

Employment First: Highlights of Other States' Efforts

Wisconsin Employment 1st Conference

May 19, 2020



Thank You!

To **everyone** stepping up and taking risks **to be there for each other** while doing everything they can **to stay safe** during the COVID-19 pandemic.



Colorado:

Senate Bill 16-077 (2016)

- In 2016, Senate Bill 16-077 created the **Employment First Advisory Partnership**
- Charged the members of the partnership with developing a **strategic plan**, including relevant policy changes, to expand competitive integrated outcomes for persons with disabilities
- **Allows amendments, if necessary, to the Combined/Unified State Plan** required under, to ensure persons with IDD are supported in achieving competitive integrated employment.
- Requires development of practices that reflect a **presumption** that **all** persons with disabilities are **capable** of working in competitive integrated employment
- Requires ensuring **options for competitive integrated employment** with appropriate support are **explored before** consideration of segregated activities.
- Requires promotion of **successful youth transitions** to competitive integrated employment

Colorado

Senate Bill 18-145 (2018)

- Individual Supported Employment staff are **required** to have a nationally-recognized training certificate or certification in Supported Employment before June 30, 2024.
- State agency was appropriated funding to **reimburse vendors** for the cost of training and certification, application fees, and staff time.
- “THE STATE BOARD SHALL ADOPT RULES FOR ADMINISTERING THE REIMBURSEMENT TO VENDORS, WHICH REIMBURSEMENT MUST BE **THREE HUNDRED DOLLARS** FOR EACH CERTIFICATION EXAM AND **TWELVE HUNDRED DOLLARS** FOR EACH TRAINING PROGRAM CERTIFICATE, WHICH INCLUDES REIMBURSEMENT FOR BOTH THE COST OF THE TRAINING AND WAGES PAID TO EMPLOYEES DURING TRAINING.”

Michigan

Huron County
Behavioral
Health (Managed
Long-Term Care
Organization)

- Effective 9/30/20, Job Coaches for SE required to complete/pass Training Resource Network *Job Coaching and Consulting* course before providing service for HBH members

<https://trn-store.com/catalog/job-coaching-and-consulting>

- During first year of contract, HBH will reimburse Job Coaching providers for every job coach who passes course: \$159 course fee plus job coach time to complete course; total reimbursement \$500/job coach.

Michigan

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- Individual Supported Employment **Provider Pay for Performance** Contract Provisions:
- End of Year Contract Adjustment (performance payment) for:
 - **Transitioning individuals from subminimum wage** employment to competitive wage employment
 - **Increasing hours worked** by individuals served
 - Reducing administrative costs and **reinvesting in Job Coach wages**

Case Management Focus:

Guided Conversations & Requiring Career Plans to be Part of PCPs



GUIDANCE FOR CONVERSATIONS

Identifying and designing pathways towards rewarding employment



THE EMPLOYMENT PATHWAY

State Employment Leadership Network

STARTING THE CONVERSATION
Shifting the Focus to Employment

Name: _____

1. Tell me about past work you have done.

2. What's your biggest question about work?

3. Imagine yourself working. What would you be doing?

WORKSHEET

FOCUSING ON THE DESTINATION
Identify an individual's core interests and develop a plan that informs future actions towards employment.

Name: _____

About Daily Life.

1. What are your favorite things to do?

2. How do you spend your day?

3. What do you like best about your day?

4. What don't you like about your day?

WORKSHEET

CAREER SUCCESS
Identify the person's satisfaction with their job and maintain a focus on career growth

Name: _____

About Work.

1. What is the best part of your job?

2. What do you do at work that makes you feel proud?

3. What do you do at work that makes you feel valued?

4. How do you get along with your co-workers?

WORKSHEET

Tennessee
Minnesota
Alabama

- Adding **Employment Exploration** as a distinct service under Individual Supported Employment:
- Service that helps people make an **informed choice** about pursuing competitive integrated employment
- Time-limited, one-to-one service
- Specific range of activities to be covered/information to be shared
- Includes **engaging legal guardian/natural supports**, if involved and their support for the person pursuing CIE is critical
- **Recognizes many people aren't getting authentic opportunity to fully understand and consider CIE in a way that ensures informed choice**

Georgia

“Employment Express” Funding Track

- A state funding structure **designed to fund extended/long-term** Supported Employment (SE) supports
- For **individuals with Intellectual/Developmental Disabilities** (I/DD) who are pre-eligible for DBHDD Medicaid Waiver services (**on waiting list**) and:
 - Are working in ***Competitive Integrated Employment*** at least **10** hours per week
 - Need Supported Employment as their **only** DBHDD funded service
- The EEFT was designed to provide a quick path to ***Competitive Integrated Employment (CIE)***:
 - Persons with I/DD can be immediately referred to Georgia Vocational Rehabilitation Agency (GVRA) for funding of the early phase of SE supports to achieve employment.
 - The DBHDD funds extended phase of SE supports through this state funding structure
 - **Includes the provision of Support Coordination (SC) to address employment/career goals, job loss needs, and other unmet needs not related to employment.**
- Individuals using EEFT will remain on the waiting list for DBHDD waiver services so they can enroll in the waiver when funding is available.

