



Mike DeWine, Governor
Lori Criss, Director, OhioMHAS

Employment in Your Community

Presenters: Alyse Smith & Debbie Davis
Ohio Department of Mental Health & Addiction Services

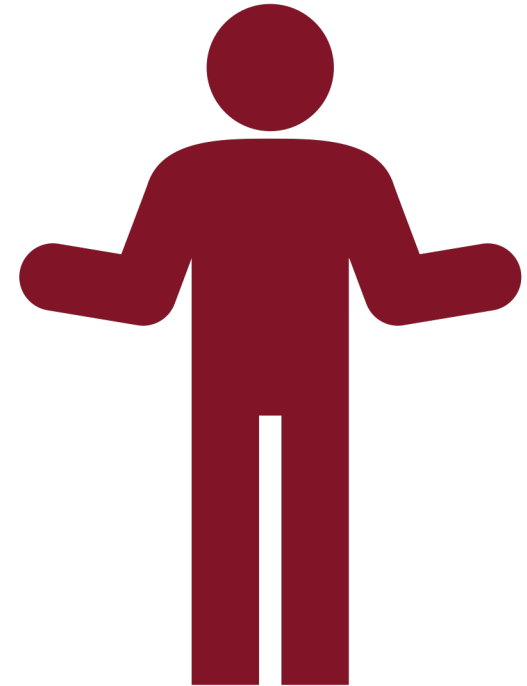
Objectives

- Understand a person's desire and need to work regardless of history, current circumstances, and barriers.
- Identify what work barriers are and the ways to address them.
- Identify and access local supports within your community – such as, *Ohio Means Jobs* (OMJ) Centers, State Vocational Rehabilitation, IPS Supported Employment Programs within Community Mental Health Centers, etc.



ASK YOURSELF.....

What are reasons work is
important to you?



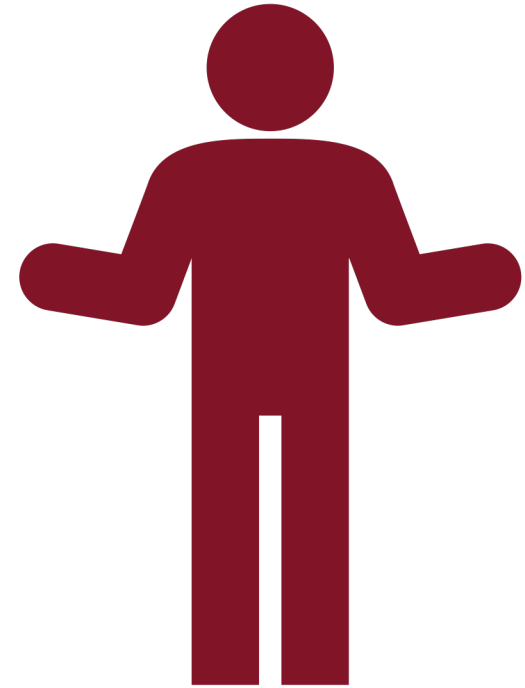
Common Answers To Why I Work:

- Money/ Supporting our selves/family/children
- Pride: how do we introduce ourselves to people
- Giving back/being a contributing part of our community
- Improving or bettering ourselves or our situation
- Socialization/engagement
- Health; both physical and mental
- Schedule
- Accountability
- Needs
- Wants
- Sense of achievement
- Interests/passion



ASK YOURSELF.....

Why do you think employment is important to individuals with severe mental illness, substance use disorders, and/or other disabilities?



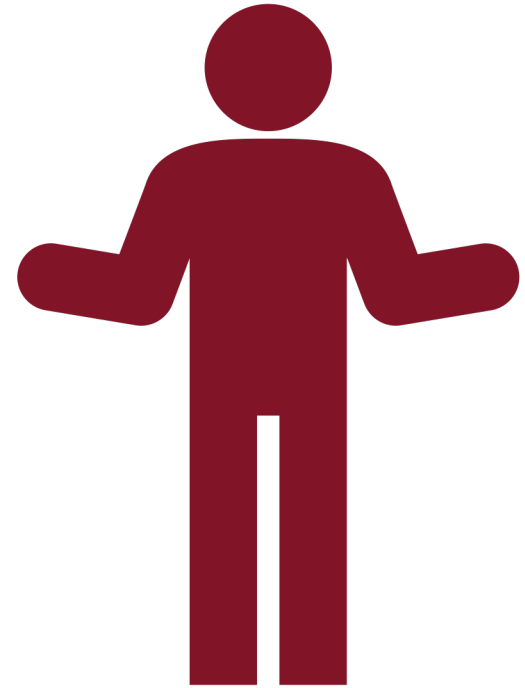
Why individuals with SMI, SUD, or other disabilities want to work:

