

Introduction



**PA InVEST Project
2025**

About Achieva - 1

- Mission: Achieva advocates with, empowers, and supports people with disabilities and their families throughout their lifetime.
- Vision: Achieva envisions a community where all people with disabilities lead lives of personal significance.
- Person-Centered Philosophy



About Achieva - 2

- Established in 1951
- Provides supports and services to people with disabilities in western Pennsylvania:
 - Advocacy
 - Family Support
 - Early Intervention
 - Housing Options
 - Special Needs Trusts
 - Employment
 - Home and Community Support

About the InVEST Project - 1

SWTCIE Grant:

- **Subminimum Wage To Competitive Integrated Employment**
 - Purpose: Increasing CIE and other quality outcomes for people with disabilities earning subminimum wage
 - Time frame of grant - 10/1/22 to 9/30/27 (5 Years)
 - Increasing employer commitments to inclusive hiring
 - Providing transformative support to increase Competitive Integrated Employment

About the InVEST Project - 2

Purpose:

- Increase opportunities for participants who are
 - Working at subminimum wage
 - At risk for working at subminimum wage
 - Contemplating subminimum wage

How:

- Rapid Eligibility & Rapid Planning = Rapid Engagement

Who is eligible for the InVEST Project?

Any individual with a disability who:

- Currently participates in subminimum wage employment
- Has participated in subminimum wage employment or is considering subminimum wage employment
- Expresses interest
- Lives in Pennsylvania
- Wants to work in the community at a competitive wage
- There is no charge to the job seeker
- InVEST is available for adults and students



How Does InVEST benefit you? - 1

Modeling full person centered approach

- Charting the LifeCourse Framework
 - <https://www.lifecoursetools.com/>
- National Disability Institute tools
 - <https://www.nationaldisabilityinstitute.org/>
- PA Family Network Mentoring
 - <https://www.visionforequality.org/programs/pa-family-network/>
- OVR Counselors

Wrap-around services and supports

IRT (Integrated Resource Teams)

- Development and coordination of wrap around services and supports
- Benefits planning
- Work experience and training



How Does InVEST benefit you? - 2

Essential Employment Supports Provided

- Job coaching
- Job Task Analysis, including detailed training and fading plans.
- Identification and implementation job aids and job accommodations, including Assistive Technology.
- Development of natural supports.
- Training on workplace culture, etiquette, and safety.



What is a Designated Employer?

A Designated Employer refers to a business that actively collaborates with the InVEST team to provide competitive, integrated employment (CIE) opportunities for individuals with disabilities.

We treat the business as our primary customer.

By becoming a Designated Employer, businesses not only contribute to a more inclusive workforce but also gain access to a motivated and skilled talent pool, enhancing their organizational diversity and performance.

How does InVEST benefit Designated Employers?

InVEST Designated Employer Benefits



InVEST Designated Employer Benefits - 1

Two Embedded Positions

- **Inclusion Liaison:** An Achieva representative integrated into your HR processes to facilitate seamless hiring and onboarding
- **Embedded Employment Specialist:** Job Coaching and Support: Ongoing assistance to ensure the success and retention of employees with disabilities

Financial Incentives

- 100% Wage Reimbursement for One Year of Employment

Integrated Work Culture

- Enhance team creativity and problem solving
- Provide innovative solutions and improved team dynamics

InVEST Designated Employer Benefits - 2

Peer & Family Supports

- PA Family Network

Disability Employment Inclusion Training

- Customized training modules to educate your team on best practices for inclusive hiring and workplace accommodations.
- Accessibility Training
- Employer Education
- Dedicated, reliable staff

Customized Employment

- Enhanced job satisfaction and retention
 - Matching roles that suit job seeker skills
 - Improved social interaction and engagement

Sheetz: A Designated Employer



WHAT'S A SHEETZ?



Sheetz is the ultimate one-stop shop for people on the go. Instead of a gas station, think of Sheetz as the place to get kicked-up convenience and delicious restaurant-quality food that, in most locations, also sells gas. Sheetz promises to provide customers with what they want, how they want it, when they want it... **24/7/365.**

Sheetz: Vision and Scope



Sheetz opened its first store in 1952 in Altoona, PA

Sheetz operates over **750 stores** in **7 states**

Sheetz employs over **26,000 people** in over **800** job titles

Sheetz operates **Distribution Centers** in:

- Claysburg, PA
- Burlington, NC
- Findlay, OH



OUR PURPOSE

THE REASON WE EXIST

**TO GIVE A DAMN
ABOUT PEOPLE AND
THE EXPERIENCE OF
EVERYDAY LIFE.**

Embedded Supports: Inclusion Liaison

- Shadows employees/roles and offers solutions for unmet needs of a business to create opportunities for customized employment
- Consults on ADA accommodations, accessibility, and universal design
- Aligns with diversity and inclusion initiatives
- Provides disability awareness training
- Facilitates OJTs between OVR and Designated Employer
- Assists with onboarding employees hired through grant
- Liaison with Human Resources, Talent Acquisition and other relevant departments within the organization

Embedded Supports: Employment Support Specialist

- Supports employees with disabilities as a “job coach”
- Develops job aids, accommodations, and natural supports
- Prepares employee for long-term success and develops fade plan with employee and management team
- Collaborates with Inclusion Liaison to identify opportunities to increase accessibility through universal design
- Assists in identifying unmet needs of Designated Employer based upon presence in worksite
- Communicates employee’s needs to employer and Integrated Resource Team as needed

Embedded Resources: How do They Work?

