



# REAL JOBS FOR REAL PAY

ISSUE 29 JULY 2011  
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**About The Riot!...**

The Riot! is produced by HSRI in Tualatin, OR.

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**Riot Redo**

Welcome to Part 1 of 2 about jobs! This issue is about things that get in the way of self-advocates getting real jobs for real pay. Stay tuned for Part 2 in October! Part 2 will be about what people around the country are doing to make things better.

In October 2007, we published the first Riot issue about jobs. Read below to see what's changed.

**What's Changed?**

**From our October 2007 Jobs Issue...**

**Going, Going, GONE!**

**This workshop was here today...**



**but gone tomorrow.**



**Where did it go?**

**Supported Employment**

In 2004, experts said the number of people in real jobs is growing.

(Today, there is no more growth!)

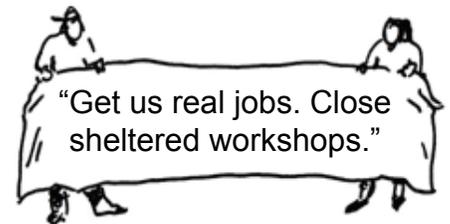


The State of the States in  
Developmental Disabilities: 2004

**Not Much**

**Workshops are still here!**

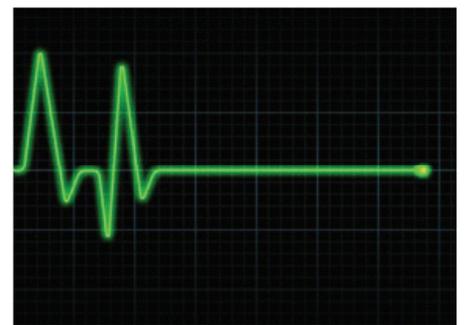
And the number of people in workshops and day wasting centers is growing. That's a lot of nuts and bolts to sort!



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



**Patient: Supported Employment**



Since 2001, growth in supported employment services has "flat lined" (this means little to no change).

2010 StateData: The National Report on Employment Services and Outcomes



## Teresa's Spotlight

by Teresa Moore

**Did you know that in 2009, only 20.3% of people with intellectual and developmental disabilities (IDD) receiving day and employment services work at real jobs?** This is down from 26% in 2003 (see bar graph below). At the same time, as state agencies are working together to help more people get real jobs, they are still paying for sheltered work and non-work services. In fact, the number of people receiving these types of facility-based services has grown steadily over the past several years! This makes me angry.

I am angry because we have to count on provider agencies and service systems to help us to get a better life. We have believed in them, yet they do not believe in us. We have trusted them. Yet, they are still letting us down.

I am angry that these people we trust have low expectations and tell us we can't. Many people with disabilities don't think we should be angry at people that are "helping" us. It's not ok to be nice about it anymore. It's time for change!

Many of my friends are stuck in sheltered workshops or day centers. This business model is not acceptable in the 21st Century. Another 50 years of this? I can't take it!



I can't stand seeing my friends broke and not being able to have the job or home they want, while directors of sheltered workshops live in nice homes and drive fancy cars. Meanwhile, the federal and state governments are still allowing sheltered workshops to exploit us.

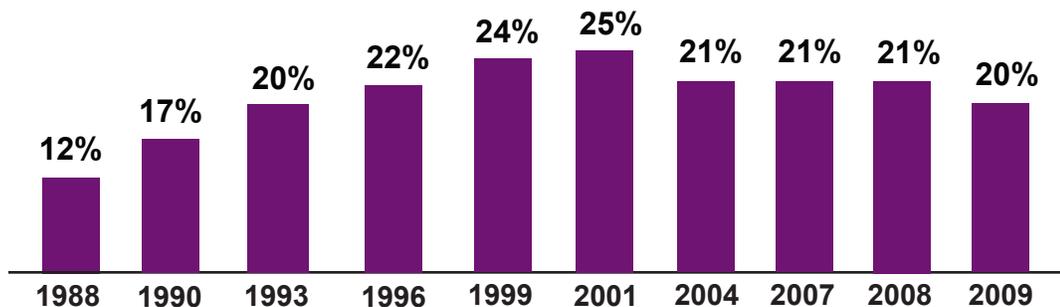
Workshops pay us pennies on the dollar while earning large profits. They also get reimbursed for business expenses with Medicaid and public dollars. This is not just a financial issue. This is a moral issue for the state service systems that support this model. This is a personal issue for us.