- Money/ Supporting our selves/family/children
- Pride: how do we introduce ourselves to people
- Giving back/being a contributing part of our community
- Improving or bettering ourselves or our situation
- Socialization/engagement
- Health; both physical and mental
- Schedule
- Accountability
- Needs
- Wants
- Sense of achievement
- Interests/passion
- **Re-connect with family**
- **Reduction of symptoms**
- **Having a schedule, this allows for a better schedule for medication as well**
- **Helping with boredom**
- **Less hospitalizations**



ASK YOURSELF.....

What do you see are barriers
to employment for the
individuals you are serving?



- Legal History or court mandated requirements
- Fear of failure
- Disclosure, is there a need for the employer to be aware of anything
- Transportation, to interviews and to work
- Communication or social barriers
- Work History
- Work Tolerance, having an accommodation
- Hygiene
- Knowing how to ask for an accommodation
- Fears of losing government benefits
- Fears of not having medical benefits
- Finding Local Supports
- Being able to create or print resumes
- Technology, access or how to use it
- Childcare

Addressing the barriers



Work Incentives Planning



Ohio Means Jobs



State Vocational Rehabilitation



Legal Histories



Goodwill



Salvation Army



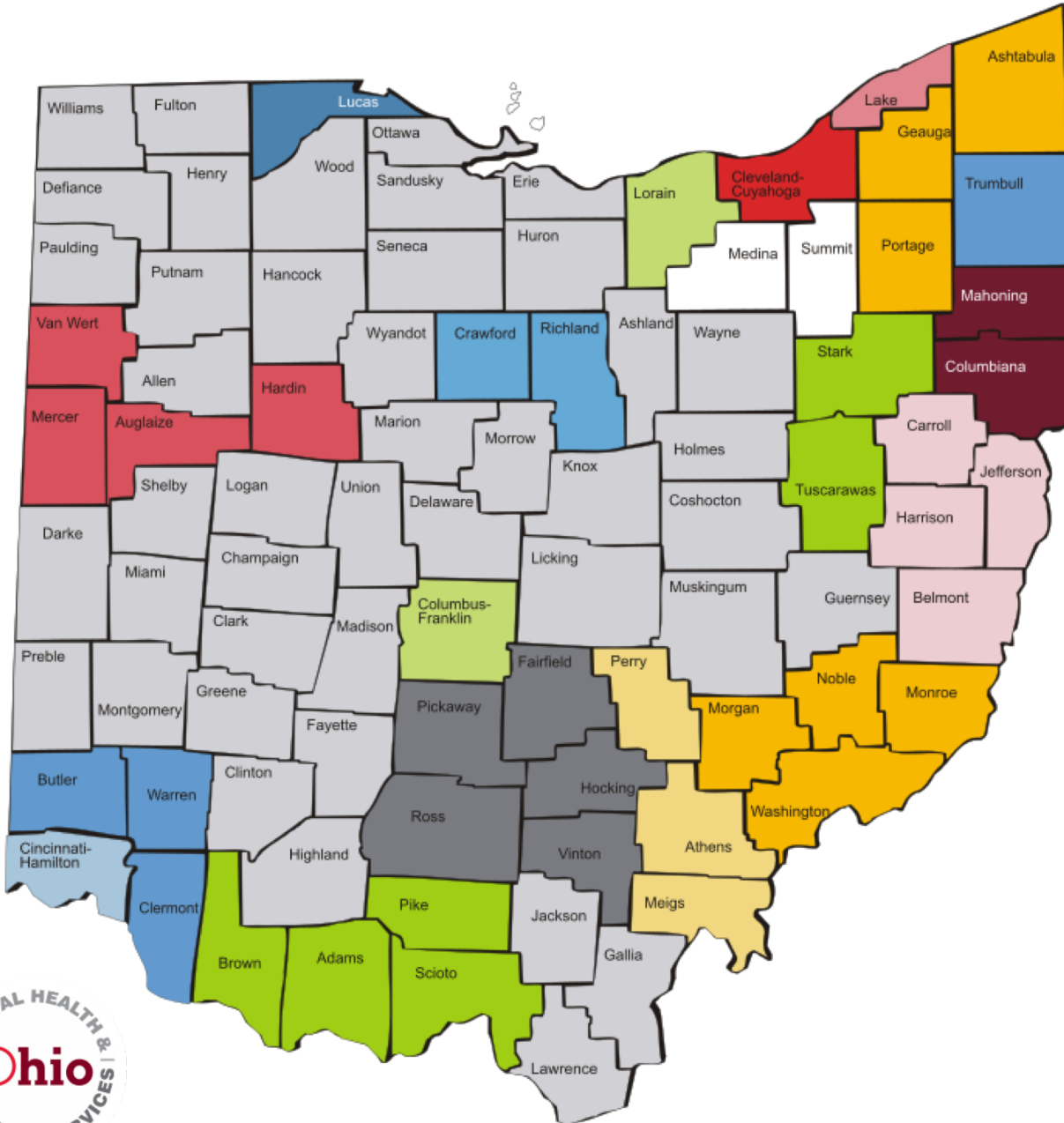
IPS Supported Employment Programs within Mental Health Agencies



