

EMPLOYMENT FIRST IN COLORADO

EMPLOYMENT FIRST * EMPLOYMENT NOW

WHY SB16-077 - EMPLOYMENT FIRST

Colorado citizens with disabilities want to work and want to be active members of their local communities.

Senate Bill 16-077 shows that Colorado is committed to employment for all of it's citizens.



WHAT DOES SB16-077 DO?


**It makes “Employment First”
Colorado’s statewide policy.**

So what *is* Employment First?



SB16-077 SAYS:

“EMPLOYMENT FIRST MEANS A FRAMEWORK FOR CHANGE IN THE PROVISION OF SERVICES THAT IS CENTERED ON THE PREMISE THAT ALL PERSONS, INCLUDING PERSONS WITH SIGNIFICANT DISABILITIES, ARE CAPABLE OF FULL PARTICIPATION IN COMPETITIVE INTEGRATED EMPLOYMENT AND COMMUNITY LIFE.”




SB16-077 SAYS:

“PUBLICLY FUNDED AGENCIES AND SYSTEMS ALIGN POLICIES, SERVICE DELIVERY PRACTICES, FUNDING, AND REIMBURSEMENT STRUCTURES IN ORDER TO ACHIEVE COMPETITIVE INTEGRATED EMPLOYMENT.”




SB16-077 SAYS:

“UNDER THIS FRAMEWORK, IN PROVIDING PUBLICLY FUNDED SERVICES, EMPLOYMENT IN THE GENERAL WORKFORCE IS THE FIRST AND PREFERRED OUTCOME FOR ALL WORKING-AGE PERSONS WITH DISABILITIES, REGARDLESS OF THE LEVEL OF DISABILITY.”



COMPETITIVE INTEGRATED EMPLOYMENT (CIE)

Regular individualized employment in a typical work setting, at minimum wage or greater, including the opportunity for continuous interaction with nondisabled coworkers (support staff don't count).




CAREER DEVELOPMENT PLANNING

A person-centered process that assumes all people with disabilities are capable of working in Competitive Integrated Employment settings.



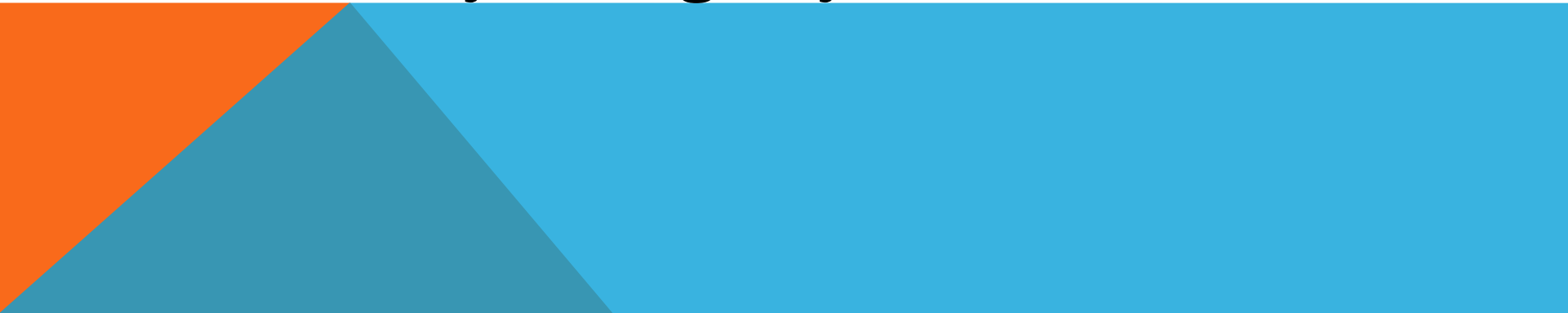
THE DISCOVERY PROCESS

The use of existing information about the job seeker to determine interests, skills and preferences that guide the development of a customized job.



HOW SB16-077 IS IMPLEMENTED

It establishes the Employment First Advisory Partnership within the Colorado Department of Labor and Employment with the State Rehabilitation Council (SRC) as the lead agency to coordinate collaboration efforts and to make Employment First policy recommendations to the General Assembly and Agency Partners.



