



RECOMMENDATION #3: INCREASE EMPLOYMENT

WHY IS THIS IMPORTANT? The benefits of employment for people with disabilities are significant and are the same for people without disabilities.



- Everyday Lives Recommendation #3
- The Employment First Act of 2018
- Workforce Innovation and Opportunity Act (WIOA)
- Centers for Medicaid and Medicare Services' Home and Community-Based Services Settings Rule
- Americans with Disabilities Act (ADA)
- Advocacy
- COVID-19 Pandemic

Updates on the Employment First Act Recommendations and Goals

Employment First Act, signed June 19, 2018

- Governor's Cabinet for People with Disabilities
- Employment First Oversight Commission

- Develop recommendations for changes in regulations, policies, and procedures to ensure implementation of Employment First
- Develop recommendations for the consistent collection of data and sharing of data

In 2019, the Office of the Governor and the Governor's Cabinet for People with Disabilities published a three-year plan that outlines the Commonwealth's recommendations to implement the Employment First Act and improve employment outcomes for Pennsylvanians with disabilities.



- The plan identifies the agencies that should be working on the recommendation. There are 22 recommendations that involve ODP.
- Recommendations align with those in Recommendation #3. Some examples of recommendations from the plan include:
 - Parent and family engagement training
 - Decrease reliance on sheltered work
 - Case information sharing
 - Benefits Counseling

- Specific recommendations that involve ODP are: 3c, 5, 13, 18, 20, 21, 21c, 24, 24c, 25, 26, 27, 28, 29, 32, 35, 36, 37, 38, 39, 41, and 46.
- Each January, a report is published that includes updates and progress on each recommendation. The most recent report was published in January of 2021.
- For this report, ODP was asked to provide data on progress and to set measurable goals, when applicable.

- Establish measurable goals and objectives for state agencies
- Track progress of state agencies in implementation of the Employment First Act
- Issue an annual report by October 1st of each year that includes:
 - The progress made on the goals and objectives
 - Recommendations to the Governor and General Assembly on strategies and policies needed to support the implementation of the Employment First Act



PENNSYLVANIA EMPLOYMENT FIRST
Oversight Commission

Measurable goals established by the Employment First Oversight Commission for ODP:

- By 2022, 30% of working age individuals (18-64) enrolled with ODP will have competitive integrated employment
- By 2022, 3000 more individuals who have an employment goal in their ISP will be receiving employment services.
- Continue trend to annually decrease segregated employment by a minimum of 10%.
- Within one year, all counties will have (or be part of) at least one Local Cross-Disability Employment Coalition.

The initial reports and all updates can be found on the Employment First website:
<https://www.dli.pa.gov/Individuals/Disability-Services/employment-first/Pages/default.aspx>

Includes representatives from the:

- Secretary's Office
- Office of Policy Development
- Office of Mental Health and Substance Abuse Services (OMHSAS)
- Office of Long-Term Living (OLTL)
- Office of Child Development and Early Learning (OCDEL)
- Office of Developmental Programs (ODP)

- DHS is developing creative materials for a paid media campaign.
- The goal is to create more visibility of people with a range of abilities in the workplace and to inform people that they can obtain employment and, in many cases, maintain existing services provided by Medicaid and the Department of Human Services.
- Hope to reach individuals with disabilities, families, and businesses.

- Anticipated to launch in late Spring and will feature stories of real people currently employed and also covered through Medicaid.
- Primarily featured on social media platforms.
- The stories will direct individuals to resources and literature on a We Can Work landing page that is under development.



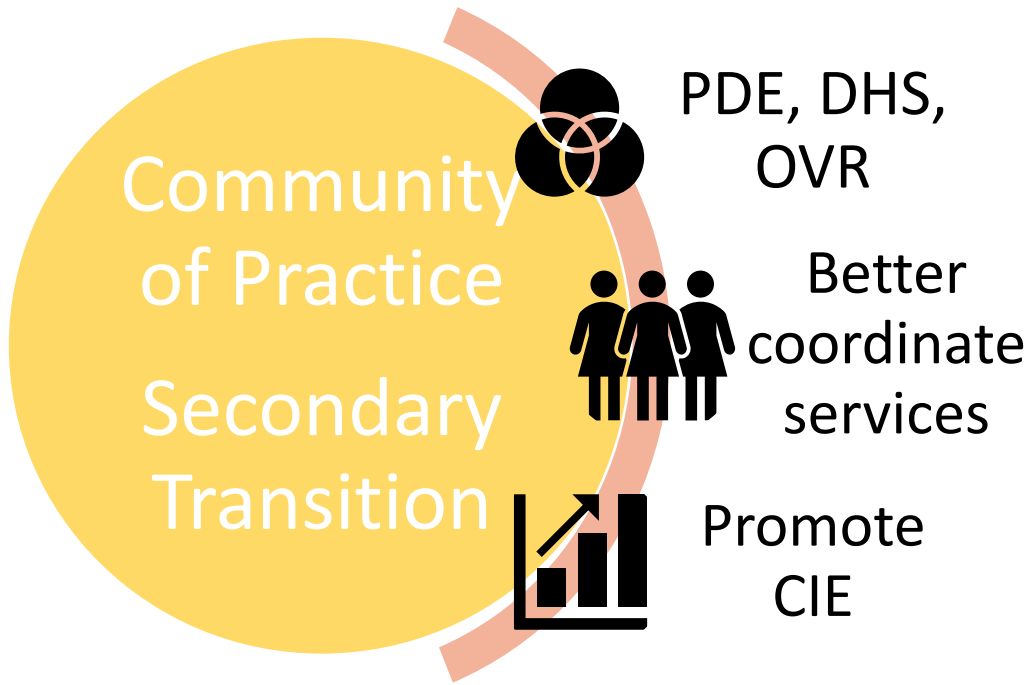
Updates on Everyday Lives Recommendation #3

Strategy #1

Inform families about employment opportunities when their children are young; inform self-advocates as they approach the age of transition.

