



America Works Best When All Americans Work

***Employment First & Increasing
Competitive Integrated Employment (CIE)***

The New Mexico Disabilities Concerns Subcommittee

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September 29, 2017

It's a Time of Enormous Opportunity



What is “Employment First”?

emp^{1ST}loyment

- Employment First is not just about “best practice.”
- It is about clear public policies that make **COMPETITIVE INTEGRATED EMPLOYMENT** the top priority.
- A critical focus of Employment First must be on shifting public resources to be in alignment with our values.

Employment First

A framework for systems change that is centered on the premise that ALL citizens, including individuals with significant disabilities, are capable of full participation in competitive integrated employment and community life.

Cross-Disability in focus, including physical, mental health, intellectual, and developmental disabilities.

Employment First

- Under this approach, publicly-financed systems are urged to align policies, service delivery practices, and reimbursement structures to commit to **Competitive Integrated Employment** as the priority option with respect to the use of publicly-financed day and employment services for youth and adults with significant disabilities.
- Many states have formally committed to the Employment First framework through official executive proclamation or formal legislative action.

Competitive Integrated Employment

- ODEP defines Competitive Integrated Employment as work paid directly by employers at the greater of minimum or prevailing wages with commensurate benefits, occurring in a typical work setting where the employee with a disability interacts or has the opportunity to interact continuously with co-workers without disabilities, has an opportunity for advancement and job mobility, and is preferably engaged full-time.

Federal Resources Available to Support State Employment First Systems Change Efforts

- The Federal government utilizes funding vehicles such as:
 - Competitive grants,
 - Direct programmatic funding,
 - Demonstration projects,
 - Pilot initiatives, and
 - Increased Federal matching funds to help State and local governments prioritize strategies that lead to **Competitive, Integrated Employment (CIE)** outcomes for individuals with disabilities.
- ODEP Technical Brief: <http://employmentfirst.leadcenter.org/employment-first-resources/federal-resources-available-to-support-state-employment-first-efforts>



Current Federal Resources to Support State Employment First Systems-Change Efforts

- The primary Federal agencies tasked with providing supports to individuals with disabilities have engaged in a number of initiatives in recent years to encourage a greater emphasis on combining Federal funding support and state systems change action focused on the successful transition of youth and adults with significant disabilities into Competitive, Integrated Employment.
- These agencies include:
 - U.S. Department of Education
 - U.S. Department of Health and Human Services
 - U.S. Department of Labor
 - Social Security Administration
 - U.S. Department of Transportation



