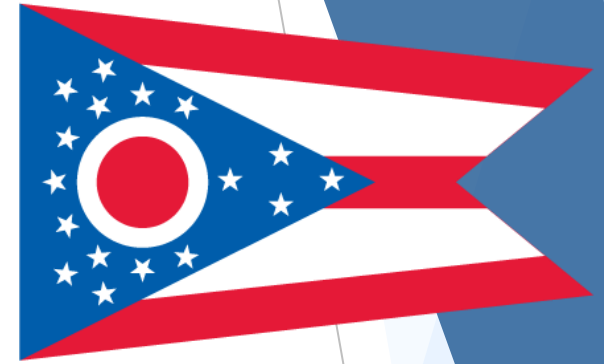


# EMPLOYMENT FIRST



Community Shelter Board  
February, 2016

# Why is employment important?

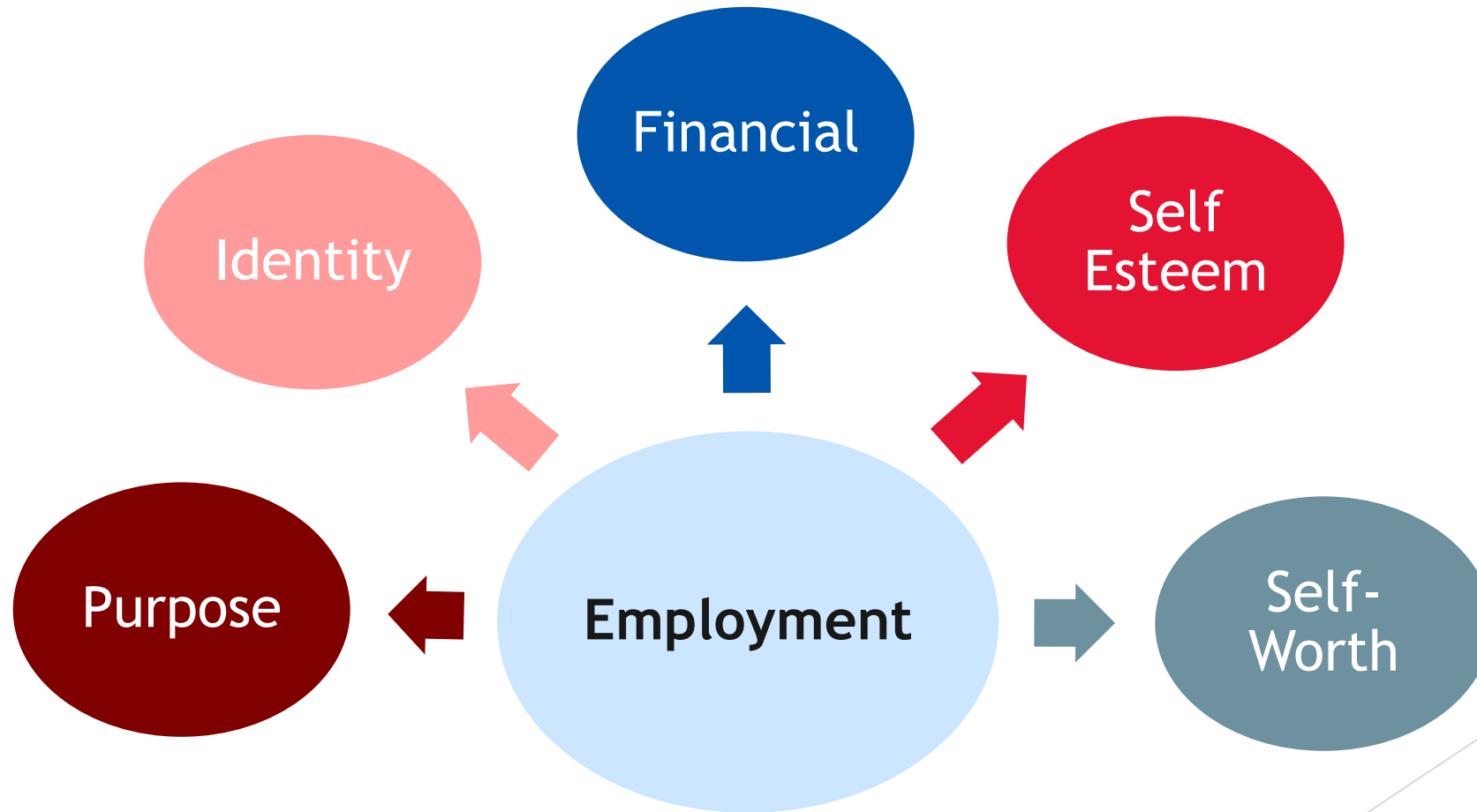
10.8

5.1

Unemployment rate as of January 2016

**Every Person. Every Talent. Every Opportunity.**

# Why is employment important?



**Every Person. Every Talent. Every Opportunity.**

# Why is Employment Important?

Report by DePaul University (among many)

- ▶ Disability employment agencies and disability advocates were critical to finding employment.

