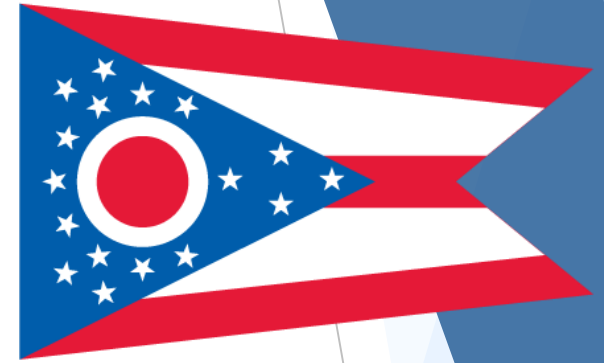


EMPLOYMENT FIRST



Community Shelter Board
March, 2016

Why is employment important?

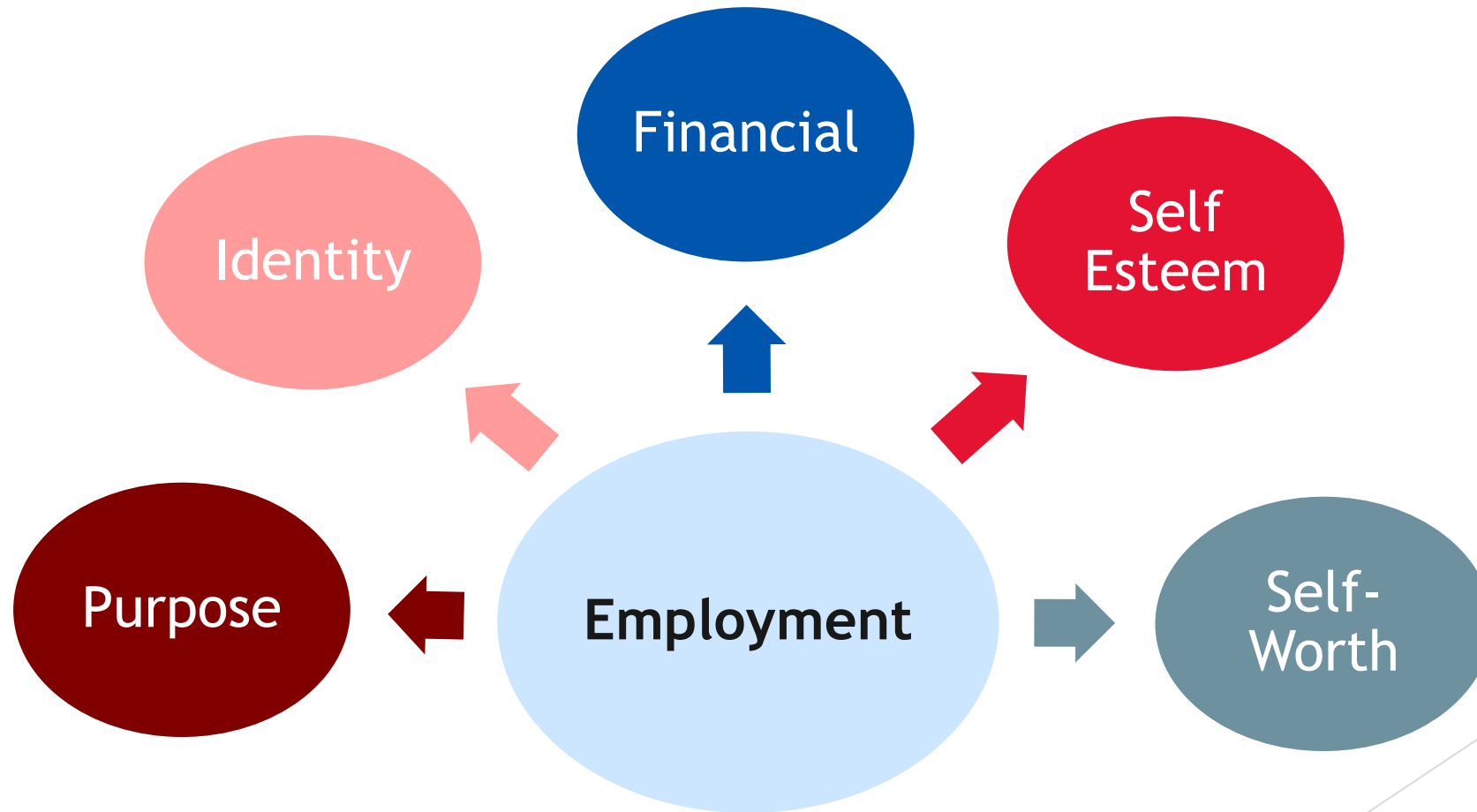
10.8

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

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Current employment data

Number of people served

Community employment:

8,487

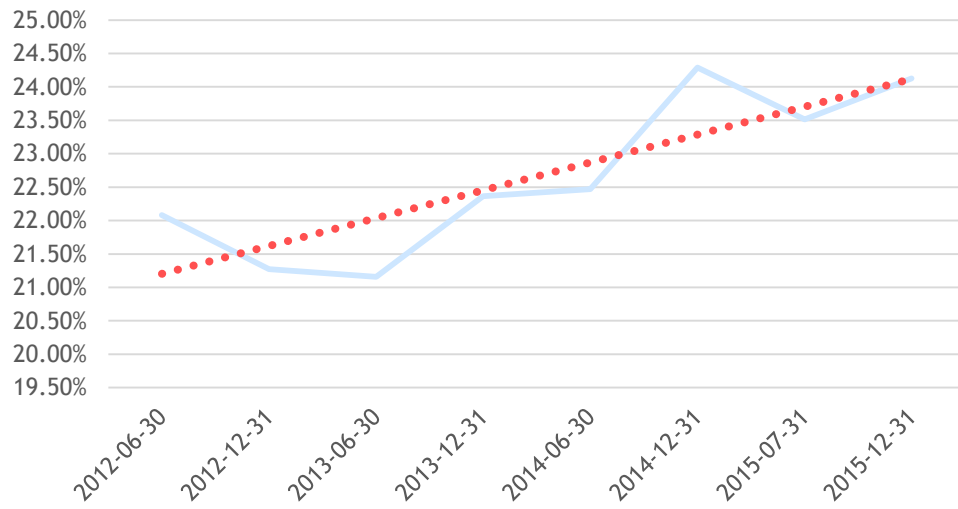
Facility-based employment:

17,196

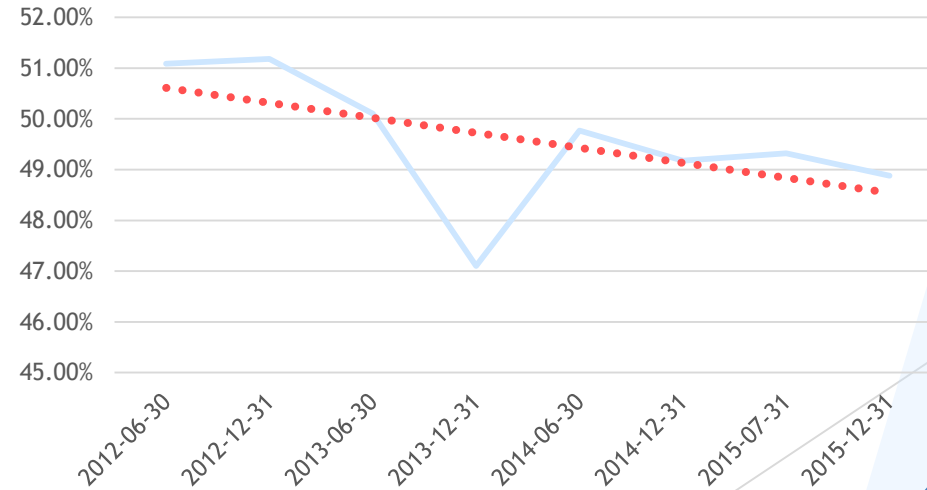
Total in Adult Day Services:

35,180

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



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



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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 1st not Employment Only

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

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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.

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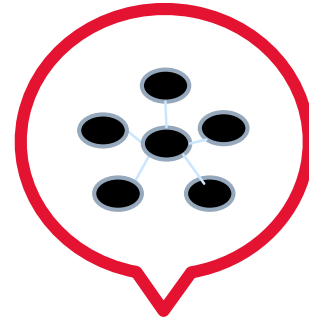
Strategies for Employment First



**EMPOWER
STAKEHOLDERS**



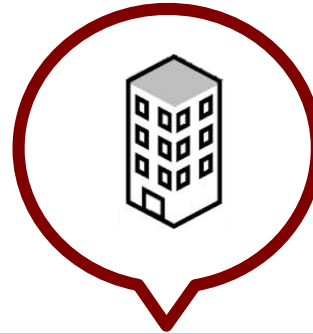
ALIGN POLICIES



**ENHANCE
SUPPORTS**



**PROVIDER
CAPACITY**



**ENGAGE
BUSINESSES**



**MEASURE
SUCCESS**

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Resource: Employment First Website

- ▶ 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



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Resource: Job Seekers Guide

- ▶ www. <http://jobguide.ohioemploymentfirst.org/>
- ▶ 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.

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Resource: Disability Benefits 101

- ▶ www.oh.db101.org
- ▶ 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](http://www.oh.db101.org)

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