Everyone should have equal access to opportunities to contribute and leave their legacy in the world. We believe it is our natural right as US citizens to pursue life, liberty, and happiness. For most of us, we do this through our work. Everyone should have opportunities to work based on their skills, talents, and interests.



The good news is that we know how to make this happen! We have the knowledge, skills, and technology to support people with significant disabilities and complex support needs in real jobs. This is what we should be paying for. We are worth it.



Percentage of people with developmental disabilities served in integrated employment settings.

## New artists featured on Spotlight Studios!

Celebrating artists with intellectual and developmental disabilities



Judy Billiard

[www.theriotrocks.org/spotlight-studios](http://www.theriotrocks.org/spotlight-studios)



ALLIANCE FOR FULL PARTICIPATION  
REAL JOBS—IT'S EVERYONE'S BUSINESS

## Attention Self-Advocates:

Come to the Alliance for Full Participation Summit!

Get ideas to work for better employment services in your own state.

November 17 - 19 in Washington DC

**SCHOLARSHIPS ARE AVAILABLE!**

Apply for a scholarship here:

[www.allianceforfullparticipation.org/summit-2011/registration](http://www.allianceforfullparticipation.org/summit-2011/registration)

Check with your State DD Council for help with travel costs.

## Space Race!

A game to teach self-determination



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503-924-3783 ext. 24

[www.theriotrocks.org/products/space-race](http://www.theriotrocks.org/products/space-race)



Order your poster today!

[www.theriotrocks.org/products/self-advocacy-tree-poster](http://www.theriotrocks.org/products/self-advocacy-tree-poster)

# The Big Fight

A big fight has started about sheltered workshops. It started in Washington DC and has spread across the country.

## What's a Sheltered Workshop?

A sheltered workshop is a place where people with developmental disabilities go during the day to get trained for a job.



Riot Jobs Issue, Oct 2007

Training can involve repetition, like sorting nuts and bolts. It can also involve work like making crafts or building things with wood. Training can also be “contract work” where the workshop agrees to do a job for a business. Jobs can include wiring electronics, packaging items, and many other things.

## What's the Fight About?

People say they are sick and tired of sheltered workshops. Self-advocates want to live in the community with the support they need, just like anyone else. This includes a real job with real pay. It also means that workshops are a thing of the past - like living dinosaurs. When people say that, it starts a fight because some people think workshops offer a good service.

## What's the Problem?

There are many problems with workshops. Here are three.

**1. It's an old, outdated idea.** The first workshops started in the 1840's. Maybe it was a good idea then. But it is not now. Instead, people want real jobs in the community.

**2. People get trapped.** The purpose of workshops is to train people for real jobs. That is an empty promise. People get trapped for many, many years. They never get out to a real job.

**3. The pay stinks.** People in workshops get paid very little while people without disabilities get paid minimum wage—at least \$7.25 per hour in most states. In Minnesota it is \$5.25.

Studies show that pay in workshops is often under \$3.00 an hour. For many, the pay is lower than that. These low wages are called “subminimum wages.” They are based on how productive a worker is compared to workers without disabilities. This way of setting wages is protected by federal laws from 1934.



## How Did the Fight Start?

People have complained about workshops for years. What really got it going was a report by the National Disability Rights Network called “Segregated and Exploited.” (You can find it here: [www.napas.org](http://www.napas.org).)

The authors say people are segregated and taken advantage of. They use research and laws to call for big changes. They say self-advocates should have opportunities to get real jobs. They tell stories of people in workshops and others who have real jobs. They want to get rid of subminimum wages.

