



Washington State's Working Age Adult Policy

Getting Serious About
Employment for Persons with
Developmental Disabilities

Overview of Washington State DDD

- ✔ DDD is a division within the Aging and Disability Services Administration within DSHS
- ✔ DDD contracts \$60 million to county government (39 counties) for employment and day services
- ✔ DDD provides all other services including case management services, residential services, family supports, etc.
- ✔ Washington State has five remaining institutions with a total census of less than 1,000 persons

A Little Bit of History...

- ✔ PASS Training offered repeatedly statewide
- ✔ Numerous small innovative conferences
- ✔ County Guidelines
- ✔ Annual Ellensburg Employment Conference
- ✔ County Resources Information System
- ✔ All established values, vision, “how-to” and performance measures permeate the state

The False Benefit of Choice

- ✔ “Choice” should be based on public values
- ✔ Public Values reflect: A Job, A Place in the Community and Friends
- ✔ We supported choices and delivered services for adults of Working Age that did not reflect public values

What is the public value for adults of
working age ?

People are employed!

Our public values aren't different for adults
with developmental disabilities!

Our commitment

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

System Assets

- ✔ County and State Leadership embrace employment
- ✔ People First and Self Advocates provide leadership
- ✔ Growing cadre of parents and families who value employment
- ✔ A committed core group of skilled providers
- ✔ A system that measures performance
- ✔ A strategy to evaluate the outcomes
- ✔ Technical Assistance
- ✔ Regular employment conferences

People First of Washington's Belief Statement On Employment

We Believe that all People have the right to have a job that provides a living wage, opportunity for advancement, and personal fulfillment. That is why we want jobs that:

- ✔ Compliment our abilities
- ✔ Provides equal opportunities for competitive wages, benefits and retirement
- ✔ Incorporates choice and change
- ✔ Focuses on career advancement

Funding Assets

- ✔ Ongoing DDD Funding for Employment
- ✔ County millage (local property tax \$)
- ✔ Additional legislative proviso dollars for Transition Grads
- ✔ DVR role with some job seekers

Emergence of the Working Age Adult Policy

- ✔ Stakeholder work group identified best practices
- ✔ Stakeholder plan is adopted by DSHS and presented to State Legislature
- ✔ Pressure on DDD to clarify employment expectations
- ✔ DDD and Counties partnership results in Working Age Adult Policy

Critical Elements of Policy

- ✔ Employment supports are clearly defined
- ✔ Gainful employment: achievement or progress
- ✔ Living wage: to meet or exceed expenses
- ✔ Pursue gainful employment: steady movement
- ✔ Maintain gainful employment: sustain
- ✔ Between 21 – 62 yrs. defines working age
- ✔ *Intended for ALL adults with few exceptions*

Implementing WAAP

- ✓ Roll-out July 1, 2004 with full implementation on July 1, 2006
- ✓ State and County meetings
- ✓ During 2 year interim: Series of county-by-county meetings developing local implementation strategy and including key players
- ✓ Movement of individuals out of Community Access and into Employment has already begun
- ✓ Expectation that all persons between 21 – 62 will be employed or making steady progress towards it

Effect on Current Services

- ✔ Impact on non- work programs: i.e. Community Access programs
- ✔ Impact on sheltered workshops
- ✔ Impact on Individual Supported Employment Services
- ✔ Impact on general “skill sets” throughout system

Administrative strategies

- ✔ DDD engaged in discussions with governor's staff, legislative staff and DSHS administration
- ✔ WAAP was controversial, there was a movement to develop a bill to kill the policy
- ✔ DDD used an economic argument more than a values argument

Emerging Assets

- ✔ Self-Advocate expectation for work
- ✔ Family expectation for work
- ✔ Improved High School Transition programs
- ✔ Provider capacity
- ✔ Improved partnership with DVR for resources
- ✔ Improved strategies for persons with most significant disabilities
- ✔ Expanded Corporate, small business and public sector employers

Critical Questions to be Answered

- ✔ How do we safe-guard the idea of commitment to employment when current regime is gone?
- ✔ How to embed the underlying values in DDD service culture?
- ✔ How to create employer responsiveness to expanded workforce capacity and customization of jobs?

King County Highlights

GETTING RESULTS

**Setting expectations to
achieve outcomes**

Looking Back

- ✓ 1970's partnership with University of Washington to focus on "real work"
- ✓ 1980's set priority for employment with wage and hour outcome goals
 - Expectation of work
 - Substantial Gainful Activity
 - 30 hours of work per week
- ✓ Development of agencies that focus on individual supported employment

Monthly Earnings Comparison

| Category of Employment | KING CO | WA STATE | NATIONAL |
|-----------------------------|------------|----------|----------|
| <i>Individual Supported</i> | \$1,022.88 | \$699.13 | \$241.46 |
| <i>Group Supported</i> | \$383.54 | \$284.86 | \$187.79 |
| <i>Facility Based</i> | \$134.81 | \$117.08 | \$101.13 |

National Average is based on self-report form from a survey of consumers in United States. WA State and King County data is reported by providers into a state CHRIS data system.

