



COLLABORATE



COORDINATE



IMPROVE
OUTCOMES



Increasing community employment opportunities
for Ohioans with developmental disabilities

Presented by: *Kristen Helling*

EMPLOYMENT
FIRST 

“For changes to be of any true value, they've got to be *lasting and consistent*.” –Tony Robbins

Employment First is intended to be a transformative culture shift. The expectation of employment should be automatic for those with developmental disabilities. We strive to make community employment an expectation and something that society doesn't think twice about.

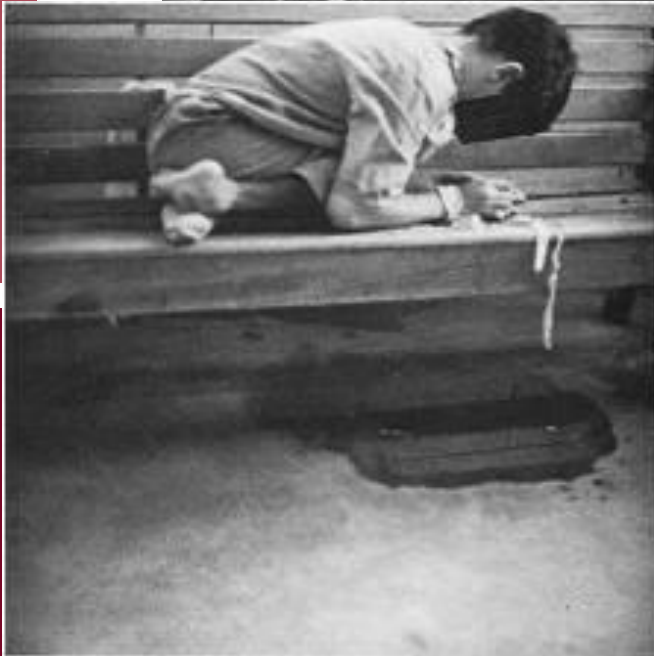
Not working should be the exception.

What Employment First Means

Employment First is a *cultural transformation, shifting expectations* for those with developmental disabilities to realize they have the right and opportunity to earn a living in a community job by using their **talents and strengths**.

Employment First is also a *shift* in our culture to support individuals to realize that right and opportunity.

From This...



...to this.



National Perspective

Employment First

“Work is a fundamental life activity for adults with and without disabilities....it provides a sense of purpose, shaping who we are and how we fit into our community.....

CMS Informational Bulletin (September 16, 2011)

National Perspective

Employment First

- Employment first movement now in 35+ states
- Ohio is one of 24 states with an official policy or legislation affirming community employment as the first and primary service option explored

Employment First Across the Nation (updated 5/30/13)

