Employment First
Training

Ohio Dept. of Developmental Disabilities

Division of Policy and Strategic Direction

EmploymentFirst@dodd.ohio.gov
Employment First

Employment Services as a 1st Option for individuals regardless of level of disability

Employment First not Employment Only

Employment First is not a program, plan, or a service, it is a philosophy
Employment First as a National Movement

- DOJ action in Rhode Island
- Federal Contractors Section 503
- Workforce Innovation and Opportunity Act
- RSA TAC 1403
- Olmstead Decision
- DOJ action in Oregon
- CMS Rule on HCBS
Whereas... Ohio’s DD system currently spends less than 6% of available funding on supporting individuals in community employment...
Integrated Employment – 13% Increase since June 2012
Employment First

“….all people with developmental disabilities are presumed capable of community employment.”
Path to Employment

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

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.
In Ohio

Employment First Taskforce

Employment First Partnership
Family and Job Seeker Support
Employment First Website
Local Leaders
Project Transformation
Provider Support
DB 101
Funding System Redesign
Employment First Data Collection System
Transition Framework
Employment First Rule and Companion Document
Community and Employer Support
Employment First
Website:
www.ohioemploymentfirst.org
Ohio's Path to Employment First

"Ohio's Path to Employment First", summarizes the activities that have been implemented since Governor Kasich signed the Employment First Executive Order in March 2012. Long-range planning has taken place with broad stakeholder input, and future activities have been planned to support the ongoing paradigm shift in our culture to one that truly recognizes and embraces the contributions and capabilities of people with developmental disabilities.

Event Calendar

DEC 4
Employer Engagement Training Session: Certificates of Qualifications for Employment (CQEs) and Job Story Telling
3:00 pm - 5:00 pm EST
Xenia, OH
Provider Support

Public and private providers are vital to the success of system change. Training and support is being offered throughout the state to expand provider capacity to increase the number of Ohioans with disabilities who are able to obtain meaningful employment.

Provider Support Trainings

Please use the link below to access recordings and PowerPoint presentations of trainings that have been offered throughout the State of Ohio.

Go to Provider Support Trainings

Project: Transformation

Five county boards and three private providers are working with five expert systems transformation consultants to receive guidance in the development of strategies to transform from facility-based to integrated services. Those agencies are learning fiscal transformation strategies designed to better include competitive and integrated employment options as a viable and sustainable funding stream. Agency-specific transformation plans are being developed, on-site visits are being conducted, and training and tools are being made available to all teams.

Champaign/Shelby County Board of Developmental Disabilities/Transformative Consulting
Transformation Plan

Creative Life and Work Services/KFI Consulting - Gal Fanjoy
Transformation Plan Coming Soon

Darke County Board of Developmental Disabilities/University of Vermont - Dr. Bryan Dague
Transformation Plan Coming Soon

Fairfield County Board of Developmental Disabilities/Dale DiLeo Consulting Group
Transformation Plan Coming Soon

Koinonia/ Dale DiLeo Consulting Group
Transformation Plan

Trumbull County Board of Developmental Disabilities/TransCen
Transformation Plan Coming Soon

ViaQuest/TransCen
Transformation Plan Coming Soon
Huron County

Local Profile:

Huron County has several opportunities for individuals served to find community employment. With a large entertainment industry, Huron County has several seasonal positions with businesses like Cedar Point and Kalahari Indoor Waterpark. Other positions for individuals include customer service, industrial, working in the medical field, landscaping, and retail. Huron DD has established an employment first policy that supports the state of Ohio’s initiative to encourage community employment. All individuals served who would like to work, are placed in the community first before entering a center-based program.

Huron County has a very positive culture surrounding Employment First, especially as a small rural county. Individuals become “one of the family” when they find integrated employment. One particular individual served has been able to grow professionally and personally in his position by becoming close friends with his supervisor. Even though one is a Steelers fan and the other cheers for the Browns, they travel to games together to root for their favorite NFL team. Huron County has several partnerships including Opportunities for Ohioans with Disabilities, and a variety of professional networks like Rotary International and business chambers. Establishing a Bridges to Transition program has also strengthened relationships with multiple local school boards in order to best serve students transitioning from school age to adult services.

