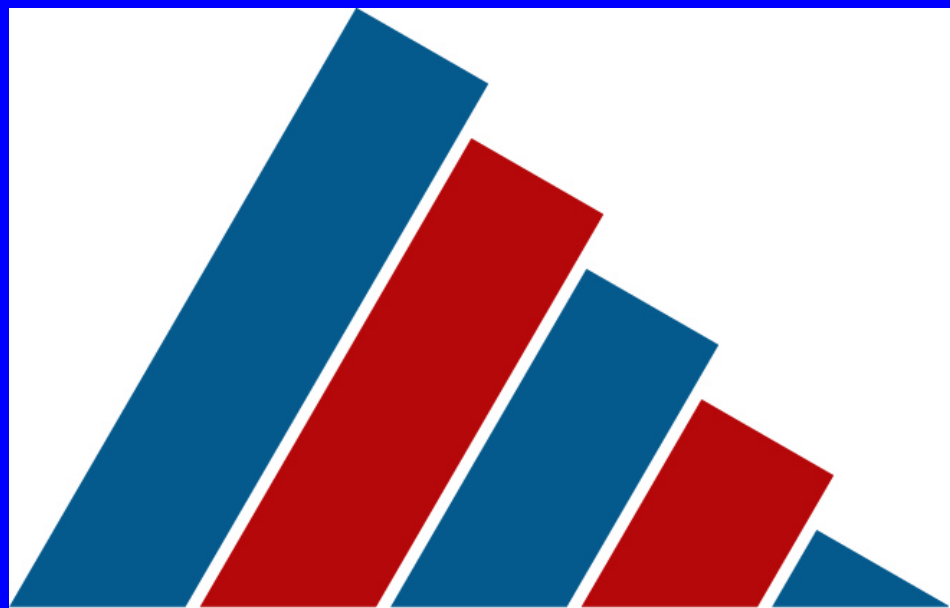


Expanding Employment Opportunities: Developing a New Work Ethic



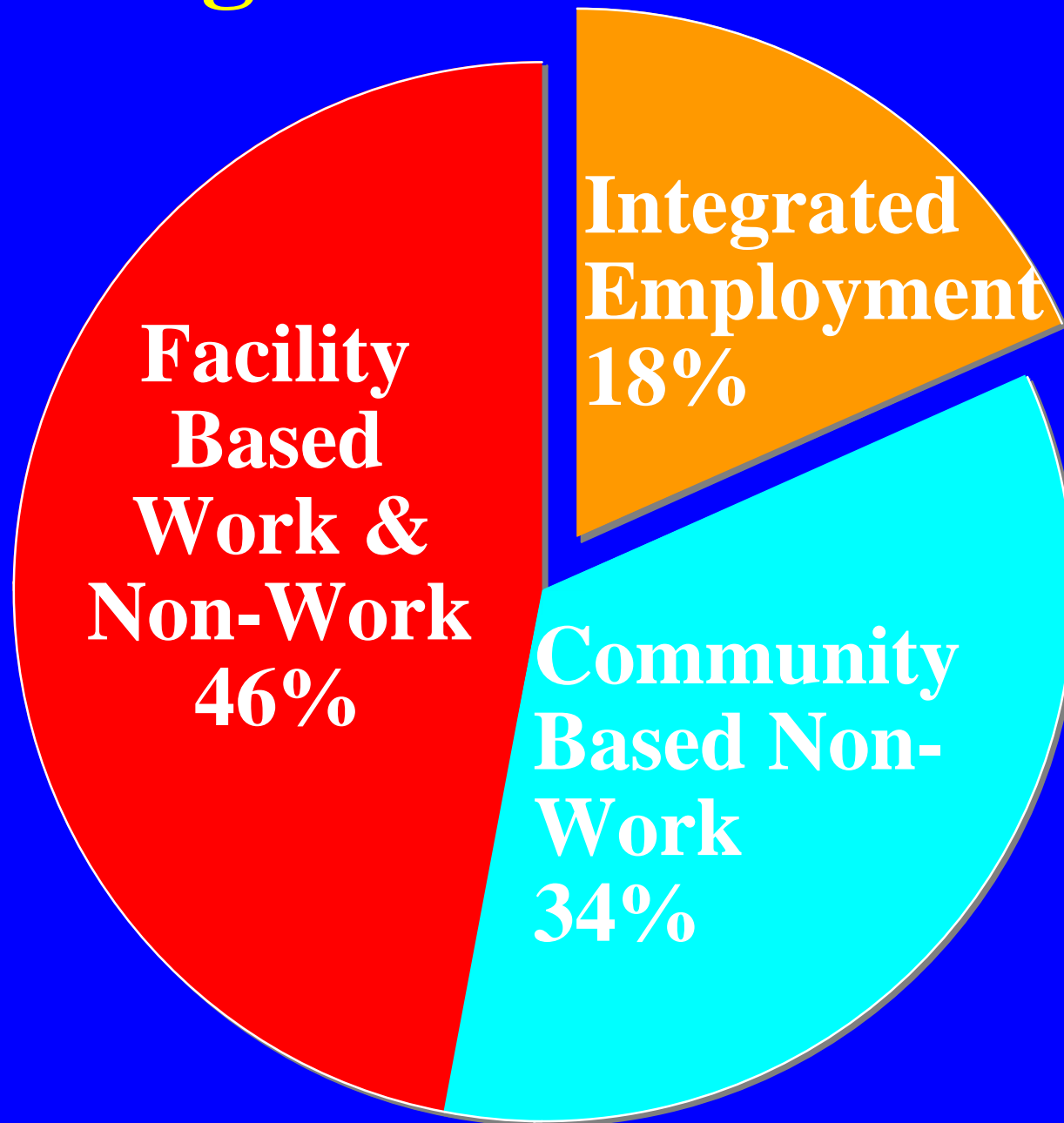
State Employment Leadership Network