By Derek Nord - nord0364@umn.edu

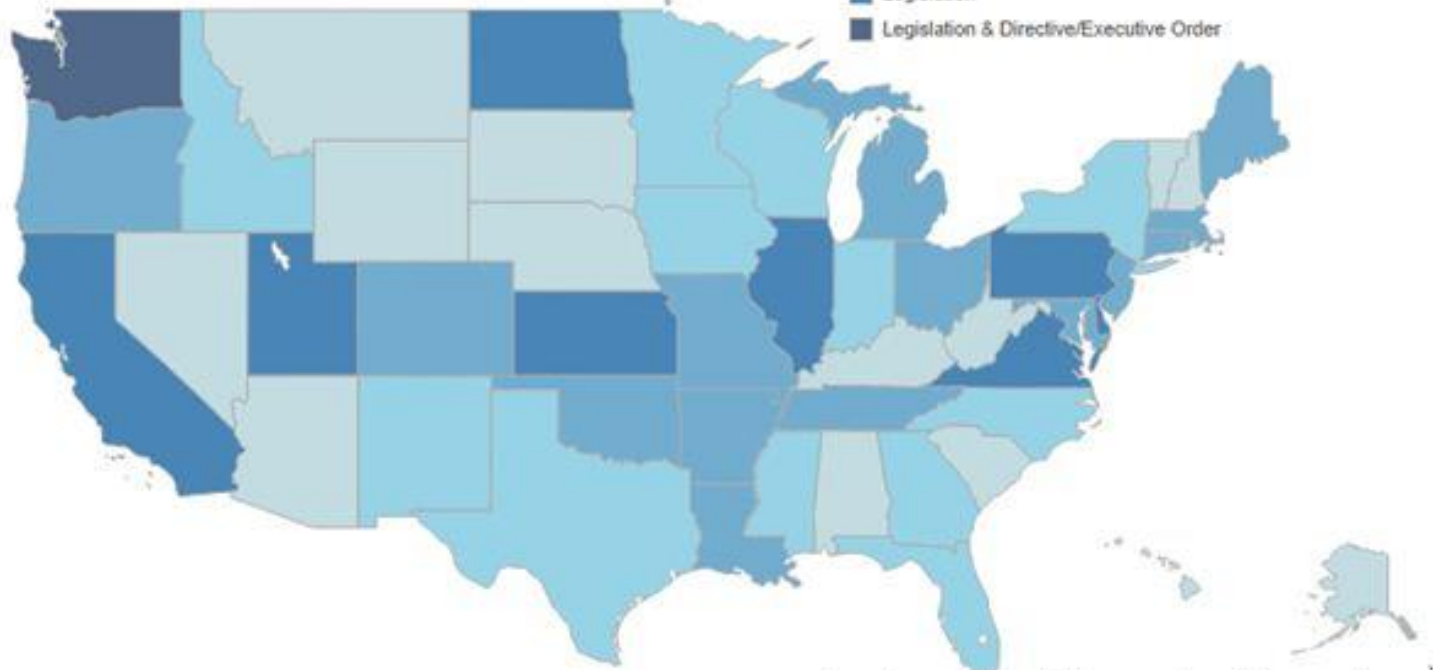
Research and Training Center on Community Living, University of Minnesota

Select a Policy Focus

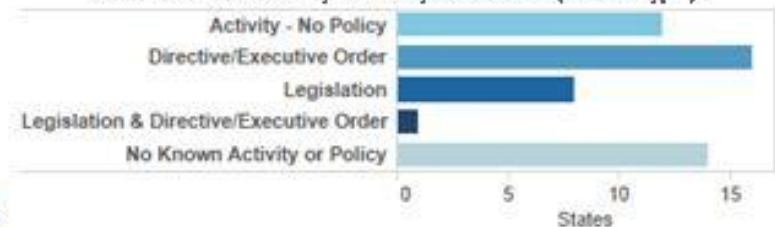
- ☒ Cross Disability
- ☒ Intellectual/Developmental Disability
- ☒ NA - no policy, directive, or executive order

Select an Activity or Action

- ☐ No Known Activity or Policy
- ☐ Activity - No Policy
- ☐ Directive/Executive Order
- ☐ Legislation
- ☐ Legislation & Directive/Executive Order



Number of States by Activity or Action (select type)



About Tableau maps: www.tableausoftware.com/mapdata

Contributors: APSC and David Hoff, University of Minnesota, Institute for Community Inclusion

Key source document: Hoff, D. (2012). Employment First resources list (revised April 2013).

University of Minnesota, Institute for Community Inclusion. A product of the State Employment Leadership Network. www.seln.org. Retrieved 3-20-13.

<http://www.seln.org/wp-content/uploads/2013/05/State-Employment-Leadership-Network-2013-and-2014.pdf>

National Perspective

Federal Hiring Initiative

- Schedule A Hiring Authority issues rule to simplify process
- Relieves people with a disability who want to work from the burden of “job readiness” certification

What is Community Employment?

- Community employment is **integration** of individuals with developmental disabilities in the **competitive** workforce, giving them the opportunity to **contribute** to the community.

Why Employment First Matters

Employers Benefit:

- Community employment will provide employers and their businesses with more value because of access to dependable and qualified employees.

Why Employment First Matters

“Workers with disabilities had a turnover rate 48% lower than that of the nondisabled population, with medical costs 67% lower and time-off expenses 73% lower.”