Huron DD also works with an Employment First counselor at COD, helping them and their clients to attain their goals.
Every Person. Every Talent. Every Opportunity.

Employment First: Defining Lives
Employment First: Changing Expectations
Local Publications
Monthly Newsletters

Reports
Community Forums
Feedback From Community Forums
Workgroup Update

Funding Re-alignment
DODD has contracted with HIGH IMPACT Mission-based Consulting (Allan L. Bargman and Lisa Mills, Ph.D.) to develop recommendations for a funding system redesign that supports an increase in integrated employment.

The Plain Dealer - April 27, 2013
Rising Harvest Farms in Cleveland provides job training for people with disabilities.

View article

Newark Advocate - March 31, 2013
Employment First program pushing counties to help people with developmental disabilities find fulfillment.

Download PDF

Employment First Updates
- Employment First Update September 2014
Local Leaders

- Six multi-agency community planning teams
- Completed needs assessment and developed action plans
- Action plans to be implemented in 2014
  - Clark
  - Coshocton/Knox/Tuscarawas
  - Greene/Montgomery/Warren
  - Lucas
  - Pickaway/Fayette
  - Stark

Download Needs Assessment Tool at EF Website
Transition Framework

Transition Planning tools at OhioEmploymentFirst.org

The purpose of the Employment First Transition Framework is to assist youth to achieve Community Employment as they exit high school.

- 15 pilot sites statewide

Agency Neutral
Person Centered
Outcome Focused
Transition Framework

Transition Planning tools at OhioEmploymentFirst.org

- Community Investment in Transition Youth Tool
- Agency Table
- Vocabulary Table
- Path to Employment folder
- Backward Planning Tools
- Transition Assessment Planning Guide
Provider Support

Training on:
• Career Planning
• Discovery
• Authentic work experiences
• Assistive Technology

• Web-based and in-person
• Two-day in-person trainings to begin in March 2015

Ohio State University and Wexner Medical Center

Registration and Archived Webinars at EF Website
www.ohioemploymentfirst.org
Web-based benefits support resource to be customized for Ohio by June 2015.

Will include:
• Benefits and Work Calculator
• School to Work Calculator
• Ohio’s Medicaid Buy-In Calculator
Funding System Re-design

Research multiple states with high performance in integrated employment and day services

Six Community forum meetings held to seek input and feedback

Workgroup developing recommendations for service definitions, provider qualifications and rate methodologies

Contractors:
Allan I. Bergman
Lisa Mills, PhD

Reports available on EF Website
### Guiding Principles for Funding System Re-Design

#### Presumption of Employability For All

The system will:
- be based upon a presumption of competency, employability and “zero reject” for each person with a disability, regardless of complexity
- assure that employment and career goals be based upon a person-centered planning process and be experientially-based for ensuring the individual’s informed choice.
- assure participation in integrated employment complemented with integrated, community wrap-around activities, through a combination of paid and natural supports, at the same level as was available in the facility-based setting.
- assure every individual timely information about and access to benefits counseling and planning
- provide financial incentives to serving individuals with more significant barriers to employment or more intense support needs, including individuals residing in institutional settings.

#### Continuous Improvement

The system will:
- be primarily focused on producing and maximizing individualized, integrated, employment outcomes at competitive wages
- encourage and promote state and local interagency collaboration and formal agreements using the same definitions of services, the same payment methodologies and a seamless system of supports through braided funding
- encourage and incentivize providers to support new individuals to enter individual Supported Employment, including customized employment
- encourage and incentivize providers to ensure individuals already employed in Individual Supported Employment maintain their jobs, increase their hours and advance in their careers at appropriate times
- create a financial incentive to provide Individual Supported Employment and wrap-around community supports rather than segregated day and employment services.