Strategy #2

Strengthen state and local interagency collaboration to support individuals and self-advocates to transition into competitive integrated employment upon graduation.



PENNSYLVANIA
COMMUNITY OF PRACTICE
FOR SUPPORTING FAMILIES



- ODP participates on the Leadership Team of the Community of Practice
- In 2020, ODP participated in the Capacity Building Institute of the National Technical Assistance Center on Transition to assist in the development of the 2020/2021 State Plan
 - ❖ Person-centered Planning
 - ❖ Benefits Counseling
- ODP presented on *Setting High Expectations for Competitive Integrated Employment* to more than 250 people at the 2020 Virtual Secondary Transition Conference.

Strategy
#8

Connect OVR Workforce Development information system and ODP information system (HCSIS) to enable the departments to share information.

Strategy
#3

Support individuals receiving subminimum wage to gain competitive-integrated employment.

- In June of 2020, ODP was able to give OVR's four 511 specialists access to HCSIS.
- In December 2020, that access expanded to include at least two OVR staff in each district office.

Strategy
#9

Support provider transformation to employment services.

Strategy
#3

Support individuals receiving subminimum wage to gain competitive-integrated employment.

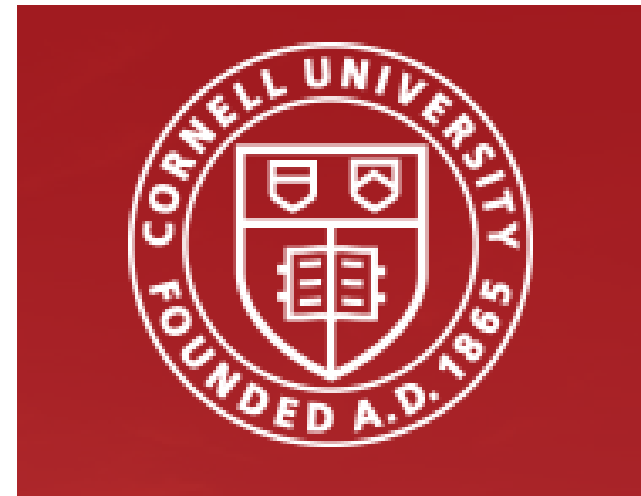
Provider Transformation Initiative

- Joint initiative between ODP and OVR
- Will provide training and technical assistance to providers of Community Participation Support to transform their business model to one that provides services for Competitive Integrated Employment
- Model has been moved to an on-line platform
- Intent is to provide the technical assistance to executive leadership of 15 selected providers

Strategy
#11

Build provider capacity for the benefits counseling service. Provide training and technical assistance to supports coordinators to increase awareness of how benefits counseling might inform individuals, self-advocates, and families about options to work without losing benefits.

- In February of 2020, ODP expanded provider qualifications for the Benefits Counseling service to include the Work Incentives Practitioner certification from Cornell University.
- In the process of bringing the Cornell Work Incentives Practitioner certification to PA providers.