Other Local Resources like Dress for Success, etc.

Ohio Means Jobs County Offices

- There are 88 Ohio Means jobs Centers around the state
- OhioMeansJobs centers assist job seekers, employers and youth with job search assistance, employee recruitment, job training, and more.
- <https://jobseeker.ohiomeansjobs.monster.com/>



Ohio Means Jobs Website

Individuals

GET STARTED

Employers

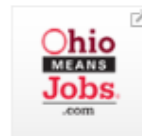
GET STARTED



Click on me to see a video to learn more about OhioMeansJobs

Search Jobs

GET STARTED



New OMJ App Video



In-Demand Careers



K-12 Students



Online Training



Veterans



Events



Budget Calculator



Occupational Search



Career Profile



ApprenticeshipOhio



Backpack



OhioMeansJobs Centers

Occupation Search


Ohio

MEANS

Jobs


.com

EXPLORE ITPLAN ITFUND ITFIND ITCOLLEGE STUDENTSVETERAN/OMVJ

SIGN INEMPLOYERS

in OH SEARCH JOBS SEARCH WORKKEYS®

Occupation Search



Choose one of the search options below that best applies to your inquiry:

Industry Search

Select an industry from the drop down menu below and click "GO".

GO

Education Search

Select an Education level from the drop down menu below and click "GO".

GO

Keyword Search

Type in a keyword such as "doctor" or an occupation description such as "build houses" below and click "GO".

GO

Salary Range Search

Select a Salary Range from the drop down menu below and click "GO".

GO

Degree Search

Select the Degree Program which closest fits your degree attained or the degree you are targeting from the drop down menu and click "GO".

GO

Career Profile

Just answer a few questions about yourself and Career Profile will suggest career options that match your interests.

START




















Wage Pathways

Advance your career and earning potential.

VIEW WAGE PATHWAYS

If you are a Veteran, [click here](#)

