Employment First

Everyone has the right to work

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Our Mission

Improving health care access and outcomes for the people we serve while demonstrating sound stewardship of financial resources
Why is Employment Important?
85% of adults with intellectual and developmental disabilities are either unemployed or underemployed due to barriers to Competitive Integrated Employment.
 Individuals With a Cognitive Disability Are More Likely to Be Unemployed and Live in Poverty

**WORK**
- People with no disability: 74%
- People with any disability: 34%
- People with a cognitive disability: 25%

**POVERTY**
- People with no disability: 12%
- People with any disability: 27%
- People with a cognitive disability: 32%

Data Source: American Community Survey, 2016

Think Work! StateData.info ICI
SSI* Beneficiaries with Intellectual Disabilities are Unlikely to Work

4,845,735
Total number of SSI recipients

910,998
Number of SSI recipients with ID

114,607
Number of SSI recipients with ID who work

Data Source: Social Security Administration (2016)

*Supplemental Security Income

ThinkWork! StateData.info ICI

Each figure represents approximately 114,000 people.
Employment:

- Is a social determinant of health
- Provides financial growth
- Creates opportunities to make new connections
- Helps to develop skills
- Provides exposure to new experiences
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• Priority is competitive integrated employment for all working-age persons with disabilities

• All people are capable of full participation in employment and community life

• A state-level systems framework

• Results in increased successful employment outcomes for people with disabilities

• Aligns employment-related policies, service delivery practices and service funding structures between state agencies
Employment First Legislation

**Senate Bill 16-077**
Created the Employment First Advisory Partnership (EFAP), which developed a strategic plan to make Colorado an Employment First State and expand competitive integrated employment (CIE) outcomes for persons with disabilities.

**Senate Bill 18-145**
Requires the State to implement the recommendations of the Employment First Advisory Partnership.
Employment First Advisory Partnership (EFAP)

The law establishes a collaboration between State Departments:

- Department of Education
- Department of Health Care Policy and Financing
- Department of Higher Education
- Department of Human Services
- Department of Labor and Employment
Employment First Advisory Partnership (EFAP)

The collaboration also includes representatives of:
- People with disabilities seeking supported employment
- Families of people with disabilities
- Advocates for people with intellectual disabilities
- Supported Employment Service Providers
- Others focused on cross-disability interest

Learn more: EFAP
How does all of this work?
Competitive Integrated Employment

• Full or part-time work

• Compensated at minimum wage or higher, with wages and benefits similar to people without disabilities performing the same work

• Fully integrated work unit with co-workers without disabilities

• Same opportunities for advancement

• **DVR requirement**

• **HCBS-SLS and HCBS-DD preferred outcome**
Individualized Supported Employment Services

• Job Development and Placement
  - HCBS-SLS/HCBS-DD: Service focus is on assessment and identification of vocational interests and capabilities in preparation for job development as well as assisting the participant to locate a job or job development on behalf of the participant
  - DVR: Training to complete job search; developing résumé; contacting potential employers; assistance identifying accommodations; active support to obtain CIE

• Job Coaching
  - HCBS-SLS/HCBS-DD: Activities needed to sustain work; payment for adaptations to training/supervision due to disability
  - DVR: Job skills training; job site orientation; coordinating ongoing supports
Sequencing

- Job Development
- Job Coaching

DVR
- Vocational Counseling and Guidance
- Job Development
- Job Coaching

Waiver

- Job Coaching

Waiver

Waiver
Questions
Thank You!

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Thank You!