-American Society of Safety Engineers study of Walgreen's Distribution Center in Anderson, SC

Of the money spent on Adult Services in Ohio:

6% - Supported Employment
94% - Sheltered
Work/Enclaves

- *Ohio spends more on adult services than 48 other states.*
- *And more than Texas, Illinois and Florida combined.*

StateData: The National Report on Employment Services and Outcomes, 2012; Institute for Community Inclusion/University of Massachusetts

Integrated Employment is one-third the cost of sheltered employment when measured over a three-year period.

-Dr. Robert Cimera, Kent State University, 2008

National study of vocational rehabilitation outcomes to investigate whether sheltered workshops prepare people with disabilities for community employment.

Based on RSA-911 data of more than 9800 consumers

Dr. Robert Cimera, "Do Sheltered Workshops Prepare People with Disabilities for Community Employment? February 2011

... participation in sheltered workshops appears to reduce the number of hours individuals work and the amount of wages they earn. It also seems to increase the cost of services that individuals require.

Dr. Robert Cimera, "Do Sheltered Workshops Prepare People with Disabilities for Community Employment? February 2011

"...while what individuals learned in sheltered workshops didn't improve their employability, it did appear to make them more costly to train."

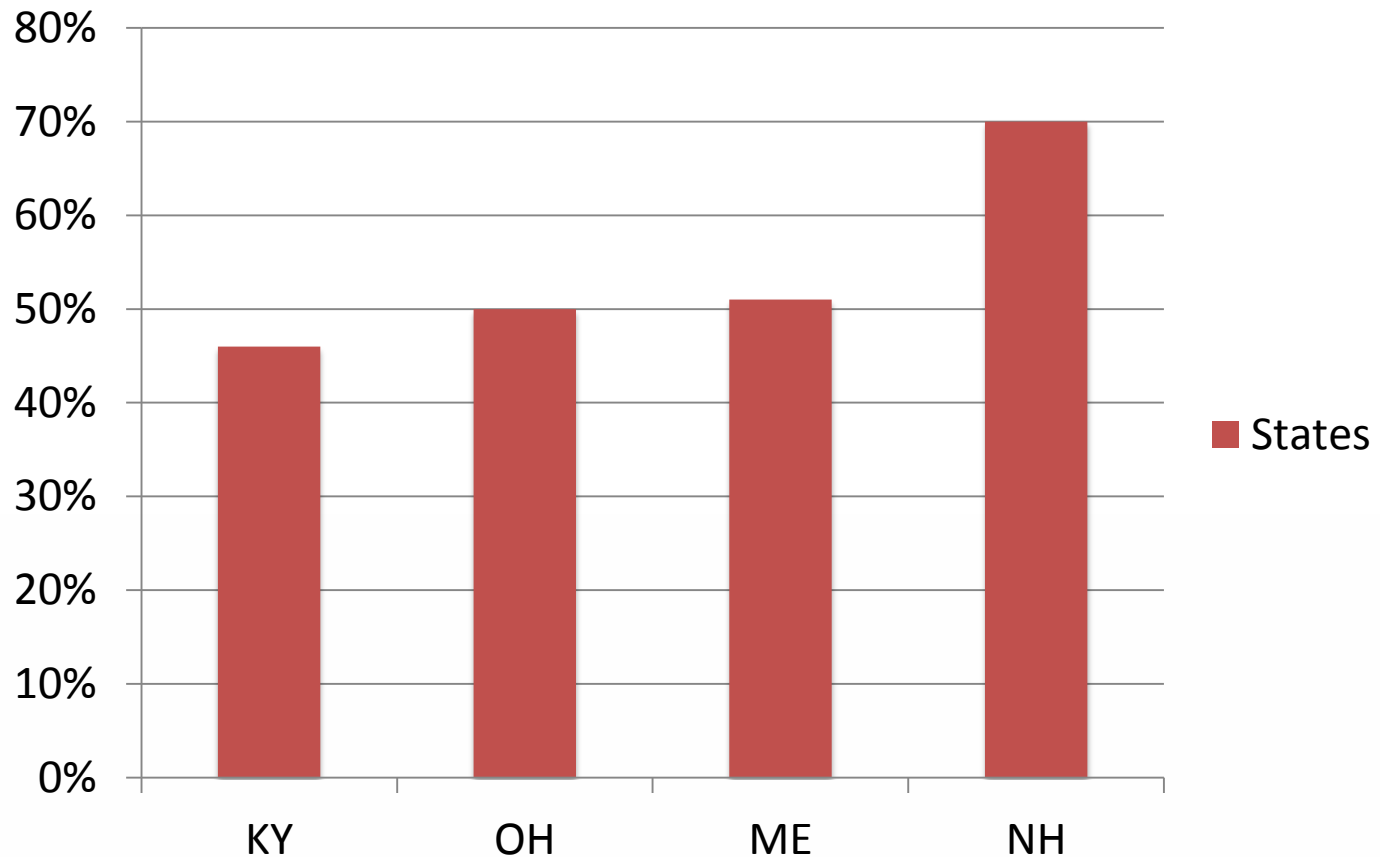
Dr. Robert Cimera, "Do Sheltered Workshops Prepare People with Disabilities for Community Employment? February 2011

