

Idaho

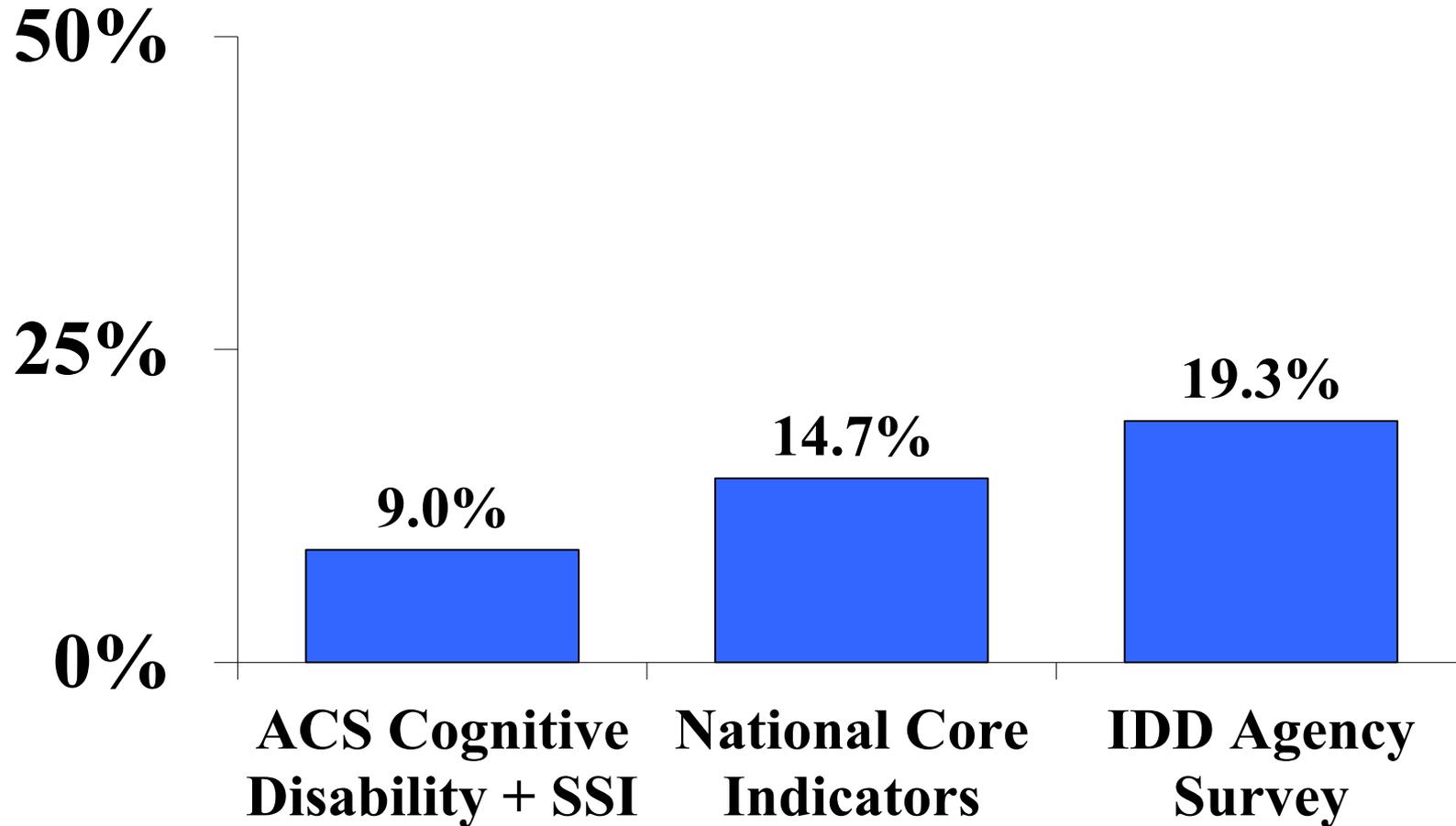
Employment First Consortium

February 2013

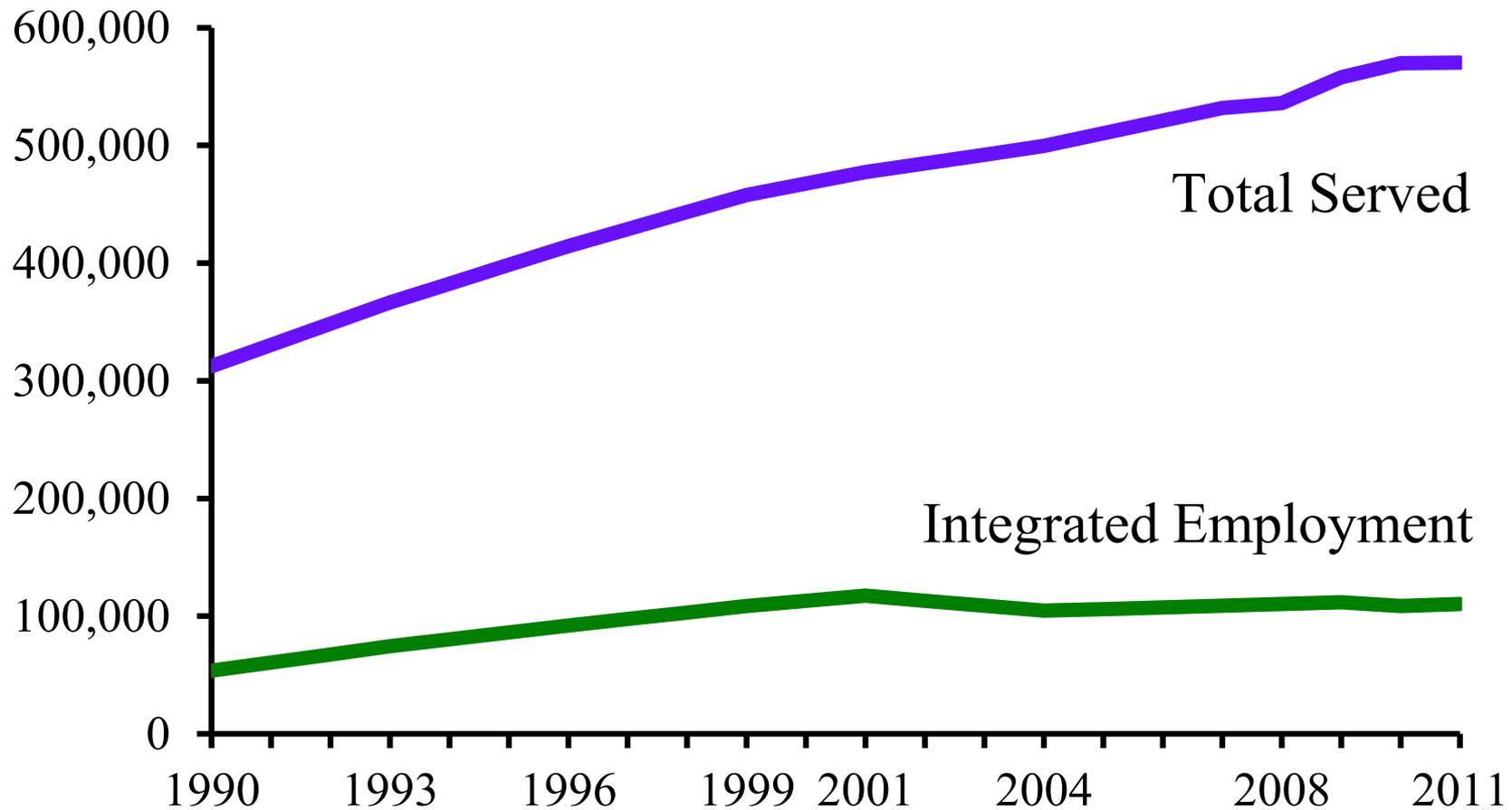


www.StateData.info

How many people are employed? Nation



Employment and Day Supports Nation

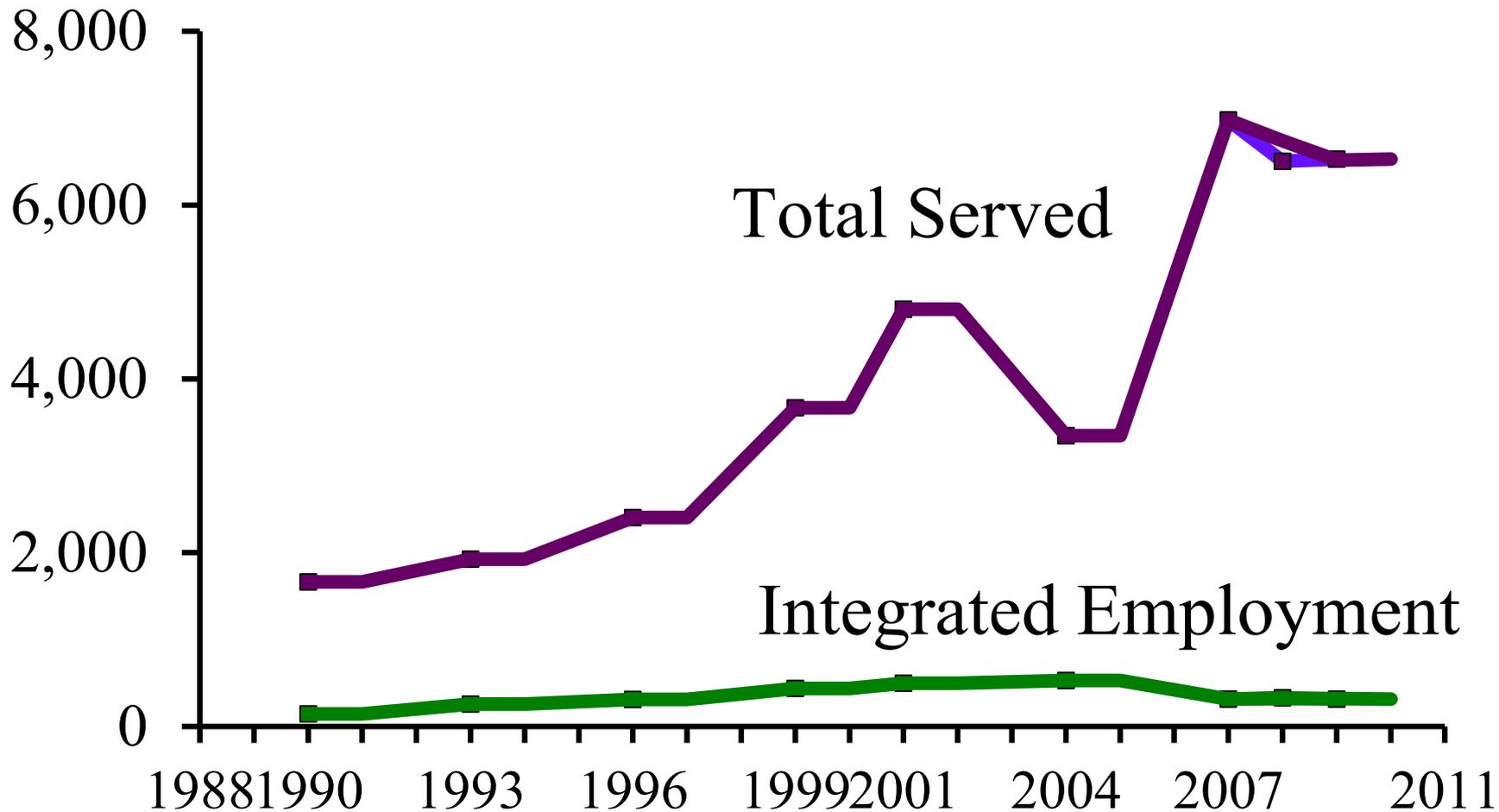