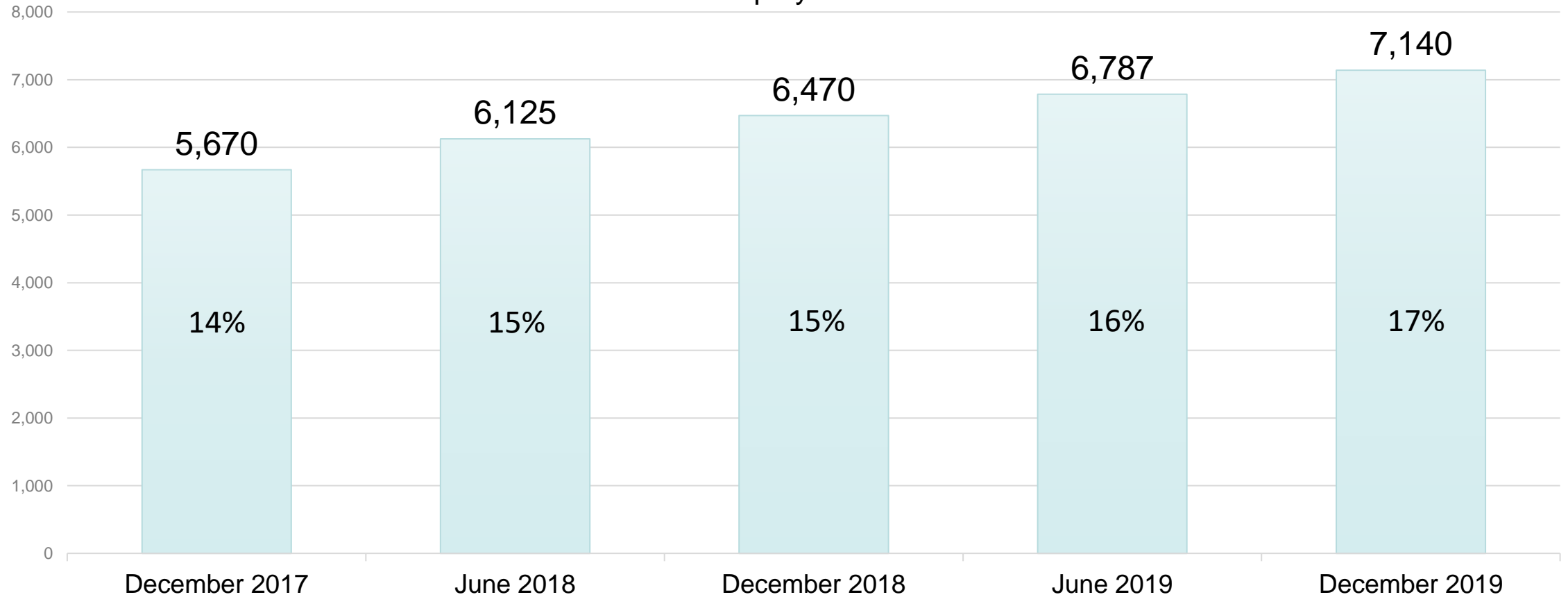


Competitive Integrated Employment Data

Performance Measure #1



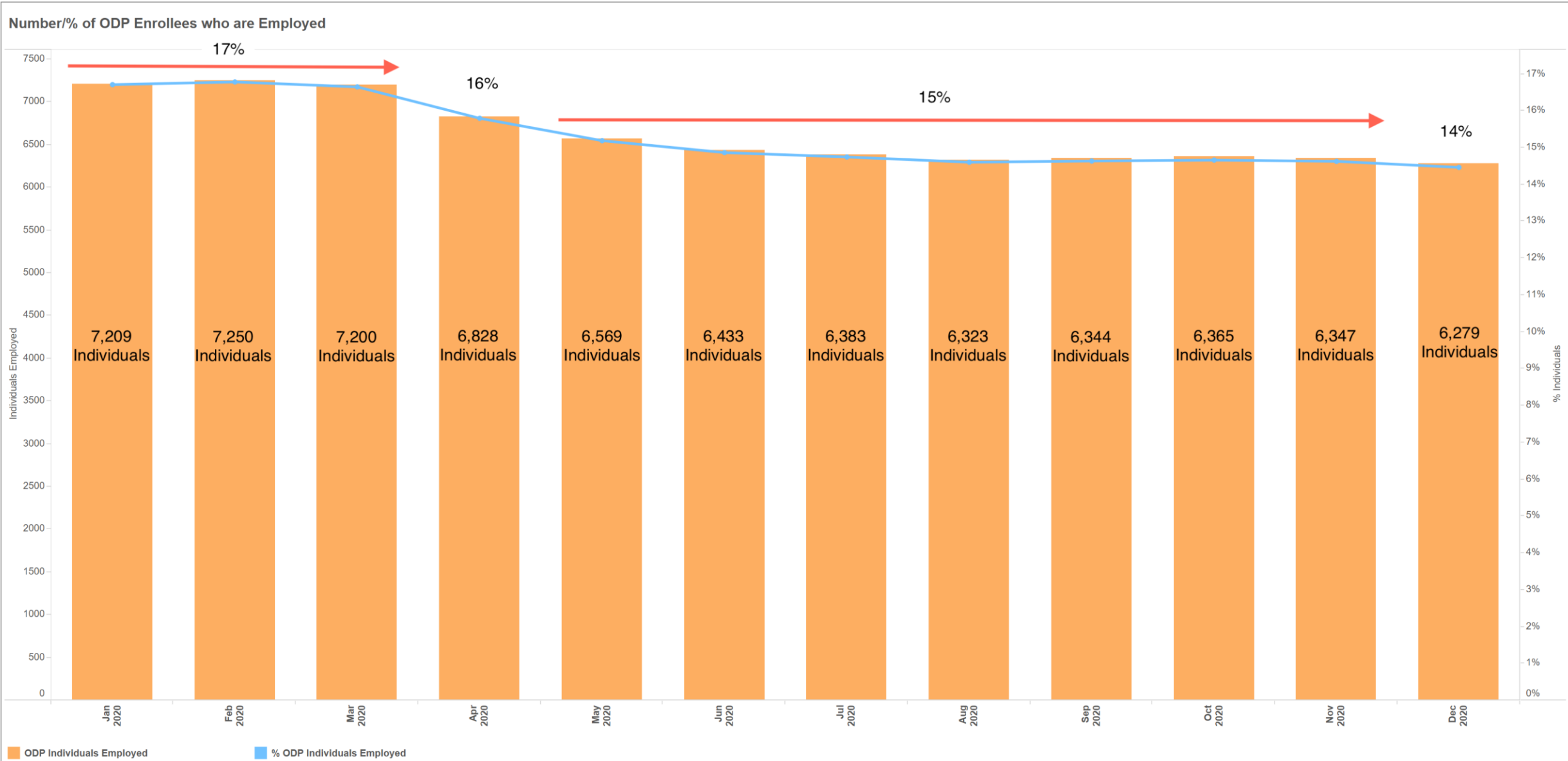
Number and Percentage of People Enrolled with ODP that have Competitive Integrated Employment