Data shows us that
people want to work.

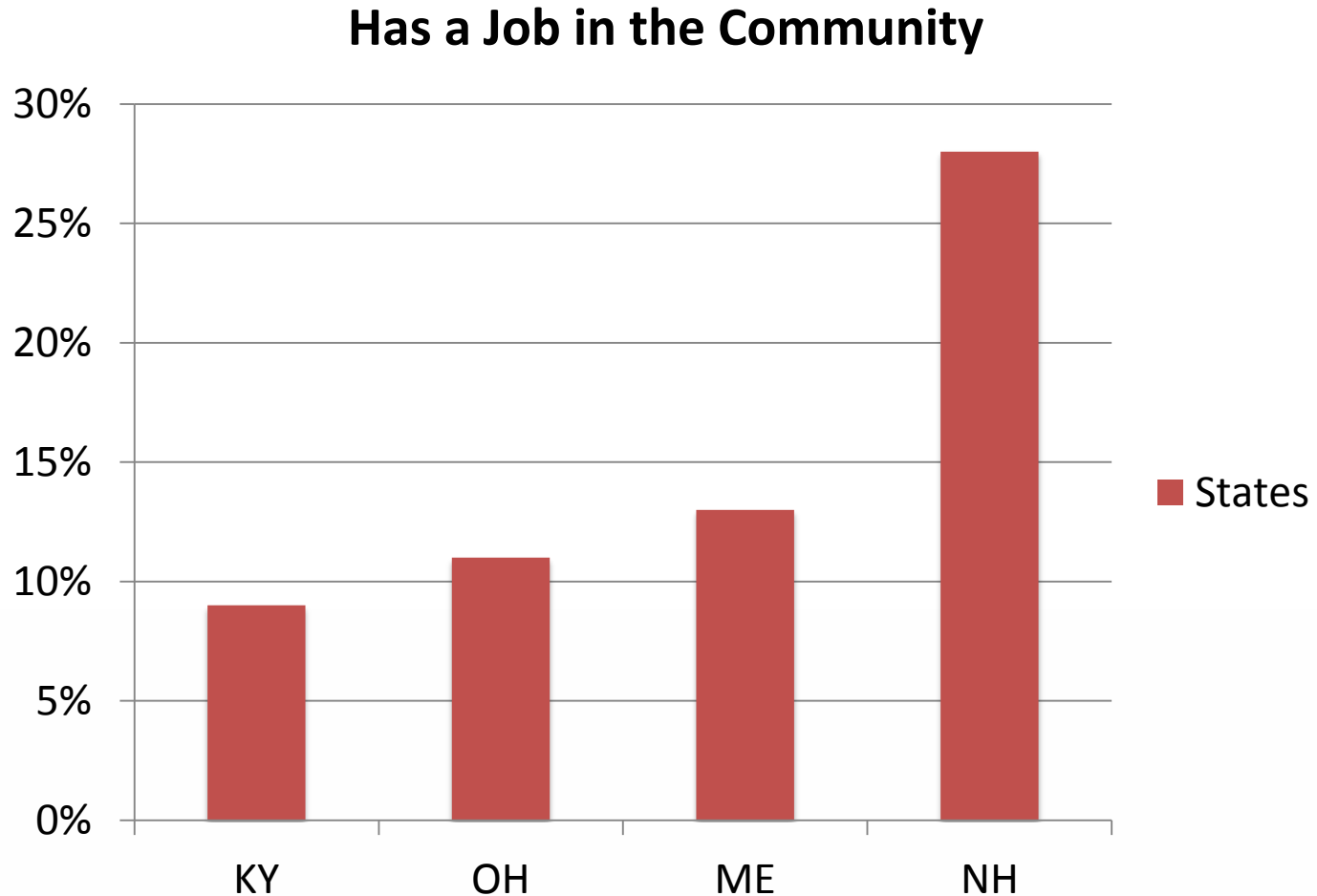
We need to help individuals realize
community employment is an option.