The report got people angry. Many people argued at meetings. Some people got pies in the face! People wrote letters to the President, both for and against workshops. It's not over - the fight goes on.



## What do you think about workshops?

Talk about it with your friends. What do you want? What do young people leaving high school want? The Riot says, “**We want real jobs for real pay!**”

## Did You Know?

- **We are sliding backwards in the 21st Century!** The number of people with intellectual and developmental disabilities (IDD) that have real jobs dropped from 26% in 2003 to 20.3% in 2009.
- **States are still paying for the wrong thing!** 88% of the funding for day and employment services goes to workshops and day centers.
- **People are still wasting their days away!** In 2009, 20 states reported that non-work day centers accounted for more than half (56.5%) of services that state IDD agencies pay for.
- **Help us get jobs!** The number of people with IDD who go to non-work day centers has more than doubled in 20 years from 18.7% in 1999 to 42.6% in 2009.

StateData: The National Report on Employment and Outcomes. [www.communityinclusion.org](http://www.communityinclusion.org)

### Where you live affects your hourly pay!

- In an institution, people make an average of \$4.71 per hour.
- In a community-based home, people make an average of \$6.96 per hour.
- In independent homes or apartments, people make an average of \$7.04 per hour.
- In a family home, people make an average of \$7.74 per hour.



National Core Indicators (NCI) 2010:  
[www.nationalcoreindicators.org](http://www.nationalcoreindicators.org)

## Sheltered Workshops Uncovered

Based on a true story. All the names and identities have been changed.

A Riot reporter went undercover to find out what's really going on in sheltered workshops. He went to a workshop located about 10 miles outside of town in an industrial area with large, grey buildings that all look the same. This is what he found.

- Workers with disabilities typically make about \$1,250 a year, while some CEO's made over \$100,000 a year.
- Workers do meaningless tasks (like sort items into boxes over and over again) to stay busy when they don't have contract work to do.
- Some people with disabilities earn a training wage (less than minimum wage) for doing equal work to people without disabilities.
- Workers have been in "training" year after year, without a chance to look for a real job.
- Excited young workers, ready to graduate high school, were given sheltered workshops as the only employment option.
- Workers with college degrees were doing assembly line work.
- Workers with disabilities entered through the back door and had separate lunch breaks from workers without disabilities.
- People with disabilities who worked as supervisors were discouraged from looking for jobs in the community.
- Workers were told that if they got a job in the community they wouldn't make any friends.

We must do better than this.

# Summer Horoscopes

Contributions by On-the-Move Community Integration in Portland, OR: Andrew, Betty, Caitlyn, Chloe, Claire, Kaaren, Liz, Melissa, Molly, Sam and Tim.

**A horoscope predicts the future based on the position of the planets and your birthday. Find the sign that fits with your birthday. Then read what's in store for you!**

**Capricorn (Dec 22 - Jan 19):** Make plans to go fishing. You're gonna catch a big one!

**Aquarius (Jan 20 - Feb 18):** You will meet a cute boy or girl and dance under the stars on a hot summer night!

**Pisces (Feb 19 - Mar 20):** Try a new sport like tennis or swimming, go for a walk, or explore a local park.



**Aries (Mar 21 - April 19):** Change your life. Join a community service project to help others.

**Taurus (April 20 - May 20):** Be patient, spend time with a friend, and see nature.

**Gemini (May 21 - June 20):** Make plans with your family to spend quality time.

**Cancer (June 21 - July 22):** Get in touch with your creative side. Visit local art galleries or festivals to get ideas.

