

# **The Employment First Imperative:**

**“Suit the Actions to the Words”**

**NDRN “12<sup>th</sup> Employment**

**Initiative Webinar**

**September 24, 2013**

**Allan I. Bergman**



# The Community Imperative Center on Human Policy, 1979

*“ In the domain of Human Rights:  
All people have fundamental moral and  
constitutional rights.*

These rights must not be abrogated  
merely because a person has a  
mental or physical disability.

Among these fundamental rights is  
the right to community living....

# The Community Imperative - 3

*Therefore:*

In fulfillment of fundamental  
human rights,  
and

In securing optimum  
developmental opportunities,

**all people, regardless of the severity of  
their disabilities, are entitled to  
community living.**

# Why Pursue Employment & The Employment First Imperative?

- ✓ Get out of poverty; pay taxes
- ✓ Increased independence & economic self-sufficiency
- ✓ Opportunities to make friends and expand relationships
- ✓ Make a contribution to the community
- ✓ Positive image and valued role within the family and community
- ✓ Opportunities for learning

# What is an “imperative”?

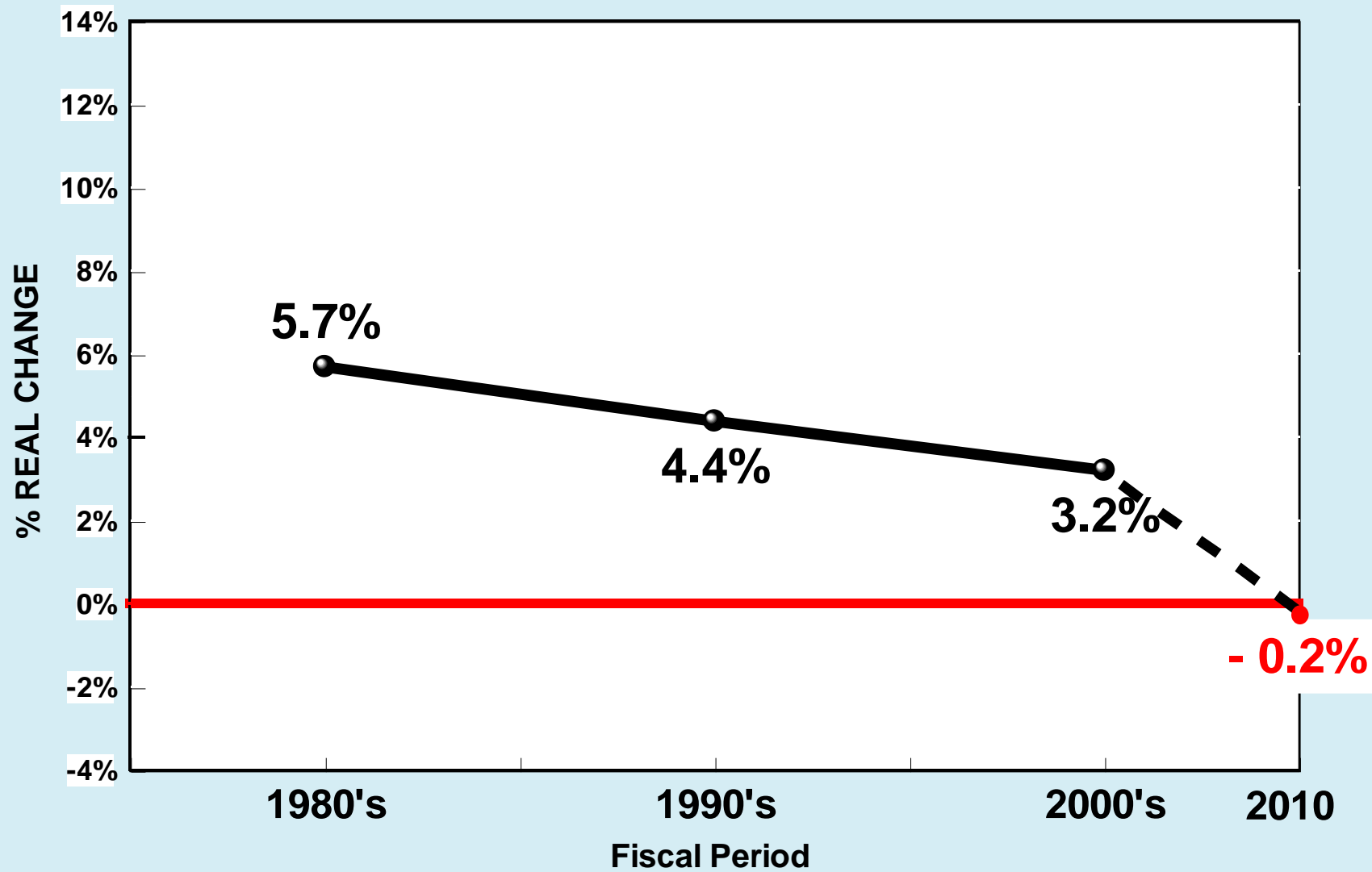
- Something that demands attention or action; unavoidable
- Absolutely necessary or required
- A command

## Allan’s Employment First Imperative

**"All people, regardless of severity of their disabilities, are entitled to integrated employment with the correct job match and appropriate supports."**

(6-26-2013)

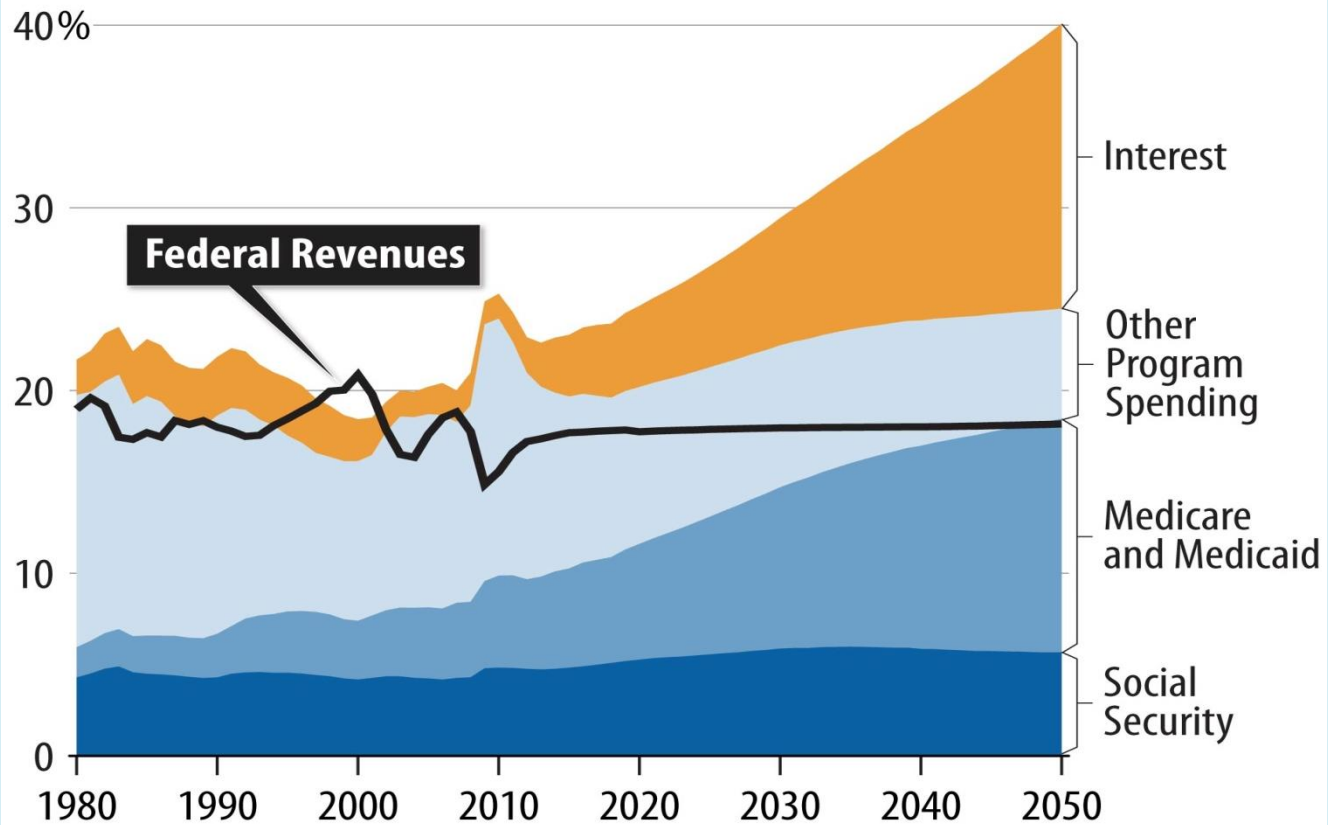
# AVERAGE ANNUAL % CHANGE IN INFLATION-ADJUSTED I/DD SPENDING BY DECADE, 77-09



Source: Braddock, D., Coleman Institute and Department of Psychiatry, University of Colorado, 2010.

# Current Policies Are Not Fiscally Sustainable

Spending and Revenues as a Share of GDP Under Current Policies



Source: CBPP projections based on CBO data.