HOW SB16-077 IS IMPLEMENTED

The Employment First Advisory Partnership (EFAP) shall include:

The State Workforce Development Council,

The Employment First State Leadership

Mentoring Program Core State Advisory Group,

Consultation from the State Employment

Leadership Network for best practice policy development.



SB16-077 IMPLEMENTATION

Employment First policy recommendations to the general assembly and agency partners will include input from state agency partners participating on the EFAP which include:

CDLE, HCPF, CDE, CDHE, CDHS



HOW SB16-077 IS IMPLEMENTED

On or before December 30, 2016 each agency partner will identify a staff member to provide input and assistance for MOU creation describing EFAP duties.

On or before January 30, 2017 the SRC shall convene a meeting of the EFAP and agency partners to develop the MOU



HOW SB16-077 IS IMPLEMENTED


The MOU relates “to the duties of the partnership set forth in section 8-84-304.”

“At a minimum the memorandum of understanding shall include the responsibilities of each member of the partnership and each agency partner and a plan for completing the work of the partnership, including timeframes.”



SB16-077 IMPLEMENTATION

Through EFAP membership or stakeholder participation, recommendations shall also reflect the perspectives of:

- People with disabilities, including those who have secured or are seeking CIE,**
 - Advocates for people with IDD,**
 - Service providers,**
 - Employers, and**
 - Members of the community not connected to service providers.**
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THE CO DEPARTMENT OF LABOR AND EMPLOYMENT SHALL:

Ensure Colorado's combined plan under WIOA supports people with intellectual and developmental disabilities in achieving work.

Develop EF practices assuring CIE is considered before segregated activities.

Promote youth transitions through public private partnerships and employer engagement through free market solutions.



THE CO DEPARTMENT OF LABOR AND EMPLOYMENT SHALL:

**Provide department assistance to the
Employment First Advisory Partnership.**

**Present the reports and recommendations
of the Employment First Advisory
Partnership to the department's
legislative committee of reference.**



THE EMPLOYMENT FIRST ADVISORY PARTNERSHIP SHALL (8-84-304):

“Develop a strategic plan to expand CIE outcomes for persons with disabilities through employment first policies and practices.”

Provide “strategic plan... recommendations to the general assembly and relevant policy-making boards concerning any changes to state statutes or rules necessary to implement the strategic plan.”



THE EMPLOYMENT FIRST ADVISORY PARTNERSHIP SHALL (8-84-304):


Include within the strategic plan “a fiscal analysis of implementation costs, where practicable.”

“Shall prepare an initial report of the strategic plan no later than November 1, 2017, and shall revise the strategic plan as the partnership considers additional issues...”

RECOMMENDATIONS BY THE EMPLOYMENT FIRST ADVISORY PARTNERSHIP SHALL:

Ensure “Competitive Integrated Employment (CIE) is the primary objective and preferred outcome for all working-age persons with disabilities regardless of level of disability;”

“Identify the barriers to CIE for persons with disabilities including policy, procedural, financial, educational, transportation, service delivery and other barriers.”




RECOMMENDATIONS BY THE EMPLOYMENT FIRST ADVISORY PARTNERSHIP SHALL:

“Identify training and knowledge gaps among agency staff, agency vendors and people with disabilities and their families” that create perceived barriers.


“Identify data available and the gaps in data...” that prohibit measurement of progress toward Olmstead compliance.

RECOMMENDATIONS BY THE EMPLOYMENT FIRST ADVISORY PARTNERSHIP SHALL:

“Make recommendations relating to pre-vocational services to ensure that, in compliance with federal law, the services are time-limited and reasonably lead to CIE” for people with intellectual and developmental disabilities served by the Medicaid Home and Community Based Services program.



THE EMPLOYMENT FIRST ADVISORY PARTNERSHIP MAY:

- “Consider Employment First issues and make recommendations on issues not described” within SB16-077 which may include discovery and career development planning.**
 - “Prioritize it’s work ... including deciding not to pursue an issue, in order to achieve an efficient use of the Employment First Advisory Partnership’s time and resources.”**
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WHAT'S NEXT?

Get involved to assure a vibrant vision of Employment First is realized in Colorado.

Initial strategic plan due for presentation to the legislature: between Nov. 1, 2017 and the start of the 2018 session.

Plan revisions and EF policy implementation updates are to be provided to legislature annually through 2021.

Let's get to work!

