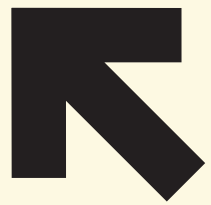





Samuel Markwardt



Competitive Employment & Zero Exclusion



IPS Wisconsin Annual Meeting – July 16, 2024

Agenda

Introduction

1

Primary Goals

2

Competitive Employment

3

Zero Exclusion

4

Summary & Questions

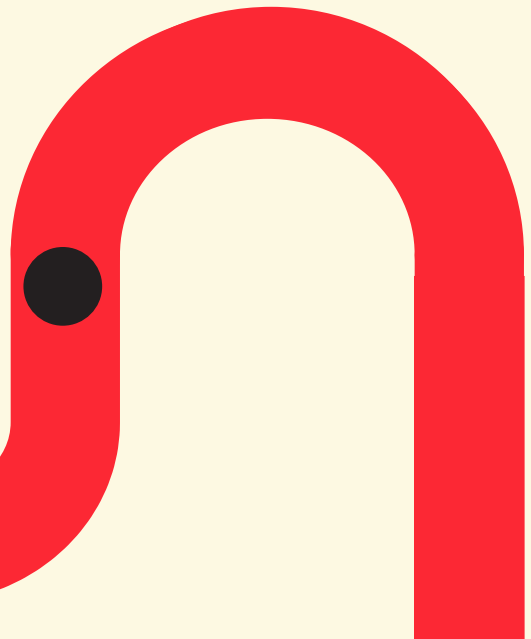
5



1

Introduction

- **Introduction: Name & Agency**
- **Ice Breaker: Would You Rather**



The image features a light cream background with several abstract, thick, rounded lines. A green line starts from the left edge, curves down, then right, and then down again. A blue line starts from the bottom edge, curves up, then left, and then down again. A red line starts from the top edge, curves left, then down, and then left again. An orange circle is positioned on the left side. Two small black dots are placed on the green line: one at its upper curve and one at its lower curve. The text 'Primary Goals' is centered in the right half of the image.

Primary Goals



2

Primary Goals

One

Identify the differences between competitive and non-competitive employment for their consumers

Two

Verbalize understanding of the dignity of risk

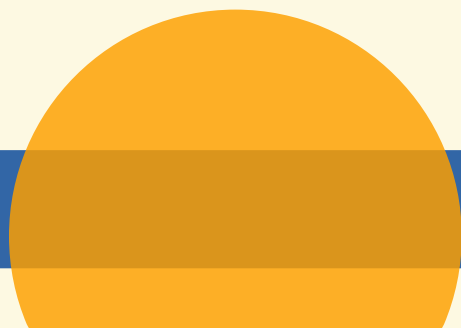
Three

Share the benefits of directing job seekers to competitive employment options

Employment not only provides a paycheck but also a sense of purpose, opportunities to learn, and a chance to work with others.



Positive Effect	Negative Effects
Increased Income	Increased Substance Abuse
Improved Self-Esteem	Increased Physical Problems
Improved Quality of Life	Increased Psychiatric Disorders
Better Symptom Control	Reduced Self-Esteem
Reduced Hospitalization	Lose of Social Contacts
Reduced Substance Use	Alienation and Apathy
Reduced Use of Mental Health Services	

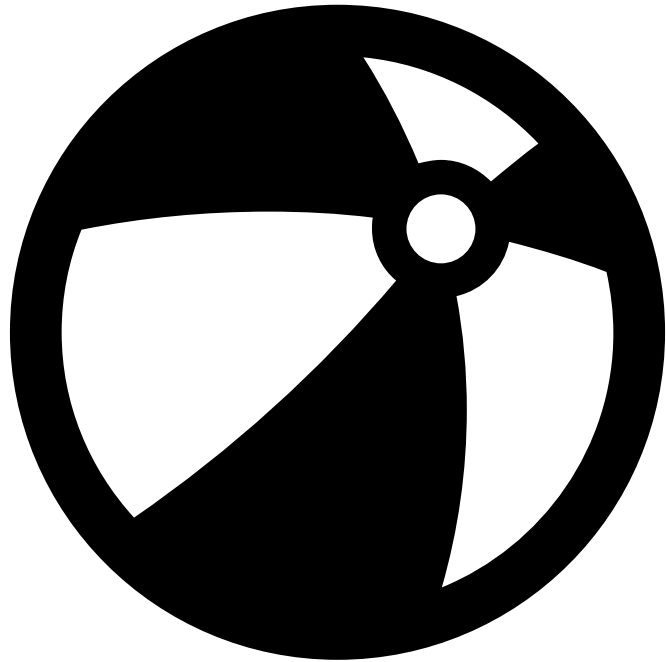




3

Competitive Employment

- **Regular jobs at regular wages**
- **Commensurate wages, not just minimum**
- **Jobs that anyone can apply for, regardless of disability status**
- **No set-aside jobs, sheltered work environments, or enclave situations**



Activity:



Joanne has a diagnosed Mood disorder. She is a janitor at the local elementary school. When classes are going on, she goes around the school and cleans. She also cleans the classrooms after school is over. Joanne makes \$7.25 at her job.



