

# The Value of Employment

## HireAbility Winter/Spring Summit

March 9, 2026



**Vermont Pathways  
to Partnerships**

Rooted in support, soaring to success



**Center on Disability &  
Community Inclusion**

**Vermont I-Team**



Belonging • Independence • Mastery • Generosity

# Presenter: Jayson Capobianco (he/him)

Been involved with transition most of career/life.

Current professional roles:

- [Vermont Interdisciplinary Team \(VT I-Team\)](#): Transition Consultant
- [Vermont Pathways to Partnerships \(VTP2P\)](#): PD Training Coordinator

Volunteer gigs:

- Special Olympics Vermont
- All Brains Belong

# The Beginning

“My mom says I don’t need to move out or get a job until I’m 40.”



# What I Found At That Time

Fewer health issues.

Longer life.

Increased independence.

Financial flexibility.

Sense of identity.

Jayson's 2 takes on these correlational findings.

# What an Online Search Tells Us Now

Purpose & meaning.

Social connection.

Personal growth & skill development.

Structure.

Mental health benefits.

Contribution & impact.

Self-esteem & achievement.

# Check Yourself

We must check out preconceived notions about employment.

We all bring biases from our personal experience.

The value of employment is going to vary person to person, situation to situation.

The things covered today are true for ALL people (including you!).

# Civil Rights & Disability Rights

Historical discrimination.

Ongoing discrimination, ablism, barriers to access and success.

Employment is part of the civil rights and disability rights movements.

Communal, societal, cultural benefits for all people involved.

Rights and responsibilities.

# Benefits for the Employee

Sense of meaning, purpose, belonging, accomplishment, fulfilment, happiness.

Psychological need to contribute.

Community & membership.

Exploration, discovery, growth (which is often uncomfortable).

Cognitive exercise, flexibility, deep learning.

Discipline & responsibility.

Perspective taking.

# Benefits for the Employee

Being valued, and more importantly, providing value.

Pride, accomplishment, confidence.

Gratitude & satisfaction.

Joy & enthusiasm.

Connection & belonging.

Meaningful engagement.

Financial autonomy and gains; social system benefits.

# Self-Determination Theory Lens

[Self Determination Theory \(SDT\) Website](#)

[I'm Determined Website](#)

SDT's 3 Core Psychological Needs:

Competence

Relatedness

Autonomy

# Happiness: SPIRE Lens

“I want my child to be happy.”

[Tal Ben-Shahar: SPIRE Model Video \(7 min\)](#)

SPIRE Model:

**Spiritual:** a sense of meaning and purpose in everyday life.

**Physical:** exercise, nutrition, rest, recovery.

**Intellectual:** cultivating a love for learning, curiosity, engagement.

**Relational:** nurturing relationships, quality time with others, deep connection, empathy, healthy relationship with oneself.

**Emotional:** recognizing and allowing all emotions, building resilience, fostering optimism and gratitude.

# Benefits for Employers

Improved business performance.

Higher retention and loyalty.

Enhanced innovation.

Stronger brand reputation.

Increased morale.

Financial incentives.

# Negative Impacts of Unemployment

Isolation.

Depression.

Anxiety.

Anger.

Emotional dysregulation & mental health issues.

Skills atrophy.

# Volunteering Alternative

Much of what we've covered today is also true of volunteer activities.

For some people volunteering might be more appropriate than employment.

Volunteering and employment can both be part of someone's life.

# Resource Hubs

[National Technical Assistance Center on Transition: The Collaborative \(NTACT:C\)](#)

[Zarrow Center on Transition & Self-Determination](#)

[National Parent Center on Transition and Employment \(PACER\)](#)

[Transition Coalition](#)

[Division on Career Development and Transition \(DCDT\) at Council for Exception Children \(CEC\)](#)

[I'm Determined](#)

# Survey

Please complete today's training survey:

[https://qualtrics.uvm.edu/jfe/form/SV\\_bHs0ZkAQk9JfN2e?Project=Pathways\\_to\\_Partnerships&TrainingID=Value%20of%20Employment](https://qualtrics.uvm.edu/jfe/form/SV_bHs0ZkAQk9JfN2e?Project=Pathways_to_Partnerships&TrainingID=Value%20of%20Employment)

# Ways to Engage

TransitionPros Listserv ([click here to sign up](#))

Contact Jayson if you'd like to offer a VTP2P transition workshop hosted by CDCI.

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# Thank You!!!