**John Butterworth
Colleen Garauder
Dana Olsen**

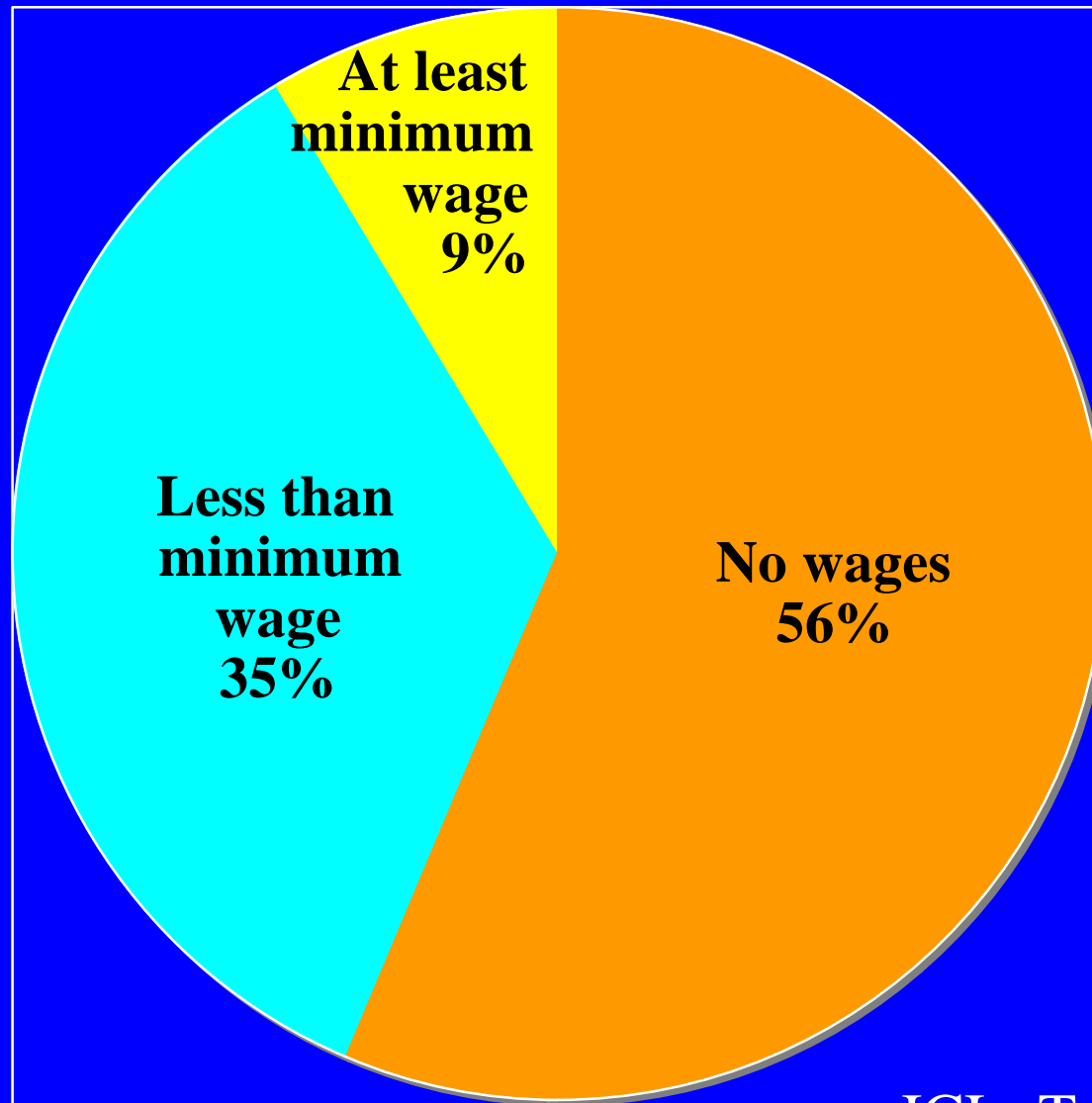
SELN Membership 2007-2008



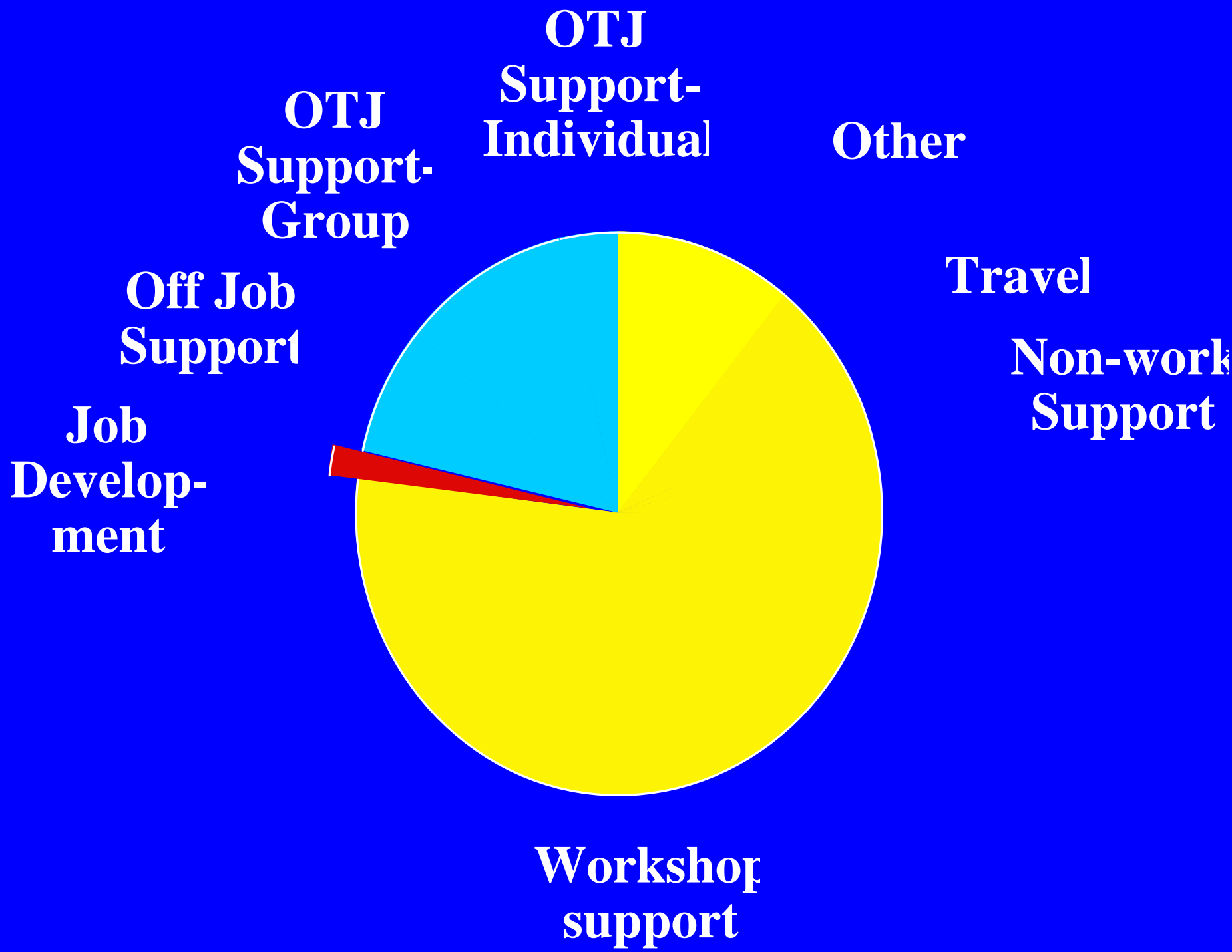
ID/DD Agencies 2007



Where are our resources?

