

Employment First in Oregon

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Presentation Outline

- History of Employment First in Oregon
- Lane v. Brown settlement
- Federal policies impacting Oregon
- Sheltered Workshops in Oregon
- Employment Services
- Future of services

History and Overview of Employment First in Oregon

- Oregon's Employment First policy: integrated employment as the highest priority
- Codified in statute: 2013
- Executive Order 13-04: 2013
- Executive Order 15-01: 2015
- Lane v. Brown: January 2016



Employment First is about opportunity.
The opportunity for people to:

- Explore career paths;
- Fully use their talents and skills;
- Work and advance in jobs/careers;
- Participate in and contribute to their community, like everyone else;
- Increase social connections;
- Become more financially independent;
- Improve quality of life.

Promoting community jobs for people with intellectual and developmental disabilities

IWorkWeSucceed.org



Lane v. Brown Settlement

- First of its kind when filed.
- Plaintiffs joined by U.S. Department of Justice's Civil Rights Division.
- Result of lengthy negotiations, mediated by a federal judge.
- Many requirements are actions the state was already engaged in.

Actions like Lane v. Brown are being undertaken by self-advocates and advocacy groups across the nation:

- ✓ Rhode Island settled with the U.S. Department of Justice: 2014
- ✓ Recently filed lawsuit in Ohio by disability rights groups over alleged Olmstead violations in employment settings.

Federal Landscape

- **Centers for Medicare & Medicaid Services (CMS):** new rules call for services in the most integrated settings. Defines segregated services (sheltered workshops) as pre-vocational and time-limited;
- **Medicaid funding** for employment services in settings that are segregated will not be eligible for federal funding as of March 2019;
- **Workforce Investment and Opportunity Act (WIOA) :**
 - ✓ Priority on integrated employment for people with disabilities
 - ✓ Priority on pre-employment services for transition-age youth in school
 - ✓ Promotes alignment of workforce development programs with regional strategies to meet the needs of employers

Sheltered Workshops

- Originally established as training centers to learn job skills before getting a job in the community.
- Executive Order 15-01 and Lane v. Brown call for a reduction in sheltered workshop services.
- DHS Transformation Grants help providers change their business models.



Selena (pictured right) worked for more than 7 years in a sheltered workshop until 2015, when she received job development services from Partnerships in Community Living, a recipient of a DHS transformation grant. Now Selena works in a community job at downtown Salem pottery store Create a Memory.

Employment Services in Oregon

New employment services:

- ✓ Discovery
 - ✓ Job Development
 - ✓ Job Coaching
 - ✓ Employment Path Community
- Individuals with I/DD can select services from the provider of their choice
 - Creates a real marketplace for that clearly puts individuals with I/DD in the role of “customer.”

Supported Employment Services For Individuals Experiencing Intellectual and Developmental Disabilities (I/DD)



"I would like a job in the community, what services are available?"



JOB DEVELOPMENT

A Job Developer visits with potential employers, helps with the application and interview, and identifies or creates positions in the workplace.



JOB COACHING

A Job Coach can support a person who is learning the new tasks of a job, and transitioning to a new environment. It might also include support to advance towards career goals.



Small Group Supported Employment

Small Group Supported Employment Services support a person to develop skills to achieve an individual job in the community.



Discovery

A person-centered planning process to find a job that matches a person's interests and strengths.



Employment Path Services

A time-limited service that supports a person to gain work experience and develop skills.

Want to learn more about these supported employment services?

The Office of Developmental Disability Services (ODDS) has created a list of resources to explain what is available to you. Visit the links below to learn more!

Learn more at www.IWorkWeSucceed.org

Future of services

Oregon is ahead of most states

Innovative Projects:

- Transformation Grants
- Peer-to-Peer Mentoring
- Seamless Transition
- Project Search
- Transition Network Facilitators (Oregon Department of Education/VR)
- Rural Development and Capacity Building



The first Project Search site team from Kaiser Permanente Westside Medical Center (2015). Project Search is a nationally-recognized program that focuses on high-quality jobs for young adults with I/DD. Three more Project Search sites will launch this year in Lane, Clackamas and Multnomah counties.

Contact Information

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