Keyword Office

Occupation	Ohio Average Yearly Pay (*US average)	Number of openings 	
		Statewide	Regional
<input type="checkbox"/> Office Clerks, General 	\$25,340 - \$41,600	10498	
<input type="checkbox"/> First-Line Supervisors of Office & Administrative Support Workers 	\$42,630 - \$67,270	4529	
<input type="checkbox"/> Telecommunications Equipment Installers & Repairers 	\$40,610 - \$67,050	856	
<input type="checkbox"/> Medical Secretaries 	\$28,540 - \$39,200	5278	
<input type="checkbox"/> Administrative Services Managers 	\$66,630 - \$111,390	884	
<input type="checkbox"/> Executive Secretaries & Executive Administrative Assistants 	\$45,630 - \$67,450	1659	
<input type="checkbox"/> Medical Assistants 	\$27,290 - \$36,730	3146	
<input type="checkbox"/> Medical & Health Services Managers 	\$71,860 - \$118,700	1570	
<input type="checkbox"/> Medical Records & Health Information Technicians 	\$32,520 - \$52,420	718	
<input type="checkbox"/> Secretaries & Administrative Assistants 	\$28,100 - \$43,570	7758	
<input type="checkbox"/> Receptionists & Information Clerks 	\$21,790 - \$32,030	3394	
<input type="checkbox"/> Electronics Engineers 	\$75,650 - \$116,120	258	
<input type="checkbox"/> Property, Real Estate, & Community Association Managers 	\$39,100 - \$75,350	799	
<input type="checkbox"/> First-Line Supervisors of Non-Retail Sales Workers 	\$51,550 - \$96,100	1242	
<input type="checkbox"/> First-Line Supervisors of Mechanics, Installers, & Repairers 	\$49,500 - \$79,700	1499	
<input type="checkbox"/> Sales Representatives, Wholesale & Manufacturing 	\$40,670 - \$83,020	5121	
<input type="checkbox"/> Inspectors, Testers, Sorters, Samplers, & Weighers 	\$30,760 - \$50,330	3014	
<input type="checkbox"/> General & Operations Managers 	\$62,260 - \$150,720	5791	

Office Clerks, General

EMAIL PRINT

Perform duties too varied and diverse to be classified in any specific office clerical occupation, requiring knowledge of office systems and procedures. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of answering telephones, bookkeeping, typing or word processing, stenography, office machine operation, and filing.

Related: [Gaming & Sports Book Writers & Runners](#) [Gaming Cage Workers](#) [Hotel, Motel, & Resort Desk Clerks](#) [Receptionists & Information Clerks](#) [Telephone Operators](#)

Industries: [Education](#) [Health & Counseling](#)

Office Clerk

Work Activities

Skills

WorkKeys®

Abilities

Knowledge

Career Video

Pay

Ohio Employment Trends

Typical Education

Personality

Tools

Technology

Tags

View All

Operate office machines, such as photocopiers and scanners, facsimile machines, voice mail systems, and personal computers.

Answer telephones, direct calls, and take messages.

Communicate with customers, employees, and other individuals to answer questions, disseminate or explain information, take orders, and address complaints.

Collect, count, and disburse money, do basic bookkeeping, and complete banking transactions.

Complete and mail bills, contracts, policies, invoices, or checks.

Maintain and update filing, inventory, mailing, and database systems, either manually or using a computer.

Compile, copy, sort, and file records of office activities, business transactions, and other activities.

Open, sort, and route incoming mail, answer correspondence, and prepare outgoing mail.

Review files, records, and other documents to obtain information to respond to requests.

Process and prepare documents, such as business or government forms and expense reports.

Compute, record, and proofread data and other information, such as records or reports.

Complete work schedules, manage calendars, and arrange appointments.

SEARCH 2-4 YEAR SCHOOLS

Career Profile

Career Profile ► Select Interests

[How It Works](#) **Step 1** [Step 2](#) [Step 3](#)

[PRINT](#) 

Select Interests

Select the answer that best describes how you feel about each activity or job. Click NEXT to proceed. If NEXT does not appear then you have missed a question. Note: Your answers are not stored or saved until you click NEXT on the bottom of each page or SAVE on the scores page. Remember, this is not a test! There are no wrong answers, and your answers shouldn't depend on your education or the salary you want. Just be honest and think about what you really like to do.

1. Build kitchen cabinets

Strongly Dislike Dislike Not Sure Like Strongly Like

2. Lay brick or tile

Strongly Dislike Dislike Not Sure Like Strongly Like

3. Develop a new medicine

Strongly Dislike Dislike Not Sure Like Strongly Like

4. Study ways to reduce water pollution

Strongly Dislike Dislike Not Sure Like Strongly Like

5. Write books or plays

Strongly Dislike Dislike Not Sure Like Strongly Like

6. Play a musical instrument

Strongly Dislike Dislike Not Sure Like Strongly Like

Congratulations! You have completed your Career Profile assessment.