# 2008 Government Expenditures for Working-Age Adults with Disabilities

## What's wrong with this picture???

- \$357 Billion, Federal (12% of federal spending)
  - Additional \$ 71 Billion, State spending
  - Healthcare; 55%
  - Income Maintenance; 41%
  - Housing & Food Assistance; 3%
  - Education, Employment & Training; 1%
- Livermore, Stapleton and O'Toole, *Health Affairs*, 2011



# Poverty *By The Numbers*

SUBPOPULATION	2009 Poverty Rate	2011 Poverty Rate
Children	20.7%	22.0%
African-American	25.8%	27.4%
Hispanic	25.3%	26.6%
Disability	25.0%	27.9%
Total U.S. Population	14.3%	15.1%

*U.S. Census Bureau (13 September 2012)*

***46.2 million Americans were living in poverty in 2011.***

***Persons with Disabilities experienced the highest rates of poverty of any other subcategory of Americans for the tenth year in a row.***

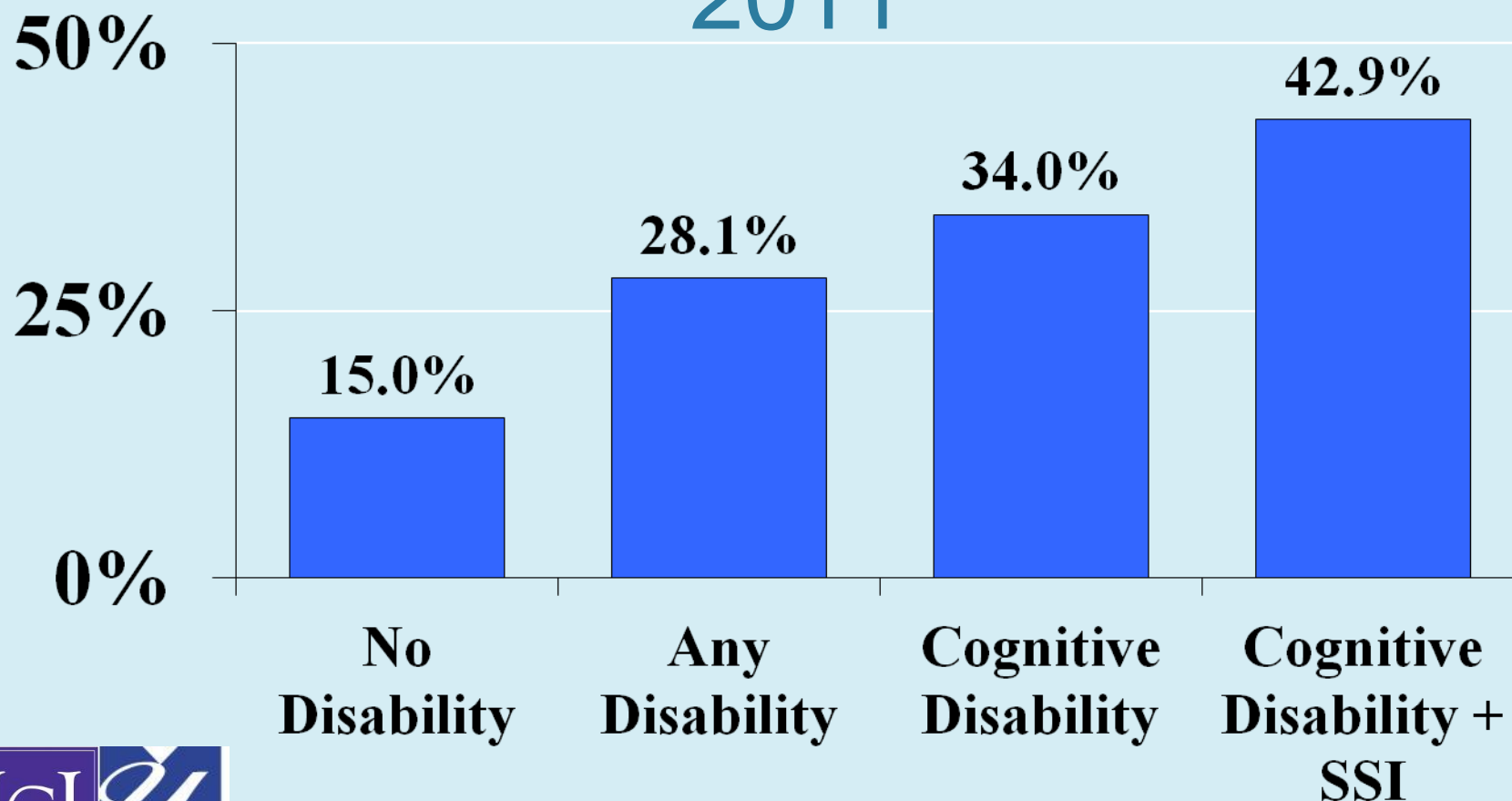
***It is expected that SSDI/SSI annual payments will reach over \$1 trillion by 2023.***

# Data on SSI Beneficiaries, 2010

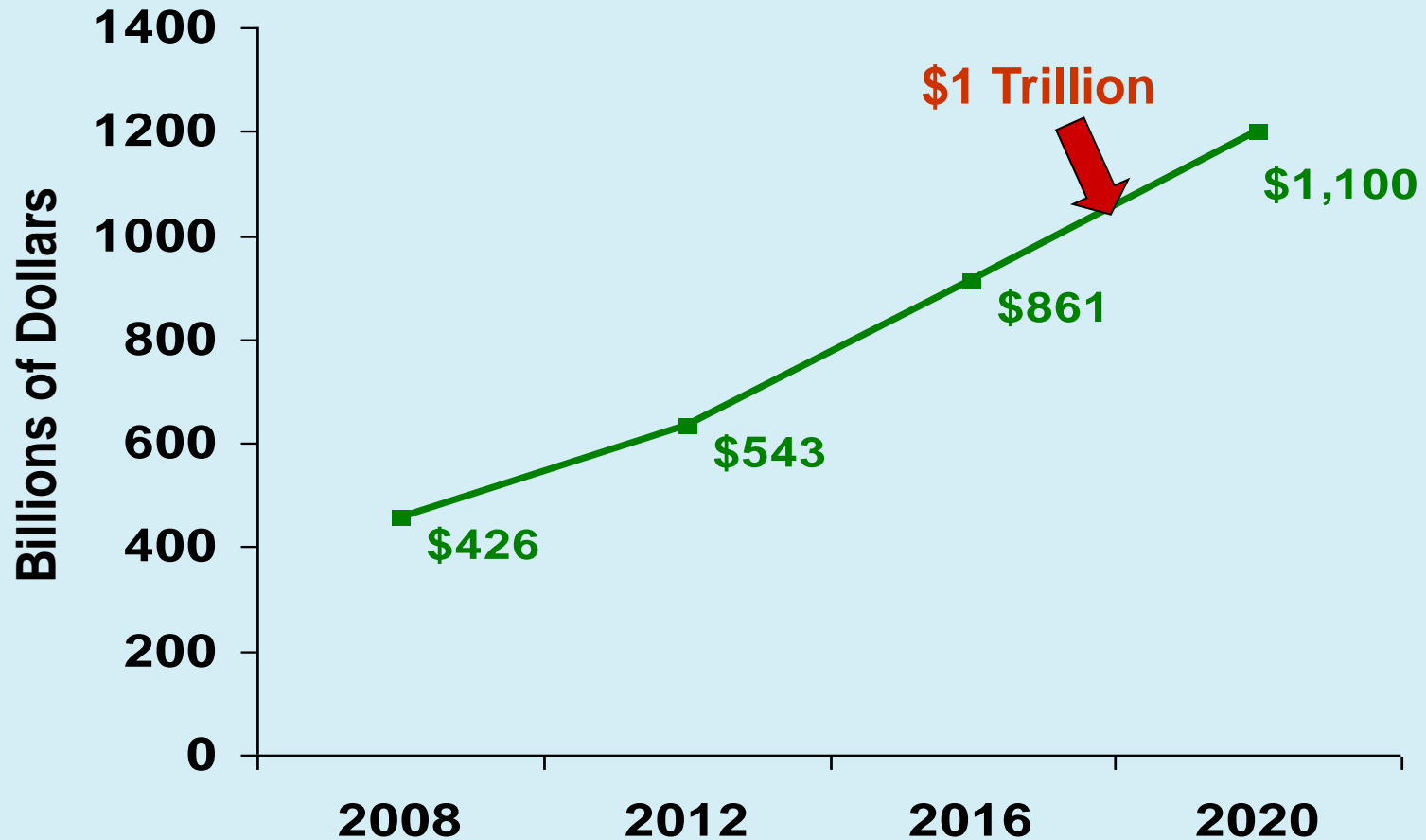
- 4.6 million between ages 18 and 64 years (25% of these beneficiaries also received some type of Social Security payment)
- Only 5% of the SSI beneficiaries of working age reported earned income
- The average earned income is \$286/year (for individuals who are blind, \$460/year)
- Less than 1% leave the rolls per year and only ½ of those for employment

Source: SSA

# American Community Survey Lives Below Poverty Threshold 2011



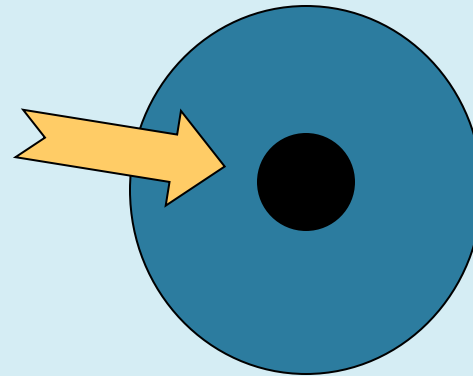
# Annual Expenditures for Federal Cash and Health Benefits for Persons With Severe Disabilities FY 2008 – FY 2020



©2008. Institute for Economic Empowerment

# What To Do???

We can't stay on  
this spot



We need to rethink  
what we do – **affirm  
our values** and  
resolutely search for  
“valued outcomes”

# Arc of the United States mission statement

“The Arc of the United States promotes and protects the human rights of persons with intellectual and developmental disabilities and actively supports their **full inclusion and participation** in the community throughout their lifetime.”

