Supportive Environment Assessment

	True	False	Unsure	N/A

Answer the following regarding your agency.

1. Materials (brochures, application forms, etc.) given to people with disabilities in my agency mention or promote competitive, inclusive employment.

2. Participants/clients are encouraged to ask questions about and seek help finding or learning about employment.

3. My agency's attitude and messaging to people with disabilities encourages competitive, inclusive employment.

4. There have been incidents where people have gone to work and it has resulted in good outcomes.

5. There have been incidents where people have gone to work and it has resulted in bad outcomes.

6. Clients are asked if they want to work during the intake and/or assessment process.

7. I am comfortable answering clients' questions about how work may impact benefits.

8. My agency actively promotes and encourages competitive, inclusive employment for people with disabilities.

9. Through my agency, clients are given the services and supports they need to succeed in competitive, inclusive employment.

10. Resources for referrals to external experts or services include resources for employment and/or benefits counseling.

11. I would feel comfortable speaking in support of competitive, inclusive employment at my agency.

Plan of Action

List changes that YOU can make in your workplace to change expectations around employment for people with disabilities (i.e. changes you can make without permission from a supervisor or other decision-maker.)

CHANGE 1:

CHANGE 2:

CHANGE 3:

List changes for which you will need to organize with others in order to achieve a workplace that is more supportive of the competitive, inclusive employment of people with disabilities (i.e. changes that require action or permission from one or more decision makers).

CHANGE 1:

Decision maker:

First Steps:

CHANGE 2:

Decision maker:

First Steps:

CHANGE 3:

Decision maker:

First Steps:

work·benefits·you

What You Can Do!

Even if you are unfamiliar with public benefits, work incentives, and other employment concerns, you provide an important role in supporting people with disabilities and helping them learn about and access work. You can…

1. Create an environment where work is discussed, encouraged and supported.

2. Learn about and be aware of resources where you can get answers for yourself and the people you help including the Disability Linkage Line® and DB101.org.

3. Understand that being on public benefits usually results in living in poverty. Work is a path out of poverty and can help break the cycle of poverty for people with disabilities.

4. Learn the facts about work and benefits. Know what the perceived limitations may be and help dispel myths. (E.g., "I'll lose my benefits if I work," "I can't work," "I can only earn $200/month," etc.) (http://mn.db101. org/mn/situations/workandbenefits/myths/article.htm)

5. Learn how to have better conversations about work. Introduce work in a meaningful way.

6. Advocate for inclusive policies that support work for people with disabilities.

7. Initiate in-service trainings to educate staff on the basics of employment and benefits, using resources like DB101.org. (www.db101.org/help.htm "Meeting in a Box")

8. Provide links to DB101.org on printed and online products.

9. Create a program of services that specifically addresses concerns related to work and independence.

10. Use DB101.org to understand what services and supports are available to help someone get to work.

YOUR RESOURCE. YOUR WAY.

Disability LinkageLine®   1-866-333-2466   db101.org
WORK • BENEFITS • YOU