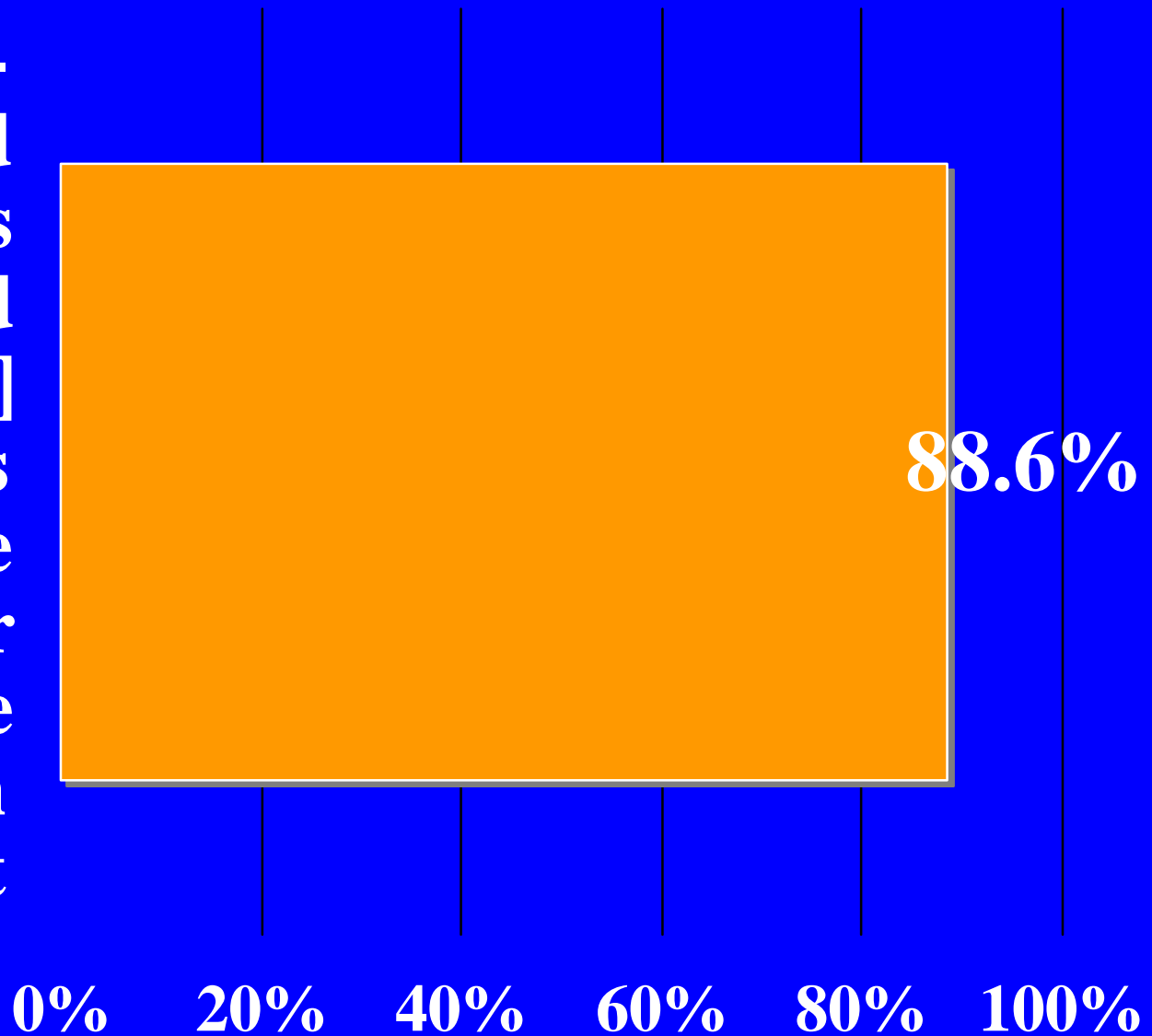


ICI - T-TAP 14c Survey



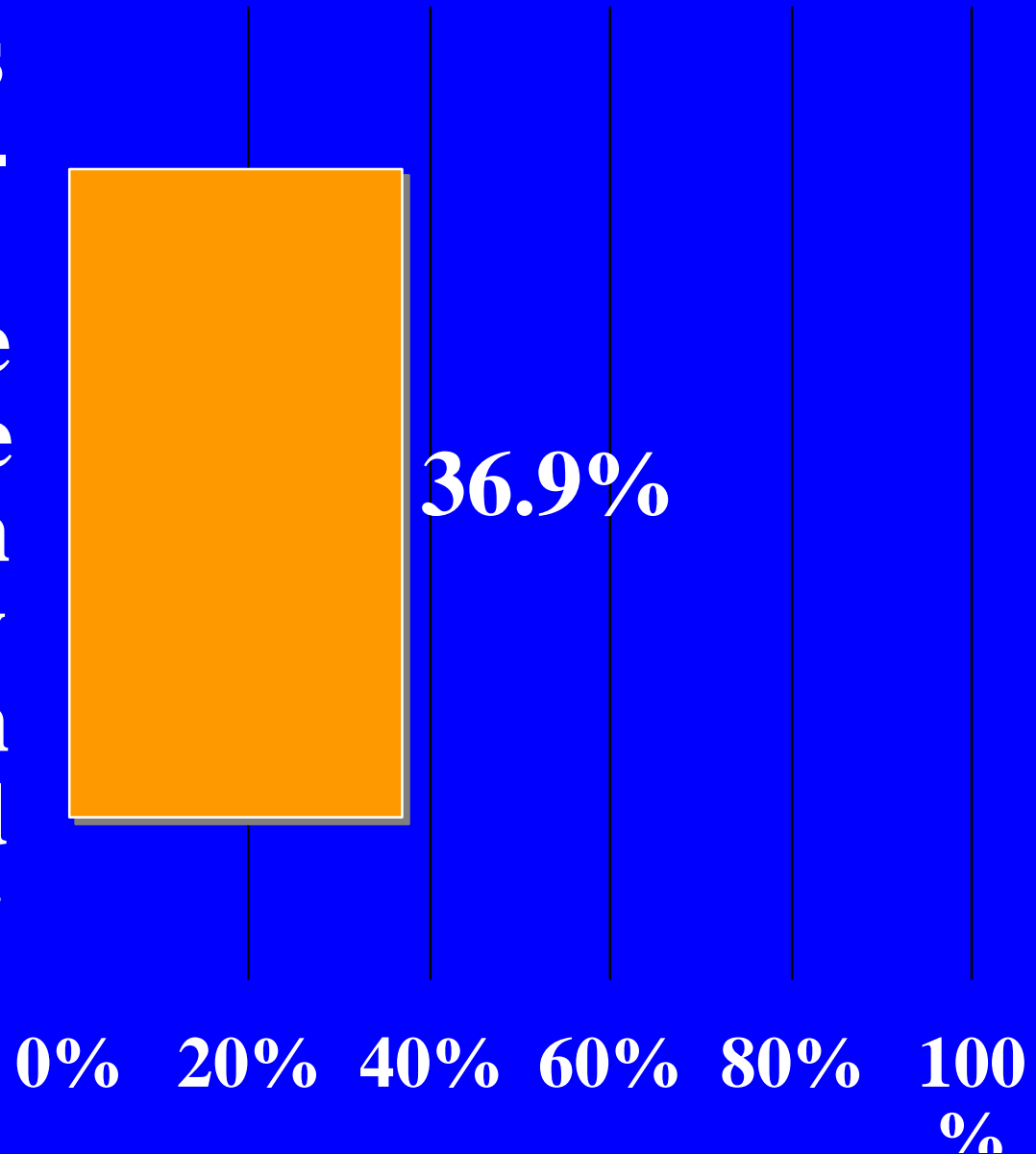
Expectations

Facility-based programs are needed [for] individuals who have difficulty or are unable to maintain employment

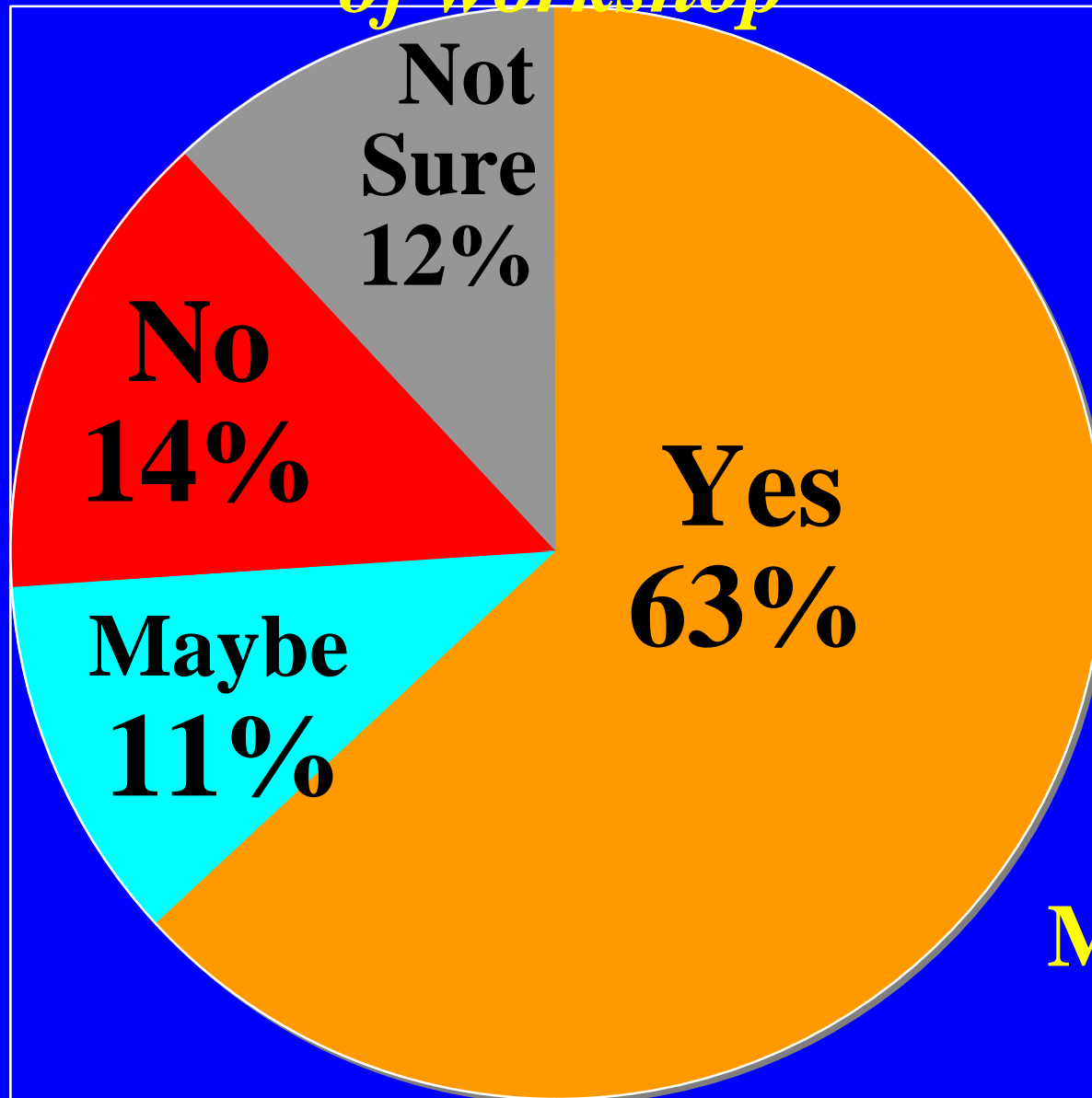


Listening

Individuals
in our sub-
minimum
wage
programs are
asking for an
opportunity
to work in
integrated
community