Data: Individual does not have a job in the community but would like one.

Wants a Job in the Community

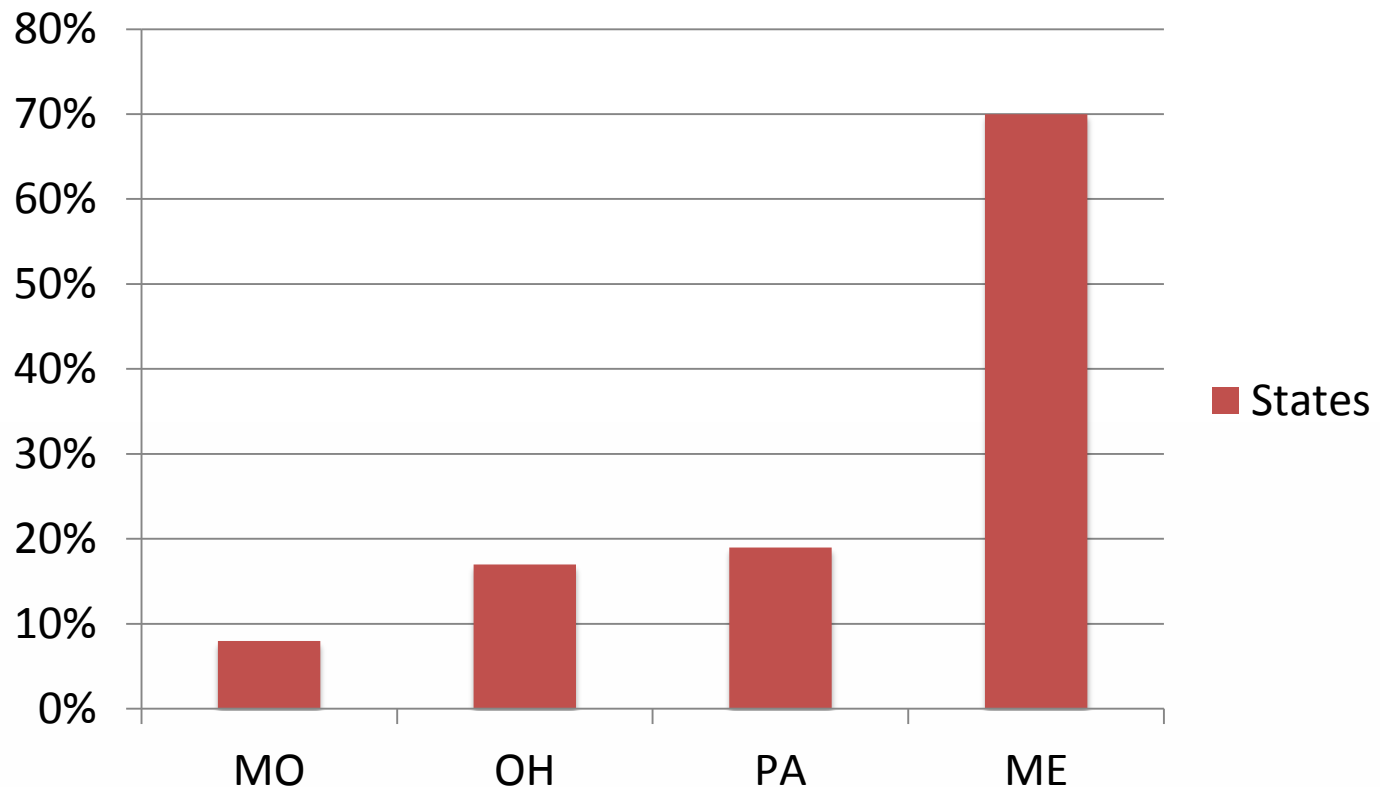


Data: Individual Has Job In Community.