#### Provider Competencies

The system will:
- reward providers for person-centered best practice implementation of Individual Supported Employment including the appropriate use of assistive technology
- require provider standards and staff training/certification (with portability) to assure equal statewide access to and opportunity for Individual Supported Employment and free choice of providers
- assure funding for provider capacity building and transformation

#### Flexibility

The system will:
- allow unanticipated changes in support needs of Individual Supported Employment participants, including impact on residential supports, to be quickly and effectively addressed by providers to assure that the right amount, kind and type is provided.
- recognize and financially support individual differences in intensity of supports over time as well as state documented geographic cost differentials, including local/regional differences in unemployment rates, in order to promote Individual Supported Employment for all persons living in the state
- allow for exceptions with clear and appropriate requirements for granting exceptions and reviewing the exception status over time
- include transparent and easy-to-understand rationale for reimbursement rates and payment methodologies.

*Final Version 10-30-14*

*Every Person. Every Talent. Every Opportunity.*
Funding System Re-design

Workgroup currently reviewing existing service categories and definitions and considering:

✓ Informed Choice Process
✓ Employment Navigation
✓ Integrated Skill Building (prevocational)
✓ Supported Employment Individual
✓ Supported Employment Small Group
✓ Integrated Community Supports

Contractors:
Allan I. Bergman
Lisa Mills, PhD

Meeting minutes available on EF Website
Who Am I?

Place 4: I don't think I want to work, but may need to learn more about it.

Place 3: I'm not sure if I want to work, but need help to understand my options.

Place 2: I want to work! Help me get a job.

Place 1: I have a job but need support to keep it or get a better job.
Outcome Tracking System

- How many people are working?
- How obtained employment?
- Hours worked?
- Wages Earned?
- Occupations?
- What works?

Designed by Dr. Robert Cimera
Project: Transformation

- Technical assistance in organizational transformation
- Expert consultants working with selected county boards and private providers to develop an individualized transformation plan
- Providers receive milestone payments for implementation of transformation plan
Transformative Consulting Group (Nancy Gurney):
Shelby/Champaign

TransCen:
Trumbull

TransCen:
ViaQuest

Dale DiLeo Consulting Group: Fairfield

Dale DiLeo Consulting Group: Koinonia

Dr. Bryan Dague: Darke

Gail Fanjoy, KFI Consulting: Creative Life and Work Services
Organizational Change

What to consider

- Establish clear and uncompromising goals.
- Communicate expectations to everyone, often.
- Reallocate and restructure resources.
- Just do it! Find jobs one person at a time!
- Develop partnerships.
Organizational Change

Set clear goals

“In six months, we will place at least 20 people in community employment”

“By the end of the year, we will close the front door to all new entries into sheltered work”
Organizational Change

Communicate, Communicate, Communicate

- Newsletters, website, presentations, café conversations, etc.
  - Does your organization’s name convey your focus on employment?
  - Does your language focus on individuals’ strengths vs. deficits?
- Value-based messaging
- Celebrate successes!
Family/Job Seeker Support

Led by two parents: Sue Hetrick Amy Shuman

Web-based Toolkit
- EF Website resources accessible at all levels
- Targets families and job seekers

Leadership Classes
- Making Informed Decisions about Community Employment
  - 10 sessions across the state

Train the Trainer Mentorship Program
- Peer mentors will receive presentation skill training
Family/Job Seeker Support

Led by two parents:
Sue Hetrick
Amy Shuman

Employment First Ambassador Sessions
- Sessions held across the state led by peer mentors with the support of People First and OSU students

Web Course for Job Seekers and their Families
- For families to better understand employment process

Success Stories
- To be hosted on the EF Website
Good Life Network Community

- Experts in community integration and employment will work with person-centered teams throughout Ohio

- Teams include:
  - Individual served
  - Family
  - SSA
  - Providers
  - Observers
Good Life Network Community

Working in your Community:
  • Allan Bergman and Meg O’Connell

Living in your Community:
  • Patti Scott and Dave Hasbury

Connecting in your Community:
  • Al Condeluci
Vision Quest Policy Development
• January – September 2015
• Technical assistance for Employment First Taskforce in policy development to implement WIOA
• Assigned subject matter expert: David Hoff, ICI

Provider Transformation Expansion
• Up to 10 agencies can be supported to receive guidance in agency transformation and organizational change
Partnership for Employment First
Employment First Partnership Basics

