



**monica meyer**  
**CONSULTING INC.**

Adult Autism: Community Life and Assistive Technology  
<https://monicameyer.com>

**Building and Using Your Network:  
From Cold Calls to Warm Employment Connections**

- Building Business Relationships that Create Inclusive Employment Opportunities
- The goal is not just job placement—it’s building partnerships that benefit both employer and employee.

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**Why Employer Engagement Matters**


- Build long-term, mutually beneficial relationships.
- Educate and reduce stigma around IDD and autism.
- Create opportunities through trust, not transactions.
- We are connectors; bridging talent with business needs.

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## From Cold → Warm → Partnership

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COLD CALL → CONNECTION → TOUR →  
CUSTOMIZED PROPOSAL →  
EMPLOYMENT PARTNERSHIP



EACH CONTACT MOVES THE  
RELATIONSHIP CLOSER TO  
COLLABORATION.

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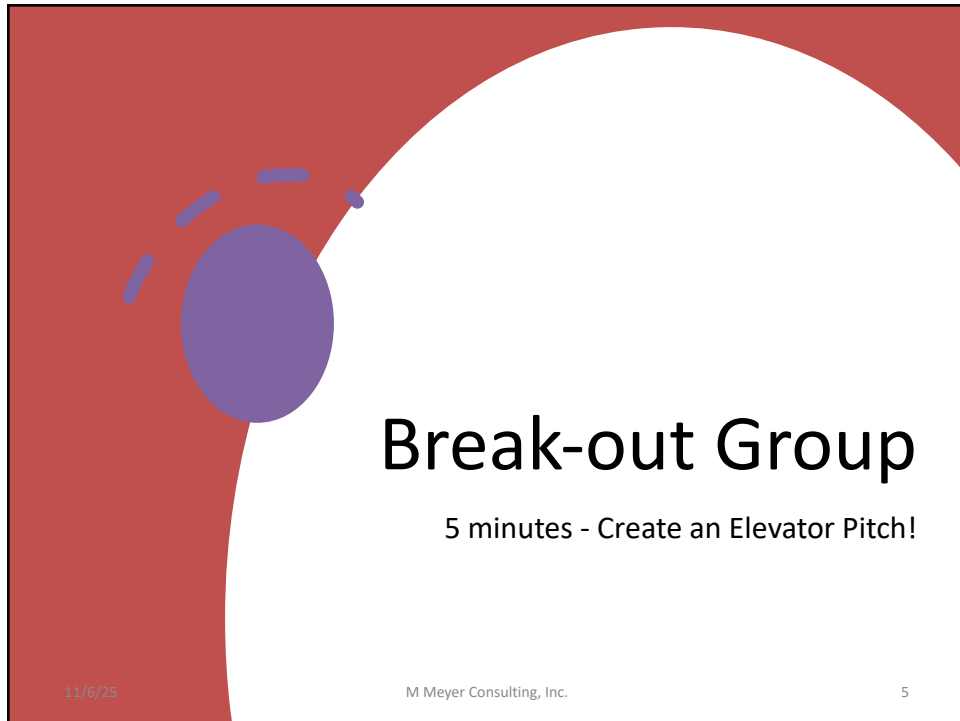
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## The Elevator Speech

- Hello, my name is Monica Meyer with Monica Meyer Consulting. We partner with businesses to create inclusive jobs for adults with intellectual and developmental disabilities.
- We provide on-site job coaching, ongoing support, and there are tax incentives for employers. Could I stop by for a short tour to learn about your business?
- Keep it short, confident, and focused on employer value.

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# Break-out Group

5 minutes - Create an Elevator Pitch!

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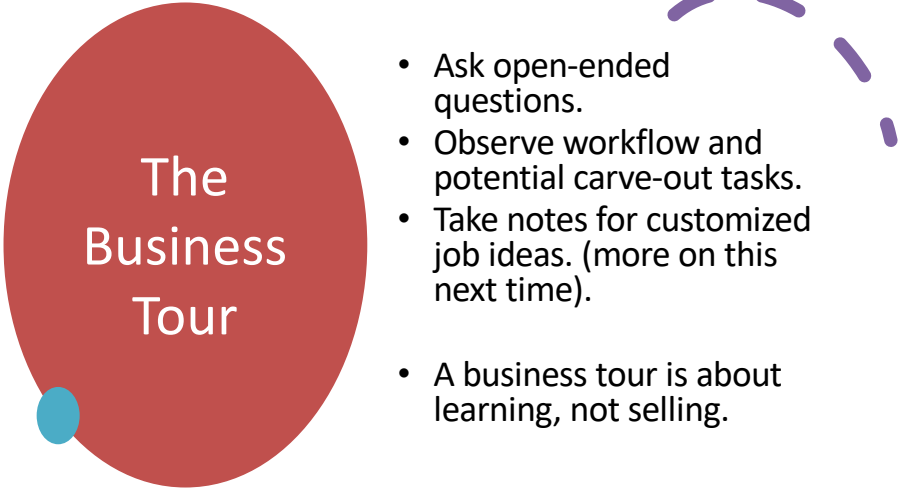
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## Follow-Up After the First Contact

-  Follow up in 3–5 business days.
-  Reference your previous contact.
-  Offer value, a story, resource, or success example.
-  Ask for a next step: tour, meeting, drop-off brochure, or short call.
-  Professional persistence builds trust.

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## The Business Tour

- Ask open-ended questions.
- Observe workflow and potential carve-out tasks.
- Take notes for customized job ideas. (more on this next time).
- A business tour is about learning, not selling.

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## Promoting Supported Employment

- Reliable, loyal employees with strong attendance.
- Reduced turnover and training costs.
- Positive community reputation.
- Work Opportunity Tax Credit (WOTC) and incentives.
- Inclusion is both good business and good values.

