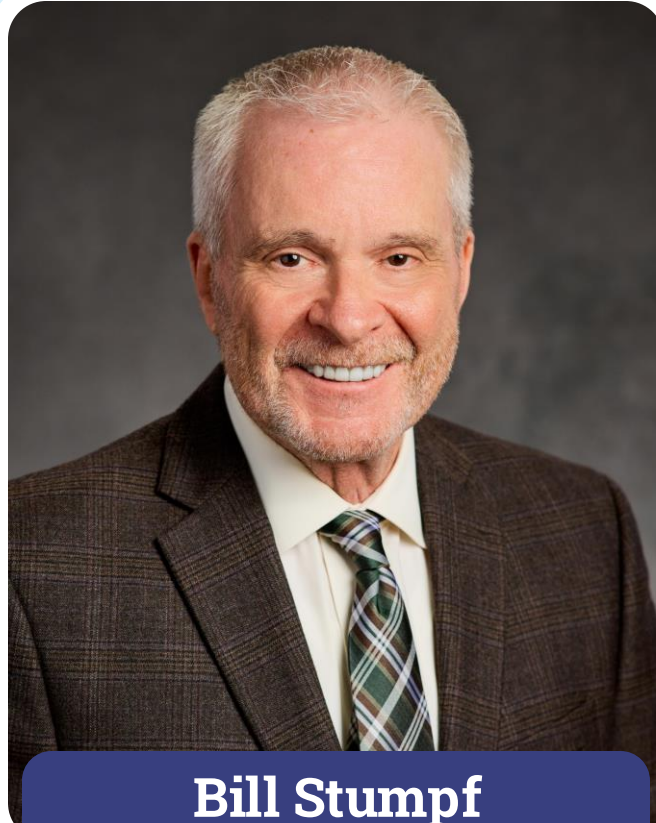


Working in the Community: Why Jobs Matter and What Needs to Change



Kyle Stumpf

Prep Cook at Pizza Ranch &
Box Folder at Papa John's



Bill Stumpf

Disability Employment
Advocate



Kelly Kulzer-Reyes

California Down Syndrome Advocacy
Coalition Co-Chair

Working in the Community: Why Jobs Matter and What Needs to Change

Kyle Stumpf - Self-Advocate, Iowa

Bill Stumpf - Parent Advocate, Iowa

Kelly Kulzer-Reyes, California Down Syndrome
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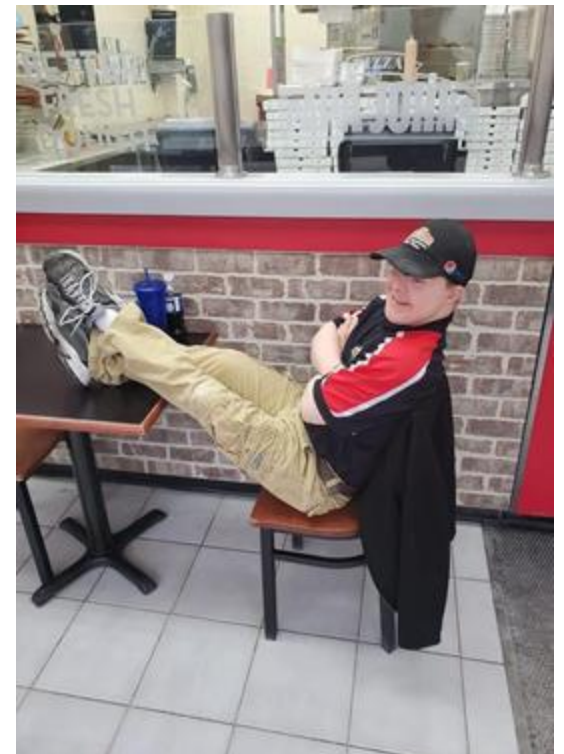
Kyle's Story



My name is Kyle Stumpf, and I live in Dubuque, Iowa.