Interagency Agreement between DODD and OOD designed to expand community employment services to County Board eligible adults with Developmental Disabilities to transition from segregated settings into Integrated Community Employment.
Plan Match Support Model

- The Employment First Partnership works to **Plan Match and Support** individuals in their employment goal.
Person Centered Planning
Plan Match Support

• Counselors received 2 days of intensive Person Centered Career Plan Training from Dale Dileo

• 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
Services Provided in the Partnership

• Full Range of individualized, vocational rehabilitation services
  – Career Exploration
  – Benefits Counseling
  – Personal/Work Adjustment
  – Outcome Based Job Development
  – Job Coaching

• Waiver Services (Level 1, I/O, SELF)
  – Integrated Community Employment
  – Supported Employment Community
  – Non Medical Transportation
Employment First Partnership Basics
Year 1

• Features
  – 17 Designated Embedded EF VRCs with reduced caseloads
  – 4 CWIC Trained Counselor Assistants
  – Person Centered Planning & Plan Match Support Model
  – Dual Certification process seamless transition to long term wrap around supports
  – Competency Based Provider Training
15 Regions

1500 EF Slots
Spread Across the State
Year 1 Statistics

- Nearly 1,200 Applications Processed
- More than 1,000 People Determined Eligible for VR Services
- 600 Person-Centered Career Plans Written
- More than 85 Integrated Community Placements
### Year 1 Statistics

<table>
<thead>
<tr>
<th>Performance Measure</th>
<th>Employment First</th>
<th>Agency Wide</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Days to Determine Eligibility</td>
<td>25</td>
<td>42.9</td>
</tr>
<tr>
<td>Average Months to Closure</td>
<td>7.2</td>
<td>25.1</td>
</tr>
<tr>
<td>Average Cost per Employment Closure</td>
<td>$5,440</td>
<td>$9,724</td>
</tr>
<tr>
<td>Rehabilitation Rate</td>
<td>41.8%</td>
<td>41.2%</td>
</tr>
</tbody>
</table>
First Year of the Partnership

Participant Setting at Application

- **Shelter Workshop**: 33
- **Enclave**: 32
- **Not Working (Home or ADS)**: 24

# of Individuals Employed and Closed Successfully
First Year of the Partnership up to Sept. 30 2014

Wage Ranges

- $7.95: 46
- $7.96-$9.00: 26
- $9.01-$10.00: 10
- $10.01- Up: 7
First Year of the Partnership

Hours Worked for Individuals Closed and Employed

<table>
<thead>
<tr>
<th>Hours Worked</th>
<th>Number of Individuals</th>
</tr>
</thead>
<tbody>
<tr>
<td>10 hours or less</td>
<td>13</td>
</tr>
<tr>
<td>12 to 20 hours</td>
<td>43</td>
</tr>
<tr>
<td>21 to 34 hours</td>
<td>24</td>
</tr>
<tr>
<td>35 hours or more</td>
<td>9</td>
</tr>
</tbody>
</table>

Individuals Working
How satisfied are you with the progress of individuals served through the partnership in your county?

*Employment First Capacity Survey*
Survey Comments by Category

- Communication: 4
- Coverage Area Too: 7
- Funding: 3
- Other: 9
- Positive: 21
- Slow Progress: 11

*Employment First Capacity Survey*
Partnership Oct. 1st to Dec. 2nd

Wage Ranges

- 7.95: 74 individuals working
- 7.96-9.00: 45 individuals working
- 9.01-10.00: 4 individuals working
- 10.01 and Up: 15 individuals working
**Hours Worked**

- 10 Hours or Less: 22
- 10 to 20 Hours: 71
- 20 To 35 Hours: 32
- 35 Hours or More: 13
Second Year Enhancements

*Increase* the number of Employment First Counselors from **17 to 25** in order to reduce the size of counselor coverage areas.

County Board allocations have been reset based on requested number of referrals in the Capacity Survey. Please see attached map for the specific allocation for your county.

Provide further vendor training focused on job development and employer engagement.

Provide further training on career exploration as a VR service to enhance the discovery and person-centered planning process facilitated by Employment First Counselors.
Questions

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Questions?

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