Employment & Inclusion Conference 2026:
The Power of Expectations

March 24, 2026   **11:30 AM**   **Breakout Session B-2**

Teaching Staff to Hold High Expectations for Employment Outcome

High expectations are a key driver of successful employment outcomes for individuals with disabilities. In employment services, staff assumptions directly influence job development, task matching, employer partnerships, and the opportunities individuals are offered. When expectations are too low, individuals are funneled into limited roles, over-supported on the job, or excluded from competitive integrated employment. This training equips employment professionals with the mindset and practical tools to foster a high-expectation culture that presumes competence, prioritizes strengths, and aligns with Employment First principles. Participants learn how to identify and remove attitudinal and environmental barriers, use language that promotes autonomy, and apply effective employment supports such as task analysis, natural supports, fading prompts, customized employment strategies, and workplace problem-solving. Through real employment success stories and scenario-based practice, staff learn to empower job seekers with disabilities to pursue meaningful, competitive jobs that reflect their interests, skills, and career goals. This training ultimately strengthens employment services by elevating expectations, improving service quality, and expanding equitable access to real work for all job seekers.

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