



THE PCG EMPLOYMENT – YES! FRAMEWORK™

A guide to support people with disabilities and the businesses that employ them

Through our work with people, service providers, and government agencies and through our ongoing review of practices that work, PCG has developed a framework to guide the development and implementation of employment programs for people with disabilities.

There is an immense benefit to improving the employment opportunities and outcomes for people with disabilities, ranging from employer benefits of a diverse and reliable workforce, improved financial self-sufficiency and reduced poverty levels for those employed, and improved health and wellness that correlates with employment.

The PCG YES! Framework™ focuses on employment and emphasizes the importance of setting **expectations** that employment is both an option and a goal for all people. A successful program then focuses on **skills** development. Next, in order to fully develop employment goals and plans, all individuals need **experience and awareness** about career options. Finally, a successful program focuses on **training for businesses** to support awareness, hiring, and retention of employees with disabilities.

To learn more, please contact Cathy Anderson at caanderson@pcgus.com.

The PCG Employment - Yes! Framework™ - A Guide to Support People with Disabilities and the Businesses that Employ them.

	Expectations	Skills	Experience & Awareness	Access	Training
Young People	<ul style="list-style-type: none"> Set expectations for parents and youth that future employment is a goal for ALL students and young people. Set this expectation early in their educational career and support it. Develop career goals. 	<ul style="list-style-type: none"> Incorporate appropriate work and life skills into the curriculum. Give students the opportunity to learn these skills both in and outside of the traditional school environment. Coach to support employment goals. 	<ul style="list-style-type: none"> Develop business internship partnerships to give students and adults experience and a window into the work world. Develop opportunities to expand individual awareness of career options through curriculum, and partnerships with local businesses and the regional workforce investment board. 	<ul style="list-style-type: none"> Support businesses in making their job postings accessible – through appropriate and clear language in job descriptions and outreach and recruitment through partner agencies. Remove government dis-incentives to work. 	<ul style="list-style-type: none"> Provide training to businesses – including supervisor training, recruitment training, and retention training.
Adults	<ul style="list-style-type: none"> Set expectation that employment is a goal for all adults. Develop employment goals. 	<ul style="list-style-type: none"> Incorporate work and life skills into program design. Coach to support skill development and employment goals. 			