Polk County Community Employment Provider Profile

Name: Creative Community Options
Contact person: Sara Nadermann

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Website: 

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E-Mail: cco@dwx.com

Telephone: 515-965-3931
Counties served: Polk County

(See definitions below)
Programs:

- Competitive Employment*
- Supported Employment*
- Enclaves*
- Sheltered Workshop/Work Activity*

Support Services:

- Case Management*
- Benefits Planning*
- Adaptive Technology*
- Voc/Eval Assessment
- Social Activities*
- Other (see descriptions)
- Skills Training*

Provider descriptions: CCO services are community based and relationship oriented. Services include job matching, job development, job placement, job training, ongoing support and program coordination.

Transportation Assistance:
Provider descriptions: CCO consultants provide transportation during job development and assist with accessing and training for transportation upon placement.

Staff certification/training:

- Employment Training Specialist Certification
  - Required
  - Not Required

Length of employment for staff (months):

- Supervisory Staff: 21
- Direct Care Staff: 14

Organization Accreditation:

- CARF
- The Council
- State Certification

Other program information: The mission of CCO's Employment Program is to facilitate competitive employment for people with disabilities. Our services are ideal for individuals transitioning from youth to adult services.

Competitive Employment:
The service provider provides direct placement, with minimal pre-employment training, into community employment.

Supported Employment:
The service provider assists the consumer in vocational preparation; job development; making a career choice; job coaching.

Sheltered Workshop/Work Activity:
Employment within the vocational program’s facility.

Enclaves:
Community employment in a group setting with supervision from a job coach.

Case Management:
Services designed to link, coordinate, and monitor needed services.

Skills Training:
Organized formal training services that assist a person seeking employment to acquire the skills necessary for specific jobs or families of jobs.

Benefits Planning:
Assistance in determining the effect of employment wages on current benefits such as social security and medical assistance.

Social Activities:
Access to social activities for the provider's customers

Adaptive Technology
Vendor has a loan equipment program and/or expertise in working with employers on assistive technology issues.
Community Employment Provider Profile

Number of consumers served in employment:
- Total number served in SE-Individual: 28
- Total number served in Enclaves: 0
- Total number served in workshop: 0

By Type of Job

<table>
<thead>
<tr>
<th>Type of Job</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Information</td>
<td>4%</td>
</tr>
<tr>
<td>Technology</td>
<td>17%</td>
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<tr>
<td>Food service</td>
<td>13%</td>
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<tr>
<td>Auditory</td>
<td>8%</td>
</tr>
<tr>
<td>Marketing</td>
<td>8%</td>
</tr>
<tr>
<td>Office, clerical</td>
<td>8%</td>
</tr>
<tr>
<td>Non-trading, custodial, janitorial</td>
<td>8%</td>
</tr>
<tr>
<td>Day Care</td>
<td>45%</td>
</tr>
<tr>
<td>Human Service</td>
<td>18%</td>
</tr>
<tr>
<td>Child Care</td>
<td>18%</td>
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</tbody>
</table>

Barriers to Employment*

<table>
<thead>
<tr>
<th>Barriers to Employment</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>16%</td>
</tr>
<tr>
<td>Education</td>
<td>71%</td>
</tr>
<tr>
<td>Limited Work History</td>
<td>43%</td>
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<tr>
<td>Financial Disincentive</td>
<td>97%</td>
</tr>
<tr>
<td>Paid Assistance</td>
<td>97%</td>
</tr>
<tr>
<td>Work Limited</td>
<td>91%</td>
</tr>
<tr>
<td>Disability</td>
<td>37%</td>
</tr>
<tr>
<td>Homelessness</td>
<td>3%</td>
</tr>
<tr>
<td>Transportation</td>
<td>0%</td>
</tr>
</tbody>
</table>

BARRIERS TO EMPLOYMENT DEFINITIONS

**Barriers to Employment** Number and types of barriers to employment faced by consumers.

**Age:**
Under the age of 21 or age 50 and over

**Child Care:**
Requires access to child care in order to participate in training or employment program and this child care cannot be provided by the immediate family.

**Education:**
Not a graduate from high school. Includes persons who have a GED or special education certification.

**Financial Disincentive:**
Recipient of public financial assistance or disability benefits (i.e. SSI, SSDI, General Assistance, TANF, Worker’s Comp., unemployment compensation)

**Homelessness:**
Lacks a fixed, regular and adequate residence, or whose primary residence is a shelter designed to provide temporary living conditions.

**Limited Work History:**
Has never held a competitive job for at least six months.

**Paid Living Assistance:**
Receives daily assistance or supervision from a paid caregiver in order to function in a residential setting.

**Transportation:**
Not travel independent. This includes persons who require some form of assisted transportation options, or for whom necessary public transportation is not available from home to work.

**Work Limited:**
Persons with a chronic condition who are unable to work at least 30 hours a week, or regularly require the assistance of another person on the job, or require adaptations to their job (such as special equipment not including aides which used outside of work).

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