- > **Inclusion Liaison** acts as a talent sourcing agent for the Employer and a Career Developer for the job seeker
- > Embedded Resources support job seekers to shadow, experience, apply and interview for positions and support the Employer Hiring Manager to provide reasonable accommodations as needed
- > **Employment Specialist** provides job coaching for the first 40 hours of employment and facilitates fade plan
- > **Inclusion Liaison** provides training and technical assistance to onboarding teams and managers
- > Embedded Resources maintain communication with managers and employees and provide rapid support reengagement if retraining or additional training is needed

Job Seeker Success!

Meet Brittany - 1

- Searched for a job that utilized her data processing skills for 8 years



This Is Why I Will Be a Terrific Employee....

I am organized

I like to help others

I don't talk about people's business

Customers are important to me

I am an experienced worker

I can work on a team

I am dependable

Be strong and courageous. Do not be afraid ; do not be discouraged, for the Lord your God will be with you wherever you go. Joshua 1:9

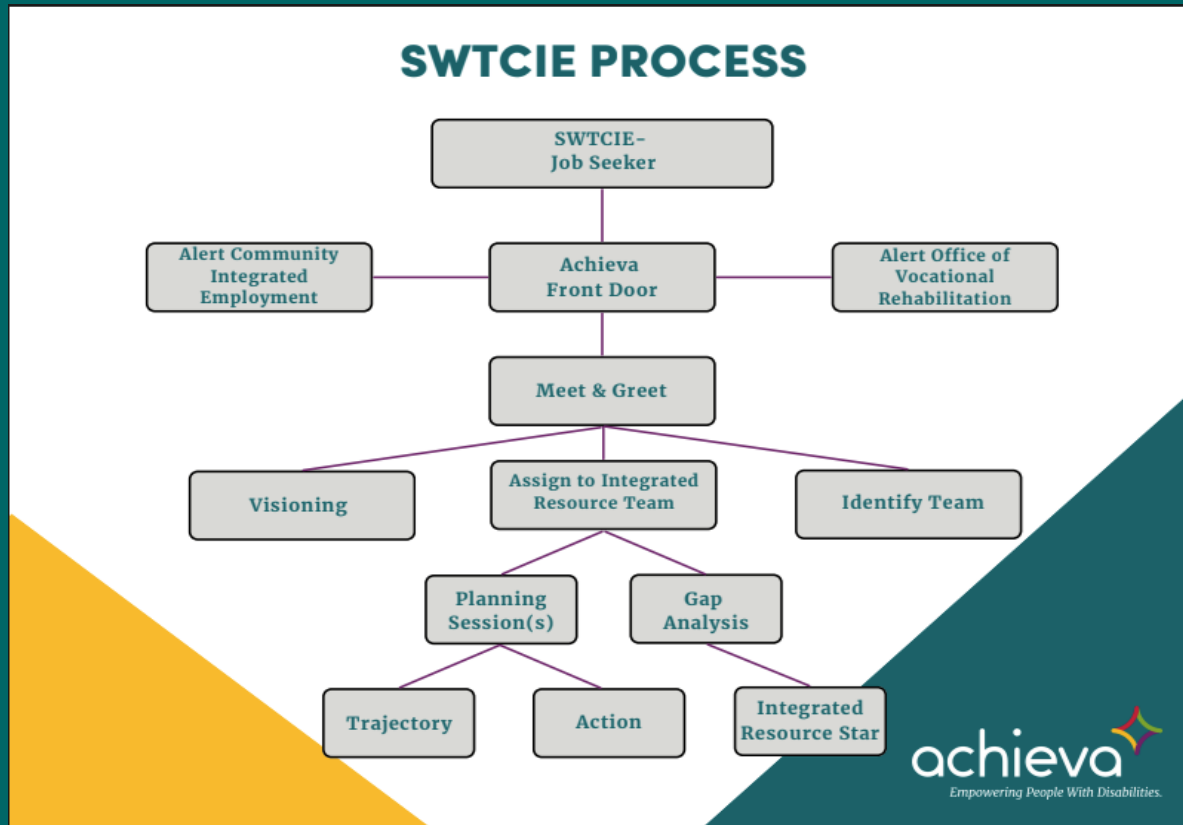
Job Seeker Success!

Meet Brittany-2

- Participated in a job shadow and was able to practice utilizing software, data and equipment to engrave store staff name badges
- IRT planning for transportation (ongoing)
- Received support from embedded staff to apply for position
- Accommodations during interview process
- Embedded staff provides:
 - Onboarding training to team
 - Job coach first 40 hours of employment
 - Ongoing support to employee, team and management

How to get started with InVEST

Contact Achieva or OVR



Contact your [local OVR District Office](#)



[Register Online](#)

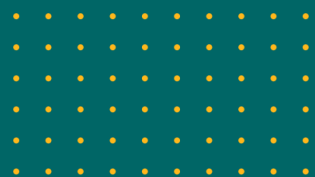
Questions?

Questions about InVEST :

Contact –

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Disclaimer

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