Ohio Employment First Partnership

Ohio Department of Developmental Disabilities

Opportunities for Ohioans with Disabilities

November 2018
March 19, 2012

Governor John Kasich launched Ohio Employment First when he signed the Executive Order

“Community Employment is the First and Preferred Option for All People with Developmental Disabilities”
Employment First
5123.022 of Ohio Revised Code

Employment First Administrative Rule Language:

Every individual of working age takes part in a **person-centered planning process** to identify their desired employment outcome and their place on the path to community employment.
Path to Employment

As part of my person-centered planning process, I can choose my job goal and where I am on the path to employment.

There are four (4) places on the path to 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'm 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.

This planning meeting will help me choose my job goal and what I need to help me reach my goal, and will guide the services chosen to support me in my ISP. This planning meeting will take place every year or more often if my job goal or support needs change.

Developed in partnership with self-advocacy groups, this publication explains the Employment First Rule for all audiences, and can be a useful tool in the person-centered planning process.

Order at ohioemploymentfirst.org
Employment First Partnership

The Ohio Department of Developmental Disabilities partnered with Opportunities for Ohioans with Disabilities to focus on prioritizing people with intellectual and developmental disabilities who want to work in the community, creating the Employment First Partnership in 2013.
Employment First Partnership

The number of Employment First counselors increased as a growing number of people began seeking services.
Person Centered Planning

• Counselors receive 2 days of intensive Person Centered Career Planning Training

• The process begins with a presumption of employability

• Meeting consumers where they are on their Path to Community Employment and only providing the services that they need

• Reduced time and money spent on assessment and readiness
Plan Match Support Model

• Old model of Train and Place uses sheltered workshops to get people “ready” for work
  • Individual often had difficulty transferring skills to mainstream workplaces

• Place and Train model quickly became “Place and Pray” because of inadequate planning

• The Employment First Partnership works to Plan Match and Support individuals in their employment goal
Dual Provider Certification

- Braided Funding
- Sequenced Funding
- Consistency in Services
- DD Waiver Providers-Waive CARF
Without Dual Certification

Very Small Number of Providers Doing Both

Number of Traditional DODD Waiver Providers

Number of Traditional VR Certified Rehab Providers
With Dual Certification

- Number of Traditional DODD Waiver Providers
- The Number of Providers Doing both is much larger
- Number of Traditional VR Certified Rehab Providers
Dual Provider Certification

• Since 2013, **114 provider agencies** across the state have been authorized to provide services through the Employment First Partnership.

• 2,409 direct service providers and provider agency staff that completed the Employment First training required to begin providing services through the EF Partnership in 2016.

• An additional 2,938 provider agency staff were trained in 2017.

• In 2017, online courses were made available as a follow up to an in-person training. Topics include: job analysis, employer engagement, task analysis and customizing jobs.
EF Partnership Performance

Updated 11/1/18
Progress since Inception (10/1/13)

- 7,645 Applications
- 7,447 Eligibility Determinations
- 5,761 Received Services
- 2,304 Placed in a Job
- 2,106 Successful Closures
2017 County Board Employment First Partnership Survey

- 88% agreed that the EF counselor had developed a strong and consistent presence in their county.
- 84% agreed that the time from the referral to service delivery has improved from this time last year.
- 82% agreed they are satisfied with the progress of the individuals served through the EF Partnership in my their county.
- 85% agreed that the outcomes for individuals with developmental disabilities have improved in their county as a result of the EF Partnership.
2017 County Board Employment
First Partnership Survey

- 96%
  - Agreed that the information about the EF Partnership is readily available and or easily obtained when requested

- 75%
  - Indicate that often person centered services are made available for individuals participating in the EF Partnership

- 88%
  - Rate the EF Partnership as successful
Survey respondents said:

“We are grateful to have this partnership because it is the strongest resource in the county.”

“We have a very strong partnership in (our county) due to the great working relationship and emphasis on successful, person-centered outcomes for people with developmental disabilities.”
Questions

www.ohioemploymentfirst.org

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