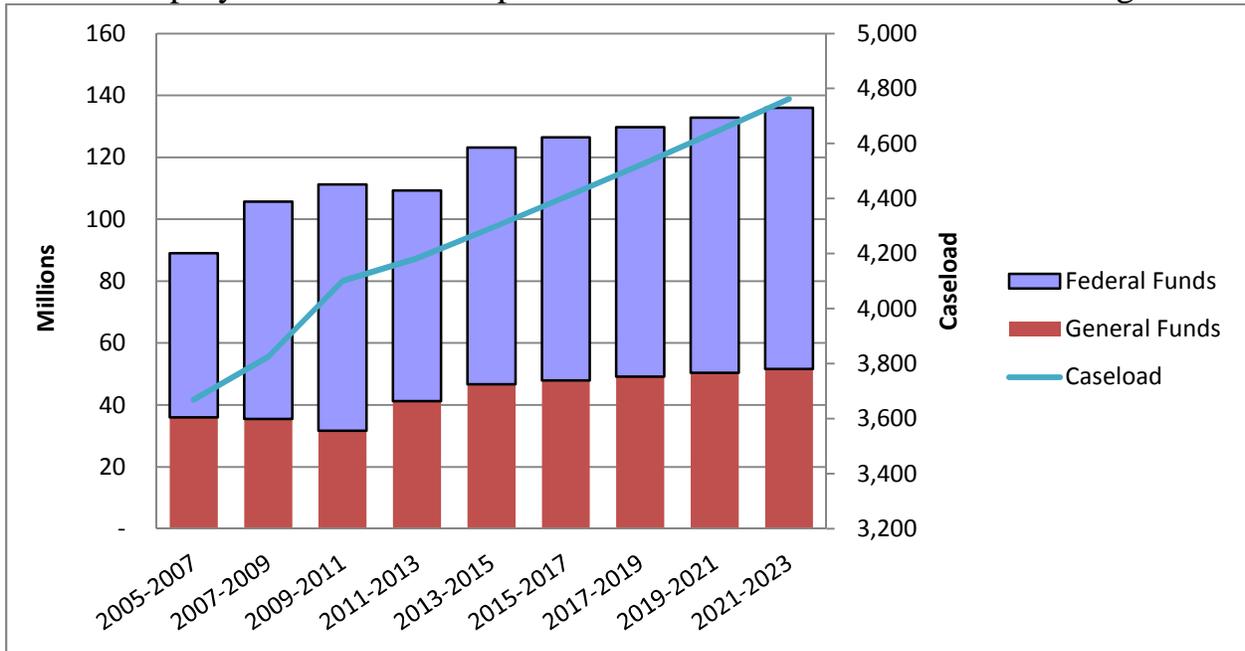


Department of Human Services: Employment First – Comprehensive Services

Developmental Disabilities Program

Primary Outcome Area: Healthy People
 Secondary Outcome Area: Jobs and Economy
 Program Contact: Mike Maley, 503-947-4228

Employment First – Comprehensive Services Caseload and Funding



Note: Graph represents overall caseloads for all-day services provided through Comprehensive Services and compared to the funding. Caseloads refer to actual enrollments. Lower graph represents community employment services.

Executive Summary

All people with developmental disabilities who receive Comprehensive Services get residential support through foster care and group homes, and receive day services for 25 hours a week, five days a week through Employment and Day Supports Providers. The day services are intended to help the person be integrated in the community and be engaged in meaningful activities. The person with developmental disabilities may work in a sheltered workshop or in community businesses. If they don't work, they are engaged in activities in a facility or in the community.

People who are employed in the community have the highest level of integration and have stronger social networks. The more people with developmental disabilities that achieve paid employment, the less dependence there is on public resources and the greater the State's flexibility in designing future services that respond to the need of this population.

Employment First is a policy that prioritizes employment as the first and primary outcome of service and looks to increase the number of people with developmental disabilities in jobs in their communities by 30 percent by 2017.