ICI National Survey of State IDD Agencies 2011

www.StateData.info



Employment and Day Supports Idaho 2009

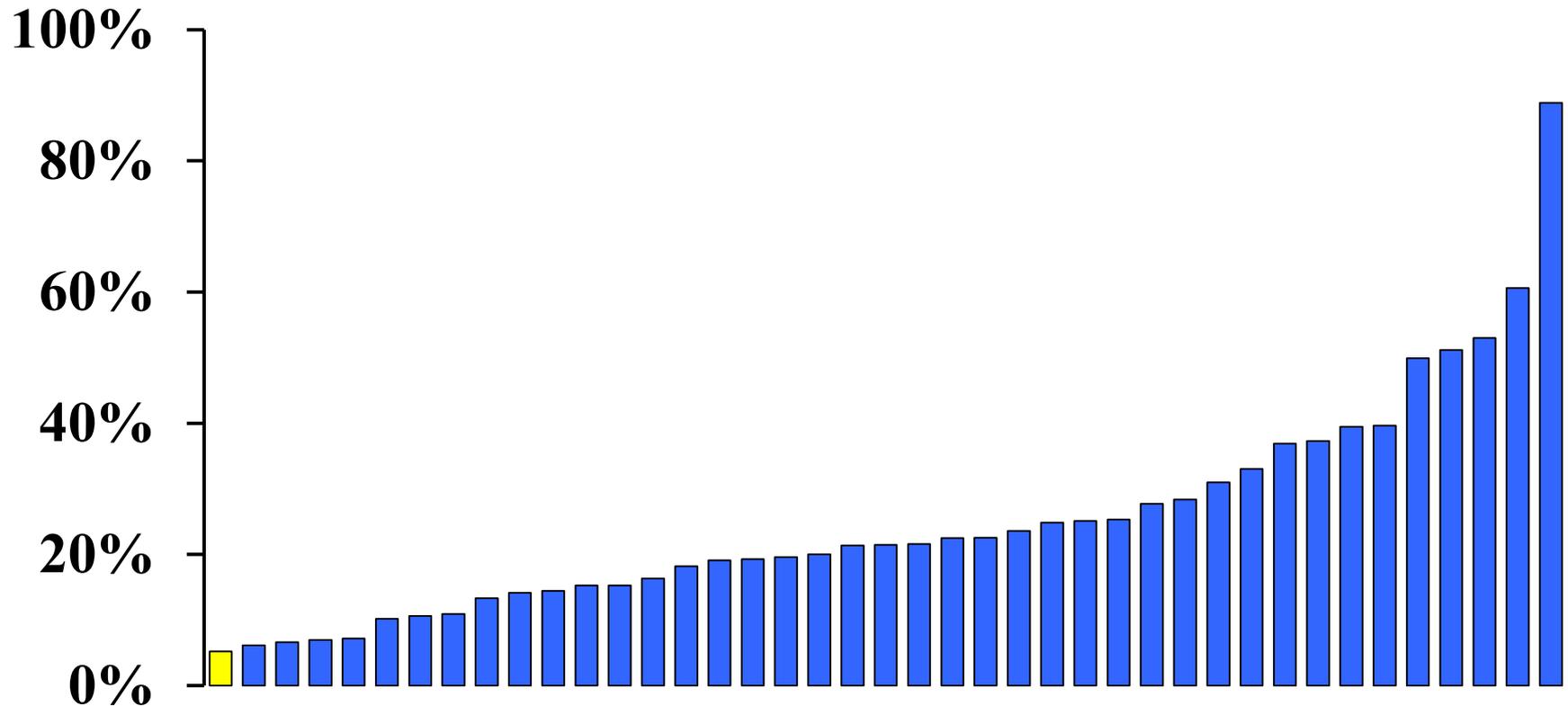


ICI National Survey of State IDD Agencies

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State success in integrated employment services varies widely