Kyle's Story

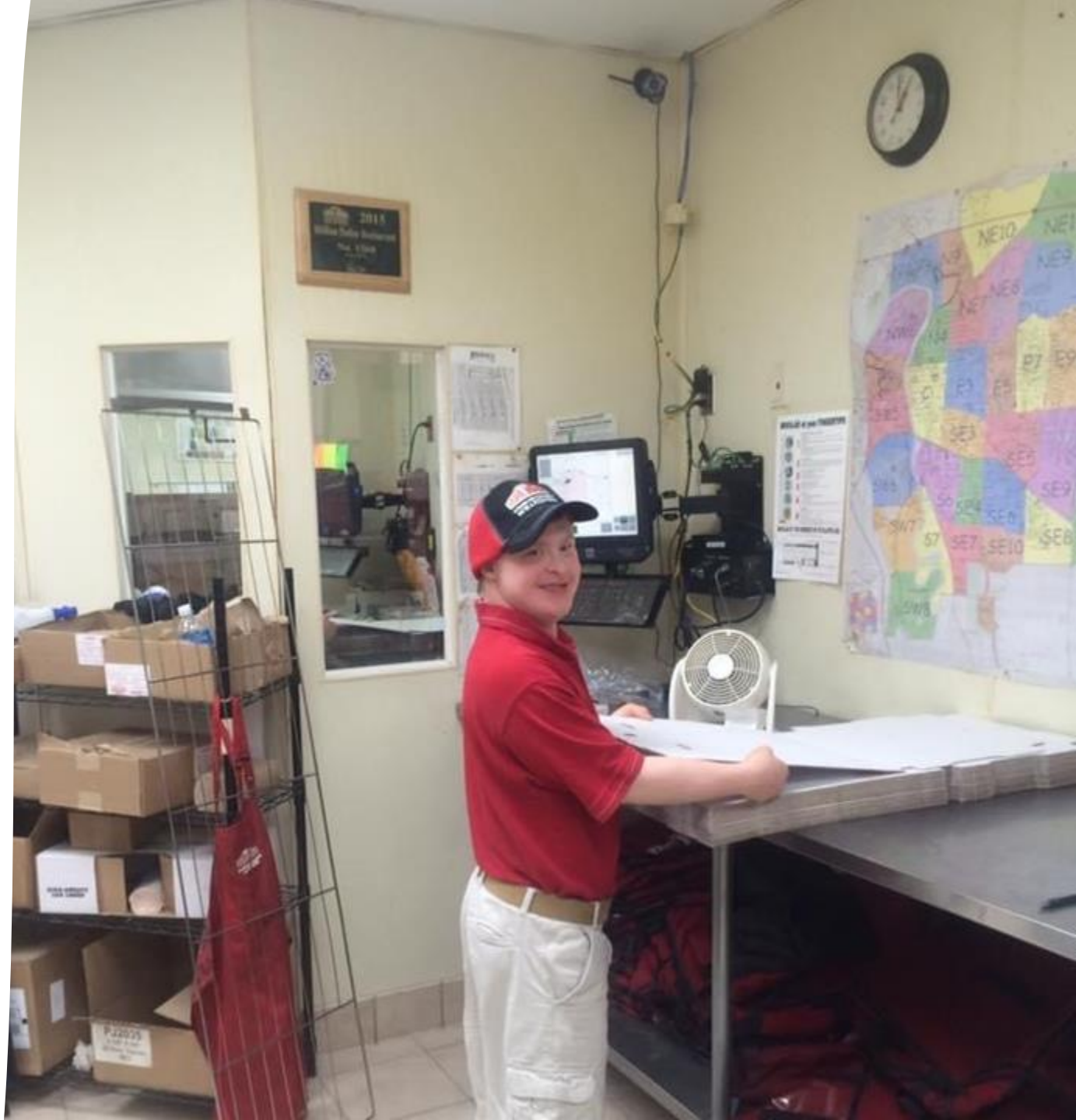
I work at Papa John's Pizza.



Kyle's Story

At work, I...

- Fold the boxes
- Clean the pans under the oven
- Do light cleaning of the store and parking lot
- Stock the soda cooler





I even got to be "Mr. Slice", the Papa John's Mascot!

Kyle's Story

My favorite things about my job are interacting with co-workers, customers, and performing my job duties.



Kyle's Story

Quote from my manager:

“Having Kyle around makes for a happier work environment. He always has this contagious smile on his face. He makes co-workers want to come to work.”