Program Funding Request

	Employment First			
	GF	OF	FF	TF
LAB	41,254,603	0	68,054,748	109,309,351
ARB	46,667,690	0	76,438,171	123,105,861
Difference	5,413,087	0	8,383,423	13,796,510
Percent Change	13.1%		12.3%	12.6%

Significant Proposed Program Changes from 2011-13

Developmental Disabilities Investments/Reductions	Employment First			
	GF	OF	FF	TF
Implement uniform rate setting process or "ReBar" for employment services	3.10	0.00	5.12	8.23
Increase OVRs services to DD clients due to DD Employment First referrals	0.43	0.00	0.87	1.30

(\$, millions)

This request provides funds to implement a new rate structure at a level that will best advance the program goals. The Office of Developmental Disability Services (ODDS) has implemented a project for several years to restructure budgets, assessments, and rates (ReBAR) for individuals in the developmental disability service system. The Centers for Medicare and Medicaid Services (CMS) requires uniform setting of rates for services. The ReBAR project has completed work on residential programs and starting to revise the rate setting process for employment related services.

This request also adds staffing to Vocational Rehabilitation (Economy & Jobs) to serve additional individuals with developmental disabilities through the Employment First Program, a critical area of need highlighted by recent litigation and U.S. Department of Justice findings. These services are designed to improve employment outcomes for working age adults with developmental disabilities and will increase workloads for vocational rehabilitation service.

Program Description

Employment First is based on the general philosophy that individuals with developmental disabilities have the ability, with the right supports, to be productive and contributing members of their communities through work. This philosophy also recognizes intrinsic and financial benefits of paid work to the individuals with disabilities and their families. This improved economic self-sufficiency has shown to also reduce reliance on government services.

Oregon has been very successful in developing community-based care to move away from institutions as a model of care. Having individuals with developmental disabilities fully engaged in their communities is highly desirable as an outcome and fiscally efficient. However, the success of having people live at home or in their home community did not extend to getting people jobs in their communities. Recent trends show the numbers of individuals in community

jobs are at a relatively flat or declining rate, while the number of individuals choosing non-work service options is trending upward.

Oregon joined a network of states to discuss how improvements could be made to integrated employment opportunities for people with developmental disabilities. The states formed the Supported Employment Leadership Network and compared key policies and funding strategies for increasing employment outcomes.

In 2009, Oregon and four other states implemented an Employment First policy. Providers using an Employment First policy are expected to seek employment opportunities, in a typical work place setting, for developmentally disabled working-age adults. Wages are paid by the employer and are consistent with wages paid to workers without disabilities. The program helps individuals gain jobs and provides support throughout their job history.

Implementing Employment First policies requires some fundamental systems transformation action; many of the providers need support to change business practices to support individuals in jobs throughout their communities. It is also critical for business partners to embrace the benefits of hiring people with developmental disabilities. We partner with the Oregon Council on Developmental Disabilities, Vocational Rehabilitation, Oregon Department of Education, and the Office of Developmental Disability Services to jointly develop policies and communications that strengthen employment outcomes equitably.

For employment among people with developmental disabilities, their time in job readiness and exploration activities must be increased and the time spent in sheltered workshops decreased. Job readiness and exploration work is typically available through provider partners. Job development may be done by a Vocational Rehabilitation counselor or, if the person does not qualify for those services, then by a developmental disability provider. Most people who become employed require long-term supports to keep the job. This includes job coaching and staff support. A sheltered workshop is a supervised work center for those with developmental disabilities. As part of the department's strategic planning to integrate those with developmental disabilities into their communities, efforts are being made to move away from the sheltered workshop model in favor of jobs in the typical work place setting.

Because of our work to implement the Employment First policy, Oregon received a grant in April 2012 from the U.S. Department of Labor to further develop a strategic plan for Employment First implementation.

Program Justification and Link to 10-Year Outcome

Employment First links to the Healthy People and Economy and Jobs Outcome areas in the 10-Year Plan.