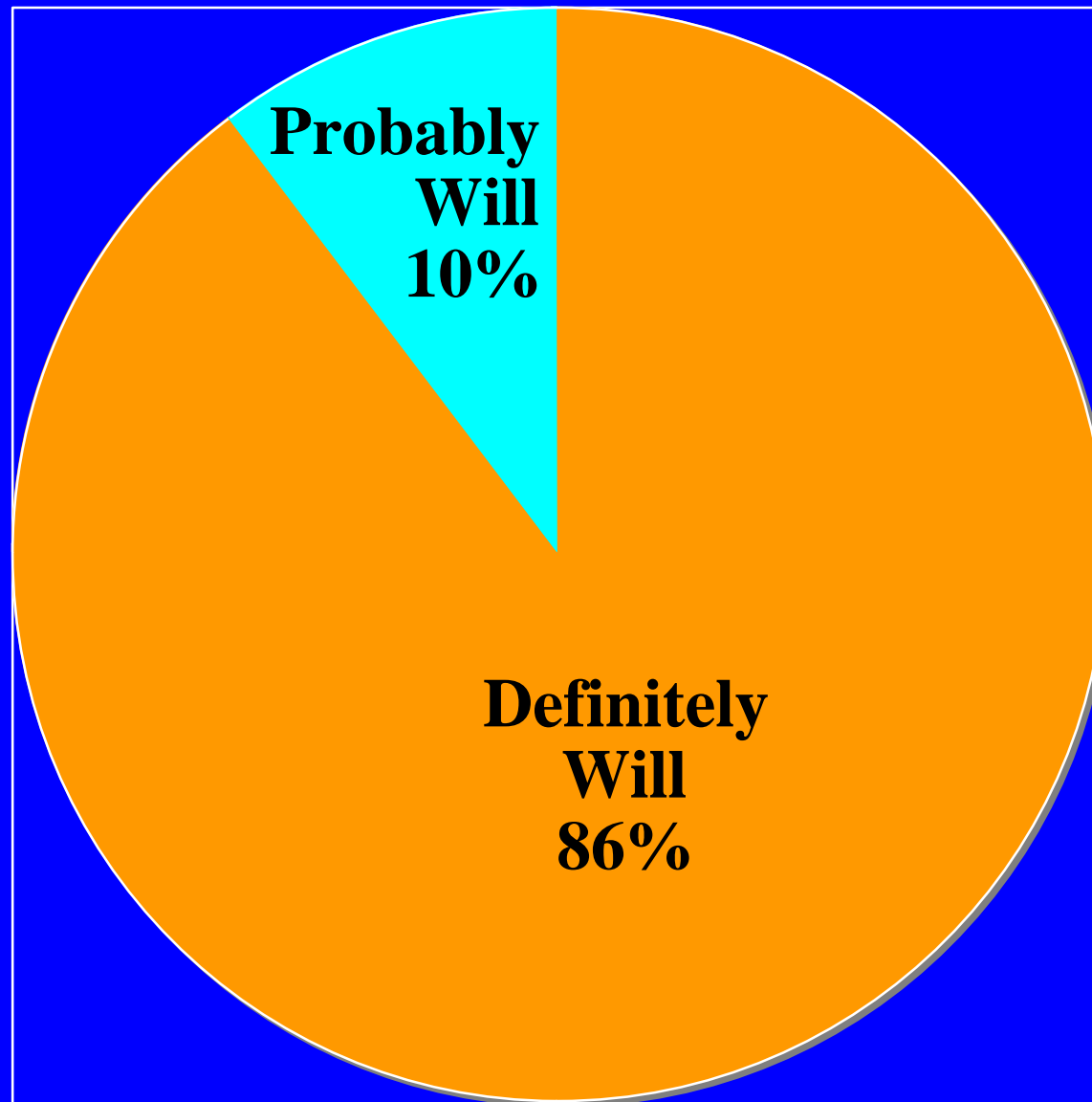
*Participant Prefers employment outside
of workshop*



**Migliore
(2006)**

NLTS2 Students:

Will eventually get a paid job



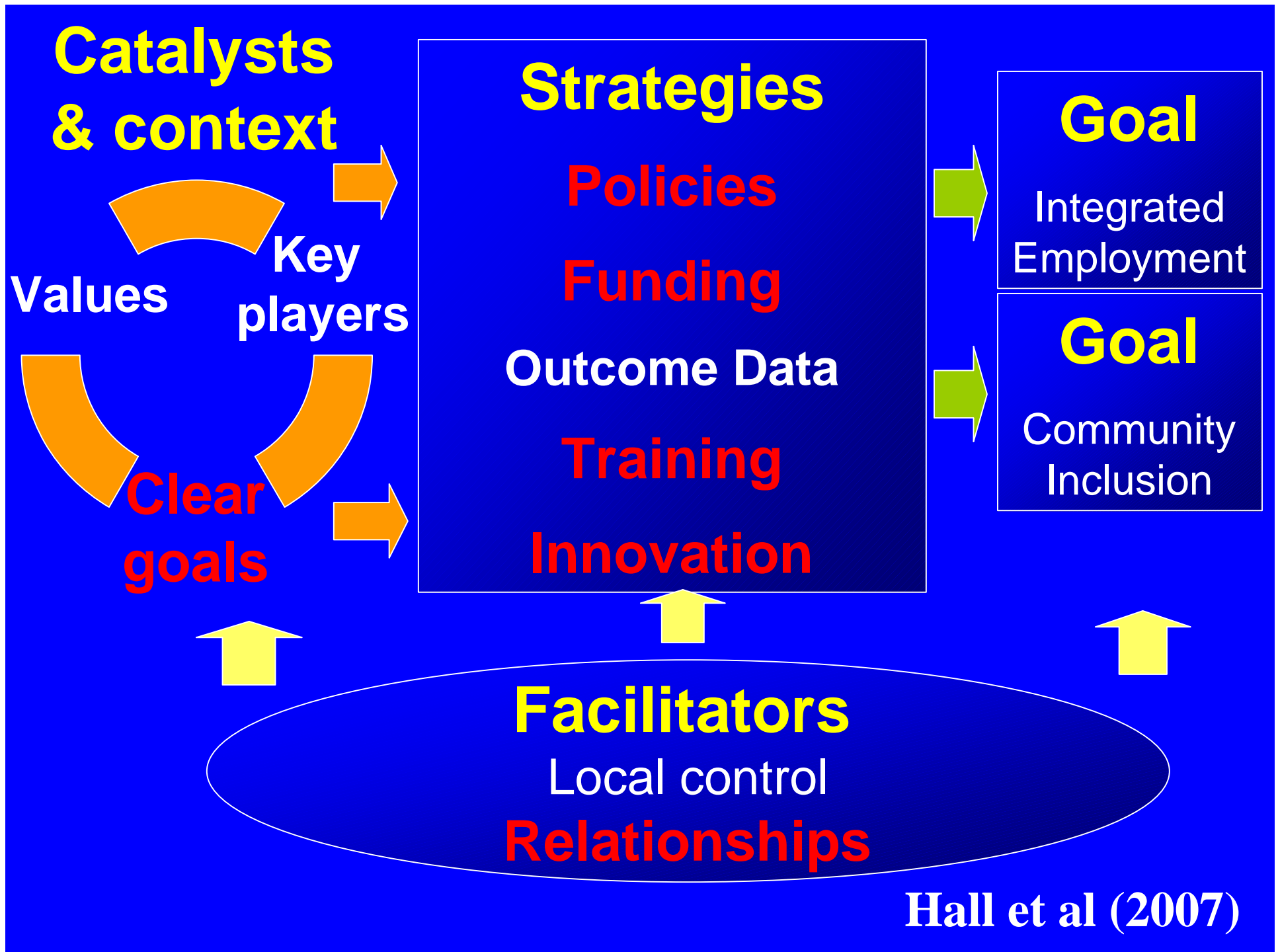
State success in integrated employment varies widely



ICI ID/DD Agency Survey

*You have to know where
you're going, to be able to
state it clearly and
concisely – and you have to
care about it passionately*

Tom Peters & Nancy Austin



Hall et al (2007)

Clear goals

Washington Working Age Adults Policy

Supports to pursue and maintain gainful employment in integrated settings in the community shall be the primary service option for working age adults

Florida Agency for Persons with Disabilities

Divert 25% of people receiving Adult Day Training services into competitive employment across the next 5 years

Policy that supports goals

Tennessee Employment First! Initiative

*At least every three years
individuals who are not in
integrated employment
participate in a community-
based work assessment*

Funding & Fiscal Incentives

Vermont System of Care Plan

1999: Funds can not be used to increase the capacity of sheltered workshops

2002: Funds can not be used to increase the capacity of group employment settings (enclaves or work crews)

2005: Funds can not be used to fund sheltered workshops

Oklahoma

Outcome based reimbursement

Contracting with employers

Pennsylvania Transition Pilots

Funding targeted to integrated
employment

ISP employment supplement

New waiver funding for 1100
graduates

Training and TA

Maine Employment Curriculum

Mandated for job coaches and
employment specialists

Leadership (train the trainer) model

Data: Measure what Matters

Massachusetts

Sharing the data

“Our performance is simply unacceptable...”

