

Employment Services for Individuals with Disabilities

HCBS Conference 2017

 SKILLS . JOBS . CAREERS

 **Human Services**
Public Focus. Proven Results.™

Why focus on employment?



A global issue



Emphasis on Inclusivity and Integration



Putting in the Employer in Employment





Setting the Stage- 2016 DOL Statistics

*The employment-population ratio for persons with a disability increased from 17.5 percent to 17.9 percent

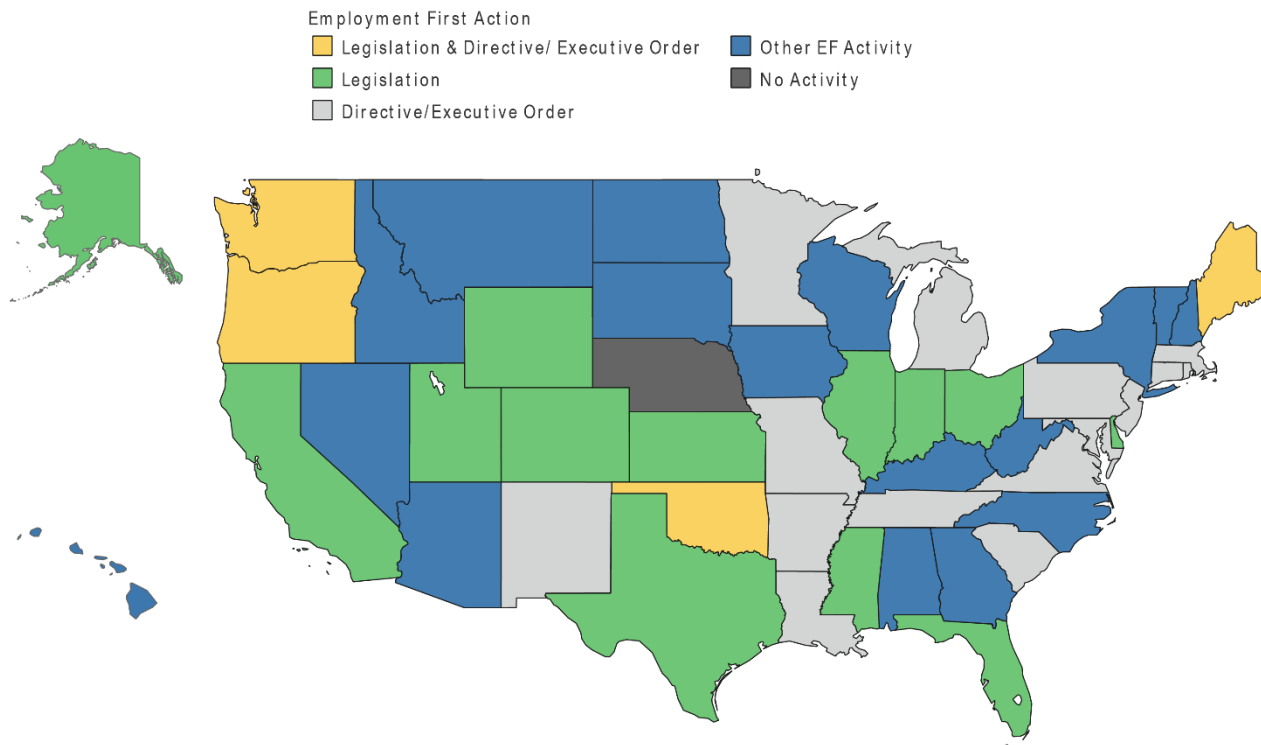
*The unemployment rate for people with disabilities was 10.5 percent about twice that for people without disabilities (4.6 percent)

*About eight of ten people with a disability were not in the work force, compared with three of 10 people without disabilities

*34 percent of workers with a disability were employed part time compared with 16 percent of those with no disability

Employment First States

- There are 46 states with some type of effort focused on Employment First. At least 19 of these states have an official state policy, stating that employment in the community is the first and preferred service option for people with disabilities.