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## Explain Job Coaching & Fading

- Job coach supports employee and employer.
- Teaches tasks, communication, and culture.
- Gradual fading as independence grows.
- Ongoing monthly or quarterly check-ins.
- The coach fades—but the partnership remains.

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## Funding and Supports

- DVR covers assistive technology, uniforms, or safety gear.
- IRWE offsets job-related costs for the worker (Employee Based)
- Most supports are funded
- Employers gain supported employees with minimal or no added costs.

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**Customized Employment in Action**  
(More details next time)

1. Tour and learn the business.
2. Identify tasks that can be reassigned.
3. Design a customized role.
4. Provide coaching and support.

We don't fit people into jobs—we design jobs around people.

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**Key Takeaways**

- Build trust and credibility.
- Focus on mutual benefit.
- Leverage supports and incentives.
- Stay connected for long-term success.
- Every employer relationship is a seed for future opportunities.

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## Leveraged Supports and Incentives

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### 1. Department of Vocational Rehabilitation (DVR) Supports

**Purpose:** Removes cost barriers for employers and ensures the worker has the right tools and accommodations to succeed.


**Examples of DVR-funded supports:**

- Job Coaching and Job Carving Services (funded during onboarding and training phases)
- Assistive Technology (communication devices, tablets, visual timers, specialized software)
- Tools and Equipment (steel-toed boots, uniforms, safety gear, adaptive tools)
- Transportation Assistance (bus passes, travel training)
- On-the-job training wage reimbursements (OJT) in certain cases

**Leverage Point:** These supports allow employers to onboard a qualified worker **at no additional cost**, minimizing risk and maximizing productivity.

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## Leveraged Supports and Incentives

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### 2. Work Opportunity Tax Credit (WOTC)

**Purpose:** Provides a federal tax incentive for businesses that hire individuals from targeted groups, including people with disabilities.

**Key Features:**

- Employers can claim up to **\$2,400–\$9,600** per eligible new hire, depending on the category.
- Administered through the **Employment Security Department (ESD)** in Washington State.
- The credit applies to the employee’s **first year of wages**.

**Leverage Point:** Framing WOTC as both a financial benefit and a community-impact opportunity strengthens your employer outreach narrative.

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**Leveraged Supports and Incentives**

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### 3. Impairment-Related Work Expenses (IRWE)

**Purpose:** Offsets the cost of disability-related supports needed for employment.

**Examples:**

- Specialized transportation
- Job coaching or personal assistance
- Medical devices or adaptive equipment

**Leverage Point:** IRWE supports the worker's independence and can help maintain financial stability while working—**removing long-term employment barriers.**

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**Leveraged Supports and Incentives**

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### 4. Social Security Work Incentives

**Purpose:** Encourages individuals receiving SSI or SSDI to try work without immediately losing benefits.


**Examples:**

- **Trial Work Period (TWP)** – Allows individuals to test their ability to work for at least nine months.
- **Ticket to Work Program** – Provides ongoing employment supports through approved providers.

**Leverage Point:** Employers can be reassured that hiring an employee who receives benefits does **not complicate their payroll**; supports are managed through SSA and employment programs.

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**Leveraged Supports and Incentives**

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**5. Business Support Through County and State Programs**

**Purpose:** Connects inclusive businesses with recognition, networking, and training opportunities.

**Examples:**


- **County Inclusion Recognition Programs**  
Public acknowledgment through chambers, business coalitions, and newsletters.
- **Local Workforce Development Boards –**  
Access to business grants, training reimbursements, or internships.

**Leverage Point:** Inclusion enhances a company's **reputation and visibility** as a community leader in diversity.

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**Leveraged Supports and Incentives**

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**6. Employer Accommodations Under the ADA**

**Purpose:** Ensures equal access to employment for individuals with disabilities.

**Examples:**

- Reasonable accommodations for communication, sensory, or task modification needs.
- Use of natural supports, visual schedules, and flexible training methods.

**Leverage Point:** Reinforce that **many accommodations are low-cost or no-cost**, and guidance is available through DVR or Job Accommodation Network (JAN).

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## Leveraged Supports and Incentives

**7. Ongoing Partnership and Consultation**

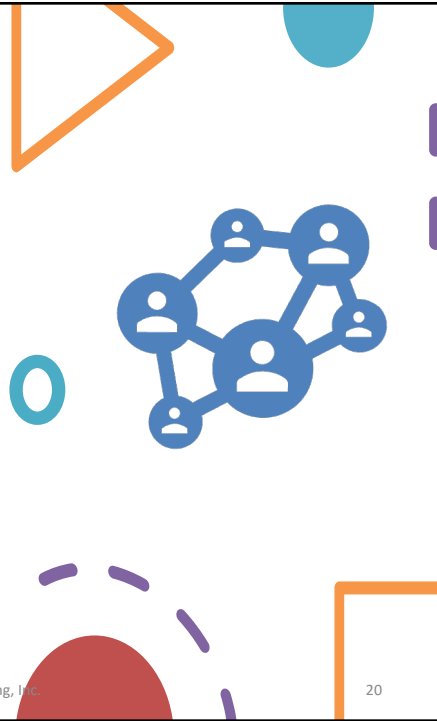
**Purpose:** Keeps businesses supported after hire.

**Examples:**

- Monthly or quarterly follow-up visits by job coaches.
- Rapid response if the employer needs retraining, workflow adjustment, or additional accommodations.

**Leverage Point:** Emphasize the **long-term support system** available—businesses are not left on their own after hiring.

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# Thank You

Thursday, November 20, 2-3 pm  
Customized Employment and Job Match: Using Discovery and Interest-Based Strategies

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