We've got your Career Profile scores, as well as an explanation of what they mean.

People with Social interests like working with others to help them learn and grow. They like working with people more than working with objects, machines, or information. They like teaching, giving advice, and helping and being of service to people.

People with Enterprising interests like work that has to do with starting up and carrying out business projects. These people like taking action rather than thinking about things. They like persuading and leading people, making decisions, and taking risks for profits.

People with Conventional interests like work that follows set procedures and routines. They prefer working with information and paying attention to details rather than working with ideas. They like working with clear rules and following a strong leader.

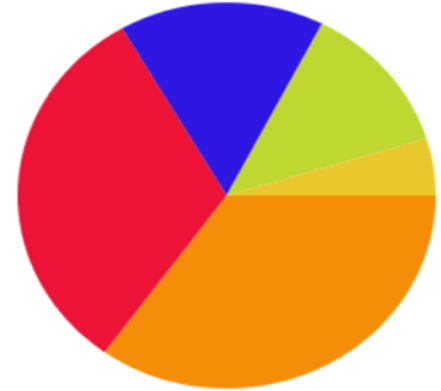
People with Artistic interests like work that deals with the artistic side of things, such as acting, music, art, and design. They like creativity in their work and work that can be done without following a set of rules.

People with Investigative interests like work that has to do with ideas and thinking rather than physical activity or leading people. They like searching for facts and figuring out problems.

People with Realistic interests like work that includes practical, hands-on problems and answers. Often people with Realistic interests do not like careers that involve paperwork or working closely with others. They like working with plants and animals; real-world materials like wood, tools, and machinery; and outside work.

We found career options that match your interests. Click **View Occupations** to see them now!

[VIEW OCCUPATIONS](#)



<div></div> Social	22
<div></div> Enterprising	20
<div></div> Conventional	10
<div></div> Artistic	8
<div></div> Investigative	3
<div></div> Realistic	0

Not what you expected? [Edit your answers.](#)

Career Profile Results

COMPARE select 2 Level of Effort Low UPDATE Sort By InDemand first UPDATE

Occupation	Ohio Average Yearly Pay (*US average)	Number of openings [?]	
		Statewide	Regional
<input type="checkbox"/> Customer Service Representatives 👍	\$26,810 - \$42,030	11757	
<input type="checkbox"/> Interviewers 👍	\$26,760 - \$37,940	1060	
<input type="checkbox"/> First-Line Supervisors of Retail Sales Workers 👍	\$30,210 - \$50,090	5793	
<input type="checkbox"/> Hosts & Hostesses, Restaurant, Lounge, & Coffee Shop	\$18,590 - \$21,290	3526	
<input type="checkbox"/> Locker Room, Coatroom, & Dressing Room Attendants	\$18,910 - \$24,210	0	
<input type="checkbox"/> Nannies	\$19,050 - \$25,180	6386	
<input type="checkbox"/> Public Address System & Other Announcers	\$21,370 - \$39,270	0	
<input type="checkbox"/> Childcare Workers	\$19,050 - \$25,180	6386	
<input type="checkbox"/> Crossing Guards	\$21,510 - \$36,750	301	
<input type="checkbox"/> Funeral Attendants	\$21,980 - \$31,630	357	
<input type="checkbox"/> Hotel, Motel, & Resort Desk Clerks	\$19,280 - \$24,140	1028	
<input type="checkbox"/> Postmasters & Mail Superintendents	\$70,060 - \$84,810	19	
<input type="checkbox"/> Reservation & Transportation Ticket Agents & Travel Clerks	\$23,370 - \$44,200	269	
<input type="checkbox"/> Retail Salespersons	\$19,580 - \$29,260	22607	
<input type="checkbox"/> Waiters & Waitresses	\$18,570 - \$22,900	18007	

Career Profile

■ Social	22
■ Enterprising	20
■ Conventional	10

■ Artistic	8
■ Investigative	3
■ Realistic	0

[Edit Answers](#)

Budget Calculator

Answer a few questions to determine your target salary. Use this target salary to help choose the right occupation for you.