Competitive Integrated Employment 2020

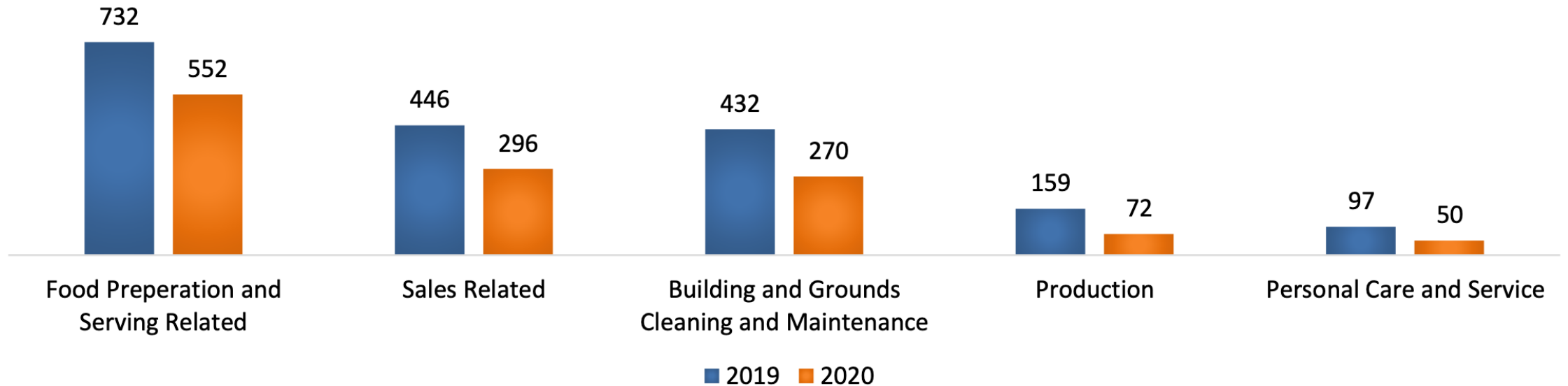


pennsylvania
DEPARTMENT OF HUMAN SERVICES



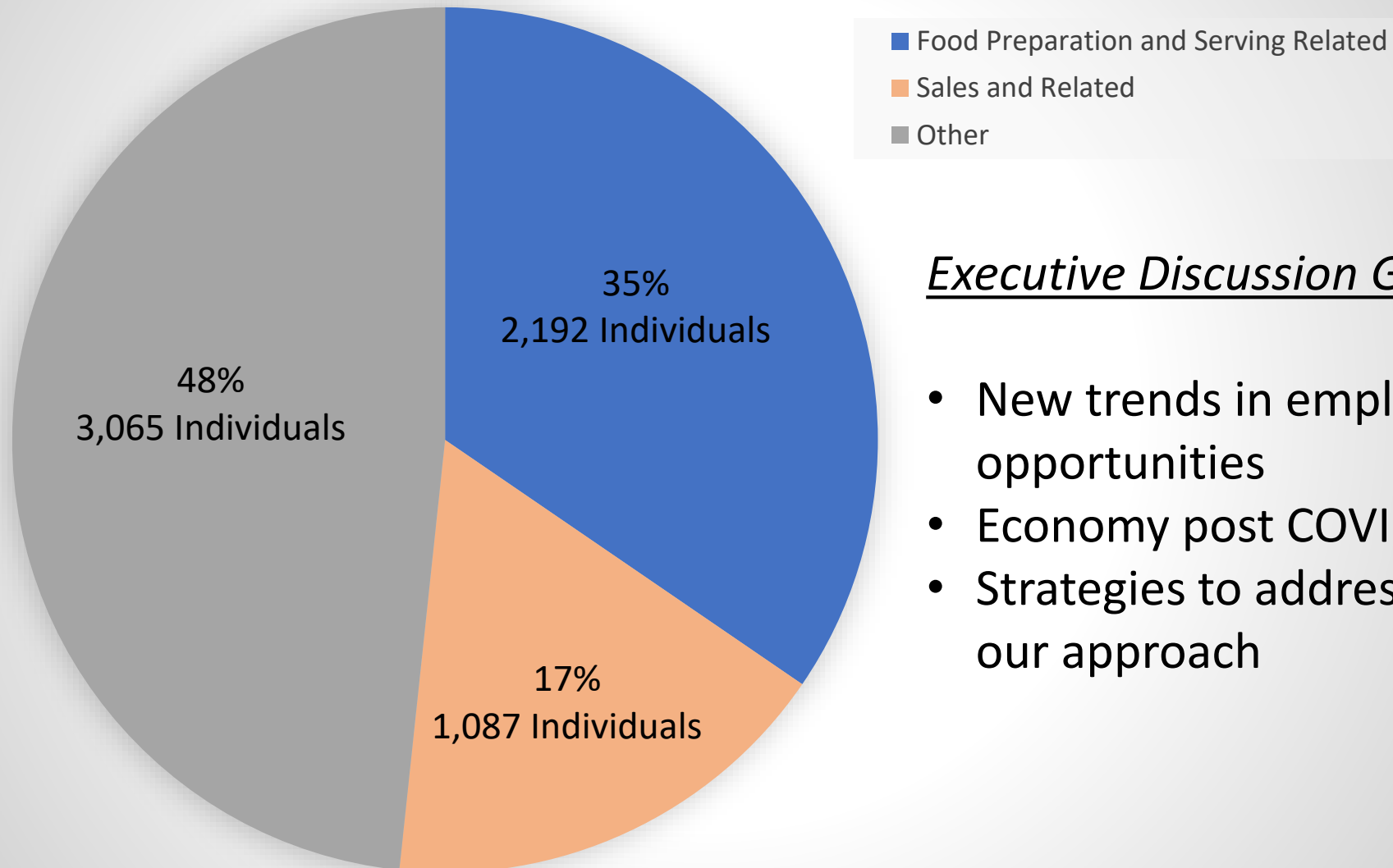
Performance Measure #3

ODP Top 5 Most Utilized Job Types Among ODP Enrolled Individuals Ages 18-25 Reporting Competitive-integrated Employment (PM 3)



Source: 2019 data-ODP Employment Comprehensive Report