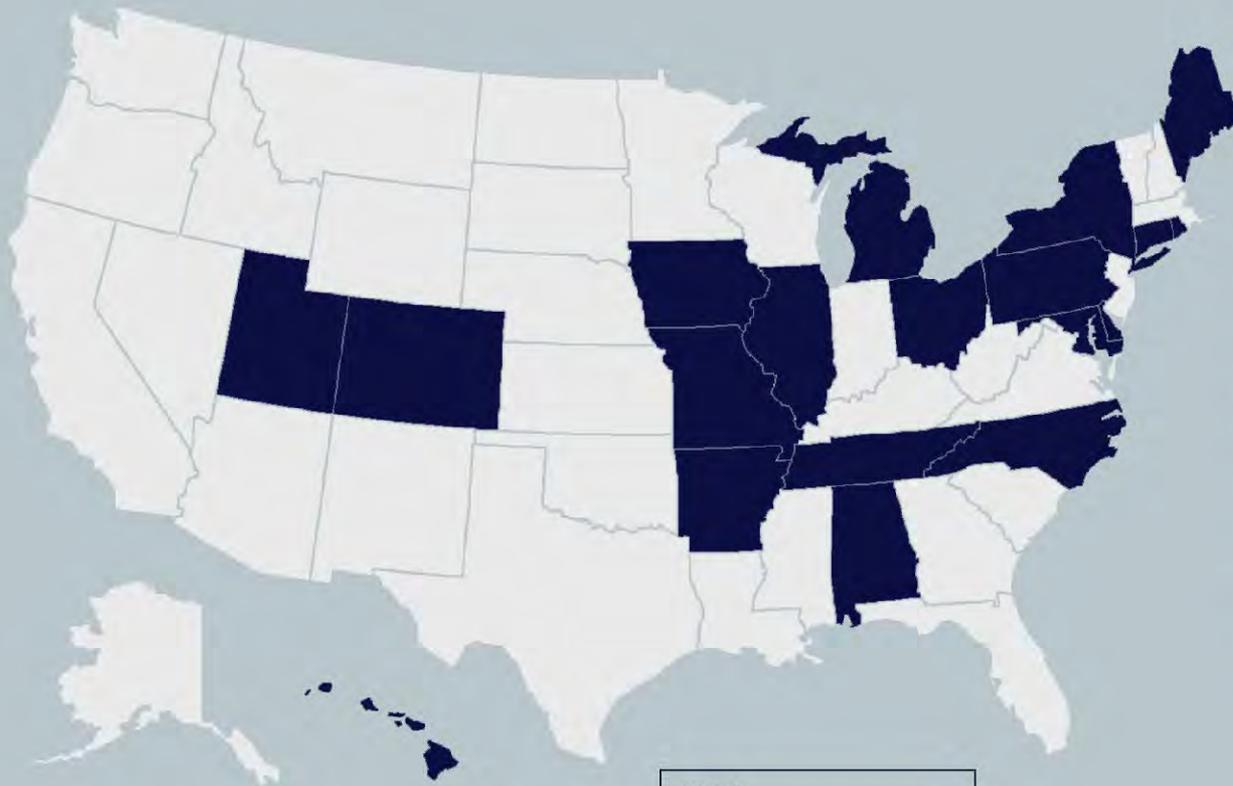




What is the Employment First State Leadership Mentoring Program (EFSLMP)?

- Initiative of the Office of Disability Employment Policy within the US Department of Labor
- Began in October, 2012
- FY18: 10 Core States / 10 Vision Quest States
 - 22 States have received intensive technical assistance since 2012
 - Over 2200+ individuals from 50 States participate in National Community of Practice (Open to all 50 States)

2016 Core States



Core States

2016

- | | |
|----------------------|----------------|
| Alabama | Maryland |
| Arkansas | Michigan |
| Colorado | Missouri |
| Connecticut | New York |
| Delaware | North Carolina |
| District of Columbia | Ohio |
| Hawaii | Pennsylvania |
| Illinois | Tennessee |
| Iowa | Utah |
| Maine | |

KEY

- core state
- not a core state

2017 Core & VQ States



Employment First State Leadership Mentoring Program 2017



Core States

Alabama
Maryland
Ohio
Tennessee

Vision Quest States

Arkansas
Delaware
Georgia
Missouri
North Carolina

Both Core and Vision Quest States

Illinois
Michigan
Pennsylvania
Utah

KEY

- Core States
- Vision Quest States
- Both Core and Vision Quest States



OFFICE OF DISABILITY EMPLOYMENT POLICY
UNITED STATES DEPARTMENT OF LABOR

emp¹ST employment

Employment First State Leadership Mentoring Program: *Unique Features*

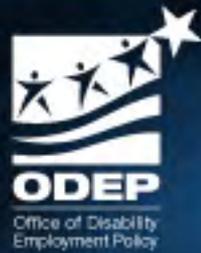


- ODEP requires a minimum of six state agencies receiving Federal funds to be involved in EFSLMP Core State teams:

1. Intellectual & Developmental Disability (I/DD)
2. Vocational Rehabilitation (VR)
3. Workforce Investment
4. Mental Health
5. Education
6. Medicaid