**Leo (July 23 - Aug 22):** Distant travel adventures await you. Exciting things may happen.



**Virgo (Aug 23 - Sept 22):** Freshen up your look with a new baseball cap, a manicure or a new hairdo.

**Libra (Sept 23 - Oct 22):** A camping adventure awaits you. Can you smell the smores?

**Scorpio (Oct 23 - Nov 21):** A trip North is in your future. You will reach new heights!

**Sagittarius (Nov 22 - Dec 21):** If you are passionate about singing and dancing, take a class or join a group.



## Need Romance Advice?... Ask Jack & Jill



**Dear Jack and Jill,**

I really want to do something special for my boyfriend but I don't have a lot of money to spend. Where are some fun places I can take him that won't cost a lot of money?

**Dear Reader,**

McDonald's is a place that is both fun and cheap. You can also try Subway sandwiches. Even cheaper would be to make a picnic, go to a park, have dinner out and keep each other warm while watching the sun go down.



Other fun things to do could be going for a walk or hike together or take some pictures of cool things around you. Just have fun and don't let money be a barrier in your lives.

~ Jack

**Dear Reader,**

First of all, pay attention to what his interests are. There are many things you can do that are free. You can treat him to a picnic or make him a card or gift. If he likes museums, some are free or have a small fee.



You could make a scrapbook of pictures and items that represent the time that you've been together. Something else you could do is simply spend time together. Take a walk or do a fun activity together that you both enjoy.

These are just some examples. What makes something special is the thought you put behind it to make it something that he would like. When money doesn't flow, let your creativity flow.

~ Jill

# Say What?! The Truth About Workers with Disabilities

Contributions by Nancy Ward, OK

## Myths

## Truths

- People with disabilities don't want to work. 

People with disabilities want to work, earn a living and be contributing members of society.
- Some people are too disabled to work. 

People with significant disabilities are capable of working with the right supports.
- People with disabilities can only do certain types of jobs. 

People with disabilities do best at jobs where they use their talents and skills.
- People with disabilities should only work among other people with disabilities. 

People with disabilities want to work in the community with people of all abilities.
- People with disabilities need protection on the job. 

People with disabilities have the right to make mistakes and can learn from them.
- People with disabilities who can't speak, can't communicate with their co-workers. 

People who don't speak use other ways of communicating. Coworkers will learn their style of communication.
- Making accommodations on the job for people with disabilities is expensive for the employer. 

Most accommodations are free or inexpensive and are easy to provide. For example, furniture can be rearranged to accommodate a person using a wheelchair.

## Summer Fun Word Find Puzzle



Each of these summer-related words are hidden in this puzzle. See if you can find them all.

- Swimming
- Barbecue
- Beach
- Vacation
- Summer
- Parks
- Fireworks
- Picnic
- Basketball
- Music
- Dancing
- Camera
- Hiking
- Sandcastles
- Suntan
- Lotion
- Shopping
- Baseball

S	W	I	M	M	I	N	G	S	M	D	B
A	T	N	U	B	E	A	C	H	L	A	A
N	R	H	S	M	K	E	S	O	O	N	S
D	B	F	I	S	P	P	U	P	T	C	E
C	H	I	C	B	I	C	N	P	I	I	B
A	I	R	V	A	C	A	T	I	O	N	A
S	K	E	P	R	N	M	A	N	N	G	L
T	I	W	A	B	I	E	N	G	R	N	L
L	N	O	R	E	C	R	H	N	P	R	P
E	G	R	K	C	L	A	N	U	E	R	N
S	O	K	S	U	M	M	E	R	I	I	S
B	A	S	K	E	T	B	A	L	L	R	C

Answers are on page 11

# The Health Zone

Contributions by  
Kevis Jones, FL

## Having a Real Job = A Better Life

Many studies show that work contributes to our overall health and sense of well-being. Work gives us purpose, relationships, a sense of belonging, and self-esteem. When we contribute our talents and skills, we are recognized, appreciated, and valued. These experiences help us have a better life.



Kevis Jones

Kevis Jones is a self-advocate in West Palm Beach, Florida who likes to work. He says, "Having a job you like will make you happier in other areas of life." Though he does not have a job now, he has had several paid and volunteer jobs in his community.