2020 data-HCSIS as of 6/30/20

Type of Job held by Persons Enrolled with ODP as of June 30, 2020

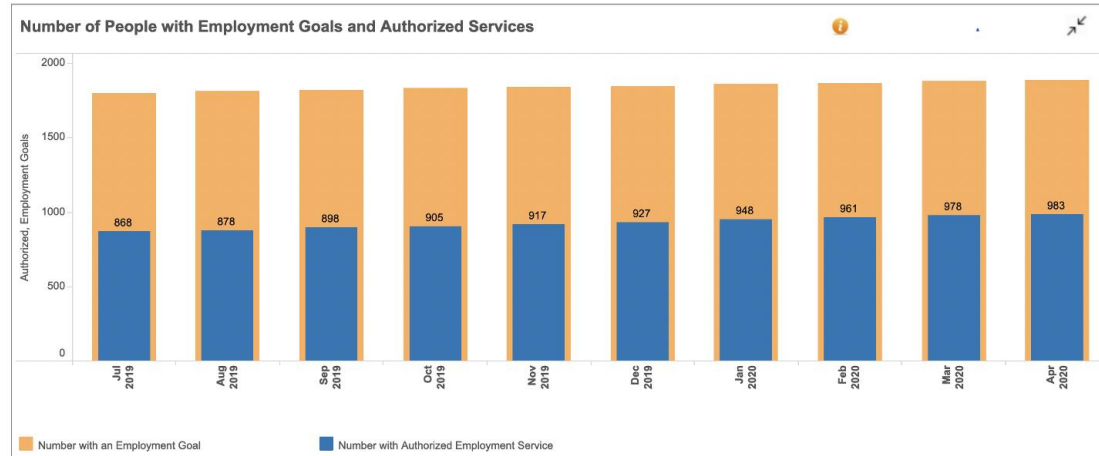


Executive Discussion Group

- New trends in employment opportunities
- Economy post COVID-19
- Strategies to address/shifting our approach

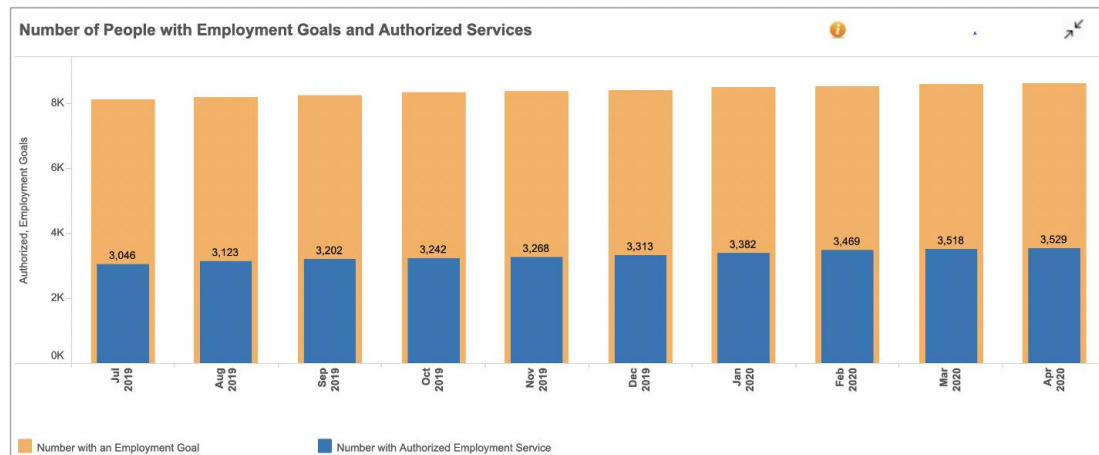
Employment Goal and Services – March 2020