HCBS Settings Final Rule

Significant aspects of the HCBS Settings Rule include:

- Ensuring that HCBS settings provide people with disabilities access to the broader community and facilitate relationships with people without disabilities (other than paid providers and staff).
- Ensuring that HCBS settings provide people with disabilities control over daily life decisions such as what to eat, when to go to sleep, and who can visit; with opportunities for competitive integrated employment; and with choices about what services they receive and who provides them.
- Assisting states with coming into compliance with the obligation under the Americans with Disabilities Act and the U.S. Supreme Court's decision in *Olmstead v. L.C.* to provide services in the most integrated setting.



WIOA-key components for people with disabilities

WIOA2 defines competitive integrated employment as work performed on a full or part-time basis (including self-employment) for which an individual is:

1. Compensated at not less than federal minimum wage requirements or state or local minimum wage law (whichever is higher) and not less than the customary rate paid by the employer for the same or similar work performed by other individuals without disabilities;
2. At a location where the employee interacts with other persons who do not have disabilities (not including supervisory personnel or individuals who are providing services to such employee) to the same extent that individuals who do have disabilities and who are in comparable positions interact with other persons; and
3. Presented, as appropriate, with opportunities for advancement that are similar to those offered other employees who are not individuals with disabilities and who have similar positions.

Olmstead/ADA-DOJ Actions

- Sheltered Workshops/Segregated Day Services
- [*U.S. v. Rhode Island*](#) – 1:14-cv-00175 – (D.R.I. 2014)
- [*U.S. v. Rhode Island and City of Providence*](#) – 1:13-cv-00442 – (D.R.I. 2013)
- [*Lane v. Brown \(formerly Lane v. Kitzhaber\)*](#) – 12-CV-00138 – (D. Or. 2012)



JVS: Transition to Work



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Transitions to Work

Presented by Madeline Wenzel, Director of Disability Services



Why Transitions to Work?

Labor Force Participation

68.2%

People without disabilities

19.5%

People with disabilities

Unemployment Rate

4.9%

People without disabilities

12.5%

People with disabilities



BRIGHAM AND
WOMEN'S HOSPITAL

Source: February 2016 Disability Employment Statistics

Program History & Collaboration

- Identified gaps in existing programs
 - Need for collaboration
 - The Ruderman Family Foundation
 - JVS Boston
 - Combined Jewish Philanthropies
 - Employer Partners
 - Launched Pilot Program (2011)
- 



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Program Goals & Objectives

- Provide employment opportunities by developing strong partnerships with employers
- Offer training focused on skills needed to perform job functions in targeted fields
- Integrate services and candidates at employer site
- Provide employment and internships by matching individual's skills with employer needs.
- Teach general work skills that are transferrable and can lead to integrated employment for participants.
- Provide support to participants to ensure long term job success

Program Model



Total duration: 1 year

Program Schedule: 12 Weeks, 9:30-3:00 M-F

Week 1 & 2

- Classroom instruction focused on job readiness skills
- Basic customer service training
- Onboarding and orientation

Week 3-12

- On-going support from JVS staff and mentors
- Internships and employer mentors
- Specialized curriculum training
- Skills building with co-workers and managers

After 12 Week
Training...

- Job application, interview, job offer, placement
- JVS provides on-going support as needed for a year

Changed Business Culture

- Build relationships with businesses as training and hiring partners.
- Educate corporate leaders at all levels.



