

Section 16:

Post-Secondary Alternatives

After graduation there are opportunities available beyond attending post-secondary school. Alternatives can include day habilitation, employment services, or not attending any additional programs.

Day Habilitation (Day Hab)

The Arc of East Central Iowa provides a year-round program Monday – Friday dedicated to supporting individuals diagnosed with intellectual disabilities to explore and engage in the community safely with the assistance of support staff. Areas of focus for services include behavior management, community integration, daily living activities, intellectual and cognitive functioning, language and communication, mobility development and improvement, physical and emotional support, responsibility and self-direction, self-advocacy, and socialization. For a detailed list of information on Day Habilitation Services through The Arc visit <https://arceci.org/programs-services/day-habilitation>.

Other organizations provide day habilitation services throughout the community. For additional information on other programs in our area, contact your case manager.

Employment Support

The Arc of East Central Iowa aids individuals in finding and retaining fulfilling employment with help from a team of professionals to assist in creating and attaining an individual's goal of thriving in the workplace. Employment services include job coaching, Project SEARCH, and employment support. For a detailed list of information on Employment Support services through The Arc visit <https://arceci.org/programs-services/employment-support>.

Other organizations provide some employment services throughout the community, but are not listed below. For additional information on other programs in our area, contact your case manager.

Job Coaching is a program designed to focus on providing an individual with support on their employment journey. Individuals will receive dedicated support from a job coach who will assist them in building skills for a specific job, creating and developing successful work habits, and socialization and communication skills. The job coach will support the individual as they adjust to their new job and will provide any assistance needed to maintain employment and thrive in their employment opportunity.

Project SEARCH is provided by The Arc of East Central Iowa in partnership with UnityPoint Health – St. Luke’s Hospital and Iowa Vocational Rehabilitation Services. Project SEARCH helps individuals build skills to succeed on the job by providing nine months of classroom instruction and workplace internships at UnityPoint Hospital in Cedar Rapids Iowa. Interns will learn and practice real-world skills, increase independence, confidence, and self-esteem, make professional relationships and friendships, receive individualized coaching and feedback every day, search for and apply for secure employment in non-traditional jobs for people diagnosed with a disability. To be considered for Project SEARCH an individual must be between the ages of 18 to 30, have a developmental or intellectual disability, and have graduated from high school or have a GED.

Supported Employment is a program to assist individuals in gaining employment opportunities matching their goals and preferences by focusing on an individual’s strengths, choosing the right job for them, and maintaining employment in an integrated community employment setting. The program includes assessment services to gather information about the individuals interests, skills, and preferences for a job, job shadowing in different workplace settings, short paid workplace assessments to determine if the job is a good fit for employee and employer, optional work adjustment training to identify and overcome barriers, and transportation training to learn public transportation to get to and from work independently.

ADA and Employment Protection

Title I of the ADA prohibits private employers, state and local governments, employment agencies, labor unions, or employers with 15 or more employees from discriminating against qualified individuals with disabilities. This includes advancement opportunities, application process, compensation, hiring & firing, layoff & leave, recruitment, tenure, training, and any privileges given to non-disabled employees.

A qualified individual would include someone who could complete the skills of the position, has experience, education, or other requirements necessary for the position, and can perform essential job functions with or without reasonable accommodations. The ADA requires covered employers to make reasonable accommodations for individuals with disabilities.

An accommodation is any modification to the job or work environment to help an employee with a disability perform their job or enjoy the same benefits and privileges of employment as another employee without a disability. Some examples of modifications include additional training, modifying an employee work schedule, modification to the employee’s workstation, etc. If you are currently employed and feel accommodations are needed in your work environment, contact your human resource department for further steps. For more information on Title I visit https://www.ada.gov/ada_title_i.htm.