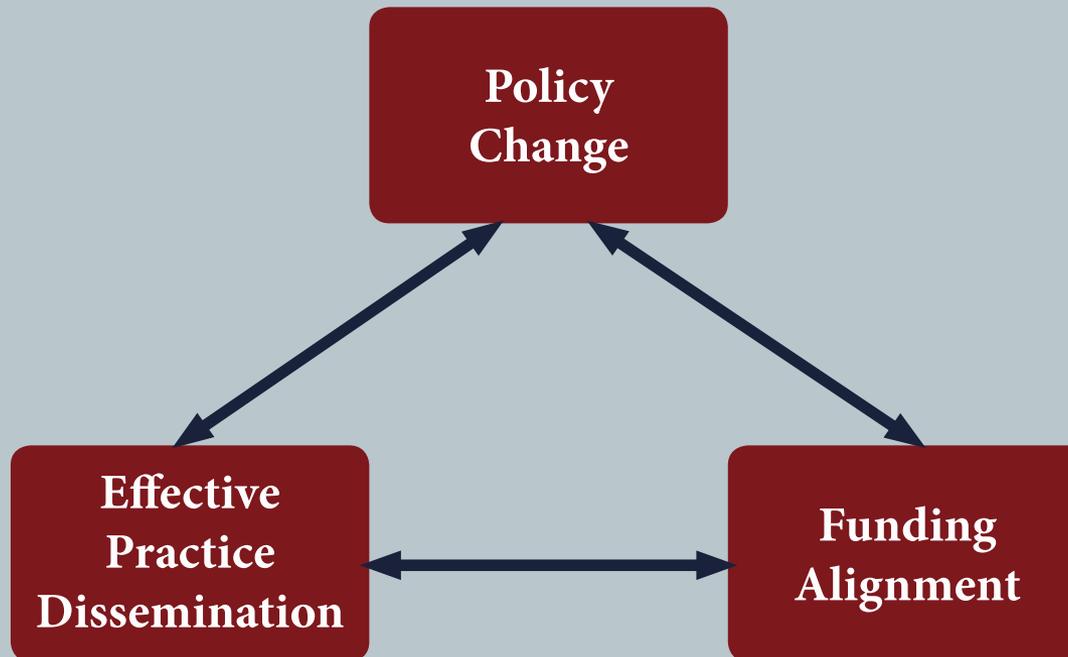
- Innovation in Virtual & Onsite Technical Assistance
- Cross-Disability in Focus