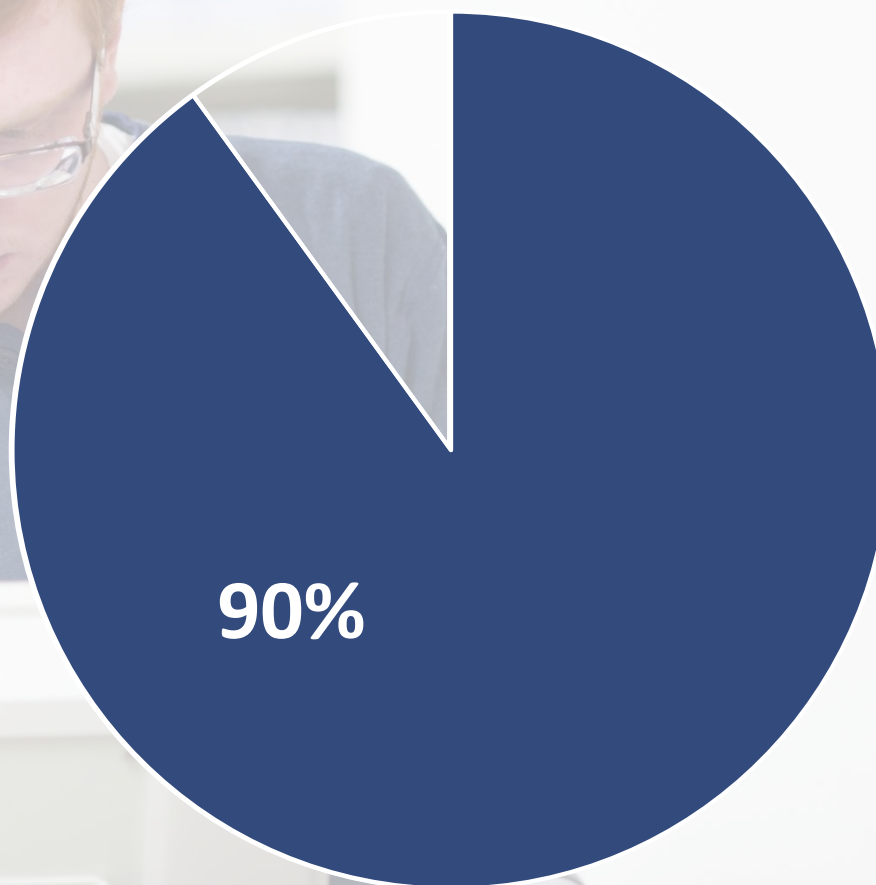
- Collaborate to create win/win referrals of graduates to employers.
- Provide ongoing support and connection to employers.

Results:

- Relationship-building and successful placements create culture change.
- Over 100 employer partners