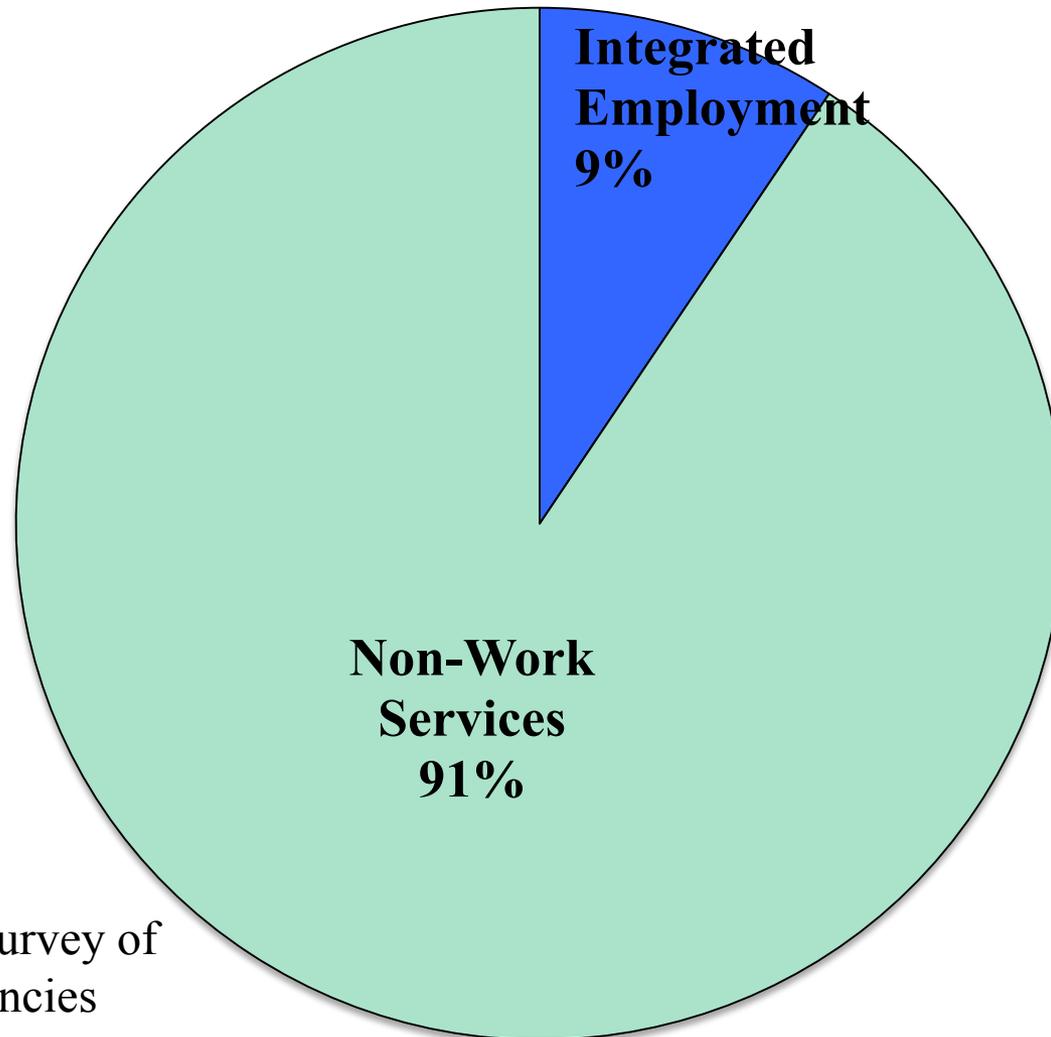


ICI National Survey of State IDD Agencies 2011

www.StateData.info



Employment and Day Supports Idaho – Distribution of Funding 2009



ICI National Survey of
State IDD Agencies

www.StateData.info



VR Outcomes vary widely

Rehabilitation Rate

34% Arkansas

85% Vermont

Weekly earnings

\$151 Montana

\$313 Arkansas

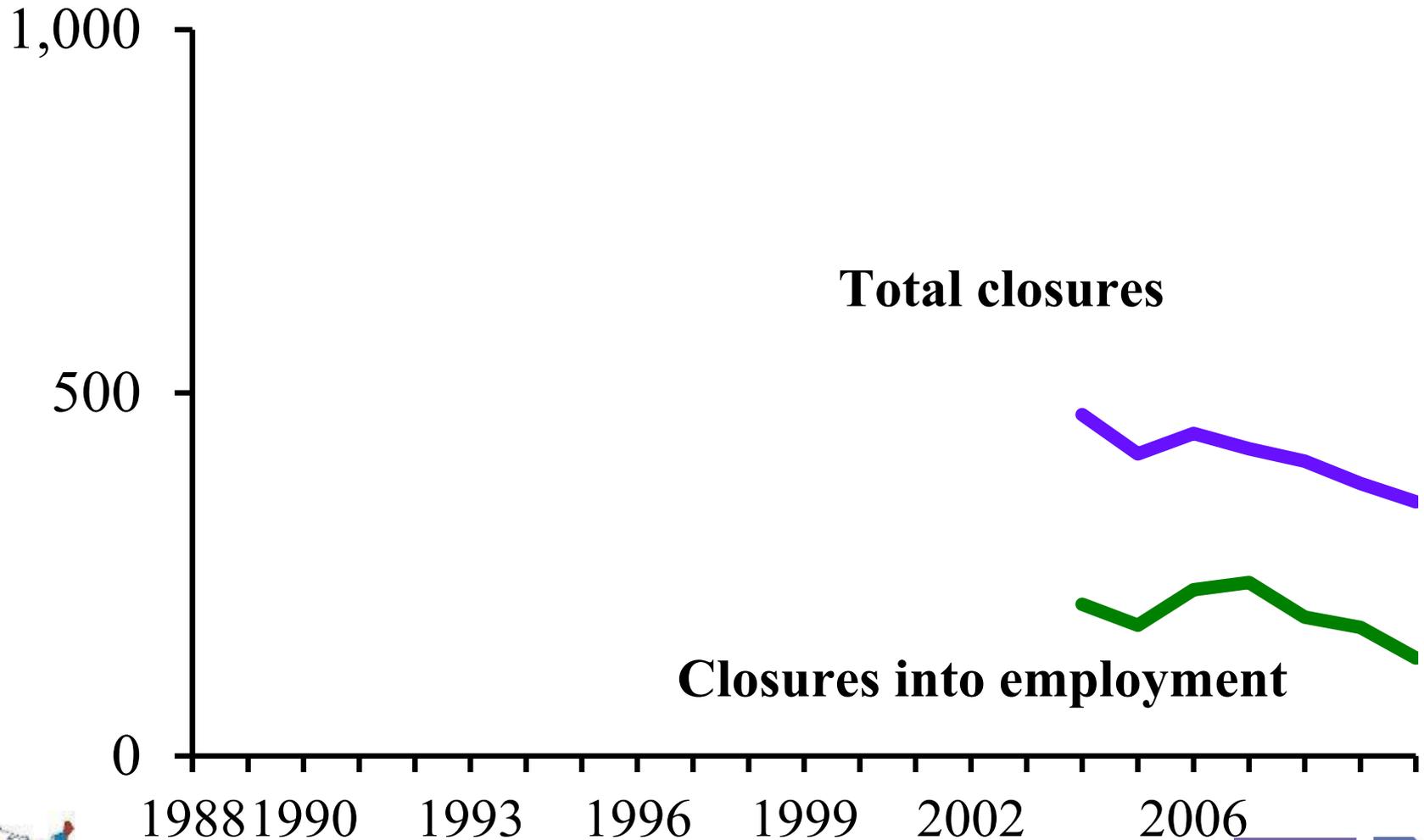
Weekly work hours

18 Vermont

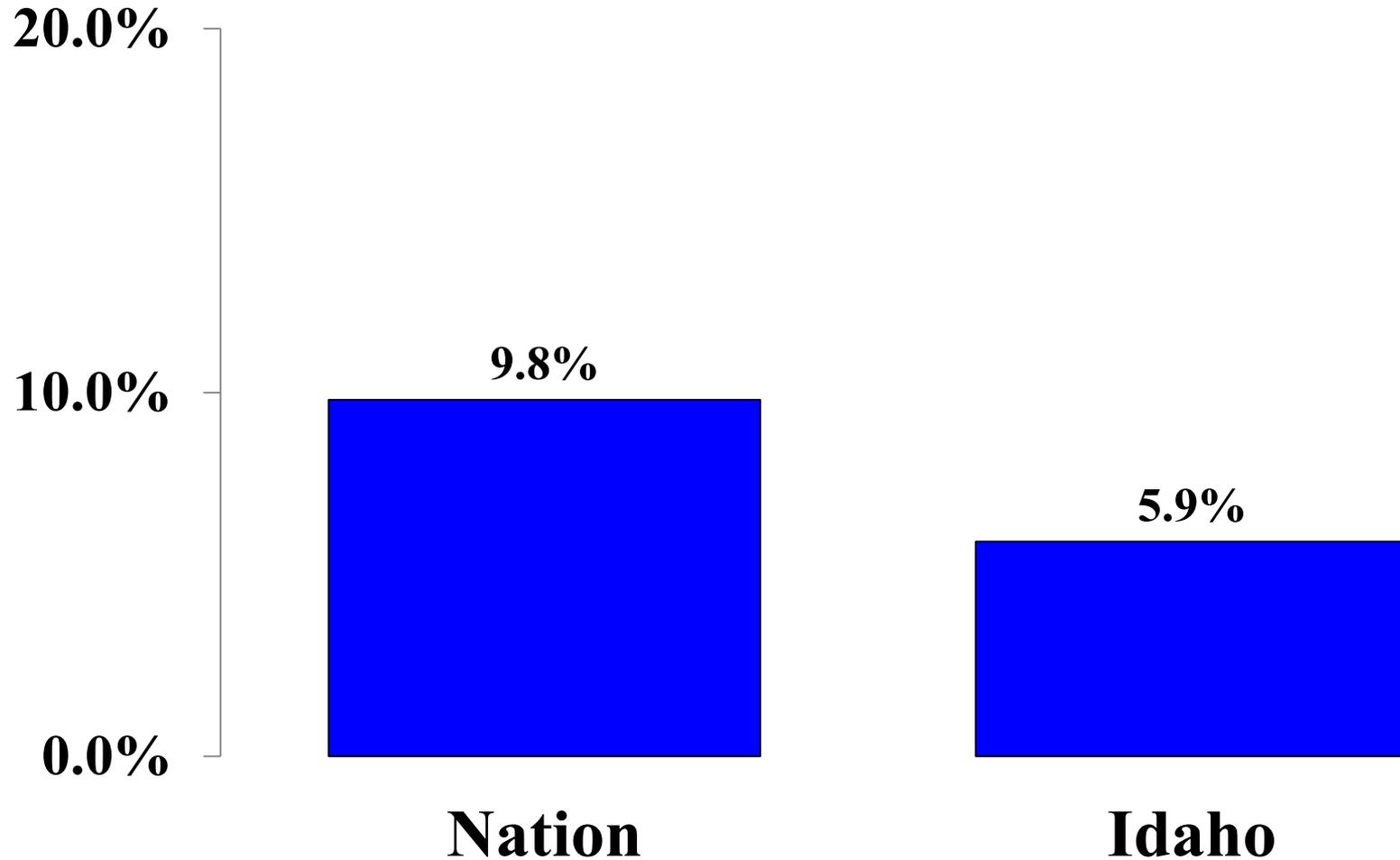
32 Georgia & South Carolina

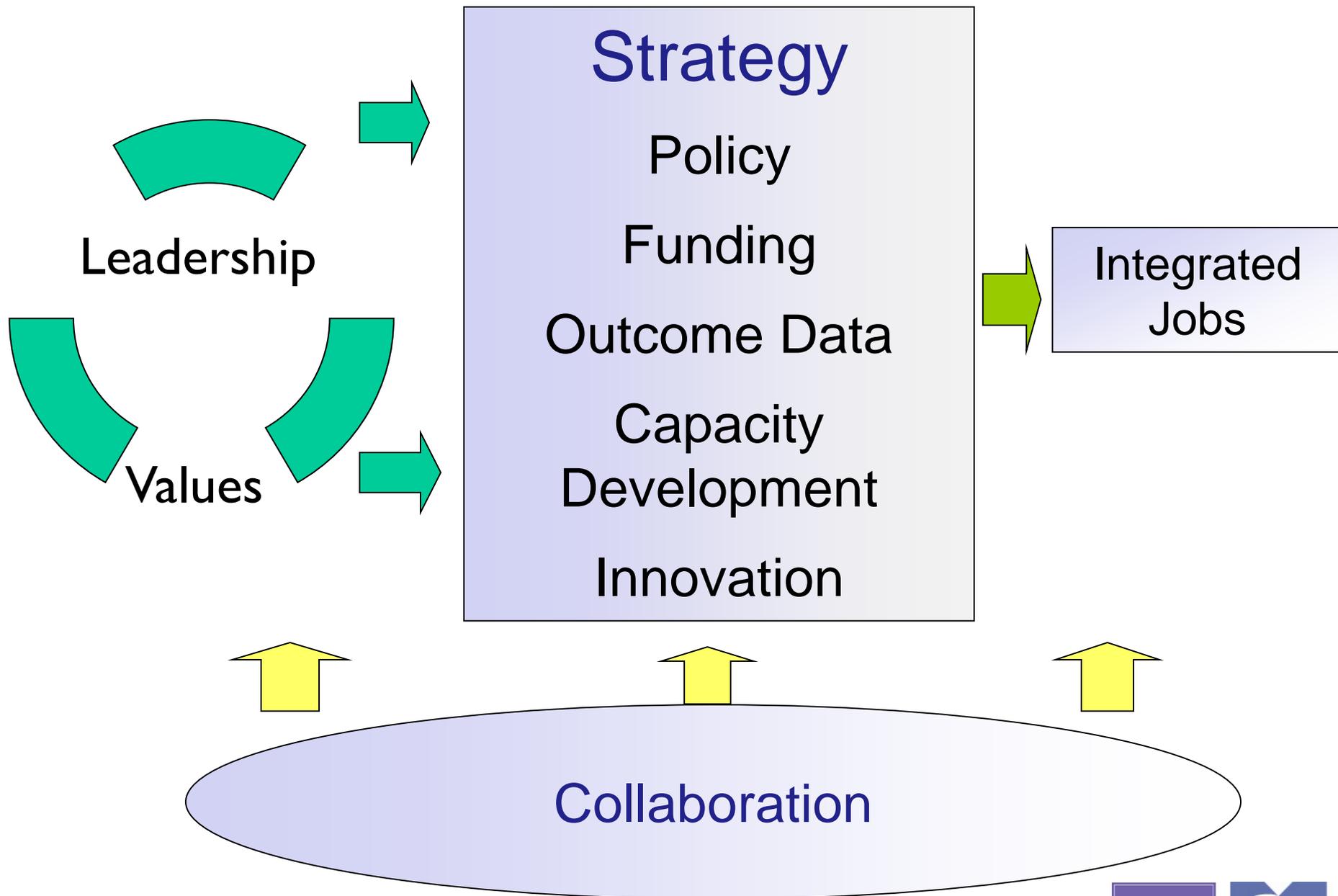


DVR Closures with ID



% of VR Closures identified as ID





Hall et al (2007)

Employment First 2011

**Over 34 states have some type of
Employment First initiative**

**Most focused on IDD...some cross-
disability
(Arkansas, Iowa, Kansas ...)**

**At least 20 states have Employment
First legislation or policy**

Legislation

Kansas

It is hereby declared to be the policy of the state of Kansas that competitive and integrated employment shall be considered its first option when serving persons with disabilities who are of working age to obtain employment.

Kansas Employment First Initiative Act.

HB2336

Policy

Massachusetts

... integrated, individual employment is the preferred service option and optimal outcome. In the development of service plans and service delivery, assistance and supports for individual, integrated employment will be prioritized.

DDS Employment First Policy

Policy Washington

Supports to pursue and maintain gainful employment in integrated settings in the community shall be the primary service option for working age adults

Working Age Adults Policy

Grassroots Change Minnesota

...expecting, encouraging, providing, creating, and rewarding integrated employment in the workforce as the first and preferred option of youth and adults with disabilities.