South Carolina

Innovation

Maryland

Self employment initiative

Washington

County and state government
jobs

Relationships

Tennessee Employment Consortium

- Statewide coalition focused on increasing integrated employment
- DMRS, VR, DD Council, Arc of Tennessee, Center on Disability and Employment, providers, family members, advocates

What are our priorities?

People told us their priorities were getting married, having their own home, and getting a job.

We had to ask of our 250 staff how many people are wholly focused on helping people:

- ❖ Develop significant relationships
- ❖ Find a job
- ❖ Become home owners?

Peggy Terhune, Arc of Stanley County

John Butterworth

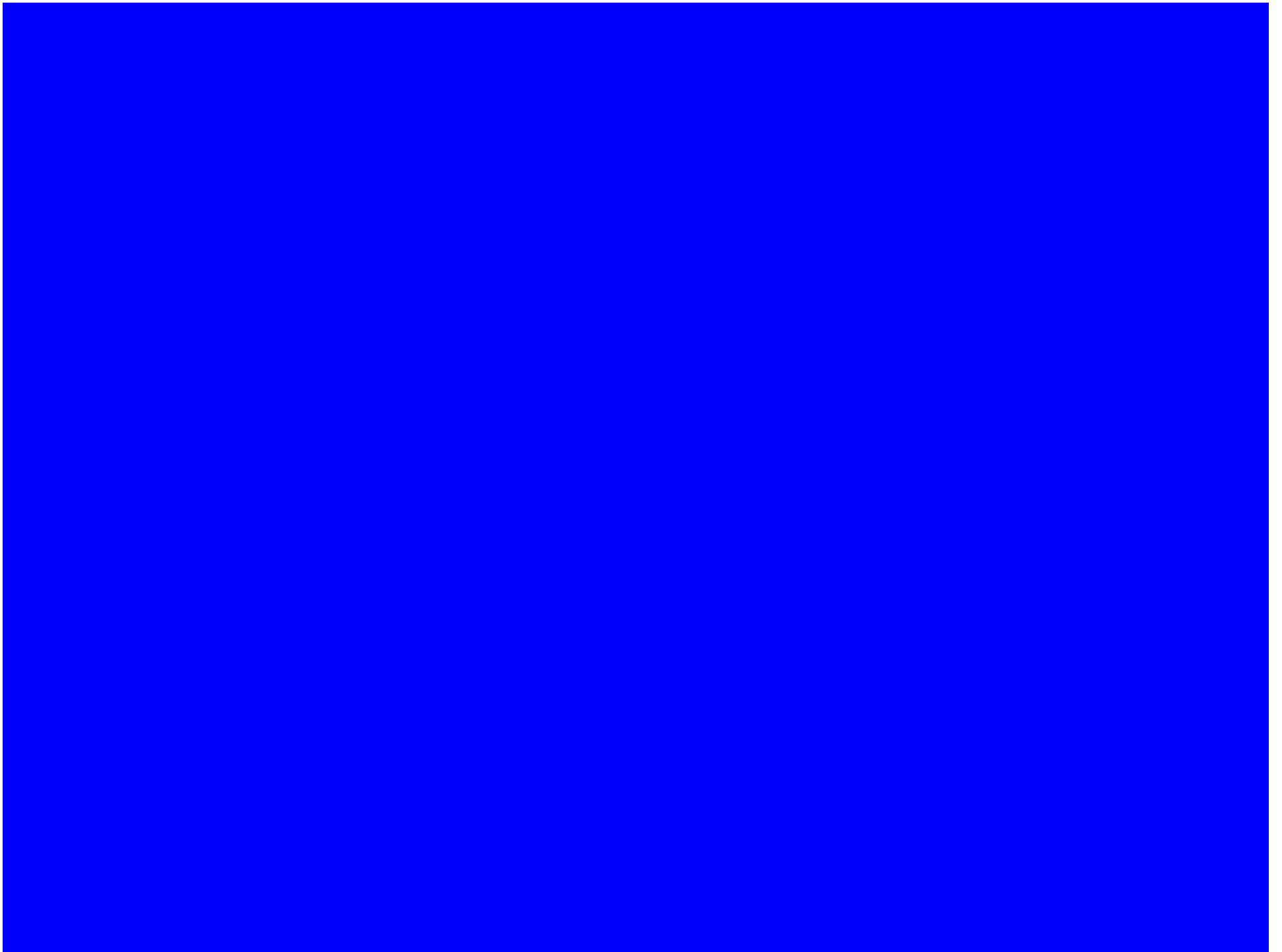
(617) 287-4357

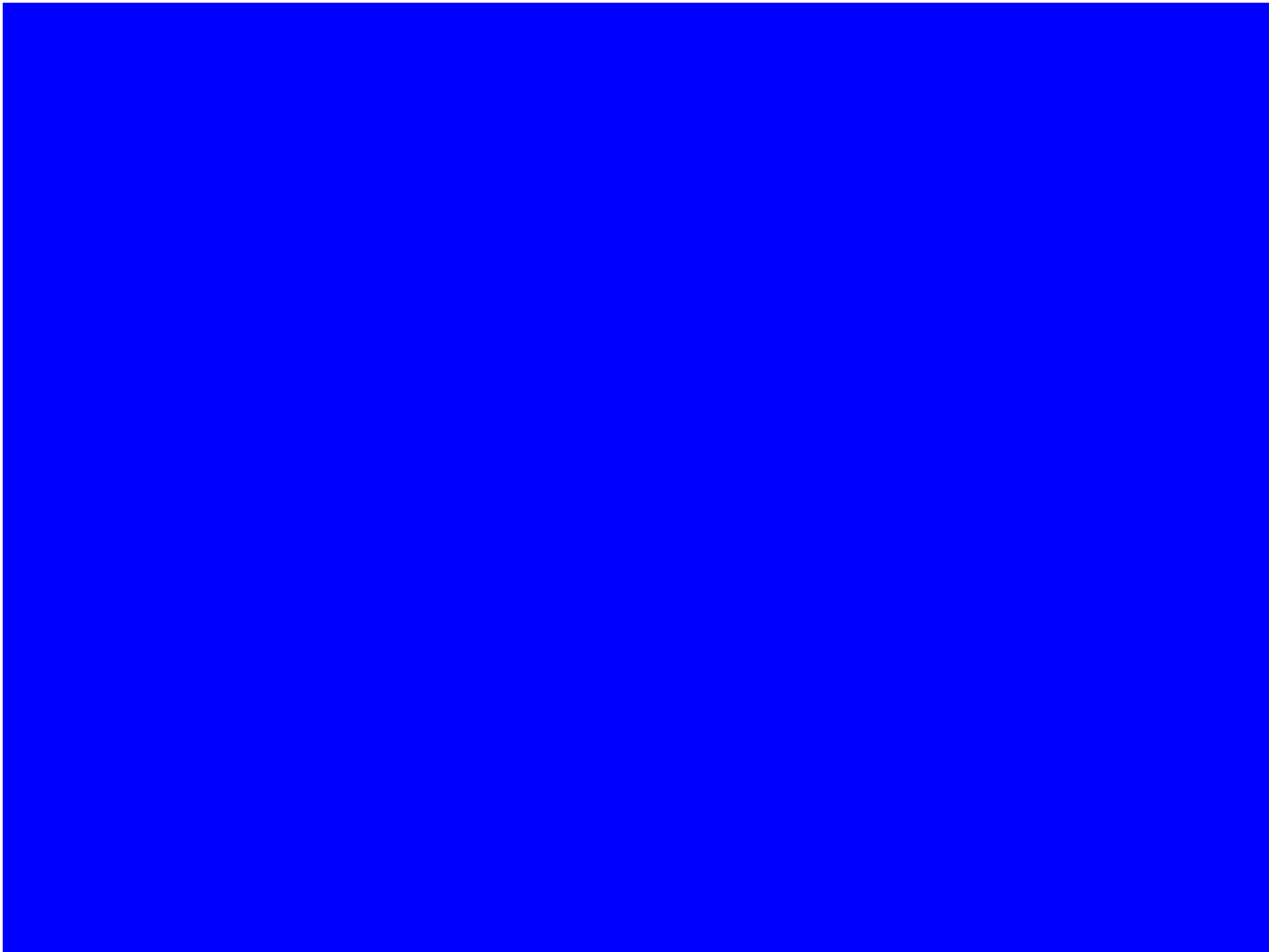
john.butterworth@umb.edu

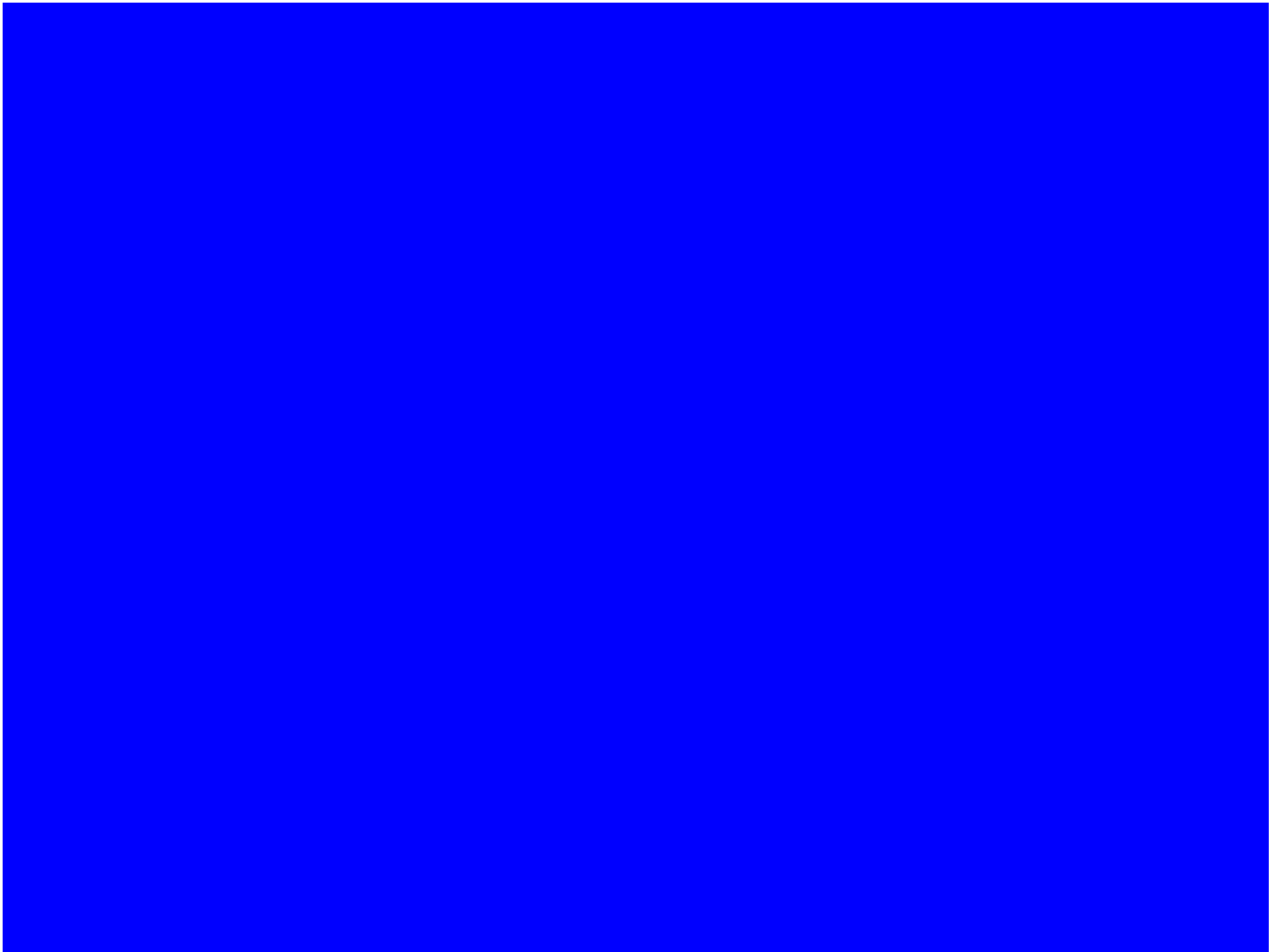
www.communityinclusion.org

www.StateData.info

www.t-tap.org

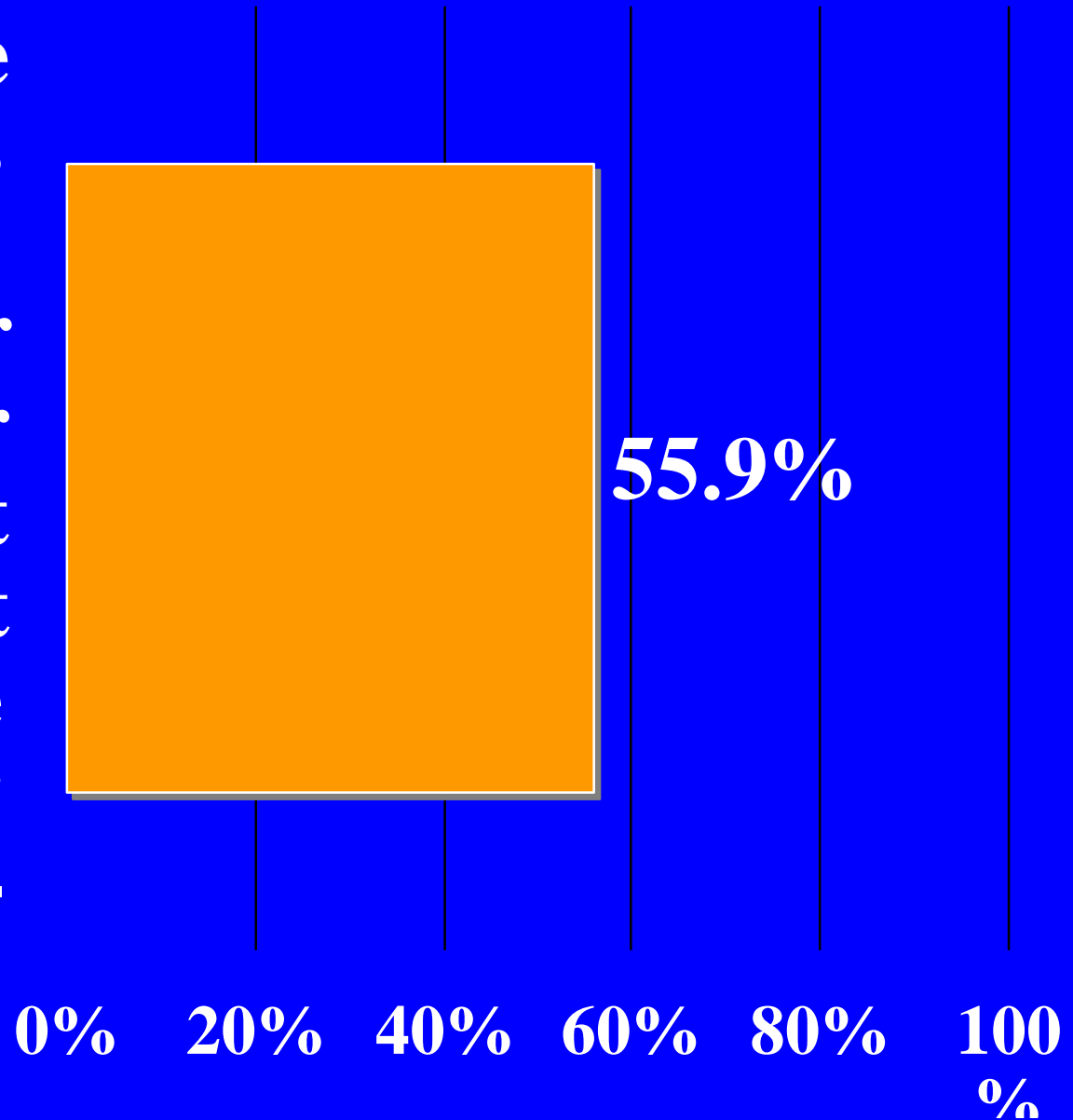




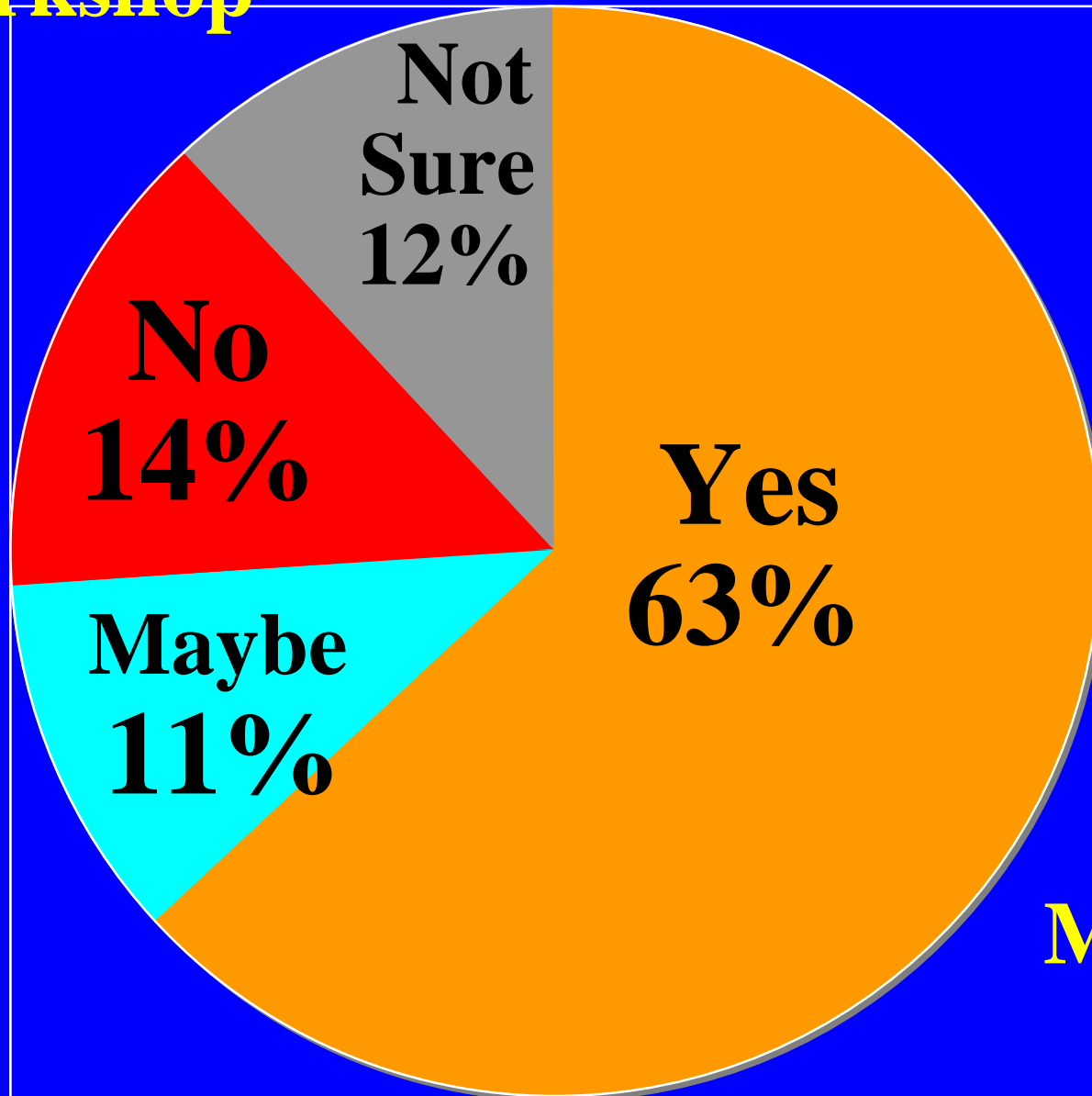


Training and TA

Intensive training is available in our state or region for support staff that facilitate community employ-