Black or African American



52% of individuals with an employment goal have authorized employment services

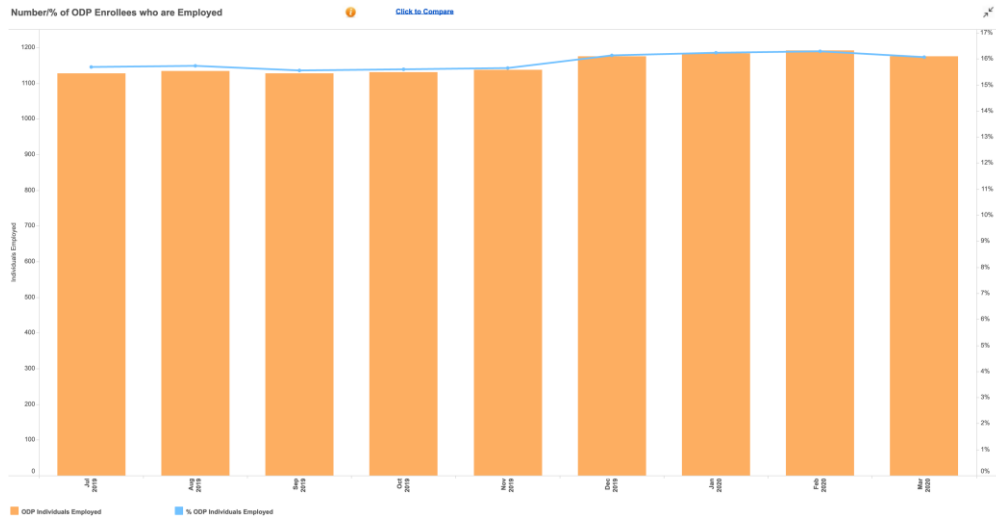
White



41% of individuals with an employment goal have authorized employment services

Competitive Integrated Employment – March 2020

Black or African American



In March of 2020, 16% had competitive integrated employment (1,176 individuals)

White

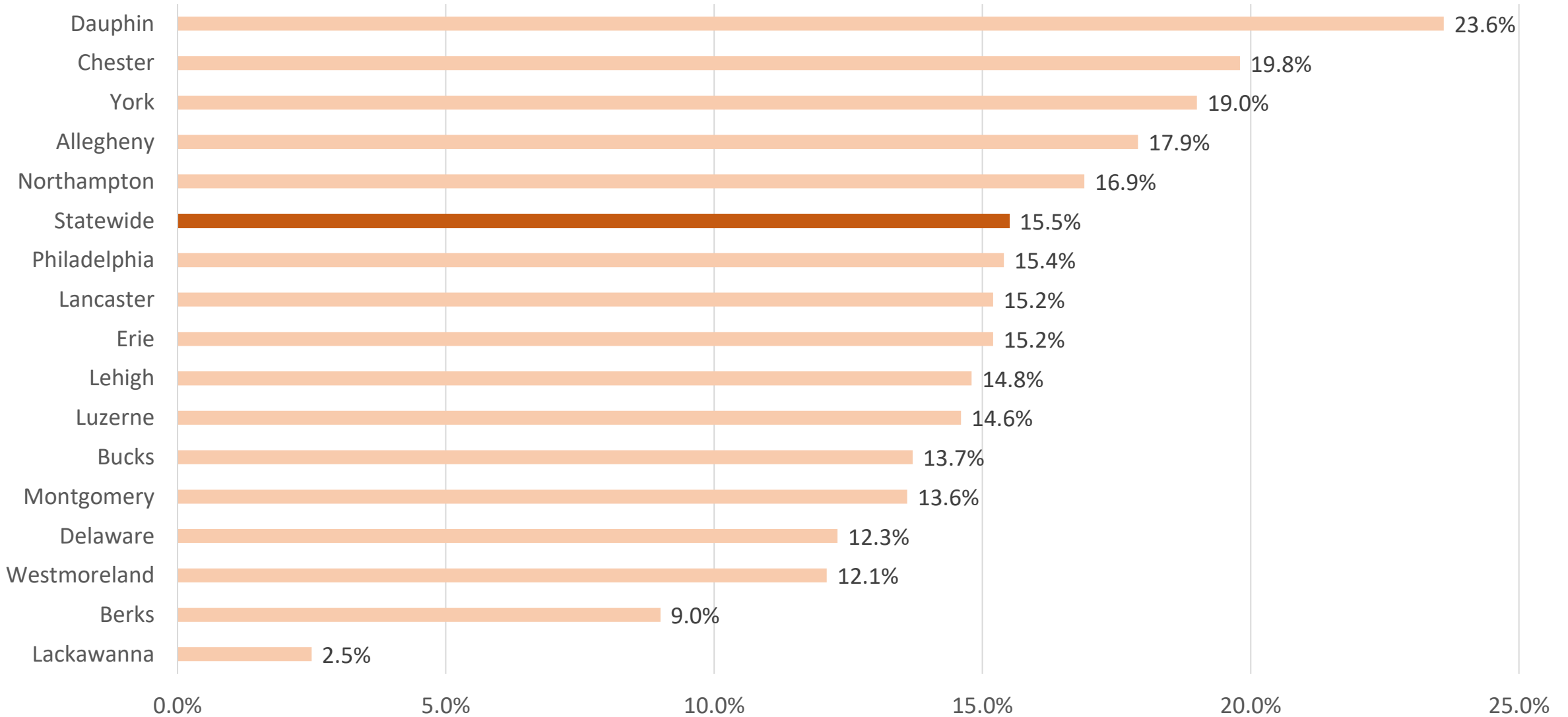


In March of 2020, 17% had competitive integrated employment (5,482 individuals)