*Minnesota's Employment First
Manifesto, 2007*

Financing: Contract Language Massachusetts

... 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.

Financing: Service Definitions

Wisconsin

...the provision of prevocational services is intended to lead to a permanent integrated employment situation ...

Services recipients are expected to make reasonable and continued progress toward participation in at least part-time integrated employment.

Financing: Flexibility

Oklahoma Contracts with Industry

Frankie, McCurtain Farm Supply and Ranch



Financing: Fiscal Incentives

Oklahoma

Outcome based reimbursement

Contracting with employers

Case Management: Oregon

Paths to employment
for working age adults



Oregon Keys for Case Managers

- ❑ **Employment Guide to Planning**
- ❑ **Employment Core Functions**
- ❑ **Employment Talking Points**
- ❑ **Employment Action Plan**
- ❑ **Vocational Profile**

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.



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.

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Funded by the Centers for Medicare & Medicaid Services.

connect-ability

Messaging

Focus on Demand Connecticut



Capacity Development

Maine Employment Curriculum

Mandated for employment staff

Leadership (train the trainer) model

Collaboration

Delaware Early Start to Supported Employment

DD - VR - Education

Seamless transition

Starts last year of high
school

Outcome Data Oregon

Oregon

Comprehensive Waiver Services Summary - September 2010 Data

4201 Total (unduplicated) individuals served
5927 Duplicated Count of Services Provided *

16% of individuals are in integrated employment
94% survey completion rate

Employment Programs at a glance	Integrated Employment		Path to Integrated Employment		Facility-Based Support	
	Individual Supported Employment	Group Supported Employment	Job Development	Volunteer Work	Sheltered Employment	Non-Work
# of Individuals Served by Type *:	350	633	77	204	1701	2962
Average Hours per Month	38.52	46.94	14.08	14.95	40.65	62.65
Average Wage per Hour	\$7.27	\$5.59	NA	NA	\$3.34	NA

CMS Informational Bulletin

September 19, 2011

Highlights the importance of competitive work for people with and without disabilities and CMS's goal to promote integrated employment options through the waiver program.

Highlights Best and promising practice

- **Coworker supports**
- **Self directed services including the use of friends, family members, co-workers and other community members...**
- **Peer support**
- **Customized employment**

Supported Employment: Small Group Employment Support

The outcome of this service is sustained paid employment and work experience leading to further career development and individual integrated community-based employment

Prevocational services

... pre-vocational services are not an end point, but a time limited (although no specific limit is given) service for the purpose of helping someone obtain competitive employment

Phase 1 report

A comparison of Idaho to 6 states across multiple demographic and outcome variables related to employment for individuals with intellectual and developmental disabilities

Report Goal

Report compared the following variables:

- State agency structure,**
- Policy interactions between VR and state Medicaid agency (funder of Medicaid Home and Community Based Waiver services),**
- Employment outcomes,**
- Case management systems, and**
- Funding systems.**



Comparison states

- **Arizona (AZ)**
- **Connecticut (CT)**
- **Montana (MT)**
- **Oklahoma (OK)**
- **Oregon (OR)**
- **Wisconsin (WI)**

Why these states?

- **Engaged in innovative techniques to improve integrated employment outcomes, including the use of multiple interagency funding agreements**
- **Similar demographic and state agency structure to ID**
- **Some states were also included because they are being studied in depth by the ID employment work group**

Data sources used in the report

- ❑ **ICI National Survey of Day and Employment Services for People with IDD**
- ❑ **RSA 911 database FY2010 (VR)**
- ❑ **Social Security Administration FY2010**
- ❑ **The American Community Survey FY2010**
- ❑ **National Core Indicators**
- ❑ **ICI/SELN research in 30+ states**

Employment Participation: 2010

Source: American Community Survey

- **Data used to compare state general population and employment outcomes for individuals without disabilities and individuals with cognitive disabilities.**
- **FY2010 67.4% of adult Idahoans without disabilities were employed and 24.8% of adults with a cognitive disability were employed.**
 - Percent of employed adults without disabilities ranged from 73.5% (WI) to 63.9% (AZ),
 - Percent of employed adults with cognitive disabilities ranged from 30.3% (WI) to 22.2% (AZ).

Participation in integrated employment services

Source: ICI National Survey of Day and Employment Services for People with IDD

FY2010 data used for the comparison states; most current data available for Idaho was from FY2009.

- ❑ **National participation in integrated employment services was 19.3%.**
- ❑ **In Idaho, 5% of individuals who receiving services from the state IDD were in integrated employment services**
- ❑ **Participation rates for comparison states ranged from 13% (MT) to 61% (OK)**

Why the large differences between Idaho and comparison states?

- **The majority of comparison states administer long term integrated employment supports through the state IDD agency and this differs significantly from the current structure in Idaho**
- **Additional data from Idaho on number served in integrated employment through Medicaid agency was 213 individuals in FY2010**

State IDD agency structure

- ❑ **Idaho's IDD agency (Idaho Department of Health and Welfare, Division of Medicaid) provides services and case management on a regional level.**
- ❑ **CT, MT, OK, OR, and WI use regional or other geographic structures.**
- ❑ **CT, MT, OK, and OR, have specific policies to increase integrated employment for individuals with IDD.**
- ❑ **AZ and WI have requirements related to the review of the use of facility-based employment.**

Comparing funding for integrated employment

- **The majority of long term employment support dollars in Idaho are administered through the state VR agency and are state only dollars.**
- **Most other states rely on Medicaid dollars and state only dollars administered through the IDD agency to fund long term integrated employment services using VR agency dollars and Medicaid or state only IDD dollars administered through the IDD agency to fund initial job development and job coaching services.**

Planning for Phase 2 report

- **Include information from report 1 states as well as other states that are demonstrate elements from the High Performing States Model.**
- **Structure will integrate state efforts as opposed to profiling individual states.**

Refining the focus

- **What are current employment outcome goals for Idaho? Is there a plan for sharing summary employment outcome data? What types of data will be most valuable for sustaining change efforts?**
- **What are the quality assurance goals for Idaho? ex. plan fidelity, choice, individualization, optimal employment outcome, participation in National Core Indicators, etc.**

