blind (RSB)
- MO DMH, Division of Developmental Disabilities (DD) – Waiver-funded



# Help for Every Step of the Process



# What happens during Career Planning?

**Career Planning:**  
Determining the Destination

- Exploration of job interests through *Discovery* using a variety of strategies such as informational interviews, community exploration, job shadows, etc.
- Learning about my skills, preferences, and support needs
- Supporting a plan for how to match my skills and interests to a job
- Develop vocational goal including # of desired hours and any necessary training
- Transportation planning
- Opportunity to share what I like or don't like



# What happens during Prevocational Services?

**Prevocational  
Services:**  
Developing soft  
skills

- Opportunity to work on soft skills that transfer to any type of job.
- Learning about safety awareness, interpersonal skills, self-advocacy, chain of command, stamina, etc.
- Unpaid work experiences at local non-profit organizations provides the chance to work on soft skills in real time.
- Through Prevocational Services activities (either 1:1 or as part of group) I have a chance to learn about my strengths, preferred environment, and support needs.
- Opportunity to share whether I like or don't like something





**Job Development:**  
Getting the Job

# What happens during Job Development?

- Support with all aspects of the job search such as meeting employers, completing applications, and interviewing
- Interviewing support may include negotiating the type of interview that will best showcase my potential
- Transportation planning as applicable





**Supported  
Employment:**  
Learning &  
Keeping the Job

# What happens during Supported Employment?

**Awesome! I got the job!**

Now, a Job Coach will assist with the following:

- Support on the job as I am being trained on duties
- Provide training consultation to the employer such as how to incorporate tools like visual aids or Assistive Technology
- Serve as a facilitator of social inclusion, helping to connect with coworkers regarding similar interests
- Help developing natural supports and increasing independence





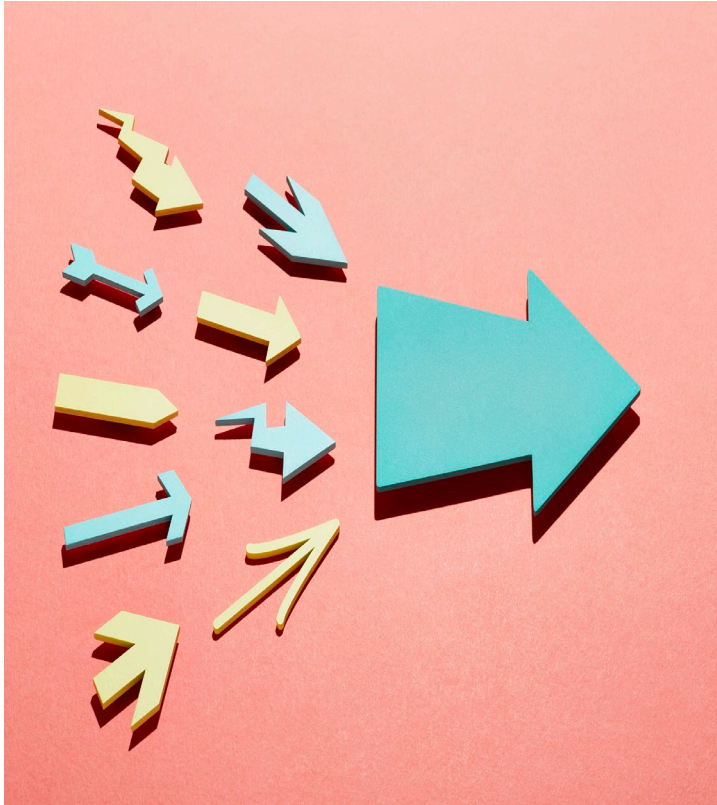
# What happens during Benefits Planning?