Kyle's Story

I work at Pizza
Ranch.





Kyle does many jobs at
Pizza Ranch.



Kyle's Sheltered Workshop Experience

Before I started my current job, I was paid \$3.50 per hour to work at the Sheltered Workshop.

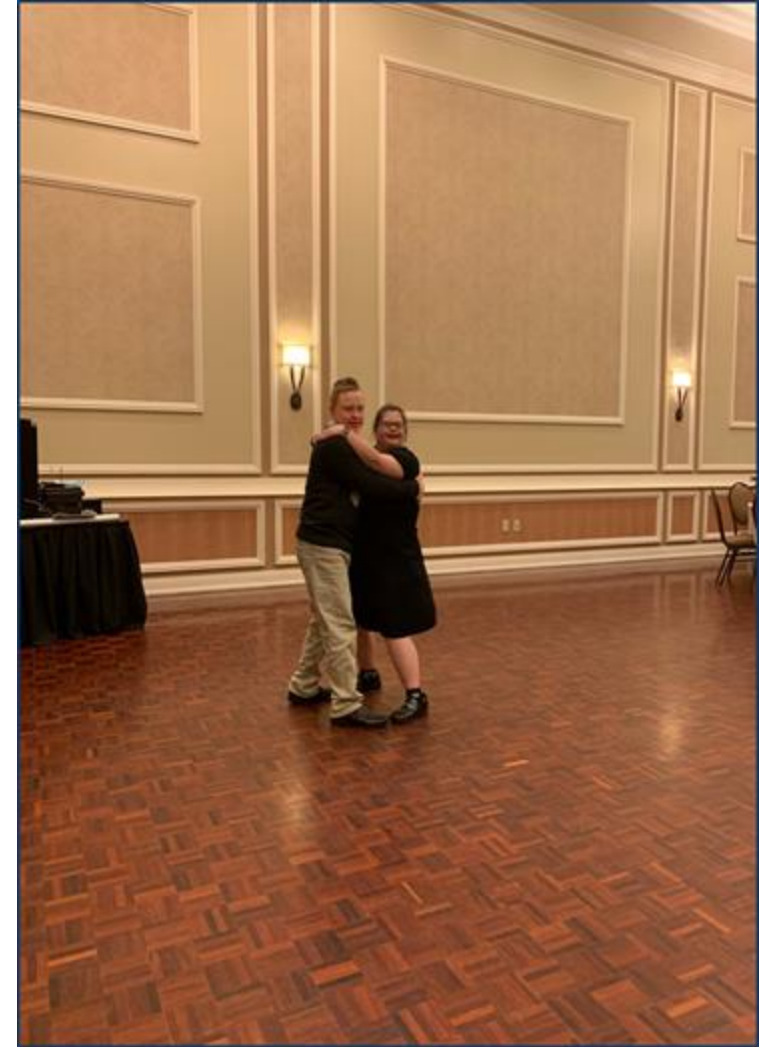
I am paid more than minimum wage now.



Kyle's Story

With the money I earn working, I like to:

- Travel
- Dance
- Shop and
- Go to the movies.



Kyle's Story

I also like to:

- go out to eat
- go to microbreweries and listen to live music
- pretty much the same things others like to do!

I am also saving money for my future in my ABLE account.



Sharing my story at the Competitive Integrated Employment (CIE) briefing in Washington, D.C.



Kyle's Story

"I advocate for Competitive Integrated Employment. I support and vote for candidates that support it, too."