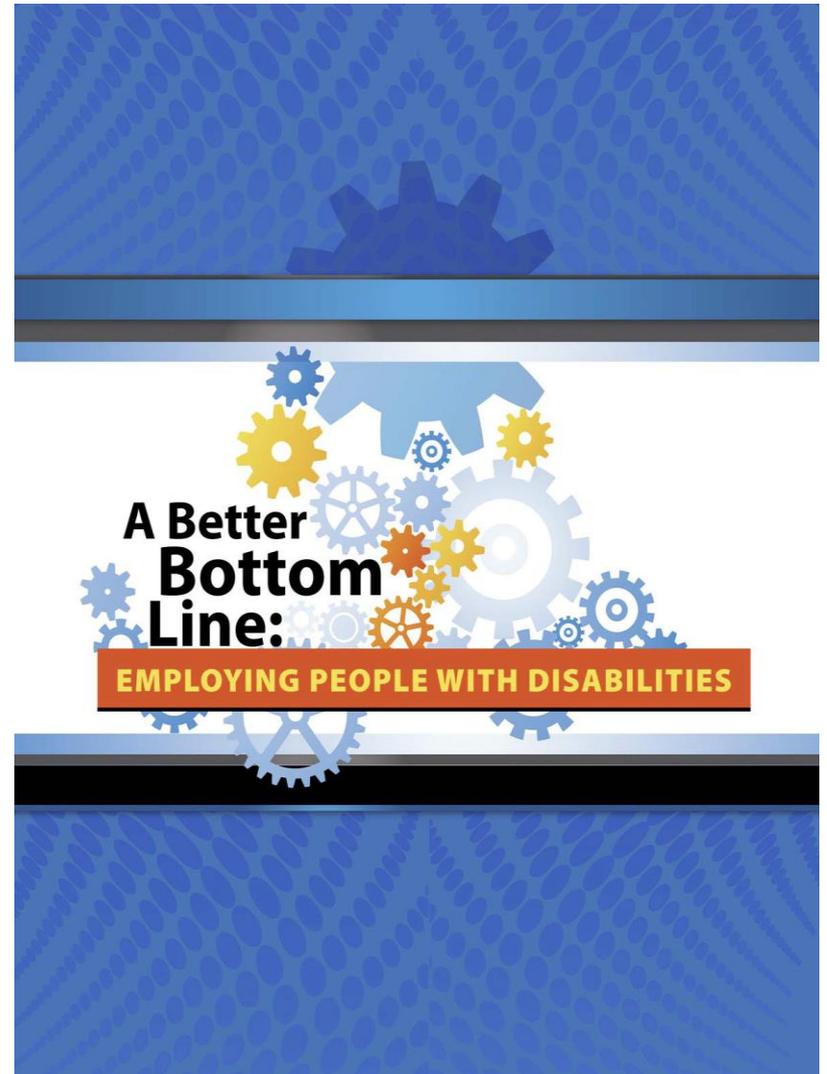
Refining the focus

- **What are the current cost assessment measures used in Idaho? ex. historical, individual level of need analysis, real world cost factors**
- **Is there a desire to change service payment rates to incentivize integrated employment over other service options?**
- **What types of policy changes are most likely to be pursued in Idaho?**

Refining the focus

- **What types of policy changes are most likely to be pursued in Idaho?**
- **What hasn't work well in the past?**

National Governor's Association Initiative



Senate HELP Committee Report

- Increase employment of people with disabilities by 6 million by 2015

United States Senate

COMMITTEE ON HEALTH, EDUCATION, LABOR & PENSIONS

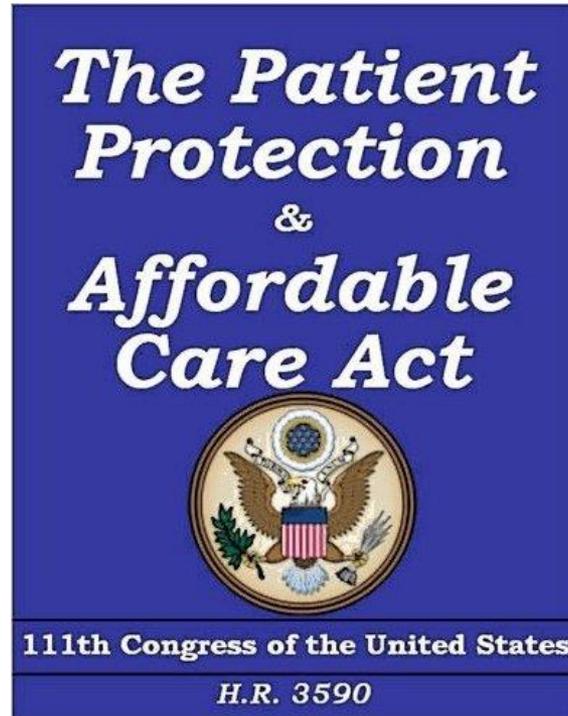
Tom Harkin, Chairman

Unfinished Business: Making Employment of People with Disabilities a National Priority



July 2012

Expanded Health Care Options under the Affordable Care Act



Analysis of Affordable Care Act in Relation to the Employment of Persons with Disabilities

September 24, 2010

Analysis of Affordable Care Act in Relation to the Employment of Persons with Disabilities - Altarum Institute - 1



National Council on Disability Report

- Federal Agency calling for phase out sub-minimum wage as part of overall systems change
- Make fundamental changes in transition



National Council on Disability

An independent federal agency making recommendations to the President and Congress to enhance the quality of life for all Americans with disabilities and their families.

LETTER OF TRANSMITTAL

August 23, 2012

The President
The White House
Washington, DC 20500

Dear Mr. President:

On behalf of the National Council on Disability (NCD), I am pleased to submit NCD's report, *Subminimum Wage and Supported Employment*.

Section 14(c) of the Fair Labor Standards Act allows employers certified by the United States Department of Labor to compensate persons with disabilities for work at a rate less than the minimum wage – a wage set by Congress for all other workers in the United States. Many disability advocates argue that 14(c) should be abolished because it discriminates against people with disabilities and is thus inconsistent with our national disability policy goals enshrined in the Americans with Disabilities Act (ADA). Others argue that the subminimum wage certification program still has an important role among a range of employment options because it provides opportunities to people with disabilities who are unable to obtain competitive employment jobs. Debates among advocates and policy-makers about the future of Section 14(c) have often been divisive, and consensus has been elusive.

NCD recognized it had a unique opportunity to develop a constructive path forward on subminimum wage policy. Following discussion at a December 2011 meeting of the Council, I appointed Council Member Clyde Terry as Chair of a Subminimum Wage Committee to examine the issue and bring forward recommendations to the full Council.