# United Cerebral Palsy

The mission of UCP is to advance the independence, **productivity and full citizenship** of people with a spectrum of disabilities.

Life without limits for people with disabilities

# Autism Society of America

- Vision: ...**meaningful participation and self-determination** in all aspects of life for individuals on the autism spectrum and their families;
- Advocating for **inclusion, participation & self-determination in all aspects of life** for individuals on the autism spectrum and their families.



# Self – Determination

## Tom Nerney and Don Shumway, 1996

- Freedom  
To Plan a Real Life
- Authority  
To Control a Limited Amount of  
Resources
- Support  
For Building a Life in One's  
Community
- Responsibility  
To Give Back to One's Community  
Confirmation (added in 2000)

# Self- Determination

- Presumption that each member of society is equally valuable
- People with disabilities have a right to enjoy the same freedom and opportunities for participation as other community members and should not be forced to give up their civil rights to obtain support
- An approach, not a type of service

# Alliance for Full Participation, 2005.

- We are Americans too!
- We want dignity & respect for all
- We want full participation for all
- We belong in schools, neighborhoods, businesses, government and churches, synagogues and mosques;
- **We do not belong in** segregated institutions, **sheltered workshops**, special schools or nursing homes. Those places must close....
- **We can work in worthwhile jobs.**

# SAMHSA Consensus Statement on Mental Health and Recovery, 2011

- Person driven
- Occurs via many pathways
- Is holistic
- Is **supported by peers**
- Is supported through relationships
- Is culturally-based and influenced
- Is supported by addressing trauma
- Involves individual, family and community strengths and responsibility
- Is based on respect
- Emerges from hope
- **4 major domains support recovery:**
  - 1) **Health**
  - 2) **Home**
  - 3) **Purpose**
  - 4) **Community**

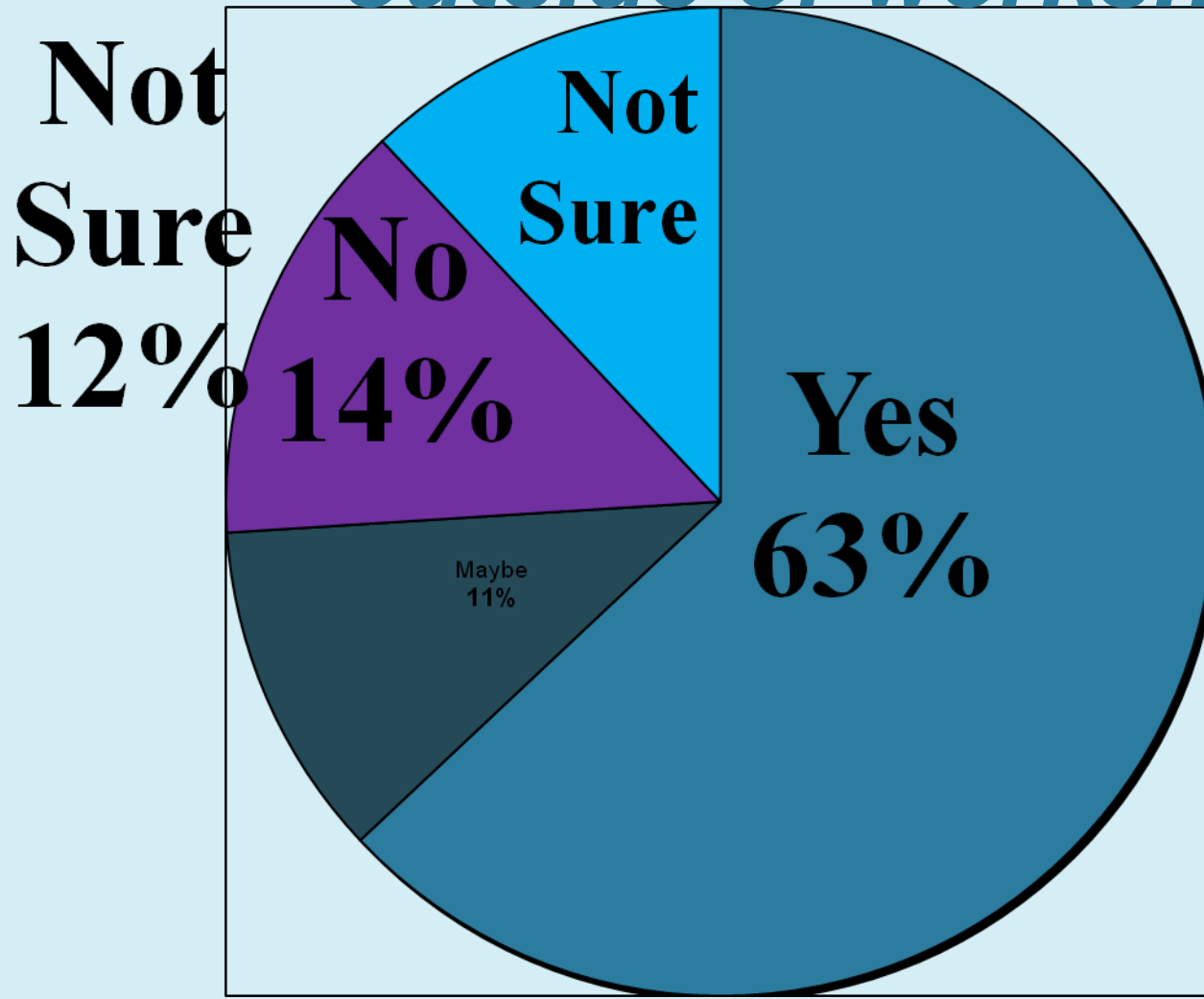
# RECOVERY, cont.

- **Health:** overcoming or managing one's disease(s) or symptoms and making informed health choices that support physical and emotional well being
- **Home:** a stable and safe place to live
- **Purpose:** meaningful daily activities such as a job, school, volunteerism, family caretaking, or creative endeavors, and the independence, income, and resources to participate in society
- **Community:** relationships & social networks for support, friendship, love & hope

# Principles of Independent Living

- Civil rights
- Consumerism
- De-institutionalization
- De-medicalization
- Self-help
- Advocacy
- Barrier removal
- Consumer control
- Peer role models
- Cross-disability

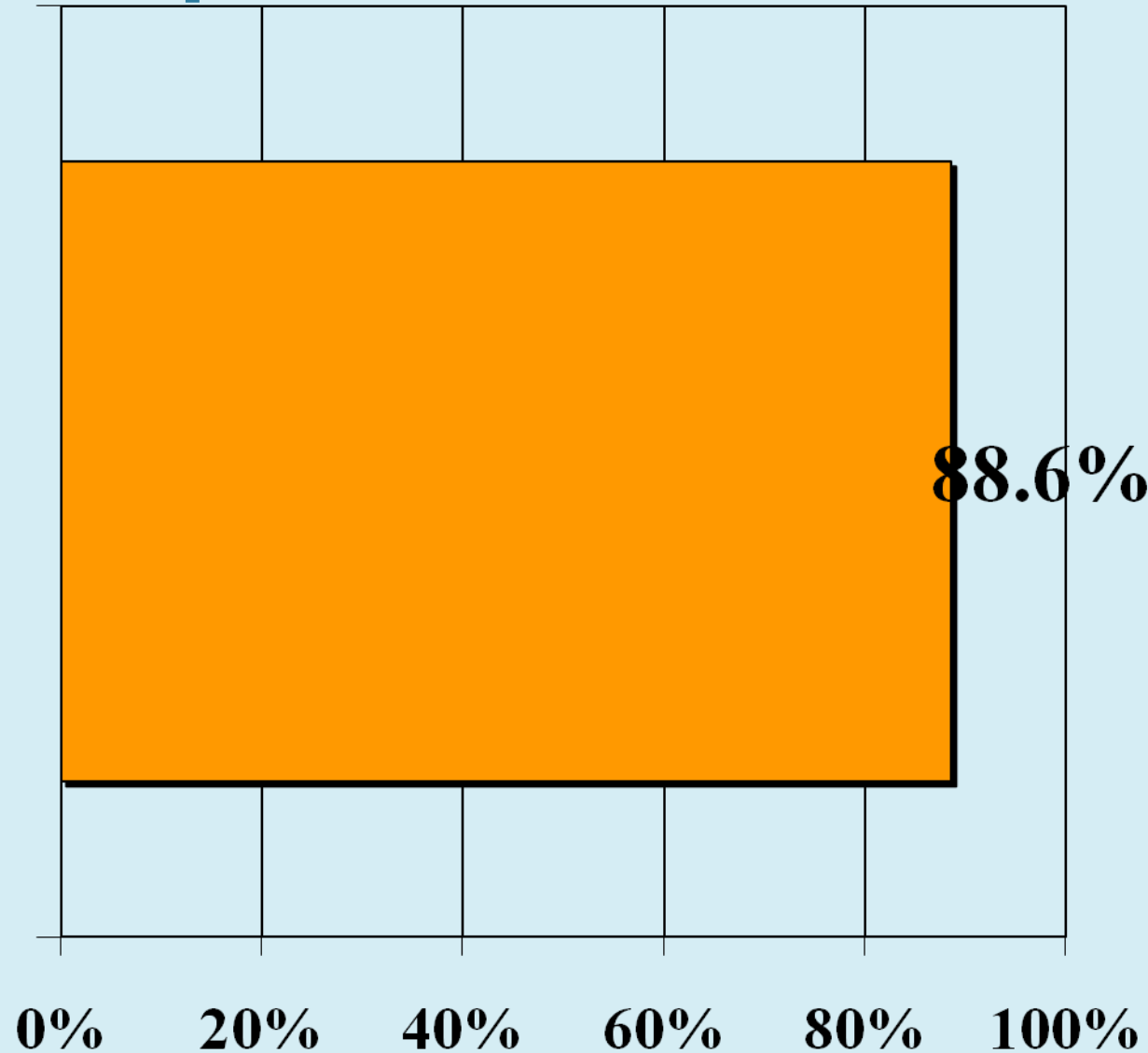
# *Participant Prefers employment outside of workshop*