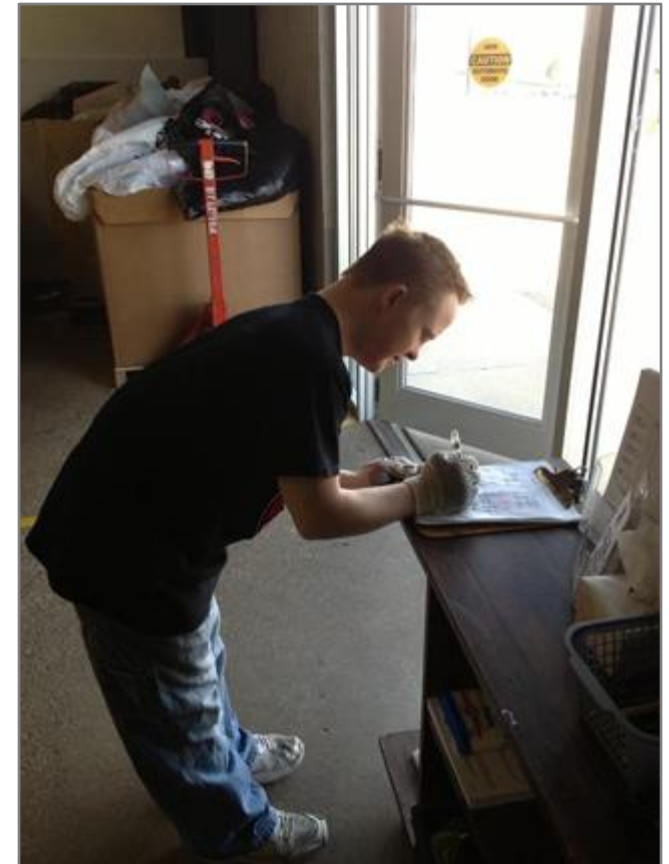
Bill's Story: Parent Perspective

Presented by Bill Stumpf



Bill's Story: Sheltered Workshop

- Pipeline to Sheltered Workshop
 - Rubberstamps
 - Guardianship
 - Automatically go to Workshop
- Sheltered Workshop
 - Complicit
 - Never progressed
 - Segregated
 - Real employment never came up



Bill's Story: Parent Perspective

- Visited work sites
- Did not totally understand his options
- Never received information on integrated settings
- Kyle settled into work at a sub-minimum wage
- From my perspective, he had something that felt meaningful, and he was paid, albeit subminimum wages.



Bill's Story: Parent Perspective

Getting More Involved:

- In 2013, I served on the Iowa Developmental Disabilities Council
- Learned more about Competitive Integrated Employment
- Became active in the Iowa Coalition for Integrated Employment
- Listened to webinars
- Attended conferences on various topics such as the Association of People Supporting Employment First
- Learned about Vocational Rehabilitation (aka Voc Rehab; aka Department of Rehabilitation)

Bill's Story: Parent Perspective

Barrier to inclusion

- I have to acknowledge I was a bit of a barrier to assisting Kyle to become employed in an integrated setting
- Not sure if schools really encouraged integrated employment as a real option.
- You have to ask a LOT of questions.

Realization of full potential

- Not being comfortable with the way things are
- Job Coaching
- Availability of effective wrap-around service
- Working with others (APSE)

Bill's Story: Steps for Advocating

Tips for New Advocates:

- It's important to tell your story and advocate for a specific policy
- Open your doors to staffers - welcome them, educate them, and don't be offensive
- Have High Expectations



Testimony in D.C.

- Our policy focus was the Transformation to Competitive Integrated Employment Act (TCIEA)
- Telling our story
- Speaking with politicians and advocating for fair treatment in the labor force



Thank you for letting me tell my story.
"Everybody Has Worth:
What That Looks Like is Different for Everybody"