When we asked him about working, he said, "I enjoy working because I feel independent and I make my own money." Work also gives him opportunities to connect with other people, a sense of pride, and experiences helping others.

For Kevis, it is important to do things that make his community a better place. When he was the Wellness Coordinator of a health project for self-advocates, Kevis:

- Connected with local businesses
- Scheduled opportunities and led classes
- Supported people to reach their health goals

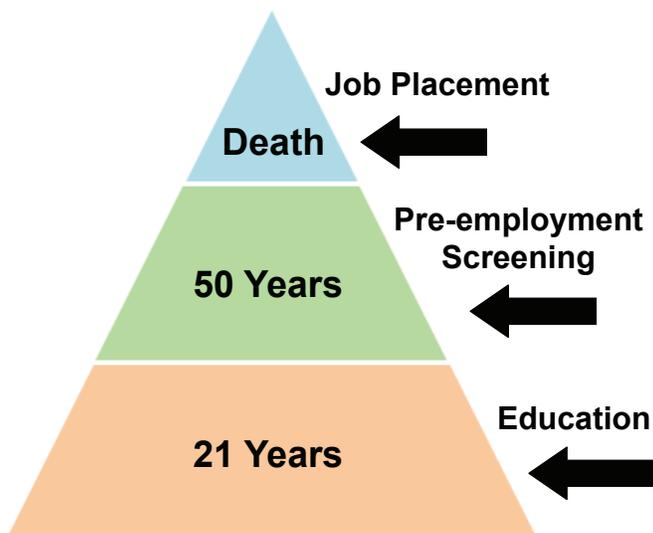
He also helped participants use JJ's list ([www.jjlist.org](http://www.jjlist.org)) to raise awareness of local business owners about how to treat their customers with disabilities.

Kevis's advice about work: "It's important to hold jobs you like. When you enter a job you love, you look forward to going every day. I have loved each one of my jobs and look forward to a new job that I can be excited about."

The Riot says, "Everyone should have a chance to feel like this."

## Path to Employment

First, self-advocates go to school. Then they go to workshops for screening. If they are lucky, they get a job placement.



Are you kidding?



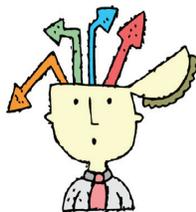
**Craig Says...**

**“Too Many Choices Stinks!”**

What is your favorite kind of summer fruit?

There’s nothing quite like red strawberries, blackberries or raspberries. But then, how about a big, plump cherry? How about a plum? Red plums. Yellow plums and purple ones too. Then we have all sorts of melon. Did I mention peaches? Grapes? Figs? Apricots? Mangoes? Pineapples? I just can’t make up my mind!

Why does life have to be so hard? In the morning I decide whether to get up or not. Once up, what should I wear? What food should I eat? This goes on all day. Every night I need to choose what TV program to watch or what kind of beer to drink.



See? That’s the trouble with life. There are too many choices. It would be GREAT not to have so many choices in life, right? Just like self-advocates! Yeah! That’s right.

Self-advocates are lucky. A lot of self advocates don’t have a choice about what they do during the day. They just catch a ride over to the sheltered workshop or day center and hang out all day. I guess they get to do stuff that doesn’t pay well. They say some people really do work and get paid good money, but not many. I wonder if the food is any good at the day center. Hmmmm... Let me think about this. Don’t rush me! I’m thinking!



Well, I guess that after all, a ride to a dead-end job or day center where I do not get paid doesn’t sound like too much fun. I want a choice! I want choices to do things I like to do. I want to get a job and get paid good money!

Come to think of it... I love choices. Bring on all that summer fruit. Bring on some real job choices for self-advocates! Along with a big bowl of cherries, what could be better than that?



This guy has had enough of sheltered workshops and day wasting. But he can’t get help to get a real job! So, he is hitting the streets to find a real job that pays real money.



Jazzy★

Do you have a real job? If not, what are you gonna do about it?

