



You Can Do It: Finding and Keeping A Job

Discussion Guide for Families and Job Seekers





Clockwise from top left: Rachel, Garrett, Zachariah and Chelsia all took their own path to finding and keeping a job. You can watch the video online [by clicking here](#).

The video **[“You Can Do It: Finding and Keeping a Job”](#)** gives viewers real-life examples of people with developmental disabilities who succeeded in finding jobs important to them. You will hear personal stories from four people who found success at different times in their lives, illustrating the spectrum of places on the Path to Employment. Perseverance and planning play a key role in moving forward in all these stories.

This discussion guide, like the video itself, focuses on each personal story. It allows job seekers, family members and other supporters to examine all of the personal stories and/or give attention to an individual story that best reflects their current situation.

This guide can help start or continue the conversation about employment by encouraging users to explore ideas and perspectives that might lead to new insights or actions. Each question is designed to facilitate discussion, and the “right” answer can only be determined by each participant’s situation. Users are encouraged to pick questions to spark useful conversation.

The video and discussion guide can be used to explore possibilities and opportunities for employment by:

- Families thinking about how best to support their loved one.
- Advocacy organizations for group or one-on-one discussions to better facilitate informed choices.
- Multi-agency IEP teams planning for transition to employment during school-age services.
- Adult service teams supporting and drafting formal plans for employment.
- Other groups and stakeholders who can benefit from preparing an individual for employment or whose business can benefit from employing an individual with a disability.

Each story featured in the video has two pages with discussion points and questions, one for family members and one for job seekers, with space to write answers or notes. The video for that specific story can be viewed by clicking on the picture or the link.

Additional employment success stories, videos and resources can be found at the end of this packet.



**Rachel Rice
Warren County**

Rachel has three jobs she loves, after initially being afraid of even trying.

[Watch her story](#)

Rachel says, “It’s scary at first...” She talks about her mom being “fine” with her trying to get a job, but that her dad was not as accepting of the idea.

- As a parent or family-member, what worries and concerns do you have? Who can you talk to about these concerns?

Rachel works at three jobs because she likes to “split my week up.” This is one example of how she found work to fit her unique situation.

- What kind of job or work would best match your family member’s situation? What information and support do you and/or your family member need to be successful in a job?

Rachel says she “turned her whole mindset around.”

- How might this apply to your situation?

Rachel says she wants to “show the world” what she can do.

- What do you think she means by this? How might a job help your family member “show the world” his/her abilities?

Rachel Rice
Warren County

Rachel has three jobs she loves, after initially being afraid of even trying.

[Watch her story](#)



Rachel is very up front about her fears and worries around working in the community. She says, “It’s scary at first...”

- What are your fears and worries about work? Who can you talk to about these concerns?
- What struggles have you had in the past that might make you afraid of trying to get a job? What kind of help do you need to move past those struggles and fears?

The video shows Rachel answering the phone and working in an office. These tasks are what Rachel says she loves to do.

- What skills and interests do you have that might help you enter the workforce?

Rachel says she “turned her whole mindset around.”

- What do you think she means by this? How can you to “change your mindset” about work?

Rachel says she wants to “show the world” what she can do.

- What do you think she means by this? What do you want to “show the world” you can do?



**Chelsia Carter
Clermont County**

Chelsia found a new job to get more hours and make more money.

[Watch her story](#)

Chelsia’s job coach talks about people receiving supports “if the need arises,” and that people are “not by themselves” because they have ongoing support from job coaching, peers and supervisors.

- Do you feel confident you have enough information about how job coaching works? If not, do you know who you can ask?
- What is an example of a need that might arise for your family member? What situations could arise for your family member to seek help from a job coach?

Chelsia describes getting a new job so she can add more days to her work week, which works for her.

- What kind of weekly schedule might work best for your family member? How might you know if it’s time for your family member to change jobs?

Many people on your family member’s team can answer your questions about the role of job coaches.

- What two or three questions do you have? Write them here so that you can reach out to team members for answers to these questions.

Questions for job seekers

Chelsia Carter Clermont County

Chelsia found a new job to get more hours and make more money.

[Watch her story](#)



We hear in the video that Chelsia found a new job.

- Are you currently working? If so, what do you like about the job you have? What do you not like?
- Would you like to try a different job to make more money, or to test your skills, or do you prefer to stay with the job you have? Who could you talk with about this?

Chelsia's job coach says people aren't left alone at work – they have supports "if the need arises."

- Have you had a job coach before? If so, what are some of the best job coaching experiences you have had? What are some of the worst?
- If you have not had a job coach before, how does it make you feel to know you can get help at your job if you need it? What do you think you might need help with at work?

Chelsia seems to like her job.

- What's the biggest reason you work, or want to get a job? Money? Security? Something to do? To be around other people? Other reasons?
- Make a list of all the jobs you'd like to try, and all the skills you have. Does your list of jobs match what skills and experience you have? What are the next steps you can take?



**Garrett Doerr
Butler County**

Before he graduated from high school, Garrett had help from his family and school support team to figure out what job he wanted.

[Watch his story](#)

Garrett got his job right out of high school. His mom says working at Kroger is a “family job.”

- Does your family have connections with businesses, organizations, or people who might be potential employers? Make a list of business owners, managers and other people you know who might help you network and get a “foot in the door.”

Garrett’s mom talks about having a goal for him to work starting at age 14. Then, at age 16, he started work-study at Kroger. Later he expanded on his success by getting a part-time job there with help from supports at his school and county board.

- Does your family member have a “transition plan” as part of his/her Individualized Education Plan (IEP) at school? Who is part of your IEP meetings? Who else could you invite to bring a different perspective about employment?
- What work-study experience might be a fit for your family member?