START

Lifestyle Calculator

Answer a few questions to determine your target salary. Use this target salary to help choose the right occupation for you.

START



POWERED BY:



Compare 2 Jobs Side By Side



COMPARE OCCUPATIONS

Occupation

Office Clerks, General

First-Line Supervisor
Support Workers

PAY & EDUCATION

Compare average salaries, see how much education people typically have, if the occupation requires licensing, and how many related certifications are required.

Pay	Ohio Annual Salary \$32,730/yr Ohio Hourly Wage \$15.74/hr	Ohio Annual Salary \$24,000/yr Ohio Hourly Wage \$11.54/hr
Training	Short-term on-the-job training	None
Certificates	4	8
Education	High school diploma or equivalent	High school diploma or equivalent
Experience	None	Less than 5 years
Licenses	0	0

SKILL LEVEL REQUIREMENTS

Every occupation requires a specific set of skills. The following chart shows different skill levels required for these occupations.

Management of Personnel Resources	Very Low	Medium
Administration and Management	Low	Medium
Negotiation	Very Low	Medium
Learning Strategies	Low	Medium

Work Incentives Planning and Assistance (WIPA)

WIPA projects are community based organizations that receive grants from SSA to provide beneficiaries FREE work incentives planning and assistance.

- Each WIPA projects has counselors called Community Work Incentives Coordinators (CWICS')
- Available in every state. 3 in Ohio and provide services based on priority and county location (Disability Rights Ohio, COVA, Cincinnati Legal Aid)
- Provide FREE benefits planning to any beneficiary. (Priority-working, client with job offer, transition aged youth)