ODEP's 3-Pronged Approach to EFSLMP



Objectives

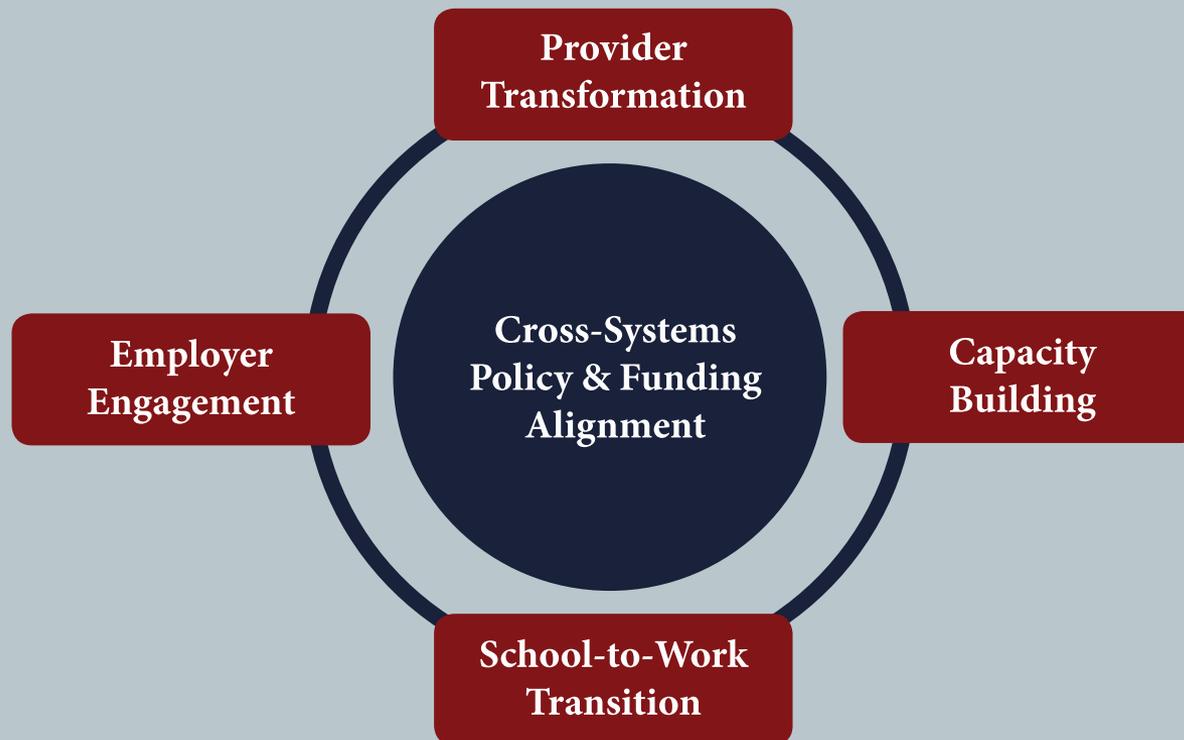
EMPLOYMENT FIRST STATE LEADERSHIP MENTORING PROGRAM



EFSLMP Core State TA/Training – *Key Areas of Foci*



NT FIRST STATE LEADERSHIP MENTORING PROGRAM



ODEP's Criteria for Performance Excellence in E1st State Systems Change & Provider Transformation