Data: Individual has Integrated Employment as a goal in his/her service plan.

Has Integrated Employment as a Goal in Service Plan



**We can do
better.**

How Do We Get There?



Shifting Expectations

- Statewide Leadership
- Statewide Coordination and Collaboration

Statewide Leadership
has established that
Employment First is a
priority.

Statewide Leadership

The Governor Sets a Vision

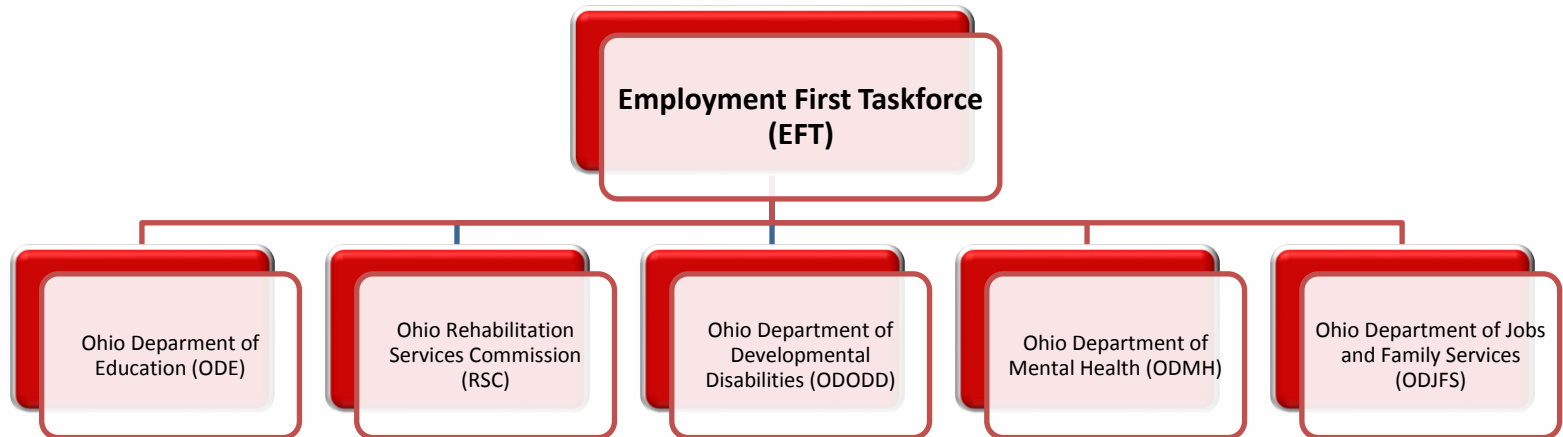


Governor John Kasich launched Ohio's Employment First Initiative when he signed Executive Order on March 19, 2012, which:

- established statewide collaboration by creating the Employment First Taskforce and Advisory Committee
- made community employment the preferred outcome for individuals with developmental disabilities

Statewide Leadership *Taskforce*

- The Taskforce is charged with expanding community employment opportunities by reducing barriers and aligning state policy



Statewide Leadership *Advisory Committee*

- The advisory committee, made up of various stakeholders, represents self advocates, and local and statewide DD systems. The committee implements the work of the taskforce.

*Statewide coordination
and collaboration* makes
it possible to change policy
in order to create
pathways that lead to
community employment.