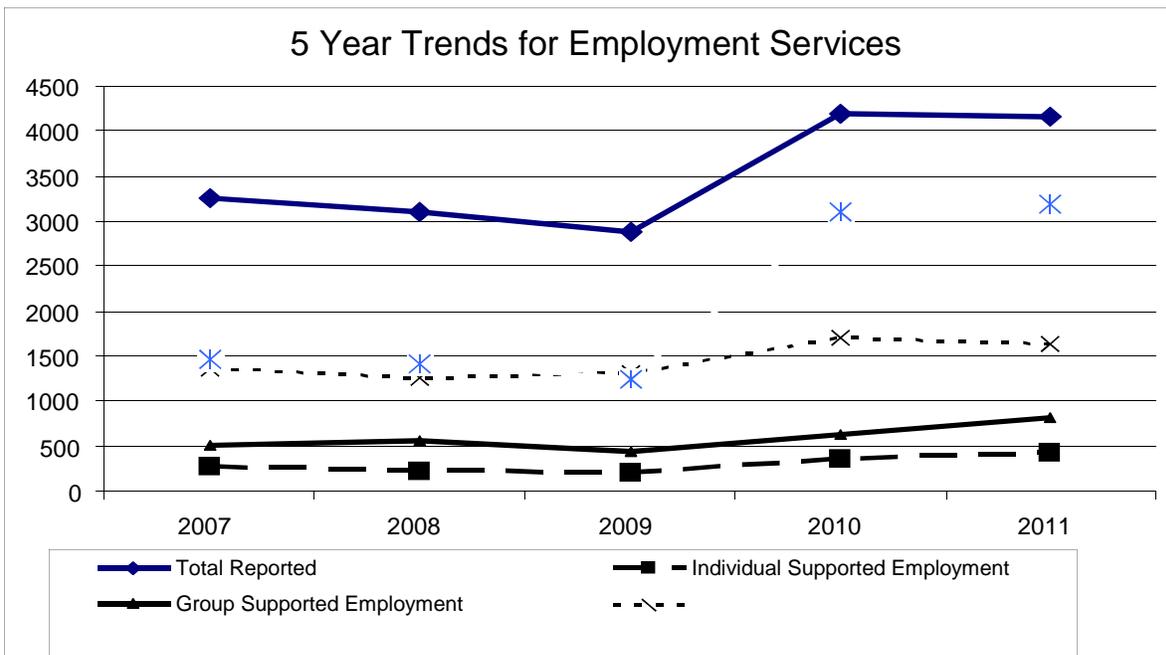
Individuals with developmental disabilities who work have broader networks of support and more people observing daily behavior. This helps them to be healthier and have the best possible quality of life. Individuals are more likely to be able to live with their family longer when they have their own daily schedule that is similar to working parents. Benefits to employment are both financial and health-related. Employment helps improve poverty and improving feelings of

isolation and loneliness which are contributing factors to poor health. Employment supports are key in moving people with developmental disabilities away from 24-hour support services which results in less public funds being spent.

Employment First also links to other economic development strategies to increase workforce diversity while meeting business design needs in ways that result in jobs and prosperity for all Oregonians.

Program Performance

Employment trends have been tracked since 2007. Since Employment First began in 2010, there has been some growth in community employment.



Moving forward, Employment First has a specific set of goals it is working toward:

- By 2016, no young adults will enter sheltered workshops when leaving school
- By 2017, decrease the census of adults on the Comprehensive waiver served in sheltered workshops by 492 individuals or 30 percent.
- Increase integrated supported employment opportunities for those served in the comprehensive adult program.
- By 2017, increase the statewide census of individuals in supported employment by 32 percent or a total of 1000 individuals, with 80 percent of capacity growth and placements in individual employment
- By 2017, increase by at least 100 percent the census of individuals on Path to Employment.

Enabling Legislation/Program Authorization

The provision of employment-related services for individuals with developmental disabilities are in ORS 430.610, .650 and .670. The enabling statutes are in ORS 409.050 and ORS 410.070.

At the Federal level, in addition to all applicable Medicaid statutes and regulations, services must comply with the Title II of the Americans with Disabilities Act (ADA) of 1990 and Section 504 of the Rehabilitation Act of 1973. Compliance with these Federal laws are subject to the U.S. Supreme Court's Olmstead Decision of 1999 and the U.S. Department of Justice's interpretation of that decision as it relates to the ADA and Rehabilitation Act. ADA and Olmstead are relevant to Employment First since the program must assure statewide access in the least restrictive environment.

Funding Streams

All funding for employment first is matched through the Medicaid 1915c Home and Community-Based Waiver. When a person is getting job development from Oregon's Office of Vocational Rehabilitation Services (OVRs), OVRs Title 1 case service funding is used.