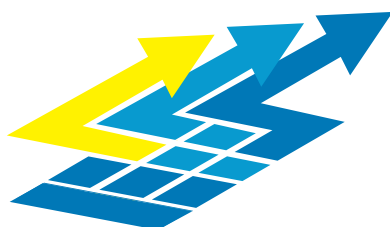


Ways to Publicize and Celebrate Job Success

Many individuals with intellectual disabilities have spent most of their life in segregated or group programs such as community living arrangements (group homes), group supported employment work crews etc. These settings offer a sense of security as well as social networks and friendships and often the thought of leaving is upsetting. One of the ways to help overcome this reluctance to try something new in the community is to celebrate the success of people who have achieved their dream of real work for real pay.

Here is just a partial list of ideas on how to recognize, publicize and celebrate job success. Adult service providers are sure to have many different creative ways to create an environment that encourages all people to be willing to try new experiences.

- Throw a party or a tea before someone leaves for a new job and make it a fun event for everyone
- Make a public announcement to the rest of the program participants when someone has found a job
- Create a "Success Story" display in a visible area with "Congratulations!" banners etc.
- Include success stories in the agency newsletter
- Host an annual award ceremony for everyone and recognize those individuals who have found real jobs
- Before someone leaves for their new job, give them something visible to wear or display for the day in their current program (i.e. corsage, pin, banner)
- Celebrate anniversaries when people have held a real job for one year, two years etc. This can be done in many different ways such as giving people a pin to wear, making a public announcement, mentioning them in a newsletter etc.
- Show people the Employment Idol videos and hand out flyers about the Employment Idol.
- Submit names of people who have attained a real job for inclusion in upcoming Employment Idol videos and flyers
- Ask people with community jobs to give a talk to the people who are still reluctant to try a new job
- Create an agency job club where people can talk about their fears with their peers who have taken the step to a real job
- Ask the regional Self Advocate Coordinators to present on "The Importance of Real Work for Real Pay"



DDS Employment First Initiative
Real Work for Real Pay