**Benefits  
Planning:**  
Navigating Work &  
Benefits

- I will meet with a Certified Benefits Specialist who will provide information on how my benefits may be impacted by working
- This is an individualized service that reviews individual benefits scenarios and addresses all questions/concerns

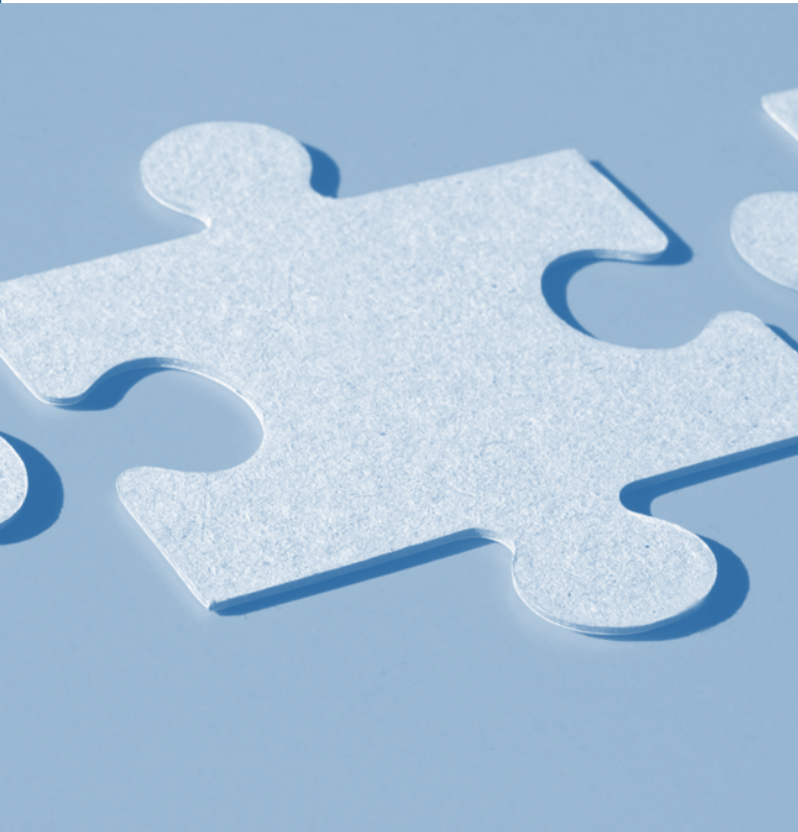


# Something to keep in mind...



- Not everyone will need every service
- Not everyone will progress through each of the services in the same manner.
- As with other services, employment services are coordinated based upon an individual's assessed need

# Also...



---

It is a myth that everyone must first pursue MO Vocational Rehabilitation before accessing wavier-funded employment services.

---

To determine the best match for funding/service, it is important to discuss your goals and support needs with your SC.