The recommendations contained in this report reflect the considered judgment and analysis of NCD. As part of our exploration we engaged in a series of site visits around the country to learn from the ground up about how policies are actually working in the lives of people with disabilities. Our report is not empirical in its approach, but we have tried to capture the essence of all of the voices and perspectives we heard. Our comprehensive recommendations seek to be responsive to all of the opportunities and concerns identified.

The central theme of our recommendations is that the 14(c) program should be phased-out gradually as part of a systems change effort that enhances existing resources and creates new mechanisms for supporting individuals in obtaining integrated employment

1331 F Street, NW ■ Suite 850 ■ Washington, DC 20004
202-272-2004 Voice ■ 202-272-2074 TTY ■ 202-272-2022 Fax ■ www.ncd.gov



Oregon Lawsuit

- Claims placement in sheltered workshop is violation of ADA

Lawsuit challenges "sheltered workshops" for Oregon's disabled

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By Teresa Carson

PORTLAND, Ore | Wed Jan 25, 2012 11:45pm EST

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(Reuters) - Thousands of disabled Oregonians are stuck segregated in dead-end jobs at "sheltered workshops," in violation of federal law, because of failed state programs that should help them find mainstream employment, according to a landmark lawsuit filed on Wednesday.

Sheltered workshops, sometimes called "work-activity programs," are facilities funded by state and local agencies and nonprofit groups around the country that provide jobs to disabled people performing basic, unskilled labor such as packaging or simple assembly tasks.

Workers at these facilities are typically paid less than minimum wage, according to U.S. labor standards for piece work.

While intended as stepping stones to jobs in the competitive labor market, sheltered workshops have drawn fire from critics who say too many disabled people are being segregated and exploited by them. Those critics also say sheltered jobs tend to perpetuate a stereotype that disabled individuals are incapable of succeeding at real work.

Wednesday's class-action case, brought on behalf of the Oregon chapter of the Cerebral Palsy Association and eight individuals with intellectual and developmental disabilities, is the first of its kind in any state, said Michael Bailey, president of the National Disability Rights Network.

The federal court suit was filed in Portland, he said, because Oregon once led the nation in providing vocational training services that helped integrate developmentally disabled workers into actual community-based jobs earning minimum wage or better.

But since the mid-1990s, the lawsuit said, "Oregon has reversed course, increasing its reliance on segregated workshops while simultaneously decreasing its development and use of supported employment services."

Analysis & Opinion

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THE UNITED STATES
DEPARTMENT OF JUSTICE

- Requirements for expanding community employment increasingly part of settlement agreements with states

Department of Justice

Office of Public Affairs

FOR IMMEDIATE RELEASE

Friday, August 24, 2012

Court Approves Comprehensive Agreement Between US and the Commonwealth of Virginia Regarding the Rights of Individuals with Intellectual and Developmental Disabilities

The U.S. District Court for the Eastern District of Virginia has approved a comprehensive settlement agreement between the United States and the Commonwealth of Virginia, resolving the department's findings that Virginia's system for serving people with intellectual and developmental disabilities violated the Americans with Disabilities Act (ADA). The department had found that Virginia was violating the ADA requirement, as interpreted by the Supreme Court's decision in *Olmstead v. L.C.*, to provide people with intellectual and developmental disabilities the opportunity to live and receive services in the community.

As the court noted in its order approving the settlement agreement, it "addresses pressing needs" and "dramatically changes the way Virginia provides services to" individuals with developmental disabilities. The settlement agreement will provide relief to more than 5,000 people by expanding community services and supports, including Medicaid-funded home and community-based waivers, crisis services, housing and employment supports and by establishing a comprehensive quality management system. The court further found that the agreement "is completely consonant with the principles set forth in the ADA, as interpreted . . . in *Olmstead*."

The agreement is court-enforceable, and an independent reviewer with decades of experience will monitor the commonwealth's compliance with the agreement, meet with the parties and stakeholders, and issue regular reports.

The Justice Department and Virginia submitted the agreement for the court's approval on Jan. 26, 2012. On March 6, 2012, the court provisionally approved the agreement and solicited public comment on it. After considering hundreds of submittals from a wide range of stakeholders and conducting a day-long hearing on June 8, 2012, the court determined that the agreement was "fair, reasonable, and adequate" with limited modifications. The department and the commonwealth then submitted modifications, and on August 23, 2012, the court formally approved the agreement as modified and entered it as a court order.

"We are pleased that the court, after hearing from thousands of very engaged stakeholders and examining the extensive record, gave final approval to the settlement agreement," said Thomas E. Perez, Assistant Attorney General for Civil Rights. "We commend the commonwealth of Virginia, and particularly the leadership of Governor McDonnell and Secretary Hazel, on the commitment they are already demonstrating to fully implementing the agreement. We also appreciate the deep interest and involvement of stakeholders, including those who have long fought for these changes as well as those who raised concerns."

"We are committed to ensuring that the agreement is implemented fairly on behalf of all Virginians with intellectual and developmental disabilities," said U.S. Attorney for the Eastern District of Virginia Neil H. MacBride.

The Civil Rights Division enforces the ADA, which authorizes the Attorney General to investigate whether a state is serving individuals in the most integrated settings appropriate to their needs. Please



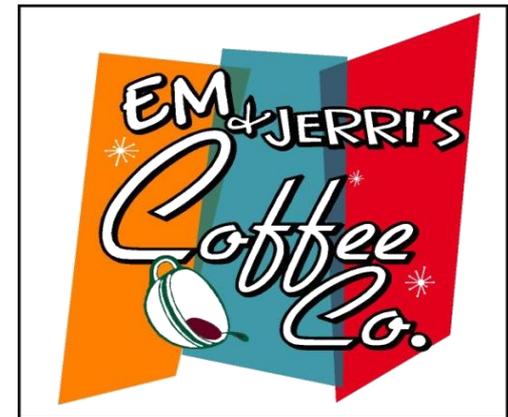
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September 19, 2011

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Blending Resources

- Parents, family and friends
- Iowa VR
 - Technical Assistance - accounting, legal, logo design and custom training for equipment
 - Financial Assistance - inventory, supplies, washer/dryer combination, signage
- Home and Community Based Waiver Services
- Iowa Dept of Natural Resources Grant
 - Startup, business diversification
- Networking in the community
- Iowa Work Incentive Planning and Assistance (IWIPA)



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Latte....	2.80	2.10	Jet Tea Smoothie		
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