Gainfully Employed and Loving It: My Road to Competitive Integrated Employment

Presented by Kyle and Bill Stumpf
Kyle's Story

My name is Kyle Stumpf, and I live in Dubuque, Iowa.
Kyle's Story

I work at Papa John's Pizza.
Kyle's Story

At work, I can:

• Fold the boxes
• Clean the pans under the oven
• Do light cleaning of the store and parking lot
• Stock the soda cooler
I even got to be "Mr. Slice", the Papa John's Mascot!
Kyle's Story

My favorite things about my job are interacting with co-workers, customers, and performing my job duties.
Kyle's Story

With the money I earn working, I like to travel, dance, shop and go to the movies.
Kyle's Story

I also like to:
- go out to eat
- go to microbreweries and listen to live music
- pretty much the same things others like to do!

I am also saving money for my future in my ABLE account.
Kyle's Story

Quote from my manager:
“Having Kyle around makes for a happier work environment. He always has this contagious smile on his face. He makes co-workers want to come to work.”
Kyle's Story

"I advocate for Competitive Integrated Employment. I support and vote for candidates that support it, too."
Bill's Story: Parent Perspective

Presented by Bill Stumpf
Bill's Story: Sheltered Workshop

• Pipeline to Sheltered Workshop
  ◦ Rubberstamps
  ◦ Guardianship
  ◦ Automatically go to Workshop

• Sheltered Workshop
  ◦ complicit
  ◦ never progressed
  ◦ Segregated
  ◦ real employment never came up
Bill's Story: Parent Perspective

• Visited work sites
• Did not totally understand his options
• Never received information on integrated settings
• Kyle settled into work at a sub-minimum wage
• From my perspective, he had something that felt meaningful, and he was paid, albeit sub-minimum wages
Bill's Story: Parent Perspective

• Getting More Involved:
  ◦ In 2013, I served on the Iowa Developmental Disabilities Council
  ◦ Learned more about Competitive Integrated Employment
  ◦ Became active in the Iowa Coalition for Integrated Employment
  ◦ Listening to webinars
  ◦ Attending conferences on various topics such as the Association of People Supporting Employment First
  ◦ Vocational Rehabilitation
Bill's Story: Parent Perspective

• Barrier to Inclusion
  ○ I have to acknowledge I was a bit of a barrier to assisting Kyle to become employed in an integrated setting
  ○ Not sure if schools really encouraged integrated employment as a real option.
  ○ You have to ask a LOT of questions.

• Realization of full potential:
  ○ Not being comfortable with the way things are
  ○ Job Coaching
  ○ Availability of effective wrap-around services
  ○ Working with others (APSE)
Bill's Story: Steps for Advocating

Tips for New Advocates:

• It's important to tell your story and advocate for a specific policy
• Open your doors to staffers - welcome them, educate them, and don't be offensive
• Have High Expectations
Testimony in D.C.

- Our policy focus was the Transformation to Competitive Integrated Employment Act (TCIEA)
- Telling our story
- Speaking with politicians and advocating for fair treatment in the labor force
Thank You Kyle and Bill Stumpf!

"Everybody Has Worth: What That Looks Like is Different for Everybody"