Percentages by County for Black or African American Persons



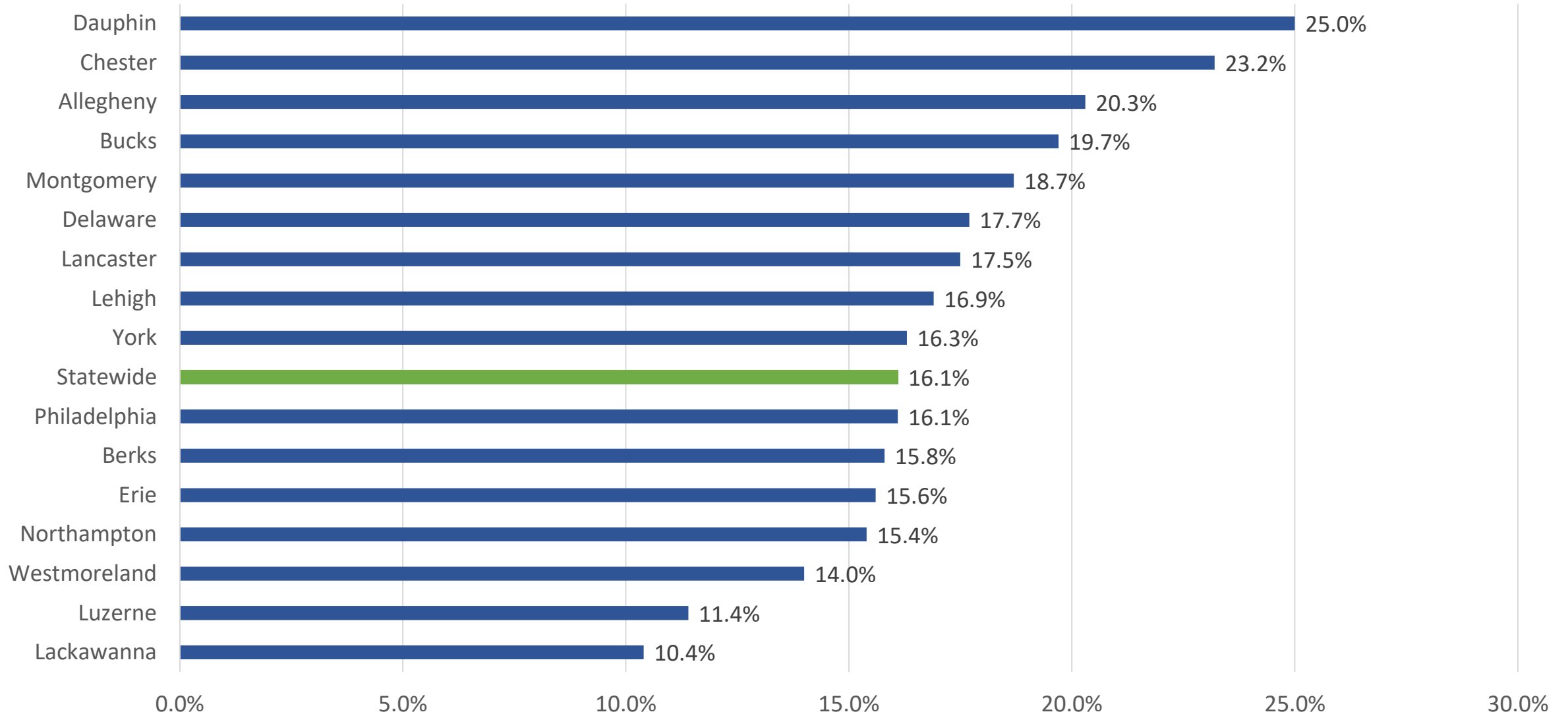
Percent of all Black or African American People Enrolled with ODP that have Competitive Integrated Employment



Percentages by County for White Persons



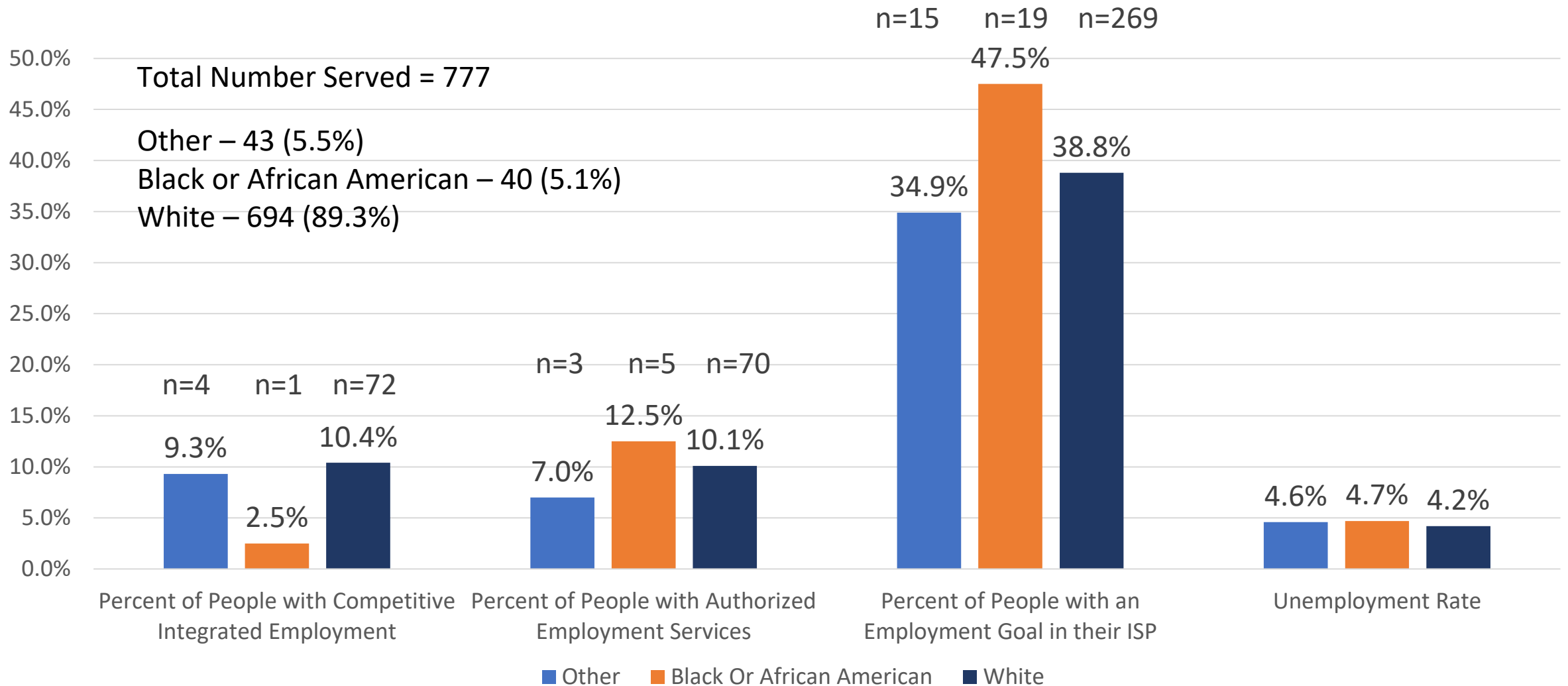
Percent of all White People Enrolled with ODP that have Competitive Integrated Employment