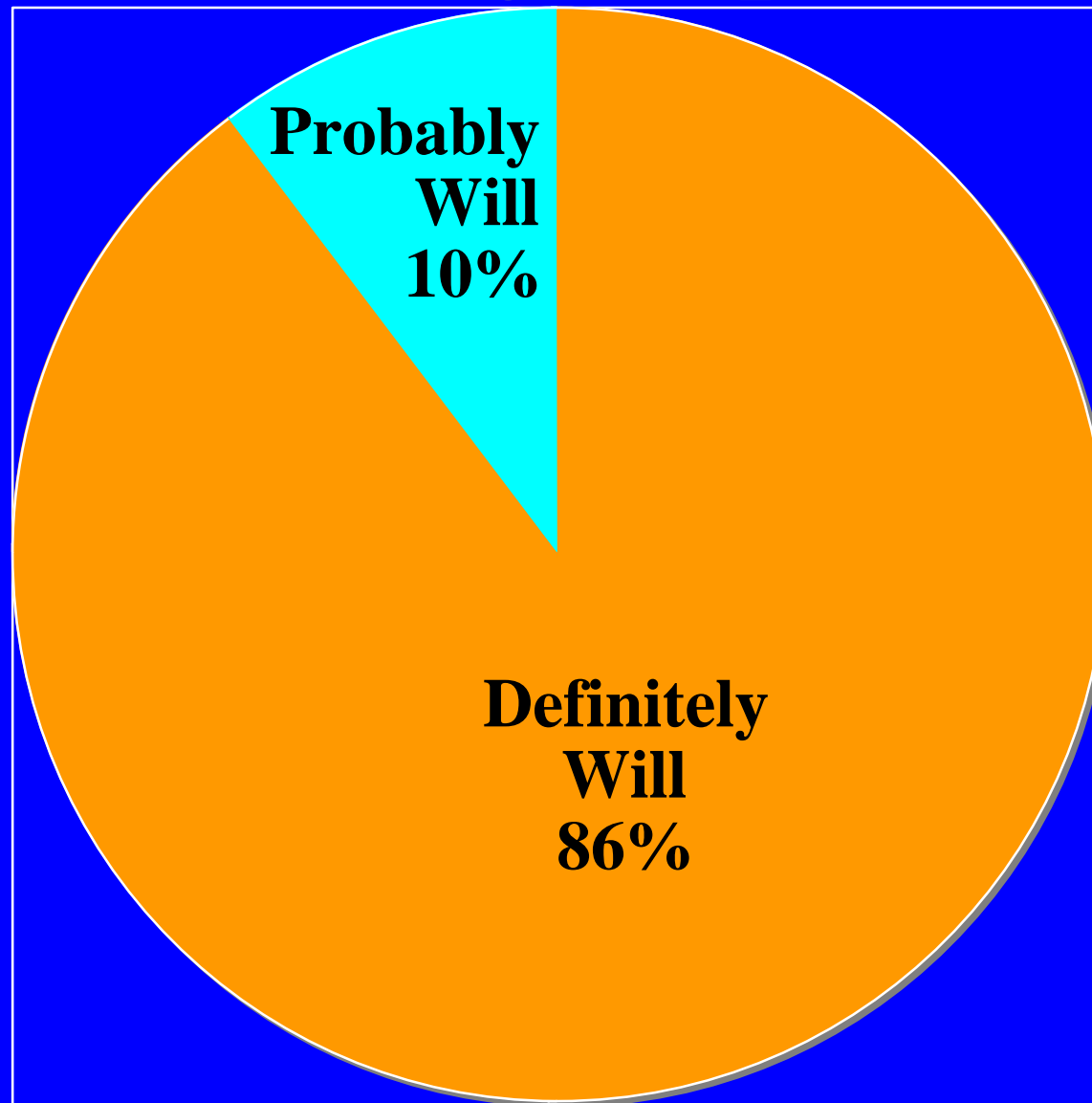


Participant Prefers employment outside of workshop

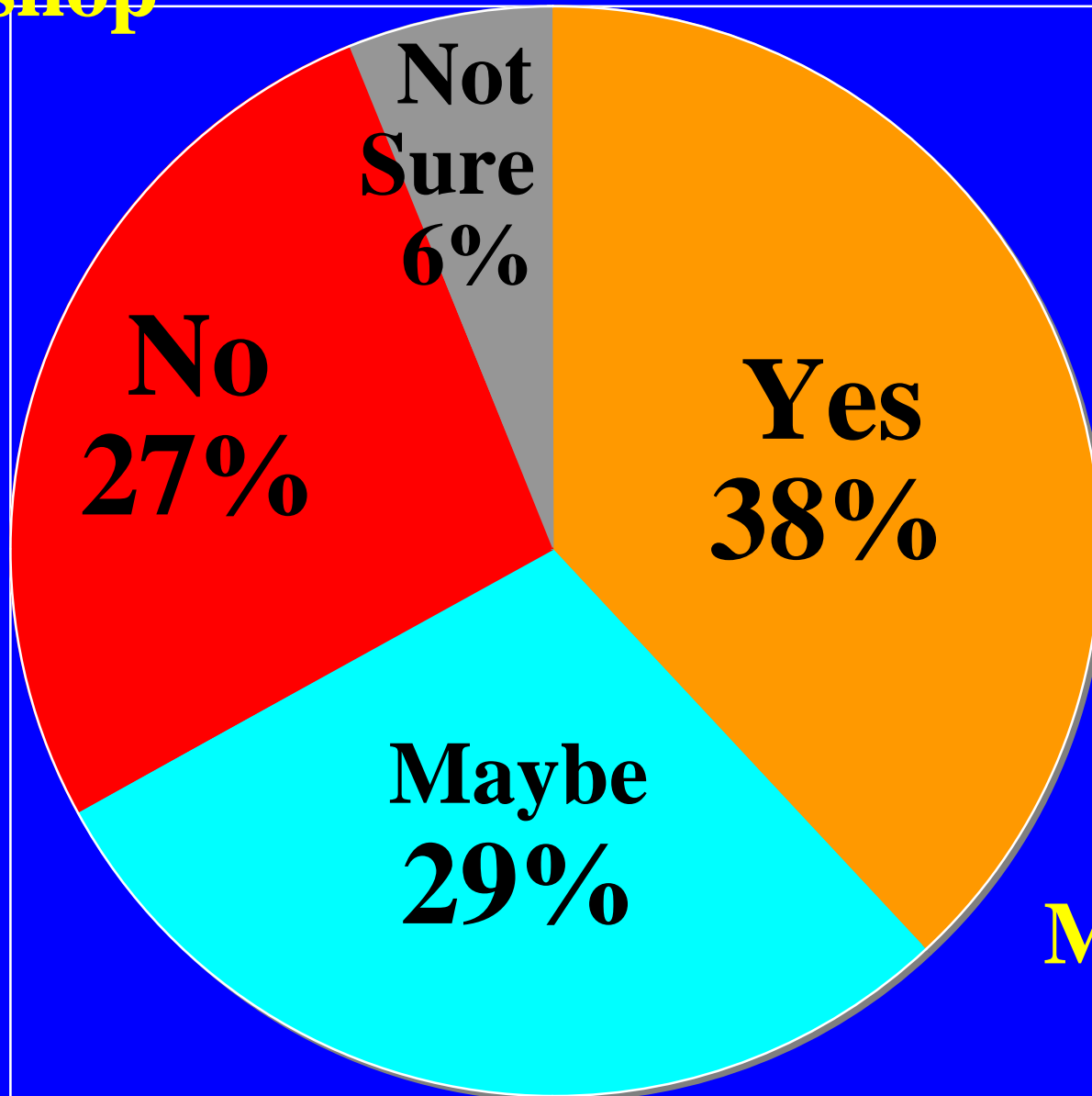


**Migliore
(2006)**

NLTS2 Student: Will eventually get a paid job



Family Prefers employment outside of workshop



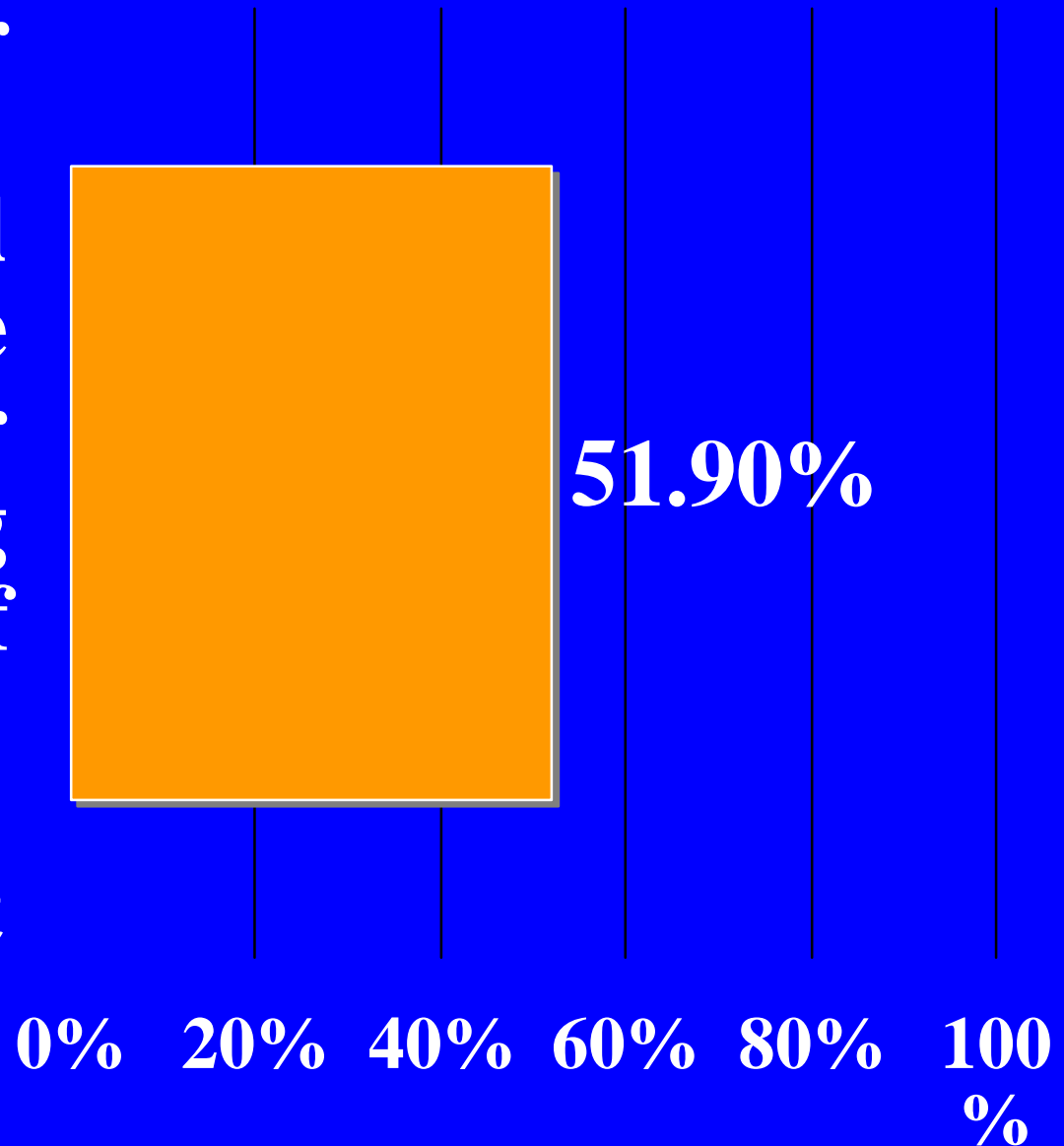
**Migliore
(2006)**

*You have to know where
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state it clearly and
concisely – and you have to
care about it passionately*

Tom Peters & Nancy Austin

Goals

Our organization has annual performance goals for expanding the # of individuals in integrated employment



**Closing our
facility-
based
programs is
a goal of our
organization**



9.30%

**0% 20% 40% 60% 80% 100
%**

Funding

Integrated employment funders will not support/fund services for individuals with significant disabilities