ODEP's Criteria for Performance Excellence in E1st State Systems

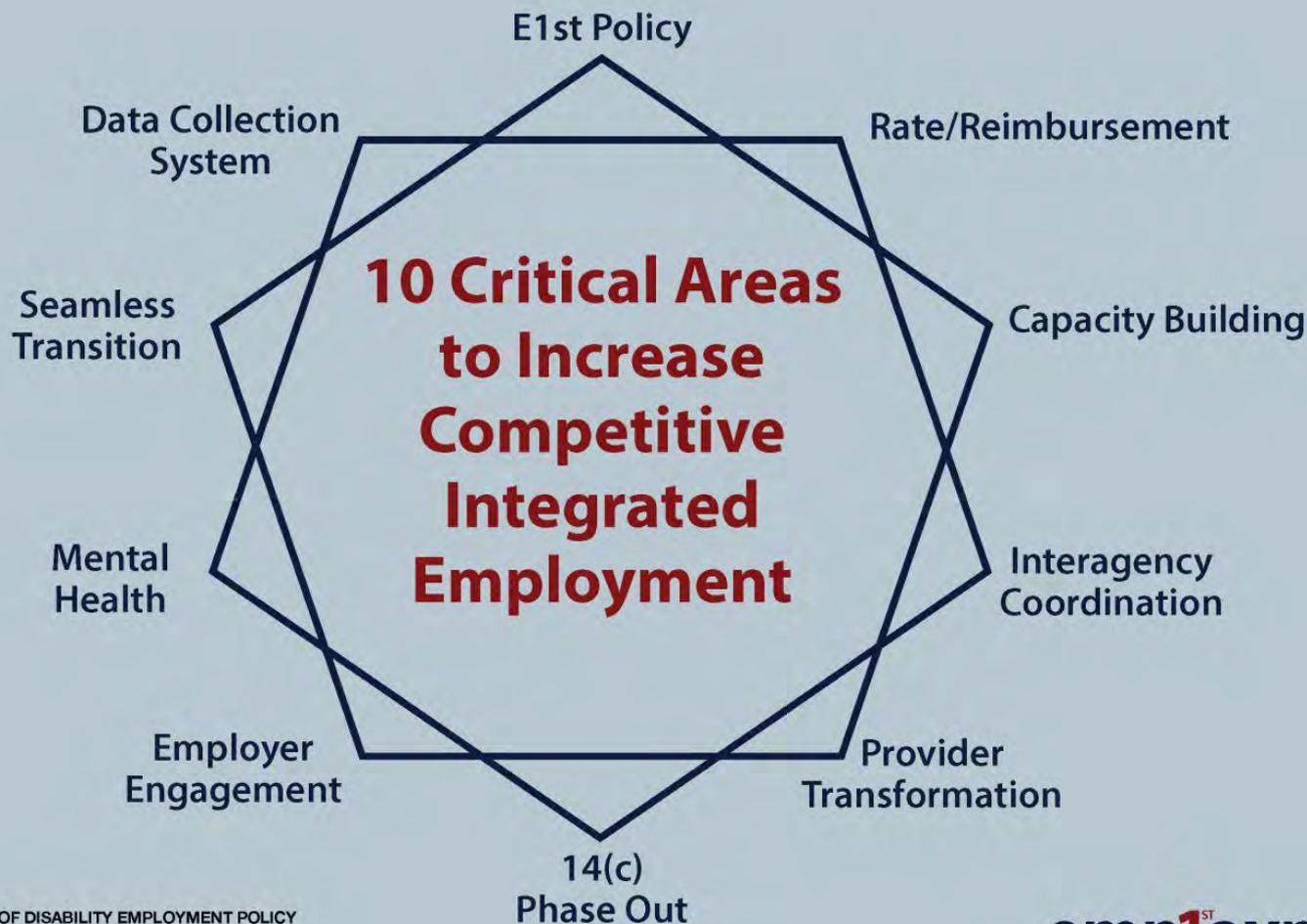
CHANGE & PROVIDER TRANSFORMATION



E1st State Transformation Guide

- ODEP identified “**10 Critical Areas to Increase Competitive Integrated Employment (CIE)**” based on the recommendations put forth in the WIOA Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities (ACICIEID) Final Report, and developed them into a “State Transformation Activity Record” (STAR) Self-Assessment tool.
- **ACICIEID Final Report (Sep. 2016):**
https://www.dol.gov/odep/topics/pdf/ACICIEID_Final_Report_9-8-16.pdf
- Dr. David Mank (ACICIEID Chair) and Rich Luecking developed an “E1st State Transformation Guide” based on the “10 Critical Areas” that includes state examples of success in implementing the ACICIEID Final Report recommendations at the state level.
- **E1st State Transformation Guide (June 2017):**
<http://employmentfirst.leadcenter.org/employment-first-resources/e1st-state-transformation-guide>

State Transformation Activity Record (STAR)



Research to Support CIE

- **Research on service cost savings and improvement of employment outcomes (e.g., wages earned) for competitive integrated employment placements**
- Cimera, R. E. (2017). The Percentage of Supported Employees With Significant Disabilities Who Would Earn More in Sheltered Workshops. *Research and Practice for Persons with Severe Disabilities*, DOI: 1540796917697448.
- Cimera, R. E. (2016). A comparison of the cost-ineffectiveness of supported employment versus sheltered work services by state and demographics of program participants. *Journal of Vocational Rehabilitation*, 45, 281-294.
- Cimera, R. E. (2012). The economics of supported employment: What new data tell us. *Journal of Vocational Rehabilitation*, 37, 109-117.
- Cimera, R. E. (2011). Does being in sheltered workshops improve the employment outcomes of supported employees with intellectual disabilities? *Journal of Vocational Rehabilitation*, 35, 21-27.
- Cimera, R. E. (2011). Supported versus sheltered employment: Cumulative costs, hours worked, and wages earned. *Journal of Vocational Rehabilitation*, 35, 85-92.

