Employment Services for Individuals with Disabilities

HCBS Conference 2017
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

PCG Human Services
Public Focus. Proven Results.
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.
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
JVS: Transition to Work
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

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)
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

Application & Interview

Training

Job Placement Assistance

Follow up

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

GOAL: 80%

90%
Outcomes

Job Placement Rate

75%
Outcomes
Job Retention Rate
92%
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.
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