



Improving lives THROUGH
supports and services
THAT FOSTER self-determination.

Foundations of Coordinating Employment Supports: Why Employment is Important



Promoting Employment First

Why are we here?



Today's objectives include:

- Comprehending what Employment First is & its importance
- Understanding state & federal initiatives as they relate to employment and how Support Coordinators perform their job
- Understanding the role of Support Coordinator and how SCs influence employment outcomes
- Becoming familiar with the Support Coordinator's responsibilities as they relate to employment outcomes

Why is employment important?



Why do we work?

What we know...

Work Leads to:



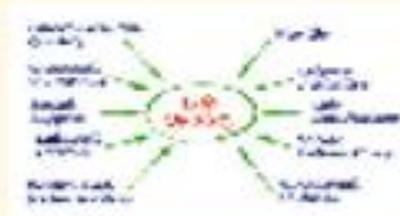
1. Increased
Income



2. Improved
Self-Esteem



3. Reduced
Symptoms



4. Improved
Quality of
Life

People Want to Work

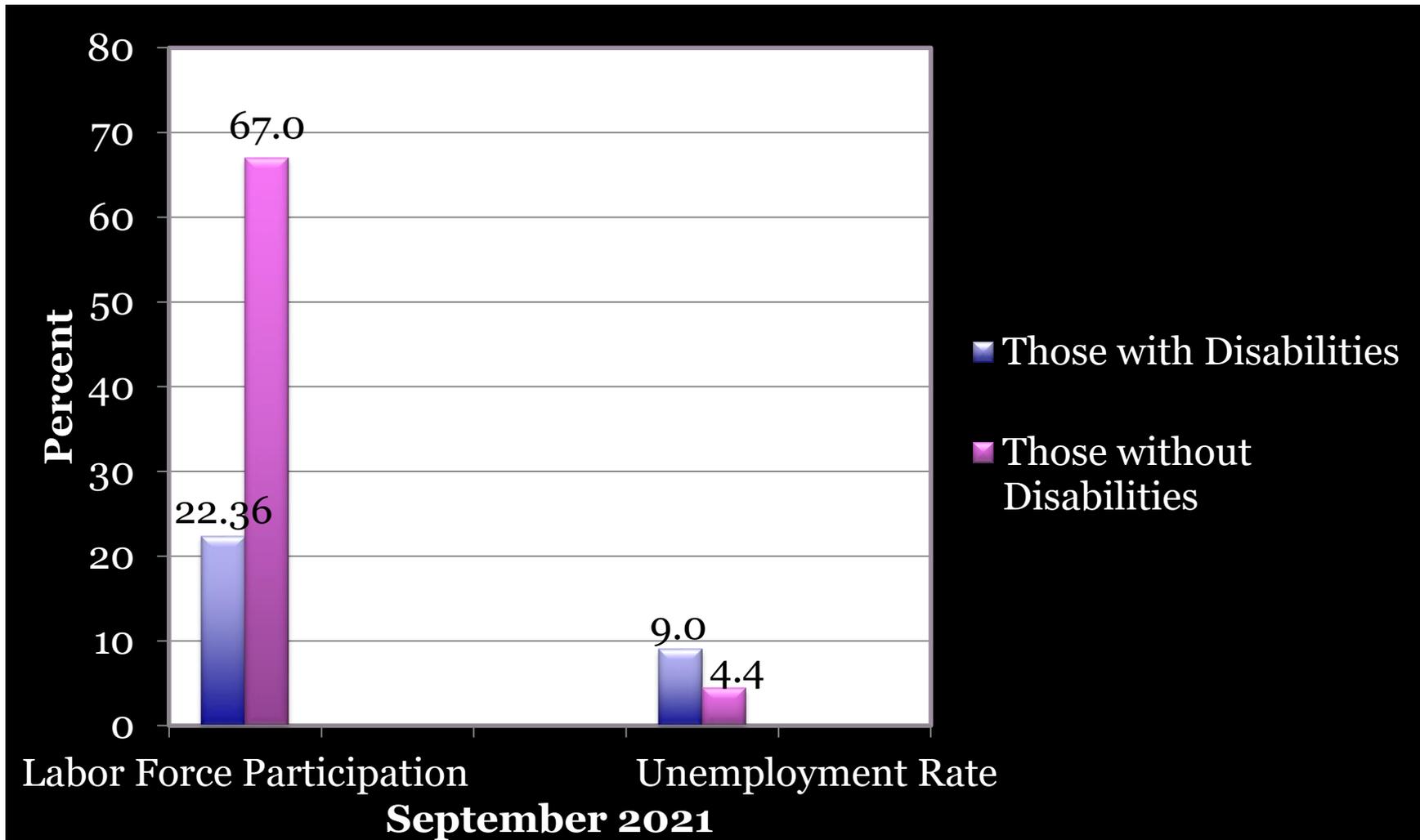


A moment for introspection



How does competitive integrated employment lead to improvement in locus of control, self-determination, personal independence, autonomy, maladaptive behaviors, and quality of life?

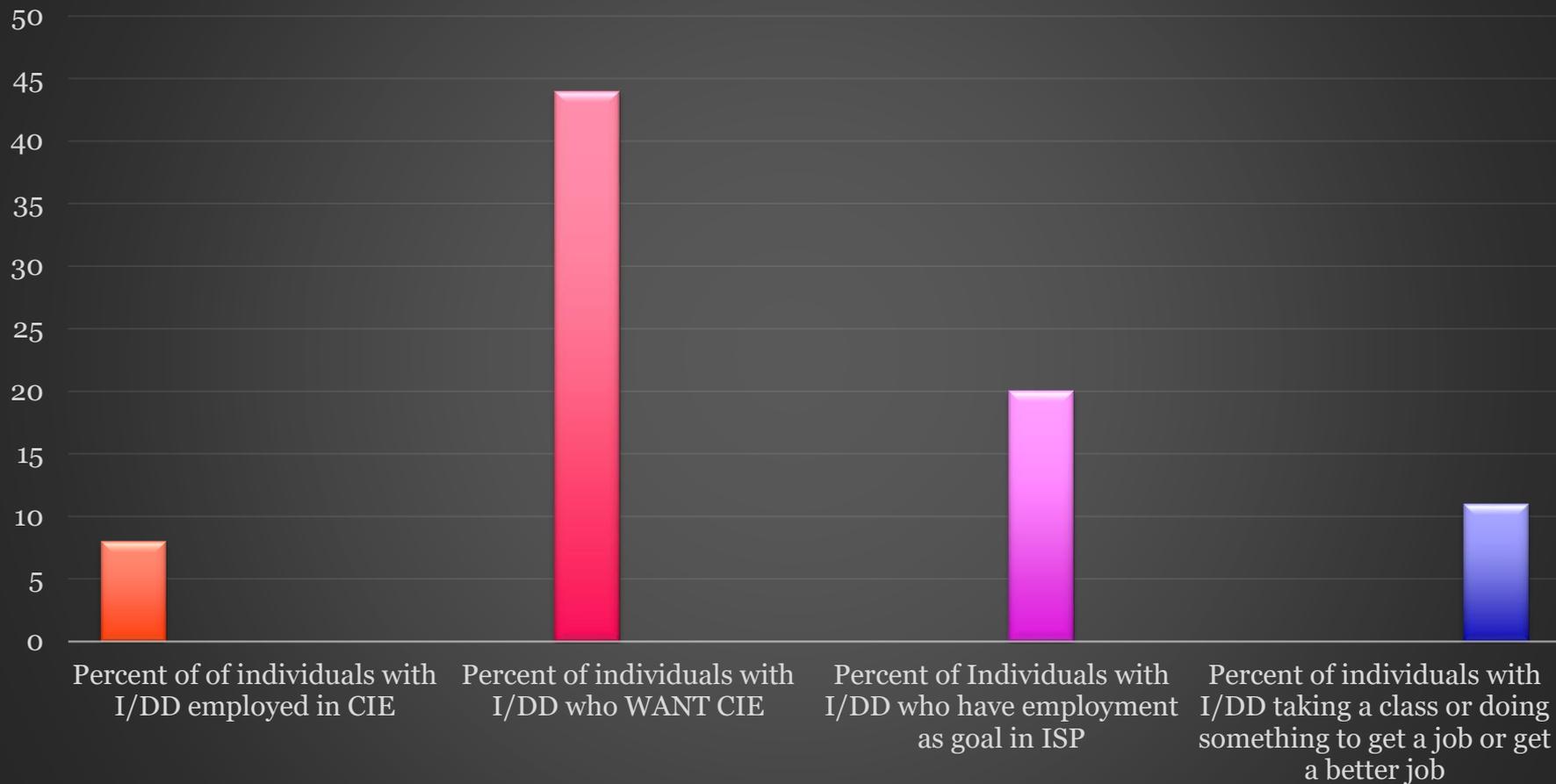
The disparity in employment for people with disabilities