Research to Support CIE

- **Research on service cost savings and improvement of employment outcomes (e.g., wages earned) for competitive integrated employment placements**
- Cimera, R. E. (2008). The cost-trends of supported employment versus sheltered employment. *Journal of Vocational Rehabilitation, 28*, 15-20.
- Cimera, R. E. (2007). The cost-effectiveness of supported employment and sheltered workshops in Wisconsin (FY 2002–FY 2005). *Journal of Vocational Rehabilitation, 26*, 153-158.
- Cimera, R. E. (2007). The cumulative cost-effectiveness of supported and sheltered employees with mental retardation. *Research and Practice for Persons with Severe Disabilities, 32*, 247-252.
- Rusch, F. R., & Braddock, D. (2004). Adult day programs versus supported employment (1988–2002): Spending and service practices of mental retardation and developmental disabilities state agencies. *Research and Practice for Persons with Severe Disabilities, 29*, 237–242.
- Kregel, J., & Dean, D. H. (2002). Sheltered vs. Supported Employment: A Direct Comparison of Long-Term Earnings Outcomes for Individuals with Cognitive Disabilities.” In J. Kregel, D. H. Dean, & P. Wehman (Eds.) *Achievements and Challenges in Employment Services for People with Disabilities: The Longitudinal Impact of Workplace Supports*. Retrieved May 19, 2017 from <http://www.worksupport.com/research/viewContent.cfm/151>
- Cimera, R. E. (2000). The cost-efficiency of supported employment programs: A literature review. *Journal of Vocational Rehabilitation, 14*(1), 51-61.

EFSLMP: *Capacity Building TA Process*



An Overview of ODEP's Investments in CRPs Committed to
Increasing Competitive, Integrated Employment Outcomes for PWD

EFSLMP & PROVIDER TRANSFORMATION

Provider Transformation Offerings: *Key Areas of TA Emphasis*



EFSLMP Provider Transformation: Macro-Case Study (Iowa) – Approach



2012-2013	2013-2014	2014-2015
<p>Engaged Executive Director of State's Rehabilitation Association in EFSLMP Core State Team</p>	<p>Increased # receiving intensive TA to 17 providers</p>	<p>Provided mini-assessment processes for another 19 providers</p>
<p>Started with providing intensive TA to seven (7) provider organizations, who were also receiving assistance through the state's PIE grant. Focus on customized employment, T2W/EN application, and benchmarking/forecasting projections for phased-in transition of PWD</p>	<p>Held quarterly 2-day TA meetings with state's APSE and Rehabilitation Association</p>	<p>Reinforced previous TA with additional state meetings/conferences/ training opportunities</p>
	<p>Initiated Virtual Community of Practice sponsored by state's VR agency; run by EFSLMP SMEs; promoted by state's APSE and Rehabilitation Association</p>	<p>Expanded reach for statewide Community of Practice on provider transformation</p>

EFSLMP Provider Transformation: Macro-Case Study (Iowa) – Results thus far



2012-2013	2013-2014	2014-2015
Annual Performance Data based on 7 VR providers	Annual Performance Data based on 12 VR providers (reflective of 1/3 of entire VR network in Iowa):	Annual Performance Data based on 18 VR providers (reflective of 1/3 of entire VR network in Iowa):
14 placements—all identified as customized employment placement.	427 consumers with significant disabilities into integrated employment. 86 of these were identified as customized employment cases.	725 additional placements, 150 of which were identified as customized placements.
	The average wage was \$7.81/hour. The average number of hours/week thus far is 17.27.	The average wage was \$8.31/hour and 15.93 hours/week average.