Garrett’s mom talks about having a plan but also being “flexible” and “knowing what’s out there.”

- As a parent/family member, do you think what you planned for your family member matches what he/she truly wants? How might you ask about this?

Questions for job seekers

Garrett Doerr Butler County

Before he graduated from high school, Garrett had help from his family and school support team to figure out what job he wanted.

[Watch his story](#)



Garrett talks about “making money.”

- Is making money important to you? If so, what would you like to buy with the money you make?

Garrett worked at Kroger as part of his work-study program at school.

- How are you using your work-study? Or how might you use your work-study in the future?
- If you are a transitioning student, what jobs would you like to try while you’re still in school? What skills will it take for you to be successful at these jobs?
- What can you do to build those skills and get experience in the community?

Garrett’s mom talks about how important it is to know what supports are available, so if things don’t go right at your job, you have people to help you along the way.

- What supports in the community are important for you? Who do you turn to for help?



**Zachariah McCall
Hamilton County**

Zachariah excels at his job thanks to foundational planning from his parents to help him understand the value of hard work through household chores and his hobbies.

[Watch his story](#)

Zachariah’s parents talk about how they taught him skills through household chores and hobbies.

- What chores does your family member do at home? How will this help build important skills?
- Does your family member have any volunteer experiences or hobbies? What skills and connections is your family member building through these experiences?

Zachariah doesn’t communicate in traditional ways, yet he has been able to succeed on the job.

- How do you think that success happened? What kind of supports do you think he received from his parents, job coach, teachers, and others so he would be prepared to work?

Zachariah’s job coach says he found work “difficult in the beginning,” but Zachariah’s father told him: “He’ll get it.” Later, we hear Zachariah’s father say: “I’m proud of him.”

- How do you think the attitude of Zachariah’s parents influenced his success?

Questions for job seekers

Zachariah McCall Hamilton County

Zachariah excels at his job thanks to foundational planning from his parents to help him understand the value of hard work through household chores and his hobbies.

[Watch his story](#)



Zachariah worked at Kings Island first, then he worked at Panera.

- How do you think the Kings Island job helped Zachariah be successful at his Panera job? How can summer jobs lead to better jobs later in life?

We see Zachariah's parents and job coach in the video.

- What help or support does Zachariah get from each of these people?

Zachariah says he's a "hard worker." He seems to be proud of himself.

- What does it mean to be a hard worker? What are you most proud of in yourself?

Zachariah's job coach says he found work "difficult in the beginning," but Zachariah's father told him: "He'll get it." Later, we hear Zachariah's father say: "I'm proud of him."

- Who can you turn to if things are difficult when you begin your job?
- What helps you stick with something and not quit when it gets hard? How will this help you overcome difficulties at your job?

The Employment Journey

The video [“You Can Do It: Finding and Keeping a Job”](#) shows four employees who had different journeys on the path to employment. Each person benefited from a variety of resources, such as self-advocacy, school teams and planning, local agency support, and parent/family member support and input.

- Are you ready to take your first step?
- How will you figure out what you want to do?
- What skills do you have?
- What path do you need to get started?
- Who can help you take the first steps?
- How can having a job help you lead a happy and productive life?

Learn More

[Ohio Employment First Job Seeker’s Guide and Tools](#): An easy-to-use resource that walks job-seekers and families through the process of getting the supports needed for successful employment. The guide includes links to County Boards of DD, Opportunities for Ohioans with Disabilities (OOD), Ohio Means Jobs and other resources.

[OOD Works Job Portal](#): The site allows job seekers to learn about Opportunities for Ohioans with Disabilities’ Vocational Rehabilitation (VR) services and complete an online application. It provides a streamlined process in pursuit of employment. Individuals interested in VR services are encouraged to visit the portal where they can watch an orientation video about the employment process, take a brief self-assessment and apply online.

Who To Contact

Each County Board of Developmental Disabilities can assist you on the path to employment. Get in touch with your local Board, which has staff to guide you on this journey when you’re ready.

Butler County: (513) 785-2800 or info@butlerdd.org

Clermont County: (513) 732-7000 or ldavis@clermontdd.org

Hamilton County: (513)794-3300 or contactus@hamiltondds.org

Warren County: (513) 228-6400 or chrissey.barton@warrencountydd.org

Employment Success Stories and Videos



Doug works at a museum reviewing exhibits with a GoPro on his wheelchair. A special key board creates an audio version of his thoughts. [Watch his story.](#)

Molly has a full life, filled with relationships, valued roles in the community, and passion. This includes her job. [Watch her story.](#)



Finding the right fit: a video about customized employment, as an alternative approach to job finding and retention. [Watch this video.](#)

Josh wanted a chance to prove himself at a job. Now, he serves as a bailiff in the Butler County Probate Court. [Read his story.](#)



A pizza restaurant was able to customize a job for Emily, who works a few hours a week and follows a list of duties each shift. [Watch her story.](#)

David has worked at Frisch's for more than 25 years – a milestone not many achieve. He helps train new restaurant employees. [Read his story.](#)



This video explores the benefits of hiring people with disabilities, who deserve a chance to show their abilities. [Watch this video.](#)

Hannah, who is nonverbal, works at Mercy Fairfield Hospital's central district supply room while also attending school. [Read her story.](#)



Don uses a communication device to interact with Applebee's customers and fellow employees. [Read his story and watch a video.](#)

Michael works 15 hours a week at the Rusty Bucket in Mason. He uses an iPod to keep himself on task. [Read his story.](#)

