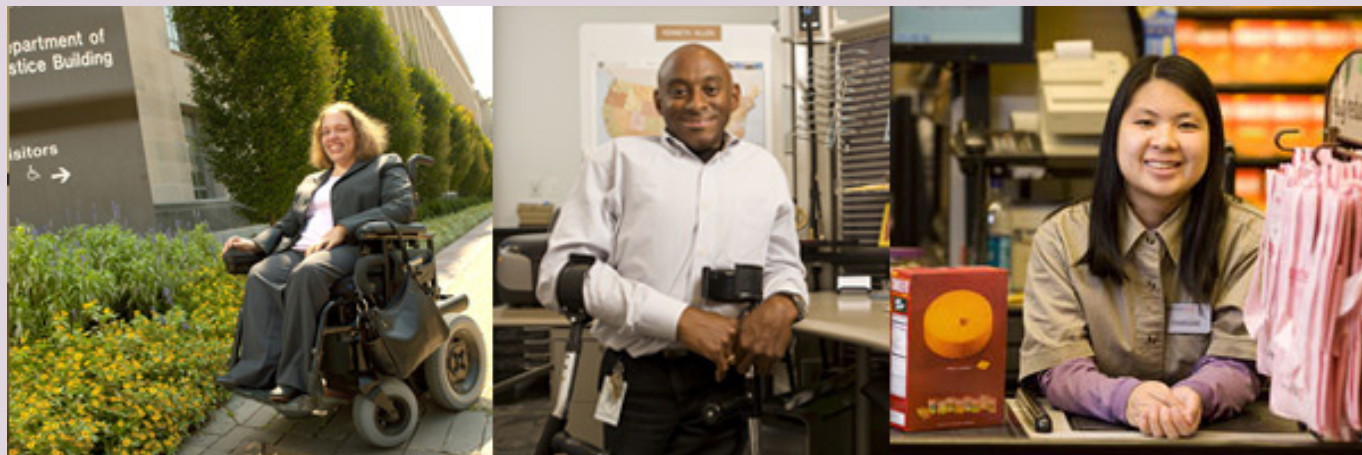


# Employment Challenging Perception

[www.ndrn.org](http://www.ndrn.org)



# Choice

## False

There are no other options for people with disabilities other than sheltered workshops.

Students with disabilities aren't prepared for work in the community when they graduate.

Sheltered workshops give people with disabilities a place to go during the day.

## True

- ▶ Even people with the most significant disabilities have found and kept jobs in the community.
- ▶ Services are available to help students transition from school to work. These services allow them to explore their interests, skills and capabilities just like other young people looking to successfully bridge the gap between school and employment.
- ▶ When given the opportunity to choose for themselves, most people with disabilities choose work in the community over sheltered workshops.
- ▶ The creative use of reasonable accommodations and assistive technology provide individuals with disabilities a multitude of opportunities beyond just spending the day in a sheltered workshop.

# Expectations

## False

People with disabilities can't compete in the job market.

People with disabilities need the safe and secure environment of a sheltered workshop.

Sheltered workshops provide the training people with disabilities need to get jobs in the community.

## True

▶ Supported and customized employment opportunities help place individuals with disabilities into jobs that match their skills and better meet an employer's needs.

▶ We use to say the same thing about institutions. Sheltered workshops exist because of our unwillingness to accept that our own preconceived ideas about the workplace might be wrong.

▶ Getting ready to go to work is not a lifetime activity and individuals should not have to train for ten years to get a job.

▶ It is unrealistic and incorrect to assume that individuals with disabilities necessarily need different training than individuals without disabilities.

# Loss of Benefits

## False

If people with disabilities work, they will lose their benefits and access to things like housing and healthcare.

Medicaid recipients will lose their benefits if they work.

People with disabilities will lose their social security benefits if they work.

## True

- ▶ The barriers that force people to choose between working and benefits have largely been addressed or mitigated by state and federal laws.
- ▶ Making the choice to work rather than to rely solely on public benefits increases the number of people who pay taxes and contributes to the strength of our nation's economy.
- ▶ Medicaid recipients can continue to receive benefits if they need Medicaid to work.
- ▶ Supplemental Security recipients only lose \$1 for every \$2 they earn, leaving them better off financially. SSDI beneficiaries get a trial work period.
- ▶ Continued reliance on public benefits will only limit the income of individuals with disabilities. People should be provided with every opportunity to progress beyond poverty.

# Significant Disabilities

## False

Some people are just too disabled to work.

## True

- ▶ Accommodations and advances in technology allow individuals with disabilities to compete in today's workforce often with minimal cost to employers.
- ▶ Supported and customized employment opportunities help place individuals with disabilities into jobs that match their skills and better meet an employer's needs.
- ▶ Everyone has the right to fail as well as to succeed. A person with a severe disability should not be held back from a job because there is a possibility that he or she might fail. If this person is the best-qualified candidate, provide that individual with the same opportunity that you would give anyone else.
- ▶ An individual with a significant disability can bring additional diversity and a new perspective into the workplace which may also benefit all the other employees.