Migliore  
(2006)

# Our Expectations

**Facility-based programs are needed [for] persons who have difficulty or are unable to maintain employment**



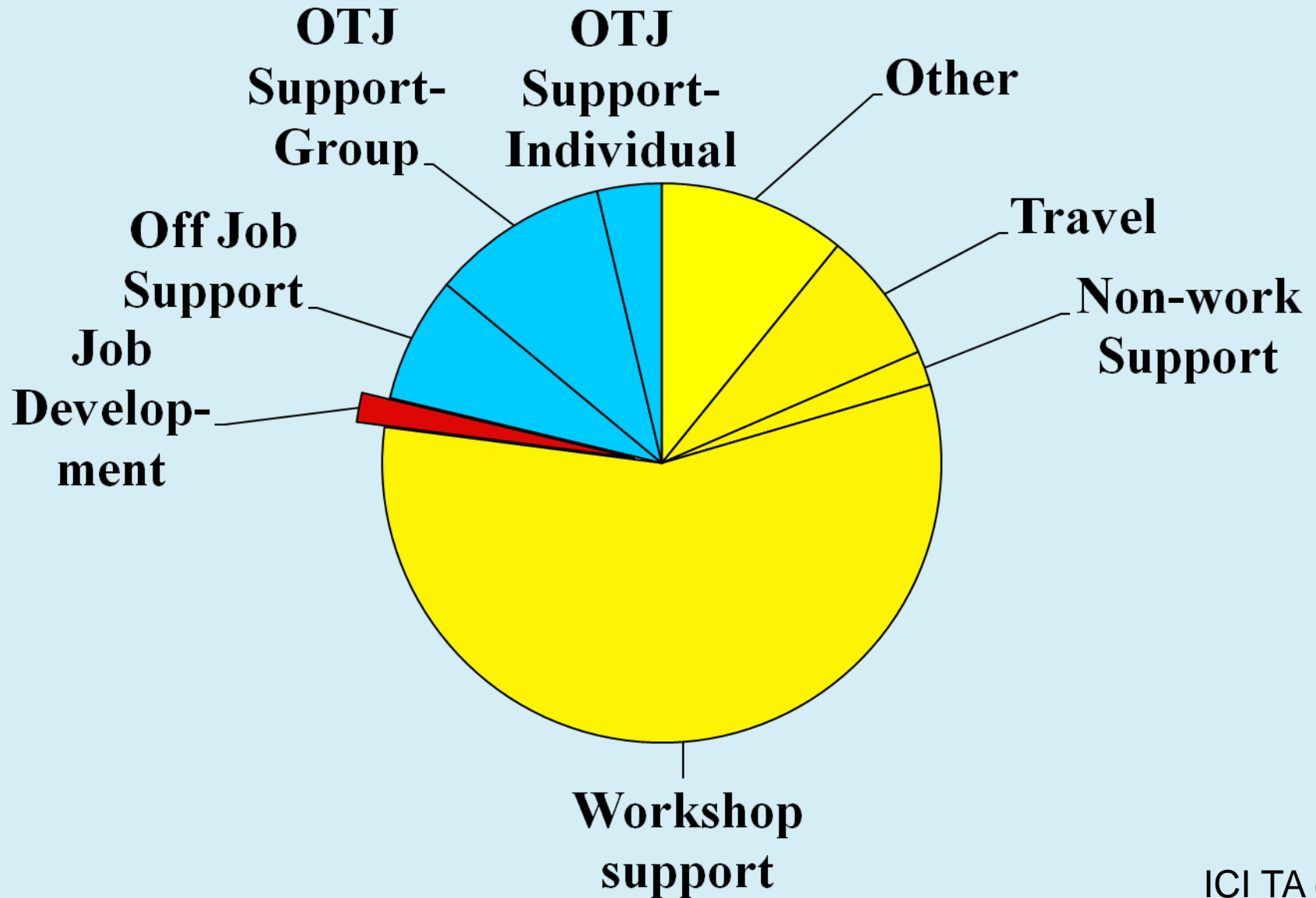
ICI - T-TAP 14c Survey



# Wisdom from President John F. Kennedy

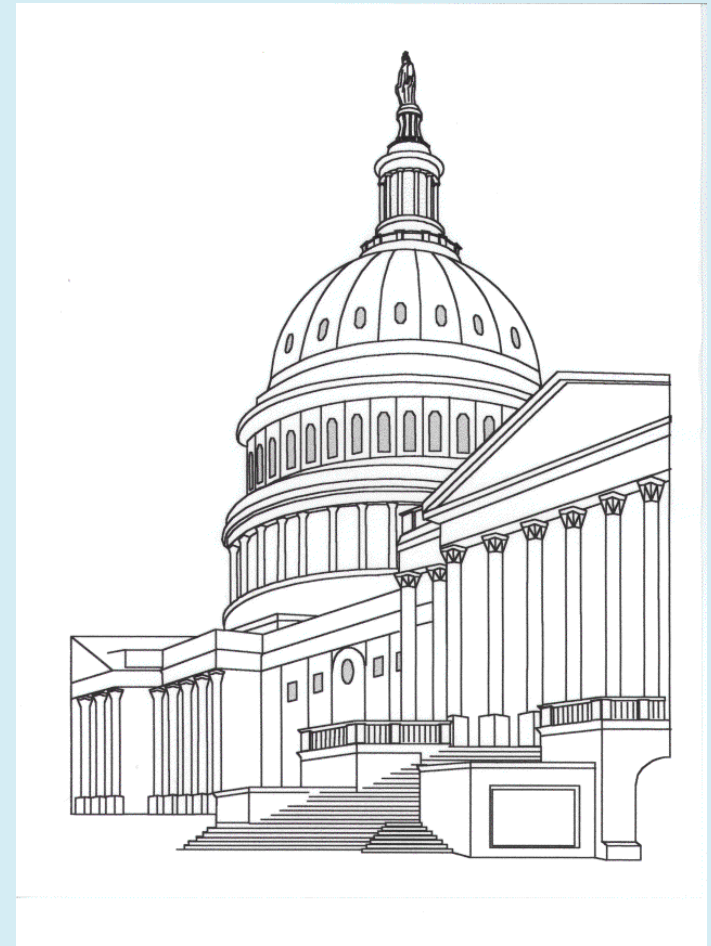
“ The **great enemy** of the **truth** is very often not the lie – deliberate, contrived and dishonest – but **the myth** – persistent, persuasive, and unrealistic.”

# How employment staff use their time



ICI TA data

# Values, Outcomes and Guiding Principles within Federal Legislation, Guidance & the Court



# DISABILITY CONSTRUCT IN MULTIPLE FEDERAL LAWS

- “Disability is a natural part of the human experience and in no way diminishes the right of individuals to:
  - Live independently
  - Enjoy self determination
  - Make choices
  - Contribute to society
  - **Pursue meaningful careers**
  - **Enjoy full inclusion and integration in the economic,** political, social, cultural, and educational mainstream of American society.

# Purpose of DD Act (mission)

“to assure that individuals with DD & their families participate in the design & have access to needed community services, individualized supports... that **promote self-determination, independence, productivity, and integration and inclusion in all facets of community life**, through culturally competent programs authorized...unique **strengths, resources, priorities, concerns, abilities and capabilities** of such individuals.”