Ohio WIPA Map

- **Legal Aid Society of Greater Cincinnati**

215 E. 9th St., Suite 200

Cincinnati, OH 45202

513-241-9400 or 800-582-2682

www.lascinti.org

- **Southeast, Inc. (COVA)**

3770 N. High St.

Columbus, Ohio 43214

614-294-7117

www.southeastinc.com

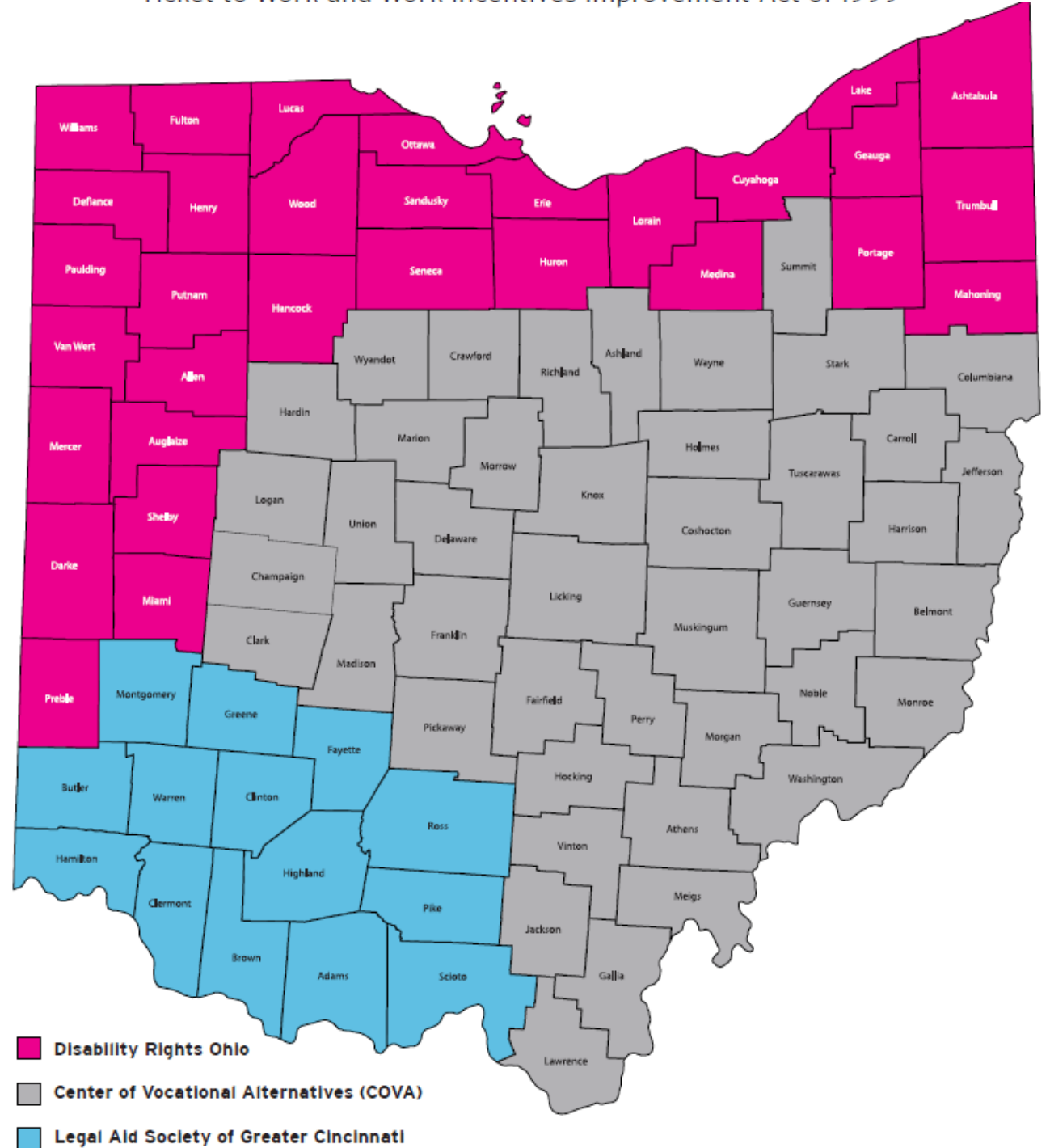
- **Disability Rights Ohio**

50 W. Broad St., Suite 1400

Columbus, Ohio 43215-5923

614-728-2553 or 800-858-3542

www.disabilityrightsohio.org



Education and Training Opportunities

Some examples of education programs include the following:

- High schools
- GED (General Educational Development) classes
- Community colleges
- Joint vocational schools
- Other schools with certificate bearing programs. Examples include dog grooming, cosmetology, culinary, and truck driving schools.
- Four-year colleges and universities
- Internships
- Apprenticeships
 - Apprentice.ohio.gov



What is the Purpose of BVR services

- If you want to work but are having trouble because of your disability, you may qualify for vocational rehabilitation services from the Opportunities for Ohioans with Disabilities (OOD).
- OOD's Bureau of Vocational Rehabilitation (BVR) assists eligible people, beginning at age 14, with physical, mental and emotional disabilities by providing direct, personalized services to assist them in finding and retaining meaningful work and personal independence.



How can you qualify for BVR Services

Eligibility for vocational rehabilitation services is based on four factors:

1. You have a physical, cognitive, or mental impairment documented by the appropriate qualified professional (doctor, psychologist or other)
2. Your documented impairment causes a substantial impediment (barrier) to employment
3. You can benefit from vocational rehabilitation services that lead to an employment outcome
4. You require vocational rehabilitation to prepare for, secure, retain or regain employment



Contact a BVR Office

Click on your county to find the office that services your area. If you have questions about your services or want to refer yourself or someone you know to OOD, please contact the appropriate office below based on your county of service. <https://ood.ohio.gov/Core-Services/BVR/Regional-Offices>





3 Faces,
3 Lives

[https://ipsworks.org
/index.php/video-
library/](https://ipsworks.org/index.php/video-library/)

Need for employment supports

- Over 60% clients with severe mental illness want to work, but less than 20% employed.
- Only 2% of people who could benefit have access to effective employment services.



Research for IPS

People are almost 2.5 times more likely to get a job with IPS than other vocational approaches.

IPS was originally developed for people with mental health challenges.

In recent years shown to be effective for people receiving Temporary Aid for Needy Families (TANF), people who have substance use disorders, PTSD, spinal cord injuries, older adults, people who are homeless, people with criminal justice involvement, and young adults.

