

East Bay Innovations (EBI) Project Summary

The goal of EBI's Employment Services is to create access to gainful employment for individuals with autism and other developmental disabilities and to provide support to individuals, once on-the-job, so that they can be successful in the workplace. Toward that end, EBI researches the workforce needs of employers who have historically not hired individuals with disabilities; networks widely with prospective employers; creates pipelines to industries and opportunities for skill development through training programs, such as Project SEARCH; conducts intensive job development, and provides on-the job coaching once an individual is in the workplace. EBI is currently providing support to more than 115 individuals on-the-job. We consider the growing number of people who are employed, rate of pay, retention rates, job satisfaction, and increasing entrée to new employers, to be key accomplishments. And, the profound, but less quantifiable, changes in the wellbeing of the individuals we work with dramatically reflects success.

The LECT participants are the individuals served through EBI's Employment Services, and are typically between 18 and 60 years of age, motivated to be employed, and clients of the regional center and DOR. Participants have autism, Down syndrome, cerebral palsy, and intellectual disabilities. The types of support EBI provides to individuals includes, but is not limited to, assistance defining job/career goals; identifying and/or developing training opportunities; accessing prospective employers; assisting in resume preparation, completing applications, and preparing for interviews; reviewing and helping to manage public benefits; and, on-the-job coaching, as needed. EBI usually provides a Job Coach 100% of the time, initially, with job coaching fading to 20% within a number of months. Services are individualized, as much as possible to ensure that the employee learns the job duties, understands the culture of the workplace, receives the accommodations needed to increase the likelihood of success, and ultimately has opportunities for increased responsibility and career growth within the workplace.