



Almost 10 Things Non-Employment Staff Can Do to Support Work

1. Do no harm.
 - Don't discourage people from working - Encourage them
 - Have humility about your ability to predict the future
 - Balance concerns about stress - unemployment is stressful, too
2. Learn about vocational resources.
 - Network with people/programs that help people find jobs
 - Learn how other systems work & collaborate
3. Learn about benefits, become a Work and Benefits Navigator or connect people with a Community Work Incentive Coordinator (CWIC) who specializes in
 - SSI/SSDI
 - PASS Plans
 - IRWEs
4. Change your program/service to accommodate worker schedules
 - Are psychiatrists available after 5 p.m.?
 - Are support groups and counseling sessions flexible?
5. Be sensitive to a person's discouragement
 - All jobs are not equal – obviously available choices might not be the best fit
 - A person can be serious about wanting to work and still reject a particular job
6. Know what a person might need to help them be successful at work.
 - Transportation plan,
 - Driver's license,
 - Planning around packing lunch,
 - Engaging with co-workers, etc.
7. Cultivate a Recovery/Rehabilitation mentality and culture
 - If "getting a job" is a person's treatment plan goal; it's everyone's job to help them; not just the employment staff

8. Learn about the Americans with Disabilities Act

- Be creative and brainstorm reasonable accommodations

9. Keep your eyes open for potential jobs and feed leads to job developers and other team members

- Talk to people who are working and have them share their stories with others - staff and others receiving services

10. What's your best idea?-

Adapted from: <http://dmh.mo.gov/mentalillness/adacpsemploymentservices.html>