More Importantly



2016-17 NCI Missouri Report



What's happening to improve this?



ADA

- Signed into law by President H.W. Bush in 1990
- Prohibits discrimination of individuals with disabilities and ensures equal opportunity in employment, state and local government services, public accommodations, commercial facilities, and transportation

WIOA

- Signed into law by President Obama in July 2014
- Designed to strengthen and improve our nation's public workforce system and help get Americans, including youth and those with significant barriers to employment, into high-quality jobs and careers and help employers hire and retained skilled workers

HCBS

- "Final Rule" became effective March 17th, 2014
- Reflects CMS' intent that individuals receiving services and supports through Medicaid's HCBS programs have full access to the benefits of community living and are able to receive services in the most integrated setting
 - Establishes requirements for home and community-based settings
 - Defines person-centered planning requirements

Starting with the ADA



Americans with Disabilities Act

Title I

prohibits private employers, State and local governments, employment agencies and labor unions from discriminating against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation, job training, and other terms, conditions, and privileges of employment

Enforcement: Equal Employment Opportunity Commission (EEOC)

Title II

protects qualified individuals with disabilities from discrimination on the basis of disability in services, programs, and activities provided by State and local government entities

Title III

prohibits discrimination on the basis of disability in the activities of places of public accommodations (businesses that are generally open to the public and that fall into one of 12 categories listed in the ADA, such as restaurants, movie theaters, schools, day care facilities, recreation facilities, and doctors' offices) and requires newly constructed or altered places of public accommodation—as well as commercial facilities (privately owned, nonresidential facilities such as factories, warehouses, or office buildings)—to comply with the ADA Standards