How can YOU Get Involved in *Employment First?*



- Ways to Get Involved in E1st Systems Change:
 - **EFSLMP FY2018 Application Period**
 - Orientation & Demonstration: September 27, 2017, 1-2:30 ET. (Recorded)
 - Online Application portal available: September 27, 2017, after webinar.
 - Online Application due: 11:59 p.m. ET, Friday, October 13, 2017.
 - The online application will be available after the webinar on September 27. If you do not currently have an account for EconSys Online Tool, sign up here: https://apps.econsys.com/ta-planner/users/sign_up
 - Register to access free TA/Training via the EFSLMP Community of Practice. To subscribe: <http://www.econsys.com/eflsmf/?subscribe>

Employment First: *Available Resources*

- Employment First Web Platform – Featured Resources:
 - <http://employmentfirst.leadcenter.org/national-data/featured-resources>
- Provider Transformation Manual:
 - <http://employmentfirst.leadcenter.org/employment-first-resources/provider-transformation-manual>
- E1st State Transformation Guide:
 - <http://employmentfirst.leadcenter.org/employment-first-resources/e1st-state-transformation-guide>
- Vision Quest Replication Manual:
 - <http://employmentfirst.leadcenter.org/employment-first-resources/vision-quest-replication-manual>
- ODEP’s Criteria for Performance Excellence:
 - <http://employmentfirst.leadcenter.org/employment-first-resources/criteria-for-performance-excellence-in-employment-first-state-systems-change-provider-transformation>

Employment First: *Available Resources*



- Federal Resources Available to Support State Employment First Efforts
- <http://employmentfirst.leadcenter.org/employment-first-resources/federal-resources-available-to-support-state-employment-first-efforts>
- Connecting the Dots: Using Federal Policy to Promote Employment First Systems-Change Efforts
- <http://employmentfirst.leadcenter.org/employment-first-resources/connecting-the-dots-using-federal-policy-to-promote-employment-first-systems-change-efforts>
- Federal Legal Framework that Supports Integrated Employment Outcomes of Youth and Adults with Significant Disabilities
- <http://employmentfirst.leadcenter.org/employment-first-resources/federal-legal-framework-that-supports-integrated-employment-outcomes-of-youth-and-adults-with-significant-disabilities>

EFSLMP Provider Transformation TA: *Available Resources*



- ODEP's Criteria for Performance Excellence in Employment First State Systems Change & Provider Transformation
- Sample Provider Transformation Self-Assessment Tool
- HCBS Provider Survey/Assessment Tool
- Benchmarking Analysis and Measurement Tools, Gantt Charts
- Funding Diversification Wheel
- Provider Transformation Action Plans
- Representative List of Resource Leveraging Strategies
- ODEP's CE Competency Model
- ODEP's Integrated Employment Toolkit:
www.dol.gov/odep/ietoolkit

National Employment 1st Web Platform via LEAD Center



employmentfirst.leadcenter.org



New Mexico State Profile

- State Data:
 - General, SSA
 - Outcomes, Mental Health Outcomes, Workforce Development
 - Outcomes, VR
 - Outcomes, I/DD
 - Outcomes, Education
 - Outcomes, AbilityOne/JWOD
 - Program Stats, Wage and Hour Division
 - 14(c) Certificate
 - Holding Entities Stats

← → ↻ employmentfirst.leadcenter.org/new-mexico#quicktabs-states_big_screen=1 ☆

GENERAL	2013	2014	2015
Population.	2,085,287	2,085,572	2,085,109
Number of people with disabilities (all disabilities, ages 18-64).	165,038	158,816	156,118
Number of people with disabilities who are employed (all disabilities, ages 18-64).	58,220	48,261	48,139
Number of people without disabilities who are employed (ages 18-64).	755,937	769,057	771,842
Percentage of working age people who are employed (all disabilities).	35.28%	30.39%	30.84%
Percentage of working age people who are employed (NO disabilities).	70.10%	71.23%	72.13%
Overall unemployment rate.	6.90%	6.50%	6.60%
Poverty Rate (all disabilities).	24.30%	26.50%	24.80%
Poverty Rate (NO disabilities).	21.60%	20.50%	19.70%
Number of males with disabilities (all ages).	159,355	149,516	153,260
Number of females with disabilities (all ages).	152,418	151,999	153,746
Number of Caucasians with disabilities (all ages).	243,404	229,027	229,605
Number of African Americans with disabilities (all ages).	6,123	6,009	8,543
Number of Hispanic/Latinos with disabilities (all ages).	131,004	132,403	131,181
Number of American Indians/Alaska Natives with disabilities (all ages).	25,064	26,274	27,226
Number of Asians with disabilities (all ages).	2,242	1,842	1,526
Number of Hawaiians/Pacific Islanders with disabilities (all ages).	327	N/A	N/A
Number of with multiple races disabilities (all ages).	6,378	8,038	9,540
Number of others with disabilities (all ages).	28,235	30,138	30,453