Tim works in a fast-food restaurant on weekday afternoons. He started out making the fries. Now, a non-disabled co-worker is teaching her how to use the grill top. Tim makes the same amount of money as all his other co-workers.

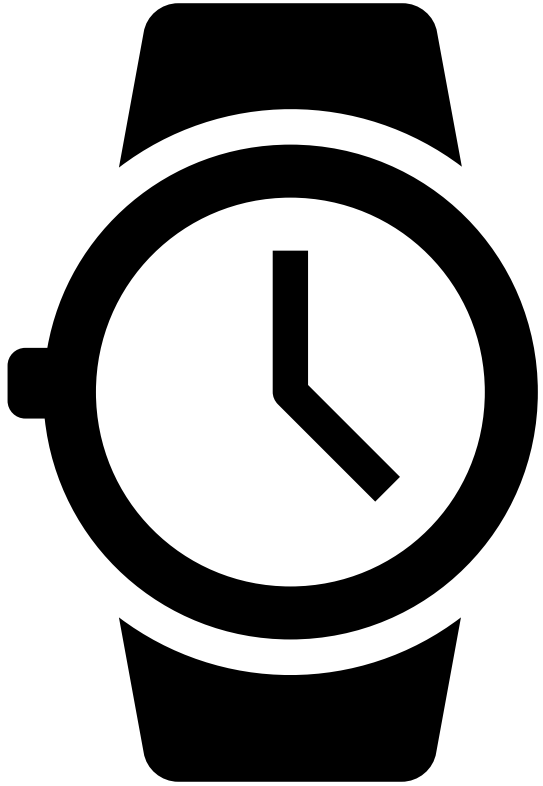


Terri has an intellectual disability. They get distracted easily. Terri needs a lot of job training and someone to help them stay on track. Terri works in the laundry section of a hotel, folding towels and sheets. When hired, Terri was informed that this job was set aside for those with a diagnosis and would last for six months.



Nick works in a clothes factory four hours a day, two to three days a week. He got the job through a temp agency. Nick works with a variety of co-workers. Nick makes minimum wage.





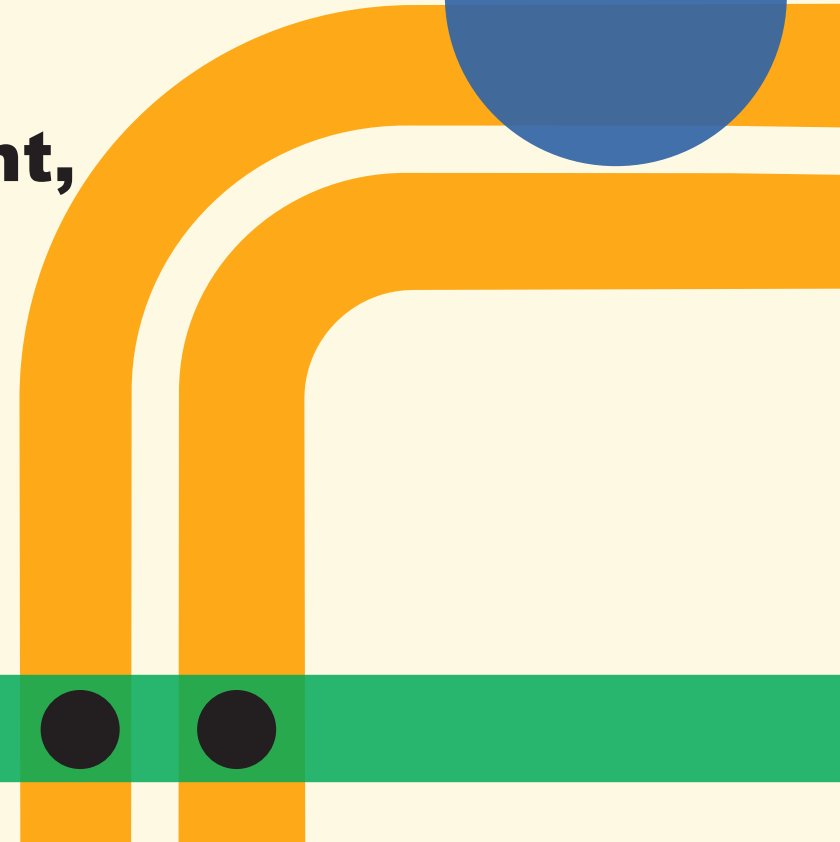
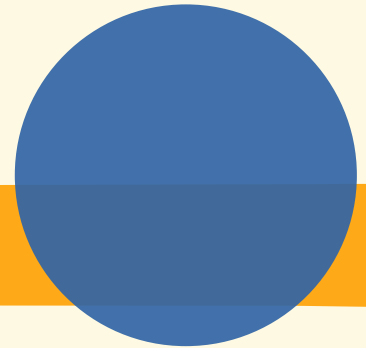
Break



4

Zero Exclusion

- **Every interested person is eligible**
- **Every person is encouraged to consider how work might affect his or her life**
- **Important that the IPS program is voluntary**
- **Past experiences are taken into account, but not punitive**
- **Past/current symptoms are taken into account, but not punitive**
- **Coping mechanisms are taken into account, but not punitive (AODA, Cigarette use)**





Activity: Dignity of Risk







**Thank
you**

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County**

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