Example 1

Lackawanna County - June 30, 2019

Competitive Integrated Employment, Employment Services, and Employment Goal - by Race

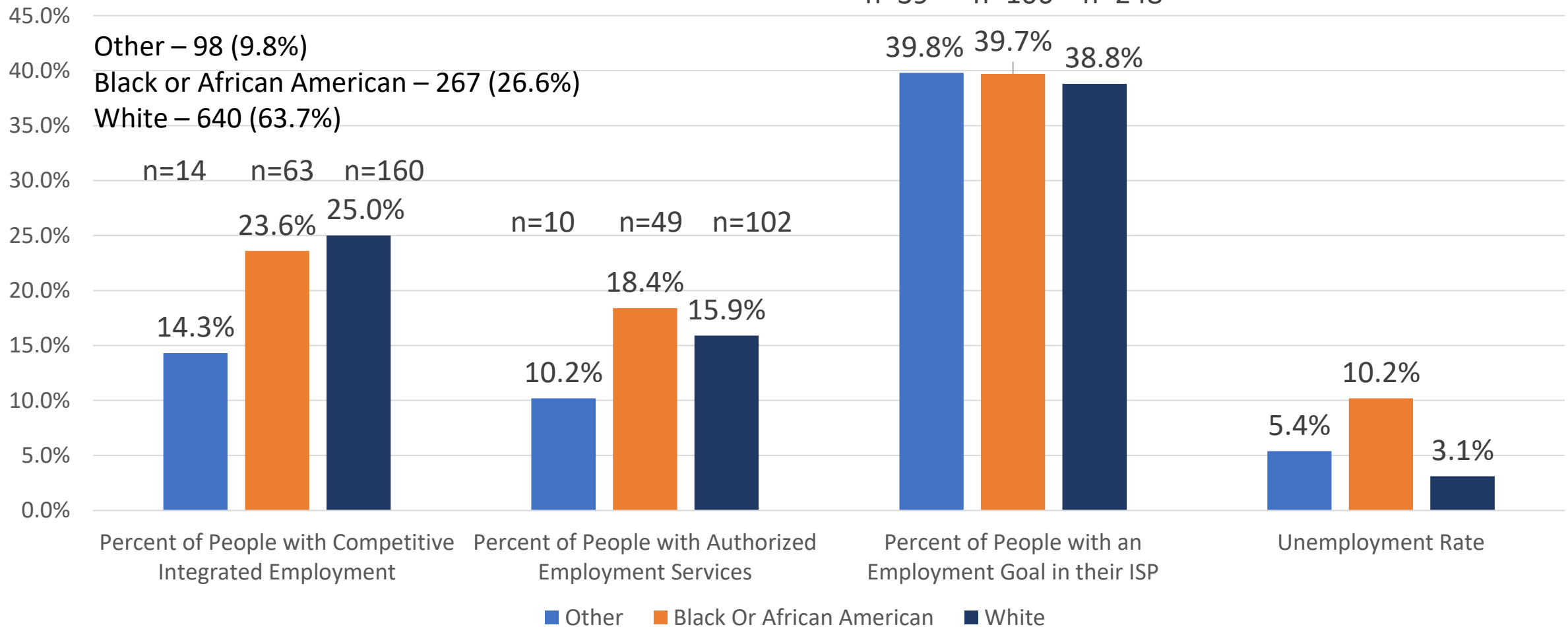


Example 2

Dauphin County - June 30, 2019

Competitive Integrated Employment, Employment Services, and Employment Goal - by Race

Total Number Served = 1,005





RECOMMENDATION #3: INCREASE EMPLOYMENT

WHY IS THIS IMPORTANT? The benefits of employment for people with disabilities are significant and are the same for people without disabilities.