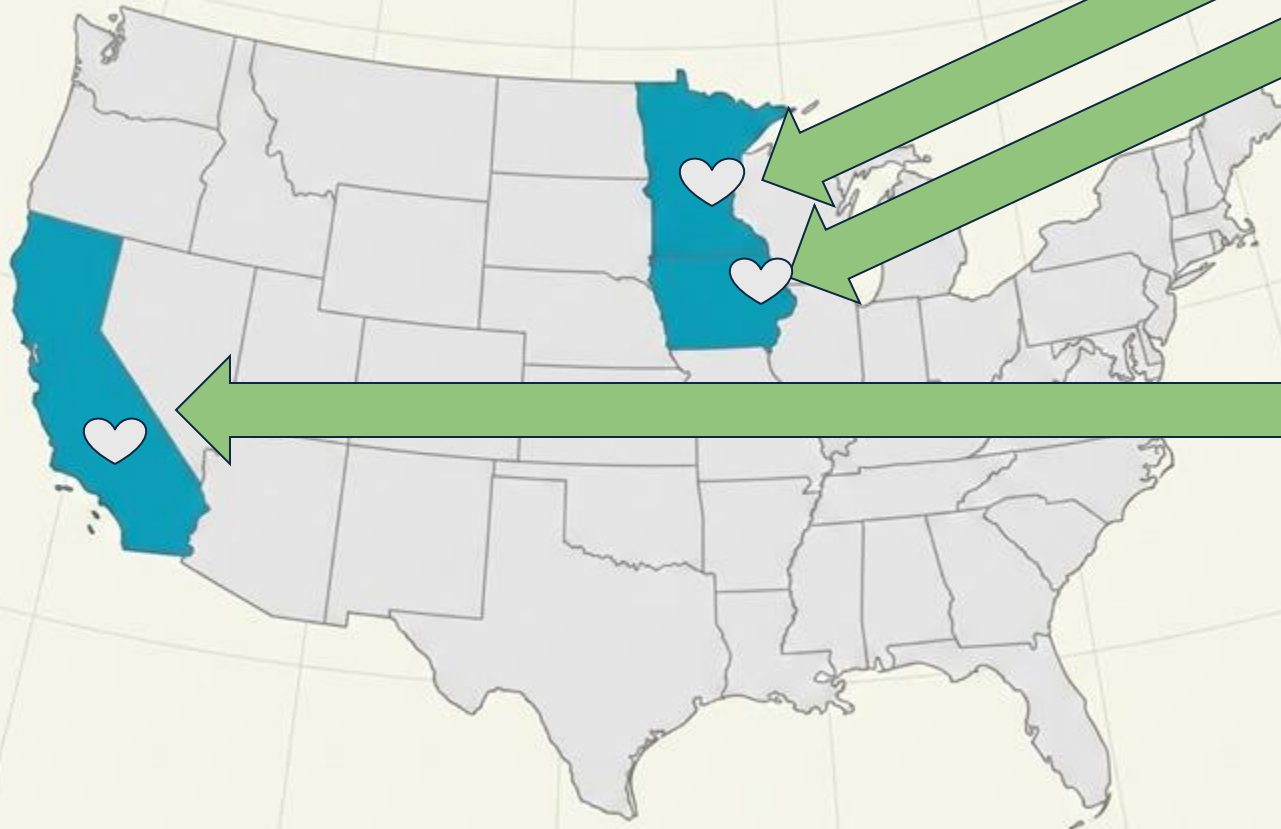


Let's fill the employment information gaps

But first – a tiny geography moment...

UNITED STATES OF AMERICA

HIGHLIGHTED STATES: CALIFORNIA, MINNESOTA, IOWA



Kelly's hometown

Sauk Rapids, Minnesota

- on the Mississippi River and north of Iowa and west of Wisconsin

Kyle and Bill's hometown: Dubuque, Iowa

- Also on the Mississippi river and south of Minnesota - and west of Wisconsin and Illinois

Bakersfield, California (way over there)