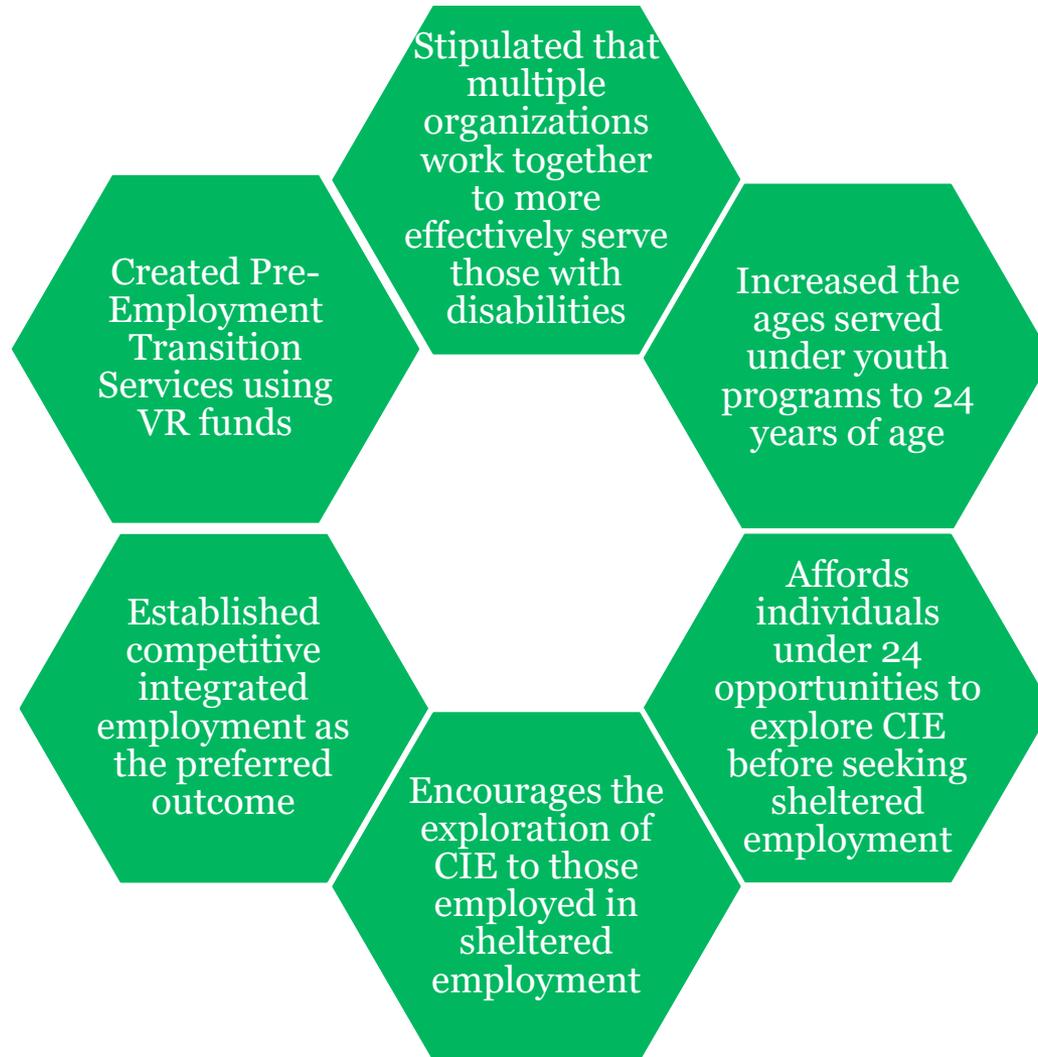
Title II Enforcement



- Olmstead v L.C. (1999)
- US v Rhode Island and City of Providence (2013)
- US v Rhode Island (2014)
- Lane v. Brown (formerly Lane v. Kitzhaber) – US v Oregon (2015)
- US v Virginia (2012)

https://www.ada.gov/olmstead/q&a_olmstead.htm

Workforce Innovation & Opportunity Act (WIOA)



Recommendations from the Advisory Committee



- Competitive Integrated Employment needs to be the priority.
- High expectations from family & professionals correlate with better employment outcomes
- Expectations for Competitive Integrated Employment must start early on
- Transition Services should start no later than 14 years of age

Centers for Medicare/Medicaid Services – Home & Community Based Services (CMS/HCBS)



- Issued technical assistance in 2011 –
waivered funding could be used to support
employment goals
- Home & Community Based Services Final
Rule - went into effect March 17th, 2014
 - Applies to all 1915 (c) waivers

Tenets of HCBS Final Rule



A moment for reflection



How does Title II of the ADA, WIOA, and HCBS' Final Rule influence support coordination?

What is the State of Missouri doing?



2008

- Division of DD starts working with the SELN

2011

- Division of DD adopts an **Employment First Policy**
- Develops employment services

2016

- Obtains ODEP grant & works with other state agencies (2016 – 2020)
- Revises employment service definitions & creates Job Development as a stand-alone service
- **Empowering through Employment Initiative** (Oct. 2016 – present)

2018

- Division of DD contracts with UMASS Boston's Institute for Community Inclusion (Employment First Missouri [EFMO])

2021

- Revises employment service definitions, moving towards a value-based payment system & creates Benefits Planning as a stand-alone service

It starts with our beliefs



EMPLOYMENT FIRST

The Division believes...

- People who want to work can work
- People that are of working age are expected to work
- People have the right to achieve their career goals
- People should earn prevailing wage in an integrated setting of their choice
- People should have the opportunity and support to realize economic self-sufficiency

In a nutshell...