## Benefits to Employers

- 1 • People with disabilities stayed on the job longer (less turnover)
- 2 • People with disabilities had fewer scheduled absences
- 3 • People with disabilities had less unscheduled absences
- 4 • People with disabilities had nearly identical job performance reviews

**Every Person. Every Talent. Every Opportunity.**

# Current employment data

## Number of people served

Community employment:

8,487

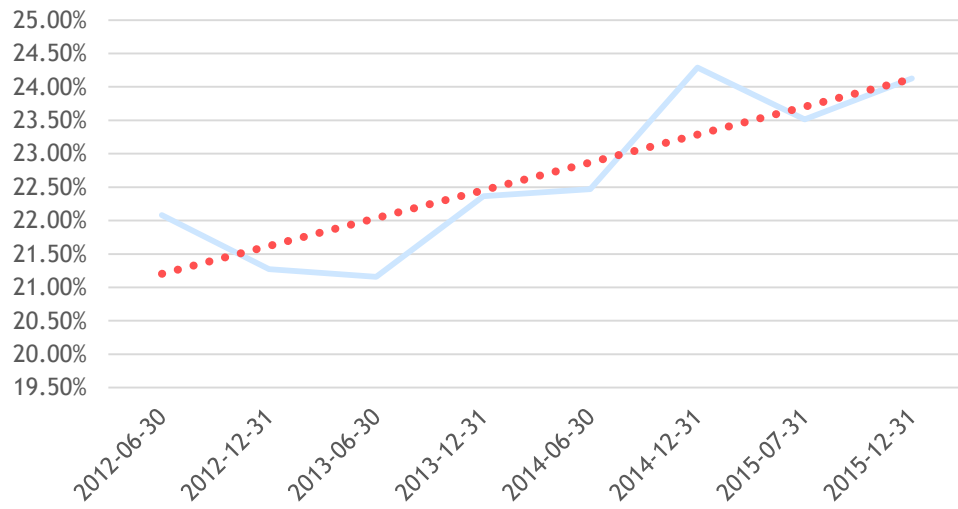
Facility-based employment:

17,196

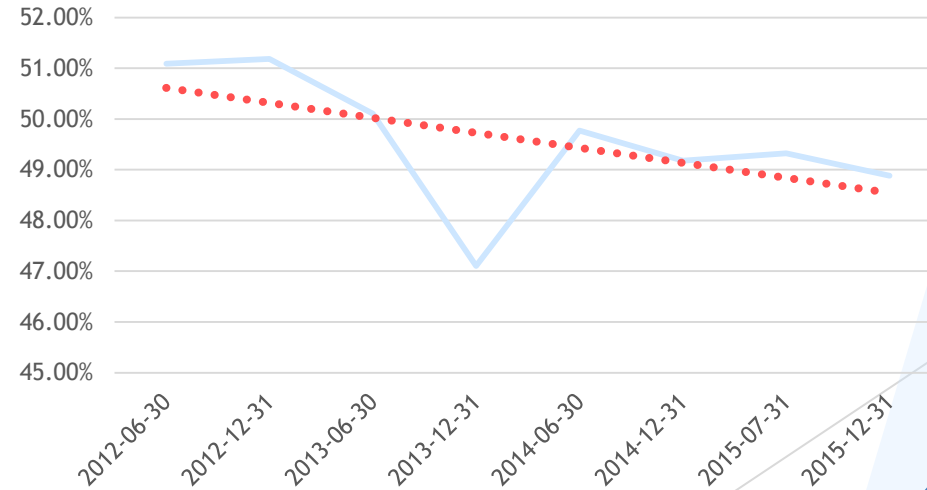
Total in Adult Day Services:

35,180

Percentage of individuals receiving community based employment services since June, 2012



Percentage of individuals receiving facility based employment services since June, 2012



**Every Person. Every Talent. Every Opportunity.**

# Overview of policy changes

## ▶ Federal level

### ▶ Olmstead and the ADA

- ▶ - "...the state (Georgia) discriminated against L.C. and E.W. by confining them in a segregated institution rather than providing them services in integrated community settings - ...the state's actions in this case constituted discrimination... - ...the state has violated the core principle underlying the ADA's integration mandate..."

### ▶ Home-Community Based Settings rule

- ▶ "The setting is integrated in and supports full access of individuals receiving Medicaid HCBS to the greater community, including opportunities to:
  - ▶ seek employment and work in competitive integrated settings
  - ▶ engage in community life
  - ▶ control personal resources
  - ▶ receive services in the community, to the same degree of access as individuals not receiving Medicaid HCBS."