**We polled our Riot readers about employment and this is what self-advocates had to say...**

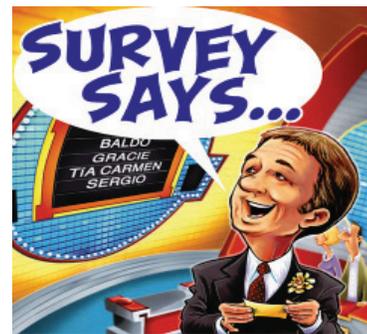
**67.6%** want to have a job

**16.2%** want to volunteer

**71.4%** want to have a job where they work with other workers who may or may not have disabilities

**20%** want to have their own business

**75.7%** know about programs that help people with disabilities work AND keep their benefits





# Self-Advocates Speak Up! and Speak Out!



## Want a Job? Do Something About It!

Contributions by Avery Olmstead

Self-advocates can work at real jobs. Yet, we are often told we can't work because we have disabilities. This is not true - we can work! Are self-advocates you know happy with what they do during the day? If not, you can help each other. Talk about these ideas at your next self-advocacy meeting.

- **Make a list** of things people in your group like to do. Then, look for opportunities to get experience. Look for job ads in the newspaper or online. Find volunteer info here: [www.handsonnetwork.org](http://www.handsonnetwork.org).
- **Build your resume** to share your interests and skills. Check with your local library or employment office to find a class. Go together for moral support.
- **Role play** to practice interview and self-advocacy skills. Talk about your strengths and what you bring to the job.

Practice asking for supports to get the life you want at your next service planning meeting. Want a cool life? Speak up!

- **Network** - tell people you want a job. Tell friends, family members and others you want a job. Make a list of places you can go to meet people or hand out resumes.
- **Share success stories.** Do some members in your group have jobs they like? Ask them to share their story.
- **Interview people** with jobs you like to learn about more or to introduce yourself to a place you want to work at.
- **Help each other prepare for an interview.** Make a list of things you should do to look and feel great during an interview. How you will get to and from the interview? What should you bring with you?
- **Get advice from experts.** Invite a guest speaker to talk about programs that help people work and keep their benefits.

*Talk it up... Have yourselves a regular Riot!*

## Happy 7th Birthday to The Riot!



That's right! The Riot turned 7 this month. We have published 29 great issues including:

- Declaring War on the R-word
- Closing Institutions
- Guardianship
- Personal Safety
- Healthy Relationships
- Silly Rules!



Visit us at [www.theriotrocks.org](http://www.theriotrocks.org) today to download your favorite issues of The Riot.



## Puzzle Answers

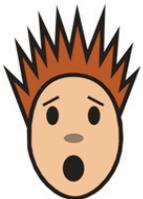


S	W	I	M	M	I	N	G	S	M	D	B
A	T	N	U	B	E	A	C	H	L	A	A
N	R	H	S	M	K	E	S	O	O	N	S
D	B	F	I	S	P	P	U	P	T	C	E
C	H	I	C	B	I	C	N	P	I	I	B
A	I	R	V	A	C	A	T	I	O	N	A
S	K	E	P	R	N	M	A	N	N	G	L
T	I	W	A	B	I	E	N	G	R	N	L
L	N	O	R	E	C	R	H	N	P	R	P
E	G	R	K	C	L	A	N	U	E	R	N
S	O	K	S	U	M	M	E	R	I	I	S
B	A	S	K	E	T	B	A	L	D	R	C

# ~The Riot Says ~ Stop Feeding the Dinosaur!



Dinosaurs are long gone. They all died off. They are extinct. Right?



What? Dinosaurs live? They are all around us?

**YES! Look around.**

**Sheltered Workshops**

**Day Habilitation Centers**

**Day Centers**

**These are dinosaurs too. They eat self-advocates every day!**

Places like these keep self-advocates separate or segregated from other people. Self-advocates don't want to go to places like this.

Self-advocates want choices and a chance at a real community job.

## Feed Self-Advocates



## Jobs Instead!



**Good Jobs!**

**NOW!**