“Employment in the general workforce is the **FIRST** and **PREFERRED** outcome in the provision of publicly funded services for all working age citizens with disabilities ***regardless of level of disability.***”

What does this mean?

Employment in the general workforce

The same work all Americans strive for

- integrated
- in the community
- making at least minimum wage

What this is not?

- segregated
- making less than prevailing wages

What does this mean?



First & Preferred outcome

- This is the outcome we should be exploring **first**.
- Resources should be devoted to achieving this outcome *before* allocating funds for more segregated options.

What it is not?

- The *only* option

What does this mean?



Regardless of level of disability

The presumption that ALL individuals are capable of working unless proven otherwise.

What it is not?

- Lack of opportunity
 - Lack of opportunity does not equal inability.

Which now leads to our actions



Support Coordinators are responsible for:

- Ensuring an Individualized Support Plan is created each year
 - Assuring that all the necessary components are included in the annual ISP
 - Which includes having meaningful conversations around employment
- Monitoring the individual's goals to make sure progress is being made
 - Each employment service has outcome requirements that Support Coordinators must review
- Connecting individuals to appropriate supports

<https://dmh.mo.gov/media/pdf/learning-basics-support-coordination>

And what information we gather



ISPs must specifically address one's interest in employment & needed activities/supports to achieve desired employment outcome.

- For those employed, that also includes gathering information about current employment
 - Place of employment
 - May also include job title or description of job duties
 - Average number of hours working each week
 - Hourly wage
 - Satisfaction with current employment
 - Supports needed to maintain employment
- For those employed or considering employment, that includes facilitating connection to Benefits Planning supports, if needed
- For those not employed, or too young to be employed, this may include activities & supports currently receiving to prepare one for future employment, explore employment interests, &/or address barriers to employment

<https://dmh.mo.gov/dev-disabilities/manuals>

And what options we offer



- 5 different employment services
 - Benefits Planning
 - Career Planning
 - Prevocational Services
 - Job Development
 - Supported Employment
- Available through 3 different waivers
 - Partnership for Hope Waiver (PfH)
 - Community Support Waiver (CSW)
 - Comprehensive Waiver

Which leads us back to our priorities



Remember the Division's Employment First policy?

The Division believes:

- People who want to work can work
- People that are of working age are expected to work
- People should have the opportunity and support to realize economic self-sufficiency

<https://dmh.mo.gov/media/pdf/employment-first-policy>



And how we achieve our priorities



Empowering Through Employment

- Launched November 2016
 - Only 367 individuals, or 3%, using waiver funding for employment
- Designed to increase the number of people employed by increasing the number of individuals using waiver funding for employment
 - Set a benchmark for increasing the percentage of individuals using waiver funding for employment supports to 35%

<https://dmh.mo.gov/dev-disabilities/programs/empowering-through-employment>

Where can I learn more?



Disability employment rates - <https://www.dol.gov/odep/>

National Core Indicators - <https://www.nationalcoreindicators.org/>

Missouri's NCI reports - <https://www.nationalcoreindicators.org/states/MO/>

Americans with Disabilities Act, Olmstead, & Dept. of Justice enforcement - <https://www.ada.gov/olmstead/>

Technical Assistance - https://www.ada.gov/olmstead/q&a_olmstead.htm

Workforce Innovation and Opportunity Act - <https://www.dol.gov/agencies/eta/wioa>

The Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities - <https://www.dol.gov/odep/topics/WIOA.htm>

Home and Community Based Services Final Rule - <https://dmh.mo.gov/dev-disabilities/hcbs>
<https://dmh.mo.gov/media/pdf/hcbs-rule-overview-professionals>

Employment First - <https://dmh.mo.gov/media/pdf/employment-first-policy>

ISP Guide - <https://dmh.mo.gov/dev-disabilities/manuals>

Empowering through Employment Initiative –

<https://dmh.mo.gov/dev-disabilities/programs/empowering-through-employment>



Where Else to Go for Assistance?

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Improving lives THROUGH
supports and services
THAT FOSTER self-determination.