North Carolina Governor's Executive Order (March, 2019)

- The Governor directs state government to become **a leader in recruiting and creating an inclusive job climate** for workers with disabilities.
- Makes clear competitive integrated employment is **preferred** model of employment, regardless of a person's level of disability.
- Puts **NC Office of State Human Resources in lead role**, not state human service agencies, in issuing guidelines to all state agencies that:
 - i. Improve recruitment and outreach efforts to identify and attract qualified individuals with disabilities for employment;
 - ii. Enhance the accessibility of employment applications and facilitate accommodations during the hiring process;
 - iii. Implement clear, reasonable workplace accommodation guidelines;
 - iv. Build upon existing state human resources training programs to improve the inclusion of individuals with disabilities in the workplace;
 - v. Identify opportunities for data collection to improve the state's hiring of individuals with disabilities.

Technology Focus:

Washington D.C. Youth Visual Resume Initiative

- DC Developmental Disabilities Administration partnered with Able Opportunities
- **Trained youth with disabilities to become trainers on the process of developing a Visual Resume**
- Able Opportunities worked with a group of youth-self advocates to produce their own video resumes **using iPads** and to learn how to coach their peers in producing video resumes
- **Technology skills transferable to jobs as well as enhancing job search** through use of Visual Resumes (Example: iPads used for on-the-job training and accommodations)
- Expanding to **behavioral health** job seekers now

Technology Focus:

State of Washington



- Work Independence Network (WIN), is an innovative collaboration between **Harrison Medical Center**, Kitsap County Developmental Disabilities, and Able Opportunities, Inc.
- All supported employees have **"tech-in-hand"**
- Supported Employment provider is able to produce monthly **performance charts and cost analysis** on all positions for the employer: Harrison Medical Center
- The outcomes of the initiative also include customer films, self advocacy films and video resumes.

Technology Focus:

University of Iowa and Supported Employment Providers

- **Putting tech into hands of Supported Employment Providers** serving VR and Medicaid beneficiaries with disabilities
- Teaching providers how to utilize tech within the context of providing Supported Employment services
- Facilitates **fading and more effective remote service delivery** which reduces costs
- **Providers with high performance** in fading and reducing costs **receive more referrals** of new individuals needing Supported Employment services



An Initiative of The Arc of Pennsylvania

Arc of
Pennsylvania

Customized
Employment
Initiative



- **ADEPT** – Arc Discovery Employment Transitions
- Offering Discovery, Customized Employment Job Development, and Systematic Instruction Certifications
- **Competency-Based:**
 - Not about passing a knowledge test
 - Certification based on successfully completing Discovery, Customized Job Development and/or Systematic Instruction with a person with a disability
 - **Providers paid for delivering service that is part of their certification**
- Meet the training requirements for OVR's Customized Employment Services and ODP's Advanced Supported Employment.

Using IPS with People with IDD in Illinois

- Encourage you to join the session being offered at this conference
- Bridgeway – very experienced IPS provider in Illinois has been using IPS with people with IDD for nearly a decade ----with good outcomes.
- Gene Oulvey (Illinois VR) is considered a national expert on IPS – he has championed the use of IPS for people with IDD
- Efforts in Illinois have been evaluated by Dartmouth

On Expecting Employment...



We do a **great disservice** to people with disabilities and advancing their **right** to full equality if we encourage them, *in the name of choice*, to **abdicate** their **responsibility** to contribute.

We make **real**, our belief in people's abilities and value, when we **unapologetically prioritize investing** in competitive integrated employment services and supports.

Remote Supported Employment Service Delivery During COVID-19

WINTAC website with range of resources on “distance service delivery”

- For More Information: <http://www.wintac.org/content/resources-distance-service-delivery#svc-prov-vendor>
- <http://www.wintac.org/training>

Webinars from National APSE

- Topic: **Designing Interactive Content for a Range of Customers**
- Topic: **Strategies for Providing Remote Employment Supports**

Access FREE recorded webinars from APSE [HERE](#)

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