# Overview of policy changes

## ▶ Ohio Employment First

- ▶ Executive Order
- ▶ Administrative Code
- ▶ Employment First Rule

46

- Number of states with any action

32

- Number of states with formal policies

All individuals are presumed employable

Employment 1<sup>st</sup> not Employment Only

Employment First is not a program, plan or service; it is a philosophy

**Every Person. Every Talent. Every Opportunity.**

# How Employment First Works

## Person-Centered Planning

Discover a person's unique strengths, interests, abilities, preferences, resources, and desired outcomes

- Where do I want to work?
- What do I like to do?
- What am I good at?
- What are my goals?

## Identify a desired outcome

The Place on the Path to Employment was developed by self advocates and helps individuals identify their outcomes for employment.

- 1) I have a job but would like a better one or to move up
- 2) I want a job! I need help to find one
- 3) I am not sure about work. I need help to learn more.
- 4) I don't think I want to work, but I may not know enough about it.

**Every Person. Every Talent. Every Opportunity.**



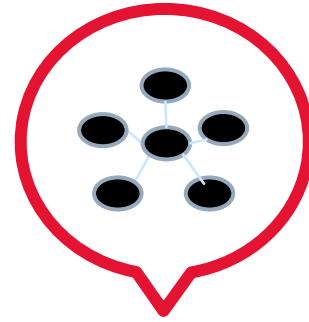
# Strategies for Employment First



**EMPOWER  
STAKEHOLDERS**



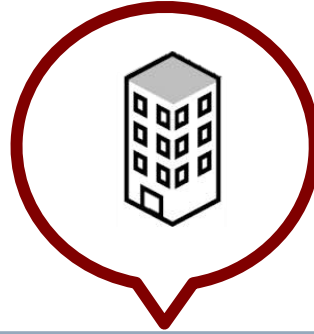
**ALIGN POLICIES**



**ENHANCE  
SUPPORTS**



**PROVIDER  
CAPACITY**



**ENGAGE  
BUSINESSES**



**MEASURE  
SUCCESS**

**Every Person. Every Talent. Every Opportunity.**

# Resource: Employment First Website

- ▶ [www.ohioemploymentfirst.org](http://www.ohioemploymentfirst.org)
- ▶ Community Resource map: look up county activity, including contact information
- ▶ Provider Support: webinars, handouts, information, etc. for providers regarding community employment
- ▶ Transition Planning: see individual, regional, and state level activity

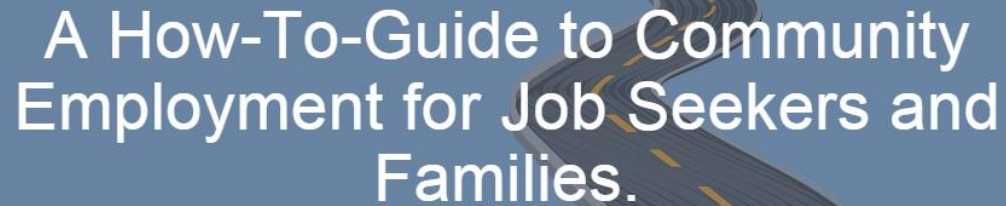


Every Person. Every Talent. Every Opportunity.

**Every Person. Every Talent. Every Opportunity.**

# Resource: Job Seekers Guide

- ▶ Developed by Center for Disability Empowerment to address various topics related to employment and discovery
- ▶ *“A How-To-Guide to Community Employment for Job Seekers and Families”*



## A How-To-Guide to Community Employment for Job Seekers and Families.

The Job Seekers Guide will help you learn how to get a job and will give you some tools that will help along the way.

**Every Person. Every Talent. Every Opportunity.**

# Resource: Disability Benefits 101

- ▶ Disability Benefits 101 (DB 101) is an integrated suite of online tools, information, and training where people with disabilities can directly access plain-language information about work and benefits and health coverage programs.
- ▶ Three calculators have been developed for Ohio: Work and Benefits, School To Work; Medicaid Buy-In.
- ▶ DB 101 is a resource for families, job seekers and professionals that can be used to help analyze the impact of employment on an individual's benefits.
- ▶ While DB 101 does not replace a comprehensive benefits analysis, it can help to provide a general understanding about employment and benefits.

[Visit DB 101](#)

**Every Person. Every Talent. Every Opportunity.**

# Contact information

Courtney Mullin

Employment First, DODD

[Courtney.frantz@dodd.ohio.gov](mailto:Courtney.frantz@dodd.ohio.gov)

[Ohioemploymentfirst@dodd.ohio.gov](mailto:Ohioemploymentfirst@dodd.ohio.gov)

**Every Person. Every Talent. Every Opportunity.**