# Assistive Technology Defined:

“...any item, piece of equipment, or product system, whether acquired commercially, modified, or customized that is **used to increase, maintain, or improve functional capabilities** of individuals with disabilities.”

➤ Includes **accessibility adaptations to the workplace and special equipment to help people work;**

➤ Identical definition in 4 federal laws:  
Assistive Technology Act; DD Act; IDEA;

# IDEA Transition Amendments of 2004

“The term ‘transition services’ means a coordinated set of activities for a child with a disability that:

- Is designed to be within a **results-oriented process**, that is focused on improving the **academic and functional** achievement of the child with a disability to facilitate the child’s **movement from school to post-school activities**, including.....

# IDEA Transition amends. of 2004, cont.

postsecondary education, **vocational education, integrated employment (including supported employment)** continuing and adult education, adult services, **independent living, or community participation;**

- Is based on the individual child's needs, taking into account the child's **strengths, preferences and interests;** and,



# IDEA Transition amends of 2004, cont.

- Includes instruction, related services, **community experiences**, the development of **employment and other post-school adult living objectives**, and, if appropriate, **acquisition of daily living and functional vocational evaluation.**”

## Dept. of Ed. to Disability Rights WI.

- January 2012 informal guidance on the **application of LRE to transition IEPs**
- Melody Musgrove, Ed.D, Dir, OSEP
- **Work placement can be an appropriate transition service** and, if determined appropriate by team, it must be in the IEP
- Placement decisions, including those related to transition services (including work placement) **must be based on LRE principles** and made by the IEP team

# Youth Employment Data, August 2011, Bureau of Labor Statistics

## Youth Without Disabilities

- **29.2%** for youth between the ages of 16 to 19
- **62.9%** for youth between the ages of 20 to 24

## Youth With Disabilities

- **13.2%** for youth between the ages of 16 to 19
- **31.2%** for youth between the ages of 20 to 24

# Transforming the Front Door to Adult Supports and Services:

"Transition from school to adult life in the community requires a system of seamless, blended and braided supports from Education to Rehabilitation to LTSS in order to prevent regression, and loss of a significant investment in human capital."

**WAITING LISTS ARE UNACCEPTABLE!**

# State V.R. Program Policy...

“(3) It is the policy of the United States that such a program shall be carried out in a manner consistent with the following principles:

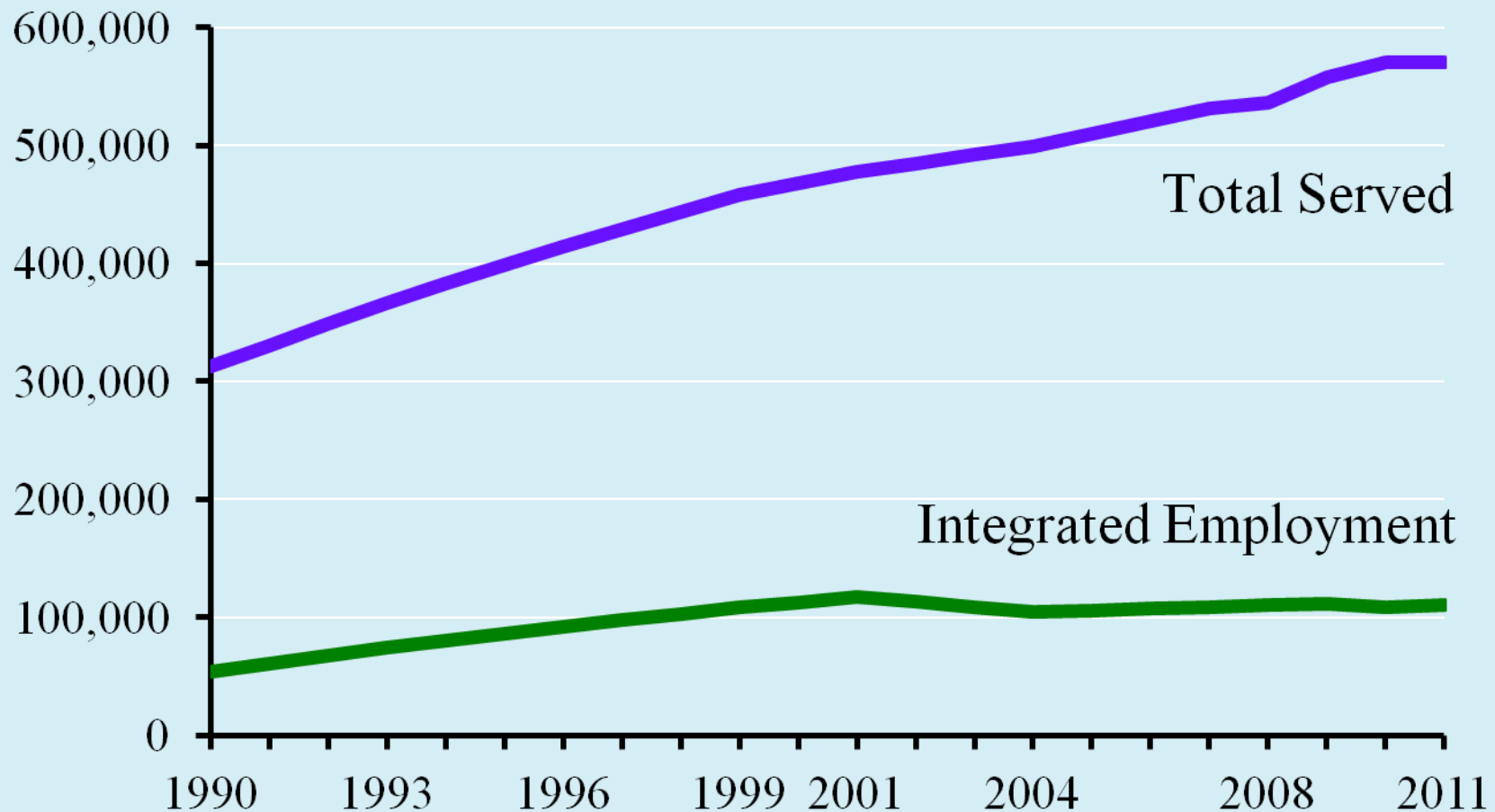
“(A) Individuals with disabilities, including individuals with the **most severe disabilities**, are generally **presumed to be capable of engaging in gainful employment** and the provision of individualized vocational rehabilitation services can improve their ability to become gainfully employed.

“(B) Individuals with disabilities **must be provided** the opportunities to obtain gainful employment in **integrated settings**.

Rehabilitation Act, 1992

# Employment & Day Supports, U.S. 2011

## Facility-Based & Non-Work Increasing...



ICI National Survey of State IDD Agencies 2011



# How are we *Faring* Nationally in Integrated Employment for Individuals with ID/DD?

METRIC	2004	2008	2010
Total Number Receiving Services	499,849	543,257	566,188
<b>Total Number Receiving Services &amp; Supports in Integrated Employment</b>	<b>105,449 (21.1%)</b>	<b>114,395 (21.1%)</b>	<b>113,937 (20.1%)</b>
Total Number Receiving Services in Facility-Based Employment	28.8%	27.1%	26.6%
<b>Total Number Receiving Services in Segregated Non-Work</b>	<b><u>34.4%</u></b>	<b><u>34.6%</u></b>	<b><u>37.5%</u></b>
<b>Total Number Receiving Services in Community-based Non-Work</b>	<b><u>33.6%</u></b>	<b><u>44.4%</u></b>	<b><u>46.7%</u></b>
Total Number Served in Both Settings	83.6%	85.3%	84.9%
Waiting List for Day or Employment Services and Supports	35,739	28,345	<b>47,046</b>

Source: ICI State Data Report, 2011

# VAST STATE DISPARITIES IN S.E.P.

- Percentage of individuals in supportive or competitive employment goes from:

to:

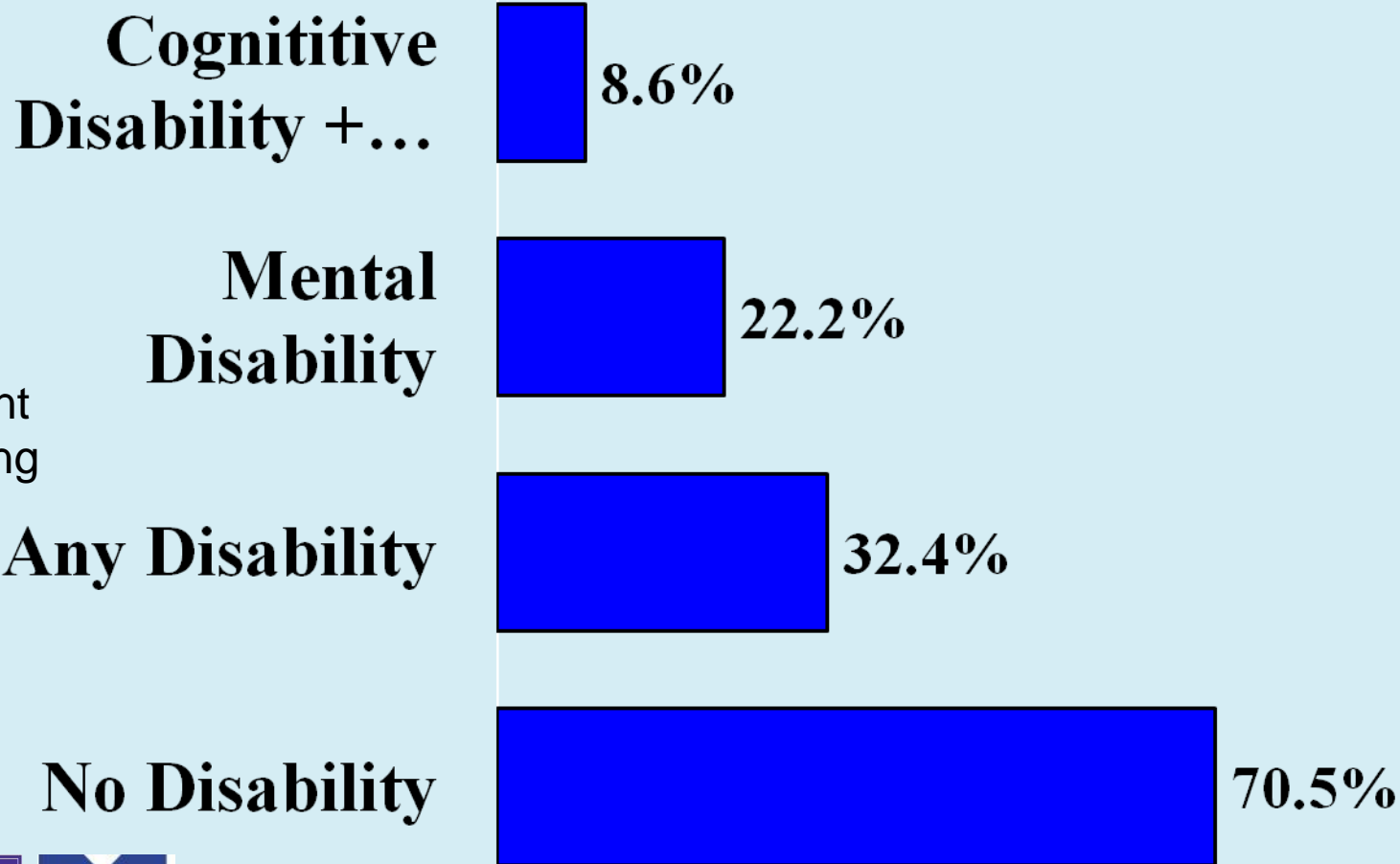
Washington	72%	Arkansas	2%
Connecticut	59%	Missouri	4%
Michigan	55%	Alabama	7%
Delaware	49%	Arizona	8%
Oklahoma	48%	N. Dakota	8%
S. Carolina	40%	Hawaii & Oregon	9%
Vermont	39%	West Virginia	10%
Maryland	36%	Montana	10%
New Mexico	35%	D.C.	11%
Nebraska & Mass.	33%	California	13%
Pennsylvania	31%	N.Y., MN., ID.	14%

State government is a significant policy maker

UCP Case For Inclusion, 2011



# Employment participation 2011



American Community Survey



# How are we Faring Nationally in State Expenditures for Individuals with ID/DD?

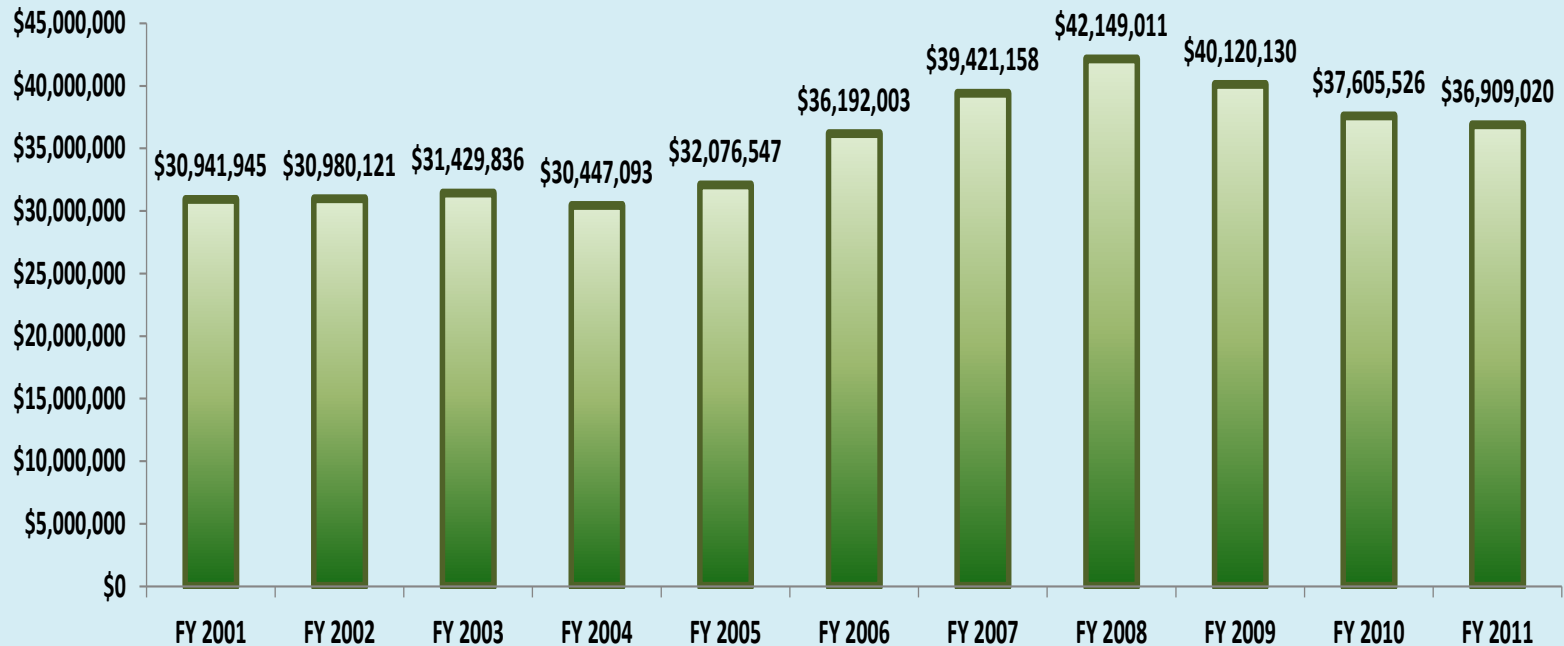
METRIC	2004	2008	2010
Total % I/DD \$\$ spent on Integrated Employment	12%	11%	10%
Total % I/DD \$\$ spent on Facility-Based Employment	21%	28%	21%
Total % I/DD \$\$ spent on Facility-Based Non- Work	39%	31%	42%
Total % I/DD \$\$ spent on Community Based Non-Work	37%	52%	57%

Source: ICI State Data Report, 2011

# Washington State Metrics

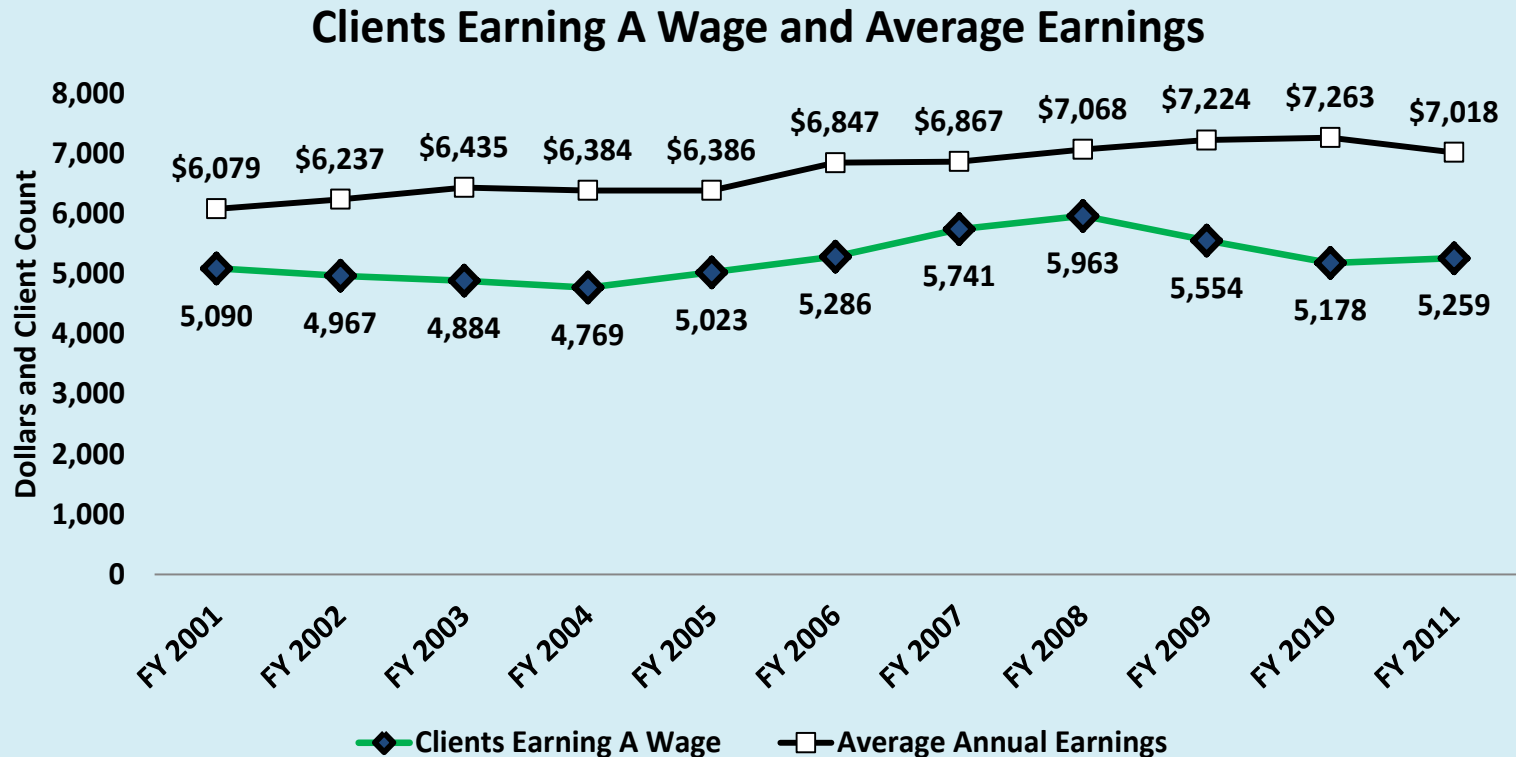
## \$37 million in Wages Earned by Adults with DDD Employment Support in FY 2011