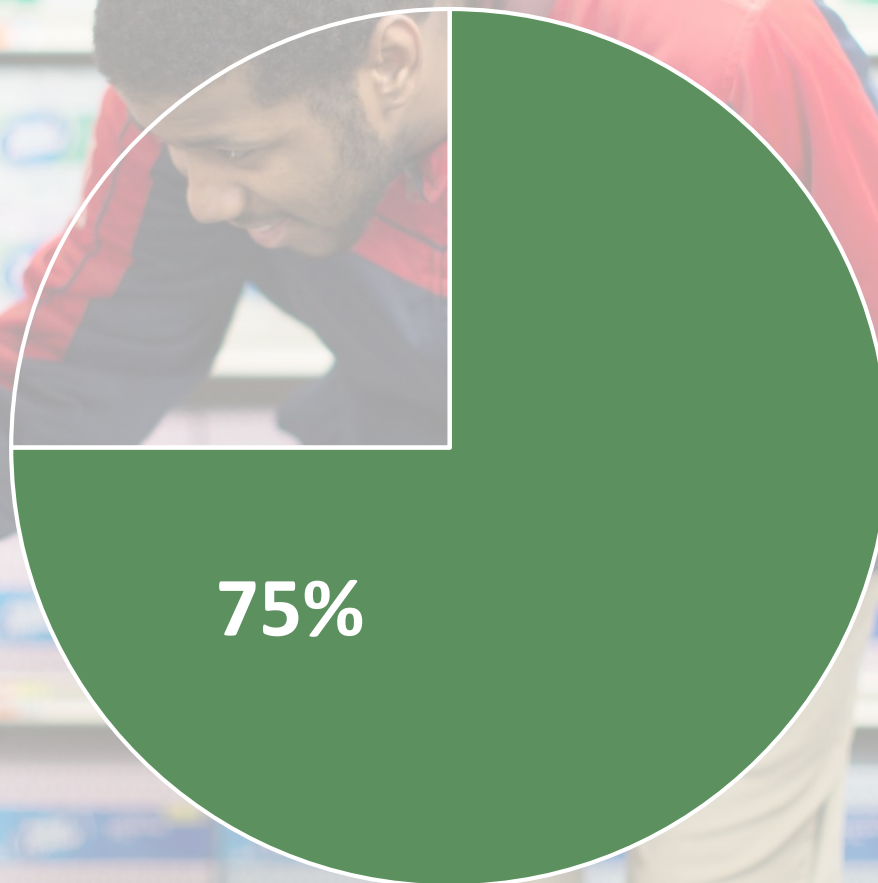
Outcomes

Program Completion Rate



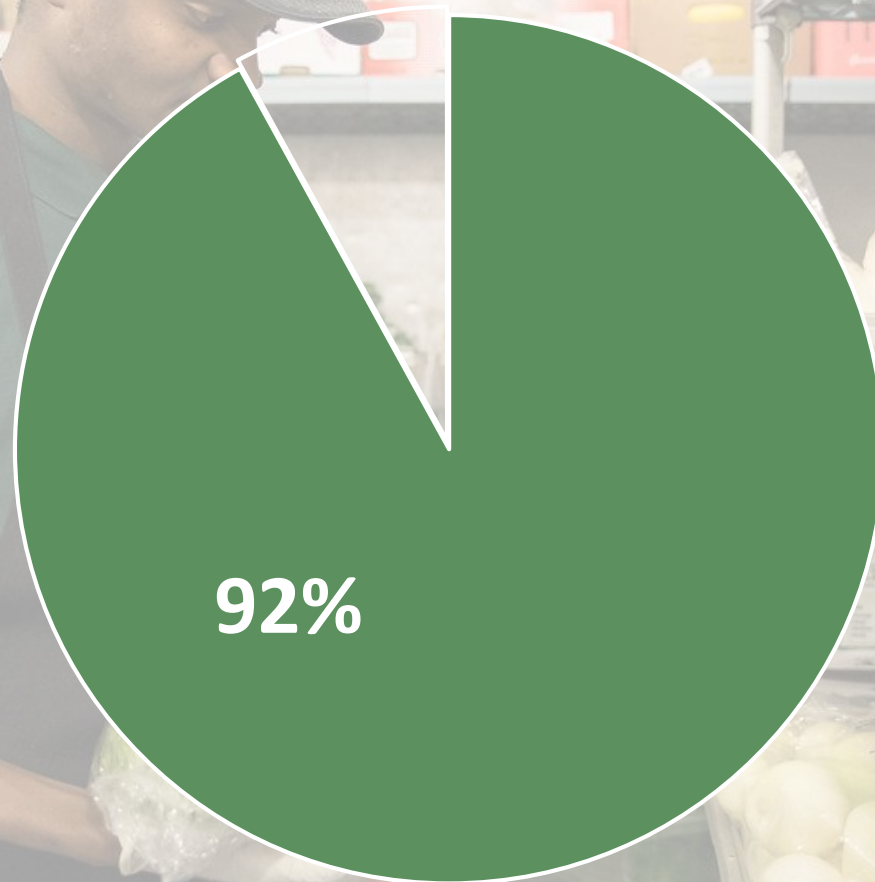
Outcomes

Job Placement Rate



Outcomes

Job Retention Rate



PCG: End-Dependence Kansas



End Dependence Kansas

*End-Dependence Kansas is a significant initiative to increase employment of Kansans with disabilities.

*The State has invested in this initiative to strengthen and increase the capacity of community partners to provide evidence-based and promising employment services.

*As a result of this initiative, it is projected that at least 2,000 Kansans with disabilities will achieve employment and increased self-reliance in the first five years.

Goals of EDK

- A significant goal of End-Dependence Kansas is to promote sustainable systems change to improve the quality and quantity of employment outcomes.
- End-Dependence Kansas emphasizes support community partners to prioritize competitive, integrated jobs in the community rather than sheltered employment, non-work day activities or other more segregated services.



EDK Models

**Individualized
Discovery /
Customized
Employment
(ID/CE)**

For individuals with significant intellectual and developmental disabilities

**Individual
Placement
and Support
(IPS)**

For individuals with severe or severe and persistent mental illness (traditionally)

**Vermont
Progressive
Employment
(VTPE)**

For individuals with significant physical, sensory and other disabilities, and transition youth

PCG Role

- Rehabilitation Services partners with Public Consulting Group to provide:
 - *Training
 - *Technical Assistance
 - *Evaluation





www.publicconsultinggroup.com