8 Core Principles of IPS

Zero Exclusion

Integrated Employment & Treatment

Competitive Employment

Rapid Job Search

Systematic Job Development

Time-Unlimited Support

Client Preferences

Work Incentives/Benefits Planning



[illegible]

- 26 providers/36 counties
- Counties in red have qualified IPS programs
- Some counties have multiple IPS programs
- We expect continued interest and expansion in Ohio in the future

*As of March 29, 2019

QUALIFIED IPS PROVIDERS

County	Agency	Address
Allen/Auglaize/Hardin	Coleman	16 E Auglaize St. Wapakoneta OH 45895
Ashland	Appleseed	2233 Rocky Lane Ashland OH 44805
Ashtabula	Community Counseling Center (Ashtabula)	12801 C. Court Ashtabula OH 44004
Athens/Gallia/Hocking/Jackson/Meigs/Vinton	Hopewell Health Centers	90 Hospital Drive Athens OH 45701
Clermont	Greater Cincinnati Behavioral Health – Amelia	43 E. Main Street Amelia OH 45102
Columbiana	Counseling Center Columbiana	40772 St Rt. 154 Lisbon OH 44432
Cuyahoga	Frontline	1744 Payne Avenue Cleveland OH 44114
Fairfield	New Horizons	1592 Granville Pike Lancaster OH 43130
Franklin	North Central (Southeast)	1301 N. High Street Columbus 43201
	Southeast, Inc	16 W. Long Street Columbus OH 43215
	TVBH-CSN (Southeast)	1810 Sullivant Avenue Columbus OH 43222
Hamilton	Greater Cincinnati Behavioral Health – Hamilton	1501 Madison Road Walnut Hills OH 45206
	IKRON	2347 Vine Street Cincinnati OH 45219
Lake	Crossroads Health	9220 Mentor Avenue Mentor OH 44060
Lucas	Harbor	1946 North 13th Street Toledo OH 43604
	Zepf Center	6605 W. Central Avenue Toledo OH 43617
Lorain	The Nord Center	6140 South Broadway Lorain OH 44053
Mahoning	Compass	284 Broadway Youngstown OH 44504
	Daybreak	605 South Patterson Blvd. Dayton OH 45402
	Eastway	600 Wayne Avenue Dayton OH 45410
Montgomery	South Community Behavioral Healthcare	3095 Kettering Blvd. Moraine OH 45439
Richland	Catalyst	270 Sterkel Blvd. Mansfield OH 44907
Erie/Huron/Ottawa	Firelands	1925 Hayes Avenue Sandusky OH 44870
Scioto/Lawrence/Adams/Brown/Clermont/Highland	Shawnee	901 Washington Street Portsmouth OH 45662
Stark	Coleman	400 West Tuscarawas Street Canton OH 22702
	CommQuest	625 Cleveland Avenue Canton OH 44702
Summit	Community Support Services - Work Tech	640 Wolf Ledges Pkwy Akron OH 44311
Trumbull	Compass	284 Broadway Youngstown OH 44504
Wood	Harbor	1033 Devlac Grove Bowling Green OH 43402



Additional resources



Work Incentives Planning: <https://www.disabilityrightsohio.org/benefits-counseling>



Ohio Means Jobs: <http://www.jfs.ohio.gov/owd/wioa/map.stm>



State Vocational Rehabilitation: <https://ood.ohio.gov/>



Legal Histories: <https://www.ohiolegalaid.org/pro-bono/>



Goodwill: <http://goodwillohio.org>



Salvation Army: <https://www.salvationarmyusa.org/usn/>



IPS Supported Employment Programs within Mental Health Agencies: www.mha.ohio.gov



Other Local Resources like Dress for Success, etc.

Additional Resources

- Social Security Red Book -Available at any local social security office or can order online
<https://www.ssa.gov/redbook/eng/main.htm>
- DB101 – online tool that provides tools, estimators, and information on employment, healthcare and benefits.
<https://oh.db101.org/>



Questions and Discussion





<http://mha.ohio.gov/>

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for all of the latest updates**