Employment Security Division Reported Earnings



Rolfe

# Average Annual Wage for the 5,259 DDD clients Reported as Earning Wages in FY 2011? **\$7,018 per person**



- \$7,018: FY 2011 average annual earnings by individuals receiving DDD employment supports
- \$10,890: CY 2011 Federal Poverty Level
- \$42,900: CY Median Wage Washington State

DDD employment data showed earnings at 64% of the Federal Poverty Level and 16.4% of median wage in Washington State....we have a long ways to go to achieve our goal.

## DDD Annual Earnings Compared to Washington Median Wage and Federal Poverty Level for Family of One?

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# Contact Information

- Linda Rolfe, former Director: Washington Division of Developmental Disabilities  
[larolfe1@comcast.net](mailto:larolfe1@comcast.net)
- Jane Boone, Consultant:  
[janeboone@comcast.net](mailto:janeboone@comcast.net)
- State Data Website:  
[John.Butterworth@umb.edu](mailto:John.Butterworth@umb.edu)

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# Thinking for the Long Term: "ROI"

Type of Service	1 yr. Cost	3 yrs. Cost	10 yrs. Cost	Experience
Sheltered Work /Day Habilitation	\$15,000	\$45,000	\$150,000	No money Segregation Dependence
Employment Services	\$20,000	\$50,000 (\$20,000 yr. 1 \$20,000 yr. 2 \$10,000 yr. 3)	\$75,000 (\$50,000 1-3 yrs. \$25,000 3-10 yrs.)	Makes money Pays Taxes Meets People Sense of Independence and Accomplishment

Estimated figures – use your own figures and do the math; ICI, Boston

# CMS Issues Updates to Medicaid Waiver Technical Guide on Employment Services; September 16, 2011

“We hope that by **emphasizing the importance of employment in the lives of people with disabilities**, updating some of our core service definitions, and adding several new core service definitions to better reflect best and promising practices that it will **support States’ efforts to increase employment opportunities and meaningful community integration for waiver participants.**”



## Major Changes in Waiver, cont.

- Adds a new core service definition by splitting supported employment into individual and small group
- Adds new service, **career planning**
- Emphasizes critical role of **person centered planning**
- Acknowledges **self-determination, peer support & other best practices**
- Clarifies that Ticket to Work Outcome and Milestone payments are not in conflict with Medicaid services rendered payments

# Major Changes in Waiver, cont.

- Modifies both the prevocational and supported employment definitions to clarify that **volunteer work and other activities that are not paid, integrated community employment are appropriately described in pre-voc**, not supported employment services.
- Explains that **pre-voc services are not an end point**, but a time limited (no limit is given) service for the purposes of helping someone obtain competitive employment.

# CMS Imposes Special Terms & Conditions on New York State's OPWDD

- “The receipt of expenditure authority for *transformation* for 4/1/13 – 3/31/14, is contingent on state's compliance and CMS' receipt of the following deliverables:”
- Baseline # of people receiving **supported employment services & in competitive employment** for 5/1/12 – 4/30/13
- **Increase that number by 700 people with no exception for attrition, and**
- **Increase by 250 persons by 10/1/13**

## CMS & N.Y. OPWDD, cont.

- Effective July 1, 2013, New York will **no longer permit new admissions to sheltered workshops** and must report quarterly enrollment in sheltered workshops
- On 10/1/13, submit a draft plan for review and final plan by 1,1/2014 on **transformation to competitive employment**
- To include detailed work plan (sic) for number of **students exiting educational system moving directly into competitive employment**

## CMS & N.Y. OPWDD, cont.

- Plan must include a **timeline for closing sheltered workshops**, and a description of the **collaborative work with the New York educational system** for training/education to key stakeholders on the availability and importance of competitive employment.

# CMS Guidance to States for MLTSS

issued May 20, 2013

- Ten key elements required by CMS for applications for 1115 or 1915 ( b ) waivers
- 1. Adequate Planning:
- 2. Stakeholder Engagement:
- 3. Enhanced Provision of Home & Community Based Services; must be consistent with ADA & Olmstead; "must be delivered in most integrated setting in a way that offers the greatest opportunities for active community & workforce participation."

# CMS Guidance on MLTSS, cont.

- 3. cont.: States are **required** to ensure that non-institutional MLTSS are provided in settings which comport with CMS HCBS requirements as defined in regulations and guidance governing 1915 ( c ) Waivers, 1915 ( i ) State Plans, and 1915 ( k ) CFC. States are **encouraged** to include in their benefit packages supports to enable workforce participation such as personal assistance services, SEP & peer support, as **appropriate & desired by the participant**

# CMS Guidance on MLTSS, cont.

- 4. Aligning Payment Structures & Goals: ...”Effective programs hold providers accountable through performance-based incentives and/or penalties. On ongoing basis, States must evaluate their payment structures & make changes necessary to support the goals of their programs.”
- 5. Support for Beneficiaries:
- 6. Person-centered Processes: “...should encourage participant self-direction...”



# CMS Guidance on MLTSS, cont.

- 7. Comprehensive, Integrated service Package: CMS expects that States will incorporate physical health, behavioral health, and LTSS services (including institutional services) into the MCO capitation payment as this can promote service integration, increase efficiency, avoid cost shifting and disincentives to the provision of services, and enhance health outcomes and QOL. The State will be expected to justify service “carve outs”.

# CMS Guidance on LTSS, cont.

- 8. Qualified Providers: “...States must ensure that MCOs develop & maintain a network of qualified providers for adequate access to all services in the contract.”
- 9. Participant Protections: statement of rights; system to identify, report and investigate critical incidents; must clarify roles, expectations & responsibilities for themselves, providers & MCOs in contract
- 10. Quality: “...comprehensive quality strategy....must be transparent...”

# SELN : Employment First, since'06

- Alabama
- Arizona
- Colorado
- Connecticut
- Delaware
- D.C.
- Indiana
- Iowa
- Louisiana
- Maryland
- Massachusetts
- Michigan
- Missouri
- Montana
- Nevada
- New Jersey
- New Mexico
- North Carolina
- Ohio
- Oklahoma
- Pennsylvania
- Rhode Island
- South Dakota...Texas
- Virginia
- Washington
- Wyoming

# Current Initiatives by Office of Disability Employment Policy (ODEP) in the U.S. Dept of Labor

- Employment First State Leadership Mentoring Project; **Iowa, Oregon, Tennessee and Washington State; more states expected in FY'14**
- Community of Practice webinars with **33 states** participating; more states can apply

# AIDD: Partnerships in Employment System Change

- **CA.** Employment Consortium for Youth & Young Adults-I/DD
- **IA.** Coalition for Integrated Employment.
- **MS.** Partners for Employment
- **MO.** Transition to Employment Collaborative: Show Me Careers
- **N.Y.** St. Partnerships in Employment Systems Change
- **WI.** Let's Get to Work Added in 2012
- **AK.** Integrated Employment Initiative
- **TN.** Works Partnership: Changing Employment Landscape Statewide

# Social Security's Mixed Message to People with Disabilities



**Yes you can go to work:**  
Work Incentives,  
Ticket to Work,  
Medicaid Buy-In

Entitled to benefits  
due to disability  
and inability to  
obtain gainful  
employment

# Dept. of Education: PROMISE Grants

## Promoting Readiness in S.S.I.

- Competitive aps. due Aug. 19, 2013
- **Funding for 3-6 states** for up to 5 years
- State to develop & implement Model Demonstration Projects (MDPs) to **promote positive outcomes for children who receive SSI & their families**
- To improve provision & coordination of services/supports for this population to achieve improved results with **Outcome-based Payment Models (OBP)**.

