

who we serve

National Children's Center, Inc. (NCC) serves children and adults with developmental disabilities.

"Developmental disabilities" occur before age 22 and include mental retardation, autism, Down syndrome, learning disabilities, hearing impairments, blindness and other visual impairments, serious emotional disturbance, cerebral palsy, and brain injuries.

Some people are born with developmental disabilities while others develop them as a result of illness, accident, or abuse and neglect. Sometimes, the cause is never known.

At NCC, our services are tailored to the specific needs of each person. Many of the people we serve will require services throughout their lives, and our services are designed to meet their every need, each step of the way.

We invite you to make a difference in the lives of people with developmental disabilities by joining us in our work.

who we are

NCC was founded in 1957 by families concerned about the lack of options for children with mental retardation. Then known as the Jewish Foundation for Retarded Children, NCC was incorporated in Washington, DC on May 14, 1958. Our name was officially changed 1970. As our students matured, we opened adult programs to meet changing needs. We also started serving people with other developmental disabilities including cerebral palsy, autism, Down syndrome, and serious emotional disturbance.

Our Employment Options program is a new chapter in our long history of employment services. NCC has provided vocational programs since the 1970s, when we opened a job training program. Immediately, we created opportunities for our clients to achieve paid employment. Over the years, NCC has received a supported employment planning grant and consecutive demonstration grants to provide supported employment programs for adults and transitioning youth with developmental disabilities.

Each day, more than 600 children and adults with developmental disabilities receive lifespan services they require to live full, meaningful, and productive lives in our community. National Children's Center, Inc. includes the human services agency and Value Village, a chain of thrift stores in the region operated by NCC.

employment options

a division of NCC's Adult Day Program



National Children's Center, Inc.

Employment Options

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employment opportunities for people
with developmental disabilities

NCC's **Employment Options** makes each person's dream of meaningful employment and greater independence possible. Our person-centered employment services are tailored to meet each person's specific abilities, strengths, and interests.

We provide the following career development and employment services in our Pre-Vocational and Supported Employment Programs:

- Career Assessments
- Job Training
- Volunteer Work Experiences
- Work Clusters
- Job Development & Placements
- Job Coaching
- Follow-Along Supports

Employment Options provides a variety of paid employment, from stipends to competitive wages. All participants experience the satisfaction that comes from a job that interests them, provides income, and allows them to demonstrate their potential in the marketplace.

pre-vocational program

Assessments and Employment Plans

Each person is assessed and receives a Vocational Profile to ensure appropriate services and supports are in place for the employment or volunteer outcome of choice.

Information is collected from the person and previous service providers. We learn about each person's preferences, strengths, needs, employment goals, and dreams. Family members and/or personal support network are included in this process.

Job Training

Each person receives training in areas that will best prepare him/her for the workplace. Training topics include receiving and following instructions, interpersonal relations, workplace communication, respecting the rights of others, problem solving, attendance, task completion, workplace safety, personal hygiene, and appropriate work attire.

Volunteer Work Experiences

Participants, accompanied by NCC staff, volunteer at local businesses including nursing homes, soup kitchens, thrift stores, and recreation centers. Men and women with developmental disabilities interact with the staff and customers of the businesses and benefit from an integrated setting. Group tasks are assigned and group learning and decision-making help build the confidence and a skill set for our participants.

Work Clusters

Work clusters promote personal choice by offering work environments and jobs that have not been historically available to people with developmental disabilities. Small groups of men and women with developmental disabilities, five to eight people supported by NCC job coaches, are paid to provide specific services as a self-contained business or as an enclave at an existing business.

supported employment program

Career Assessments & Plans

Each person is assessed and receives an Individualized Work Plan with measurable goals that lead to the competitive employment of choice.

Information is collected from ISPs, medical histories, past vocational placements, and day treatment programs. Interviews are conducted to learn about each person's preferences, strengths, needs, employment goals, and dreams. Family members and/or personal support network are included in this process.

Job Development & Placements

We have relationships with local businesses and assist participants in identifying jobs, arranging interviews, completing pre-employment applications and paperwork, and fulfilling prescreening requirements. Our staff and participants work together to approach employers, attend job fairs, and access DC's One Stop Career Centers and other employment resources.

Participants are matched with jobs and employers based on interests, abilities, strengths, and work environments. Training, as described in the Pre-Vocational Program, is provided to ensure each person is prepared for his/her new job and has the ongoing support needed to succeed.

Job Coaching

Once a job placement has been achieved, NCC job coaches assist with the initial adjustment and provide customized on-the-job training in work skills and task behavior. Job coaches may arrange work environments to meet the specific learning needs of the employee, assist with problem-solving and other tasks until skills are fully developed and the employee has the confidence to act independently, and act as a liaison between the employee and employer if communication barriers exist.

Follow-Along Services

Once regular job coaching services have been concluded and the job coach has left the worksite, ongoing follow-along services are provided. Long-term services, supports, and trainings ensure the employees continue to perform job tasks to the employers' expectations and demonstrate appropriate work-related behaviors.