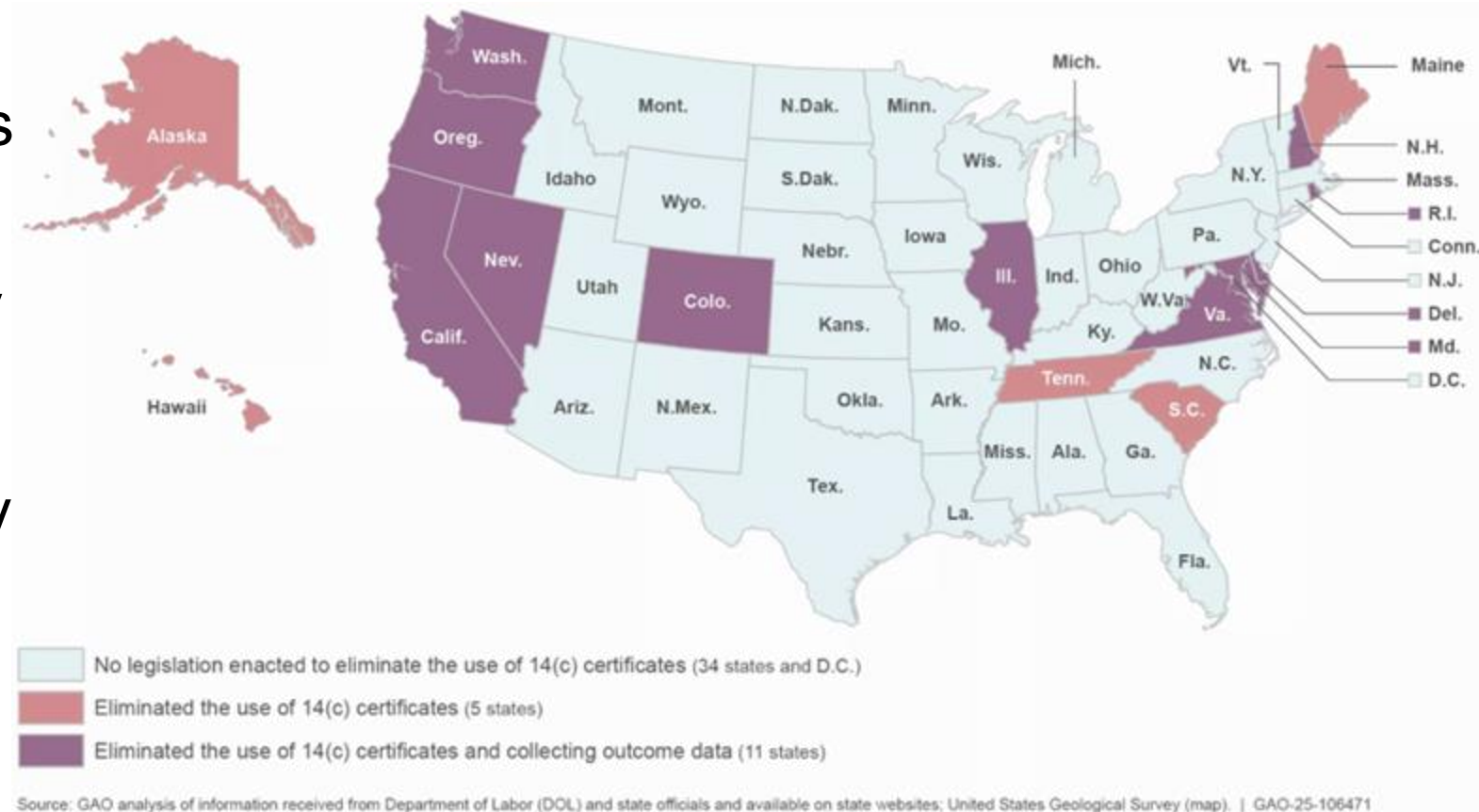
- Kelly's current (and likely forever) home if she doesn't melt.

Why work matters...

- social connection
- mental stimulation
- reduction in depressive symptoms
- sense of purpose
- personal growth

What is a 14C Certificate?

- Employers apply for permission to pay workers less than the federal minimum wage. (currently \$7.25/hour)
- Some states have already passed legislation outlawing this practice; others have not.



What is a sheltered workshop?

- Typically a group of workers with disabilities who work in separate/segregated settings
- Often the workers receive subminimum wages for their work. (14c certificates allow workers to be paid less than the federal minimum wage.)

Competitive Integrated Employment (CIE)

The Workforce Innovation and Opportunity Act (WIOA) defines competitive integrated employment (CIE) as work that is performed on a full-time or part-time basis for which an individual is:

- Paid **at or above minimum wage** and comparable to the customary rate paid by the employer to employees without disabilities performing similar duties and with similar training and experience;
- Receiving the **same level of benefits** provided to other employees without disabilities in similar positions;
- At a location where the **employee interacts with other individuals without disabilities**; and
- Presented **opportunities for advancement similar to other employees** without disabilities in similar positions.

HR 4771/S.2438: Transformation to Competitive Integrated Employment Act (TCIEA)

To assist employers providing employment under special certificates issued under section 14(c) of the Fair Labor Standards Act of 1938 in transforming their business and program models to models that support individuals with disabilities through competitive integrated employment, to phase out the use of such special certificates, and for other purposes.

What we can do to help

- We are here! We are helping.
- Help our legislators understand how competitive integrated employment is good for everyone.
- Include the Transformation to Competitive Integrated Employment Act in your “asks” tomorrow.
- Share your story.