Statewide Coordination and Collaboration

Changing State Policy

- Employment First Taskforce agencies are required to:
 - Align policies, procedures, eligibility, enrollment and planning for services across state agencies
 - Develop universal tools for documentation, eligibility, selection, assessment and planning of services
 - Identify best practices, partnerships, funding sources and opportunities for shared services among County Boards of DD and other providers
 - Establish interagency agreements to improve coordination of services

Statewide Coordination and Collaboration

Changing State Policy

Law Changes:

- Beginning no later than age 14, Individual Education Programs (IEPs) must include appropriate measurable post-secondary goals related to competitive, integrated employment
- State agencies that provide employment services to people with DD are required to implement Employment First as policy

Statewide Coordination and Collaboration

Changing State Policy

Taskforce Recommendations:

- State-level interagency agreement between DODD, ODJFS, ODMH, RSC and ODE
- Transition Framework to coordinate the school-to-work process
- Employment First website:
www.ohioemploymentfirst.org
- Data Collection Tool

Statewide Coordination and Collaboration

Changing State Policy

Taskforce Recommendations Continued:

- Training plan for providers of services
- Communication plan for stakeholders
- Common language across state agencies
- Targeted rule revisions and policy
- Push Corporate/Business development

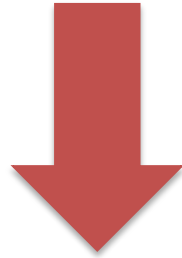
Statewide Coordination and Collaboration

Changing State Policy

Budget Initiatives:

- Creates common definitions across all Taskforce agencies for the terms: community employment, competitive employment and integrated setting.
- Presumption of employability
- County Board Employment First policy and benchmarks for community employment
- Employment First line item and codifies Taskforce

How Do We Get There?



Transforming Culture

- Transforming Local Practices

Employment First really takes action at the local level. *Transforming local practices* is key to moving forward.

Community Supports

Allow people to:

- Live in their own home and enjoy the support of family and friends
- Get a job
- Enjoy good health
- Be part of and contribute to their community
- Achieve their personal potential for independence and self sufficiency



Real Culture Shift

- All people with disabilities are viewed as capable
- No more asking “*Do you want to work?*” but instead “*Where do you want to work?*”
- Invest in people - empower them
- Working is the norm – not the exception.

Person-Centered Planning

Path to Employment

- A person-centered planning process can identify each person's place on the Path to Employment
 - Place One: job improvement or career advancement;
 - Place Two: support to obtain employment;
 - Place Three: support to identify career options;
 - Place Four: support to learn more about careers and employment opportunities and the economic impact of the decision not to work.

Calling Local Leaders

Build a Community Action team

- **Build on communities.** Think globally, but act locally.
- Groups who are willing to work together to get things done in a targeted geographic area.
- Commitment to action.

Suggestions for *Shifting Local Culture*

- Embrace the concept of working together. No one agency can change a culture. It will take coordination, cooperation and collaboration from every agency to truly change
- Be open to change and innovation.
- Re-conceptualize how to provide services in a more integrated and inclusive way.
- Set goals to move your community along the path to integrated employment and implement policies, practices and programs to achieve them.

Suggestions for *Shifting Local Culture*

- Use data to inform decisions about what works and what doesn't. Align resources and funding with the changes you want to see.
- Share success stories within your community and across the state.
- Discovery process that identifies strengths, skills, talents and interests and how they relate to a job.
- Inform families and people with developmental disabilities to learn about the benefits of work.
- Work with employers to discover their needs and match candidates with the skills of the job.

Tips for Job Development

Do you know?

- Who are the biggest employers in your area?
- What employers do the most hiring?
- What are the largest number of job openings?
- What skills and occupations are in the highest demand?

Transforming Culture

Best practices

- Break down the walls of the sheltered workshop
- Career exploration and “Community First”
- Discovery process to learn interests, skills, talents

Transforming Culture

Round Table Discussion

- What steps do I take to determine the path that my agency should be following to promote integrated, competitive employment?

Transforming Culture

Round Table Discussion

- How does my agency respond to the expectations of Employment First and the realities of my current capacity?

Transforming Culture

Round Table Discussion

- How do leaders prepare staff to understand and embrace this culture shift/change in expectations?

“At first people refuse to believe that a strange new thing can be done, then they begin to hope it can be done. Then it is done and all the world wonders why it was not done centuries ago.”

-Frances Hodgson Burnett, “The Secret Garden”