# National Governors Association

## A Better Bottom Line: Employing People with Disabilities

- **July 2012**
- Governor Jack Markell (DE.), NGA Chair, 2012- 2013
- Focus on the employment challenges that affect individuals with intellectual and other significant disabilities



# A Better Bottom Line: Why?

- **The Right Thing to Do** – Individuals with disabilities have demonstrated ability and are an untapped resource.
- **The Smart Thing for Government to Do**
  - Individuals with disabilities are heavily reliant on government benefits. When people with disabilities are employed and living more independently, they are less reliant on government payments and contribute to the economy

# Goals of the Americans with Disabilities Act of 1990

- The nation's proper goals regarding individuals with disabilities are to assure:
  - Equality of Opportunity
  - **Full Participation**
  - Independent Living
  - **Economic Self Sufficiency**

# ADA INTEGRATION MANDATE

- “A public entity shall administer services, programs and activities in the most integrated setting appropriate to the needs of qualified individuals with disabilities.”

28CFR section 35.130(D)

# The Role of the ADA and Olmstead..

- Cannot be ignored with current DOJ
- **June 22, 2011** was 12<sup>th</sup> anniversary of the Olmstead Supreme Court Decision
- DOJ issued:  
Statement of the Department of Justice on Enforcement of the Integration Mandate of Title II of the Americans with Disabilities Act and the Olmstead v. L.C.

# DOJ Files Complaint to Intervene in Lane, et.al. v. Kitzhaber; 3/27/2013 Court granted motion, 5/22/2013 (original suit filed 1/25/2012)

- “1. The United States alleges that Defendant, the State of Oregon (“State”), **discriminates** against individuals with intellectual or developmental disabilities (“I/DD”) by **unnecessarily segregating them in sheltered workshops** and by placing them at risk of such segregation in violation of Title II of the ADA and Section 504 of the Rehabilitation Act.”

# DOJ-OREGON Complaint, cont.

- “2. A sheltered workshop is a segregated facility that exclusively or primarily employs persons with I/DD. Sheltered workshops are usually, large, institutional facilities in which persons with I/DD have little to no contact with non-disabled persons besides paid staff. Persons with I/DD typically earn wages that are well below minimum wage.”

## DOJ-OREGON Complaint, cont.

- “...Oregon’s system has so ingrained the expectation that all individuals with I/DD will work in such sheltered workshops, that students from local high schools receive scholarships/stipends to participate in the workshop provider’s programs while still in school. Some other high schools “life skills” programs operate sheltered workshops in school or have students with I/DD perform workshop tasks.”

# U.S. v. R.I. & City of Providence; 6/13/13

- **First of its kind** court-enforceable interim settlement agreement tied to ADA Olmstead investigation; **relief for 200 persons with I/DD** at Training Thru Placement, Inc.(TPP), and Harold A. Birch Vocational Program, a segregated sheltered workshop within Providence H.S
- **Unnecessarily *segregated*** individuals with I/DD in a sheltered workshop and ***segregated* day activity** service program;
- Typical "tenure" at TPP of 15-30 years



## DOJ & Rhode Island, cont.

- Have placed public school students with I/DD at risk of **unnecessary segregation** in the same program.
- Case begun by DOL, Wage & Hour for violations of procedures, under 14 ( c ) of FLSA; **payback required @ \$7.25/hr.**
- Providence will no longer fund Birch
- State & City will provide **“robust and person-centered career development planning, transitional services, supported employment and integrated day services.”**

## Statement of Eve Hill, Sr. Counselor, to Asst. Attorney General for Civil Rights

“ The Supreme Court made clear over a decade ago that unnecessary segregation of PWD is discriminatory. Such segregation is impermissible in any state or local government program whether it be residential services, employment services or other programs. Unfortunately the type of segregation and exploitation we found at TPP & Birch is all too common when states allow low expectations to shape their disability programs.”

## Statement by ODEP A.S. Kathy Martinez

“...a collective responsibility to ensure that youth and adults living with significant disabilities have **viable options to seek and gain meaningful integrated employment opportunities and receive real wages for real jobs...publicly funded supports should, first and foremost, help people live healthy, productive lives by getting them employed in community-based jobs that use their talents & abilities & compensate them fairly for their contributions.**”

# The Future is Now

- Current programs and service “models” are not sustainable
- We must change how we do our business
- States are looking at efficiency, effectiveness, equity and fairness
- We have an array of “tools” in the toolbox that we did not have in 1988.....
- Must begin with a presumption of competency and employability and no longer allow “blaming the victim”

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# Adapting to the “New Normal”

- ▶ **Metrics and measurement; accountability**
- ▶ All costs must produce clear measurable outcomes; cost effectiveness
- ▶ Equity in resource allocation & incentives
- ▶ Pockets of excellence must be scalable
- ▶ Disparities in outcomes must translate statewide
- ▶ Sustainable value that can be quantified
- ▶ **Transformational policy across state agencies, infrastructure changes and capacity building are essential**

# Where Do We Go? What Do We Do?



# Presumption of Employability

**“ Everybody is a genius.  
But if you judge a fish by  
its ability to climb a tree, it  
will live its whole life  
believing that it is stupid.”**

Albert Einstein



# Employment First is the Imperative

- **General theme:**

Employment in the community is the first/primary service option for individuals with disabilities

## APSE Statement on Employment First

Employment in the general workforce is the **first and preferred outcome** in the provision of **publicly funded services** for **all** working age citizens with disabilities, **regardless** of level of disability.



Employment First is  
not just about  
“best practice”.

It is about  
clear public policies  
that employment is  
the priority

**A critical focus of  
Employment  
First must be on  
shifting public  
resources to be  
in alignment  
with our values...**

# Integrated Employment

- ....is work compensated by the company at the minimum or prevailing wage,
- Provides similar benefits to all,
- Occurs where the employee with a disability interacts or has the opportunity to interact continuously with co-workers without disabilities,
- Provides chances for advancement, and
- Is preferably engaged full time.

# Costs and Outcomes of Supported and Sheltered Employment

**Robert Evert Cimera, Ph.D.**  
**Kent State University**  
**[rcimera@kent.edu](mailto:rcimera@kent.edu)**

# Supported v. Sheltered Employment

● Cost per Hr. Worked	SE: \$11.88
	SW: \$17.12
● Cost per Dollar Earned	SE: \$2.02
	SW: \$9.39

*Individuals in both SE and SW at the same time.*

*Source: Cimera (2011)*

# Supported v. Sheltered Employment

- SE is more cost-efficient to taxpayers  
SE: \$1.21                      SW: \$0.83

- SE is more cost-efficient to workers  
SE: \$4.20                      SW: \$0.24

- *Regardless of disability or its severity, SE costs less than SW*

# Using SW before SE...

## *No Sheltered Settings*

## *Sheltered Settings*

● Earnings	<u>\$137</u>	● Earnings	\$119
● Cost	<u>\$4,543</u>	● Cost	\$7,895

42.5% decrease in cost; 15.1% increase in earnings

# Bottom Line – *The Train has left the Station.....*



**"System Change"  
is inevitable one way or..**

- ▶ We see what is on the horizon and recognize that major reform is on the way in the states
- ▶ it is on a fast track \$\$\$\$\$\$
- ▶ Stakeholders must be prepared and engaged throughout the process

**▶ NDRN members  
must engage...**



# Employment First 2013



- **35+** states have some type of “Employment First” movement; variable impacts
  - About **2/3** of efforts are directed by state policy units or are legislatively based
  - About **1/3** of efforts are grassroots based – i.e., outsiders working to influence state policy and practice
- **23** states have official Employment First legislation and/or policies

# Employment First Policies: A Closer Look



- **23 States with a policy:**  
AR, CA, CO, CT, DE, KS,  
LA, MD, MA, ME, MI, MO,  
ND, NJ, OH, OK, OR, PA,  
RI, TN, UT, VA, WA
- **8** have passed legislation  
(CA, DE, KS, ND, PA, VA,  
UT, WA); Remainder are  
Executive Orders, policy  
directives, etc.
- **9** state polices are cross-  
disability; remainder focused  
on individuals with ID/DD

# THE ULTIMATE TEST OF YOUR MISSION IS YOUR BUDGET

- Most words of law represent **hollow promises** for PWD and their families
- We must **lead by suiting the actions to the words**
- We need incentives and accountability for **valued outcomes** and results
- We need to talk about **ROI** now
- The process of system, organizational and culture change requires **a plan and is hard work.**

# Be Passionate about the Mission

“Cowardice asks the question: is it safe?  
Expediency asks the question: is it politic?  
Vanity asks the question: is it popular? But  
Conscience asks the question: is it right?  
And there comes a time when one must take  
a position that is neither safe, nor politic,  
nor popular – but one must take it simply  
because it is right.”

Dr. Martin Luther King, Jr.

# Aligning Federal Agency Policy & Financing 1988-2013



# EMPLOYMENT FIRST IMPERATIVE

“All people, regardless of severity of their disabilities, are entitled to integrated employment with the correct job match and appropriate supports.”

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# For Additional Information, contact

Allan I. Bergman  
President & CEO  
HIGH IMPACT

Mission-based Consulting & Training

757 Sarah Lane

Northbrook, IL. 60062

(773) 332-0871

[aibergman@comcast.net](mailto:aibergman@comcast.net)