Notes: Employment percentages account for only those individuals 18 years or older who are classified members of the labor force.
Source: U.S. Census Bureau-Fact Finder® | StateData: The National Report on Employment Services and Outcomes®

New Mexico State Profile

- WIOA Profile:
- Customized Employment
- Braiding/Blending
- Section 188
- DEI/Disability Resource Coordinators
- Other State Programs
- Financial Literacy
- Economic Advancement
- Benefits
- School to Work Transition
- Data Collection
- Career Pathways
- Employment Networks

Snapshot
State Data
WIOA Profile
Policies and Initiatives

WIOA PROFILE [View Full WIOA State Plan](#)

[Download WIOA Profile \(PDF\)](#)

The material cited below is taken directly from each state's plan for WIOA implementation. These sections of the state plan were selected because of their relevance to youth and adults with disabilities. However, all programs and services under WIOA must be physically and programmatically accessible to individuals with disabilities.

Employment First State Leadership Mentor Program (EFSLMP)

No specific disability related information found.

Customized Employment

Braiding/Blending Resources

Section 188/Section 188 Guide

DEI/Disability Resource Coordinators

Other State Programs/Pilots that Support Competitive Integrated Employment

Financial Literacy /Economic Advancement

Benefits

School to Work Transition

Data Collection

Small business/Entrepreneurship

Career Pathways

Employment Networks

New Mexico State Profile

- Policies & Initiatives:
- Legislation (3)
- Executive Orders (1)
- Policy (7)
- Partnerships (5)
- Systems-Change Funding (3)
- Training/Capacity Building (6)
- Enforcement (0)
- Medicaid & Employment (7)

New Mexico
Select a State
Go!

Snapshot
State Data
WIOA Profile
Policies and Initiatives

Show All (32)

Legislation (3)

Executive Orders (1)

Policy (7)

Partnerships (5)

Systems-Change Funding (3)

Training/Capacity Building (6)

Enforcement (0)

Medicaid & Employment (7)

Displaying 1 - 10 of 32

Partners for Employment 2017 Events and Trainings - 07/01/2017

~~This site has a list of training sessions for School to Work Transition teams and Supported Employment for Local Leaders

Systems

- Other

Topics

- School-to-Work Transition

Citations

- Partners for Employment 2017 Events and Trainings@

Permalink

- <http://employmentfirst.leadcenter.org/new-mexico/training-capacity-building/partners-for-employment-2017-events-and-trainings>

WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)DRAFT LOCAL PLAN - 06/02/2017

~~"Local Employer Engagement:The private sector driven board and its CEOs are very cognizant of the diversity of the constituency it serves. Employer engagement will help align programs with employer needs to improve the potential for job seekers to obtain steady secure jobs in career pathways that lead to stackable credentials and self-sufficiency and create the foundation necessary for a vibrant diverse local economy. As such, offering the highest level of customer service to all its customers is of primary importance. The board vision places employers as the primary customer of the system. Therefore the board views its role to job seekers as ensuring, to the fullest extent possible, that individuals are trained to be able to succeed both now and the future in the current and emerging workforce in the area. This is why chambers, economic developers and small business development professionals are being asked to join the board's committees to serve as advisors to the establishment a strong workforce development system."

Systems

- Other

Topics

- Employer Engagement
- WIOA

Citations

Contact



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