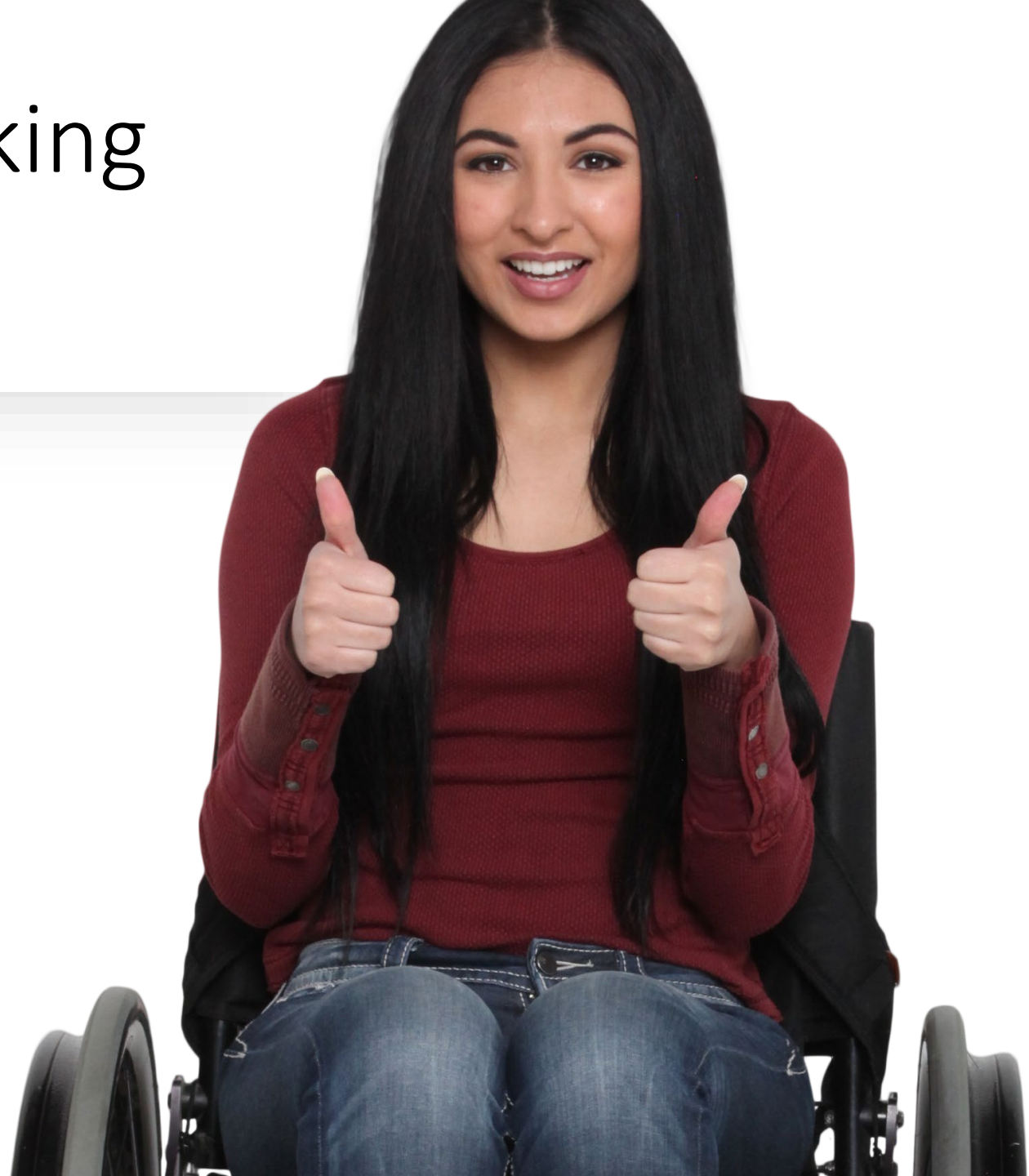
---

You also may continue to utilize day services both during employment services as well as after obtaining a job in the community. Again, it's important to discuss your goals with your SC.



# I want to explore working in the community!

- Talk with your family, friends, SC / TCM, Pre-Ets, school counselor, etc.
- Think about hobbies, interests, and prior work or volunteer experience
- Think about places you might like to visit to learn about what it's like to work there
- Make a list of what will help you be successful on a job. Examples: Job Coach, checklists, Assistive Tech, etc.





MISSOURI DIVISION OF  
DEVELOPMENTAL  
DISABILITIES



# Resources

[General Information for  
Individuals & Families](#)

[Map of Local Regional Offices](#)

[Navigating the DD System](#)

[Promoting Employment](#)





# Contact Information

**Nick Holz**

Email: [nicholas.holz@umb.edu](mailto:nicholas.holz@umb.edu)

Phone: 417.437.4155

**Jessi Keenoy**

Email: [jessica.keenoy@umb.edu](mailto:jessica.keenoy@umb.edu)

Phone: 573.303.8770

**Leslie Quarles**

Email: [leslie.quarles@umb.edu](mailto:leslie.quarles@umb.edu)

Phone: 617.297.1355