Source: National Core Indicators, FY 2002/2003. For more information see www.hsri.org/nci/

Reference: *Consumer Outcomes; Phase V Final Report Fiscal Year 2002-2003 Data*. (February 2004). Cambridge: Human Services Research Institute; Alexandria: National Association of State Directors of Developmental Disabilities Services.

Monthly Work Hours Compared

| Category of Employment | KING CO | WA STATE | NATIONAL |
|-----------------------------|---------|----------|----------|
| <i>Individual Supported</i> | 109 | 83.2 | 56.7 |
| <i>Group Supported</i> | 76.7 | 74.6 | 70.1 |
| <i>Facility Based</i> | 91.3 | 64.8 | 75.4 |

King County Public Sector Employment

- ✓ 1988 – King County committed to hire people with Developmental Disabilities
- ✓ May 1988, the first hires occurred within the Parks Department
- ✓ Since then King County employment has grown to over 60 supported employees
- ✓ Wages average over \$20,000 a year and include medical and retirement benefits

Expanding Public Sector Employment

- ✓ Following the County's lead, the City of Seattle developed supported employment hiring practices
 - The City employs approximately 45 supported employees
- ✓ Washington State passed legislation to promote the employment of persons with severe disabilities
 - Over 100 persons with developmental disabilities have State jobs

Benefits of Public Sector Hiring

- ✔ Public Sector hiring has helped to demonstrate that persons with developmental disabilities can do a variety of jobs with support
- ✔ In King county, 45% of the jobs are considered “white collar”
- ✔ Public sector jobs have helped put people on career paths

Thurston/Mason Counties

Employment for All - a Work in Progress

- ✔ 1972 – 1975 Establishes Education for All
- ✔ 1980: All adults still in segregated group setting
- ✔ 1979-83: PASS training & introduction to Supported Employment through conferences
- ✔ 1981: County Guidelines - *Benefits of a Valued Life*
- ✔ 1984: Local Supported Employment offered (no referrals)
- ✔ 1987: Washington Supported Employment Initiative (grant)

1990-2006

- ✓ 1991: Transition Programs in high schools
- ✓ 1991-1995: Every Budget Individually Allocated and Software to Manage Developed (TRACKER)
- ✓ 2004: Last sheltered workshop closes
- ✓ 2006: 186 persons in Individual Jobs

In 2006, who in Thurston and Mason Counties is between the ages of 21 and 62 and will be entering individual employment?

- ✔ Currently seeking a job – 97
- ✔ In Group Supported Employment – 63
- ✔ Under 62 and leaving Community Access - 35
- ✔ Students turning 21 & graduating this year – 40 students in two counties
- ✔ People on waiting list for county funded employment support - 20

Thurston/Mason County Individual Employment Highlights

- ✔ Wages: Low of \$7.63 per hour to high of \$2,198 per month
- ✔ Ongoing Training and Technical Assistance? Bissonnette, Callahan, Weldon, Oppenheim, Pitonyak, Mank, O'Briens, and generous conference and training stipends
- ✔ Partnerships of Key Importance? Job Seekers, Families, Employers, Advocates, DDD, VR, Leadership, Schools, Residential Providers, Software Consultant, State Legislators & Staff!

Challenges?

- ✔ Currently, only 186 people out of 283 seeking jobs are employed equates to...
- ✔ 33% Current unemployment rate for adults with developmental disabilities
- ✔ 5% Unemployment rate for general population
- ✔ 158 additional will be added to the un- or under-employed list by the end of 2006
- ✔ Projected to be at 95% employment by 2010



Clark County Highlights & Strategies

- ✓ Local Citizen Leadership
 - Advisory Board
 - Board of County Commissioners
 - Local Legislators
- ✓ Community Comprehensive Plan
 - Early Prioritization of Individual Supported Employment
 - Data Driven

✓ Training and Technical Assistance – Technical and Values

- Vendors
- Families
- Employers
- Law enforcement
- Self Advocates
- Schools

✓ Innovative Pilots and Willing to Make Changes

- Contracted with a Major Company
- Started New Agencies, Closed Agencies
- Family Grants
- Self Employment

✓ Private Foundation Grants and Public Grants

- Social Security
- Kennedy Institute
- Murdock Charitable Trust

- ✓ Community Partnerships
 - Business: Rotary, Chamber
 - Public Sector Employment: City, County, State, Federal
 - Several School Projects
 - Hospitals
 - Political Leaders
- ✓ Investment in Parents and Emphasis on Information/Education
 - Worked with families of young children
 - Sent families/self-advocates to conferences
- ✓ Third Party Planning and Individual Budgets

Clark County Challenges

- ✔ Current Status: 216 Supported Employment, 80 on a path, 35 Community Access
- ✔ Jobs for those who are unemployed
- ✔ Capacity and quality of services
- ✔ Career advancement and hours worked
- ✔ Unserved: 122
- ✔ Avoiding isolation in self-employment
- ✔ Infrastructure is needed for individual plans and budgets.

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<http://www1.dshs.wa.gov/ddd/counties.shtml>

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