Employment First: A Status Check
Choice…

- No paid job: 86.6%
  - Paid job: 13.4%

- Does not want job: 54%
  - Wants job: 46%

- No job goal in ISP: 74%
  - Job goal: 26%

- Total: 570,406
  - 225,251
  - 166,685

NCI Data Brief 2012
2011-2012 NCI Data
How many people are employed?

- ACS Cognitive Disability + SSI: 8.6%
- National Core Indicators 2011-12: 13.4%
- IDD Agency Survey FY12: 18.4%
Employment and Day Supports
Nation

ICI National Survey of State IDD Agencies 2011
Challenge: Non Work is Growing

ICI National Survey of State IDD Agencies FY 2011
Challenge: Investment

**Services**
- Integrated Employment: 19%
- FB & Non-Work: 81%

**Funding**
- Integrated Employment: 11%
- FB & Non-Work: 89%
Challenge: Self Sufficiency

Mean Wage/Week

- Competitive Employment: $117
- Individual Supported...: $115
- Group Supported...: $81
- Facility-Based Work: $29

National Core Indicators Project 2011-2012
Challenge: A full week
Mean Hours Worked Week
Individual Supported Jobs

State

National Core Indicators Project 2009-2010
Challenge: What is a job?
Percent of those in Community Jobs in Group Employment

National Core Indicators Project 2009-2010
**Challenge: Role of Volunteer Work**

National Core Indicators Project 2011-2012

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>2008-2009</td>
<td>29%</td>
</tr>
<tr>
<td>2009-2010</td>
<td>29%</td>
</tr>
<tr>
<td>2010-2011</td>
<td>30%</td>
</tr>
<tr>
<td>2011-2012</td>
<td>32%</td>
</tr>
</tbody>
</table>
Challenge: Younger Adults

NCI 2011-2012
Participation in integrated employment services varies widely

ICI National Survey of State IDD Agencies FY 2011
Leadership

Values

Strategy
Policy
Funding
Outcome Data
Capacity
Development
Innovation

Integrated Jobs

Collaboration

Hall et al (2007)
Tennessee Provider Manual

A vocational assessment may be performed at any time it is needed, but is required at least every three (3) years unless the service recipient does not wish to seek employment and declines the assessment.
Operating Policy
Wisconsin DVR

The Division of Vocational Rehabilitation will not fund facility-based work assessments

7/2012
Oregon

Paths to employment for working age adults

- Learn More to get a job in 2 years
- Yes! I want to work!
- Plan to get a job in 1 year
- Plan to improve your job
- Hold conversations & give opportunities

Great Jobs!
Match interests - Over minimum wage
In community - integrated
Supportive environment

I don't know... maybe?
No, I don't want to work.
I have a job!
Hooray!
Leadership

Missouri

State employment director
12 regional employment specialists
Leadership

Iowa

Governance Group

Stakeholder Groups

Alaska

Cross-stakeholder steering committee

Self advocates
Financing

- Rate
- Unit of service
- Individual allocation
- Billable activities
- Service definitions
- Contract structure
- Incentives
- Flexibility
... Over the next three to five years, providers of this service should make concerted efforts to assist individuals to enter into supported employment ...and/or re-structure their services to create alternative business/employment program options.
Fiscal Incentives

Understanding the cost per staff hour

Unit rate based on hours worked
  - OK, CT, WI county

Incentive payments for outcomes
  - WA Thurston-Mason County, CT, MD, TN
Flexibility
Oklahoma Contracts with Industry
Frankie, McCurtain Farm Supply and Ranch
“…Regardless of the job seeker’s level of motivation, skill, experience, attitude, and support system, his or her ability to get a job will often depend on the effectiveness of employment specialists. Simply stated, if they are good, job seekers get jobs. If they are not, the barriers to employment for job seekers can become insurmountable…”

(Luecking et al., 2004, p. 29).
What Job Developers Do…

- Administrative & Other: 41%
- Career planning: 20%
- Job Support: 17%
- Reviewing want ads: 14%
- Other: 4%
- With Employers
Capacity Development

Maine Employment Curriculum
Mandated for employment staff

Connecticut
Job Development Training & Network
Peer advocates

Oregon case managers
Messaging

Focus on Demand
Connecticut

EVERY DAY, LISA SWIMS AGAINST THE TIDE.

Lisa Ellis is a phenomenal swimmer. And she’s a natural with kids. She has the perfect skill set for the YMCA in Fairfield, CT where she works as a lifeguard and swim instructor. Lisa also has an intellectual disability. But to her family, her employer and Connecticut’s Department of Developmental Services, Lisa is, well, Lisa. The tide is changing. Call 1.866.844.1903 or visit connect-ability.com. See the ability. See how we can work together.

Connect-Ability is managed by Connecticut Department of Social Services. Funded by the Centers for Medicare & Medicaid Services.
Collaboration

Delaware Early Start to Supported Employment

DD - VR - Education

Seamless transition

Starts last year of high school
### Hours Paid per Activity for November 2010

#### Results

<table>
<thead>
<tr>
<th>Activity</th>
<th># Served</th>
<th># Served w/ Paid Hours</th>
<th>Avg. Hours Paid</th>
<th># &gt; 20 hours/week</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult Day Care</td>
<td>8</td>
<td>0</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Community Access</td>
<td>350</td>
<td>0</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Group Supported Employment</td>
<td>992</td>
<td>936</td>
<td>54.17</td>
<td>137</td>
</tr>
<tr>
<td>Individual Employment</td>
<td>3481</td>
<td>2469</td>
<td>58.47</td>
<td>594</td>
</tr>
<tr>
<td>Person to Person</td>
<td>2162</td>
<td>312</td>
<td>23.11</td>
<td>13</td>
</tr>
<tr>
<td>Pre-Vocational Employment</td>
<td>626</td>
<td>551</td>
<td>47.66</td>
<td>88</td>
</tr>
</tbody>
</table>

**Filter Settings**

Region: All.  County: All.  Provider: All.
Gender: All.
Funding Source Code: All.
Cognitive Performance Score: All.
Community Access Support Level: All.
Employment Support Level: All.
Age Group from: all to all

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www.seln.org
www.StateData.info
www.communityinclusion.org/aie
www.RealWorkStories.org