Supporting Individuals to Gain Competitive Integrated Employment

Valerie Bradley
Stephanie Giordano
Human Services Research Institute

Charles Hopkins
DBHDD
Agenda

- Status of employment of people with I/DD in Georgia based on National Core Indicators (NCI) Data and UMass Boston, Institute on Community Inclusion data
- National employment initiatives
- Employment policy and activities in Georgia
- National best practices
- Practical steps to increase employment opportunities
What does NCI Data Tell Us About Employment in Georgia
NCI is a voluntary effort by public developmental disabilities agencies to measure and track their own performance.

Collaboration began in 1997

Currently 46 states and Washington D.C. represented plus 22 sub-state entities

Coordinated by Human Service Search Institute (HSRI) and The National Association of State Directors of Developmental Disabilities Services (NASDDDS)
NCI Tools

- Adult In-person Survey*
- Family Surveys
- Staff Stability

*Formerly the Adult Consumer Survey (ACS)
Individuals who receive at least one service beyond case management from the IDD agency

Face-to-face survey with the person receiving services

Survey includes three main parts:

- Background information – largely collected from state records
- Section I – Subjective questions *only* the person can answer
- Section II – Objective questions can be answered by a proxy when appropriate

462 valid surveys completed in Georgia
Topics Addressed in Adult Consumer Survey

- Individual Outcomes
- Health, Welfare and Rights
- System Performance
What Proportion of Respondents Have a Job?

National Core Indicator Adult Consumer Survey Data from 2017 To 2018

14% Has a Paid Community Job
(GA (N=453))

16% Has a Paid Community Job
(National (N=19,970))
People with ID/DD Who Are Employed

Group Setting**
- 7% has job
- 33% no job

Own Home**
- 39% has job
- 12% no job

Parent or Relative’s Home
- 54% has job
- 55% no job

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Behavior Support and Level of ID

Behavior Support and Employment Status

86% No behavior support needed

14% Some or extensive behavior support

Level of ID

- Mild: 25% Has job (N=380), 26% No job (N=62)
- Moderate: 18% Has job (N=380), 26% No job (N=62)
- Severe: 10% Has job (N=380), 7% No job (N=62)
- Profound: 0% Has job (N=380), 10% No job (N=62)
- Unspecified: 11% Has job (N=380), 13% No job (N=62)
Employment Data

43% Are not working and wants a job (N=197)

17% Have employment as a goal in service plan (N=456)

90% Are not working, want a job, and have employment as a goal in service plan (N=85)
Relationships and Employment

Has Friends Other Than Staff or Family**

• 93% has job (N=54)
• 82% no job (N=205)

Often Feels Lonely**

• 0% has job (N=54)
• 11% no job (N=209)

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Involvement in Civic Life and Advocacy

Attended a Self-Advocacy Group, Meeting or Event (or chose not to)

- 60% has job (N=327)
- 30% no job (N=54)

Ever Voted in a Local, state, or Federal Election

- 26% has job (N=341)
- 13% no job (N=57)
NCI Data on People with ID/DD Employed in Georgia

- GA rates of employment are consistent with NCI Average
- Those employed are more likely to:
  - Have friends other than staff and family
  - Feel less lonely
  - Attend Self-advocacy groups
  - Vote
National Initiatives
Workforce Innovation and Opportunity Act (2013):

- Provides for pre-employment supports to individuals transitioning from school to work through Vocational Rehabilitation (VR) into competitive paid employment
- Can provide up to two years of job coaching support
- Requires VR to work closely with related agencies including education
- Allows for supports for “customized” employment
- Requires that organizations that provide sheltered work at sub-minimum wage to provide career counseling, peer support, and orientation to self-directed services
- Created a national 2 year Commission to examine the provision of sub-minimum wage employment
Achieving a Better Life Experience Act (Able Act)(2013)

- Amends Section 529 of the Internal Revenue Service Code of 1986 to create tax-advantaged savings accounts for individuals with disabilities. These tax-advantaged savings accounts can be used to cover qualified disability expenses such as, but not limited to, education, housing and transportation.

- Creates the ABLE National Resource Center was founded by the National Disability Institute (NDI) to provide ABLE stakeholders with consistent, reliable information concerning the benefits of ABLE programs and accounts.
Ticket to Work

- Connects people with disabilities receiving SSI or SSDI with free employment services to explore employment options, prepare for work, find a job or maintain a job.

- Provides access to services such as career counseling, vocational rehabilitation, and job placement and training from authorized Ticket to Work service providers, such as Employment Networks (EN) or the state Vocational Rehabilitation (VR) agency.
Federal Employment Initiatives

HCBS Settings Rule – Settings Must:

- Be integrated in and facilitate full access to the greater community;
- Optimize autonomy and independence in making life choices;
- Be chosen by the individual from among residential and day options, including non-disability specific settings;
- Ensure the right to privacy, dignity, respect and freedom from coercion and restraint;
- **Provide an opportunity to seek competitive employment**;
- Provide individuals an option to choose a private unit in a residential setting; and
- Facilitate choice of services and who provides them.
Employment Initiatives in Georgia
Partnership between the National Association on State Directors of Developmental Disabilities and the Institute on Community Inclusion at the University of Massachusetts. Purpose is to:

- Develop more effective employment systems and partnerships
- Use data to guide program management at the local and state level
- Improve employment-related staff competencies
- Maximize resources such as funding and employment services
- Share resources for systems change across states

Georgia is one of 25 state members
My Name is Sylvester*

I started working at Golden Pantry in Monroe, Georgia March 30, 2018.

Since I’ve started my job; I have made new friends, have spending money to purchase things that I want, like new clothes and going out to eat. I feel good about myself, happier… now that I have a job, a purpose, and responsibilities. I look forward to getting up in the morning and getting ready for work.

I work Monday through Friday, have the weekends off, so I can go to Church on Sundays and see my family. It’s the perfect job for me.

*Stories from Advantage in Monroe, Georgia

These stories were shared by Advantage with the permission of each Individual. They are aware it is being utilized for this webinar.
My Name is Kenny

I love my job, made lots friends over the years and continue to learn new job tasks. I started out in gardening and am now in returns. I know the entire store like the back of my hand. Just yesterday, I helped Paula from Unlimited Services receive $1000.00 in donations from Home Depot purchasing shelves and paints for the art studio at the center. We are going to paint a mural with a local artist. I feel like I am making a difference by helping others in my community.”

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I got some good news! I moved from a host home in Loganville, GA into my own apartment in my hometown (Athens).

I wanted to move to Athens and live as independent as possible. I am now! I am living with friends that I chose to live with and we love our apartment complex. It has a work out room and swimming pool!

I got a job at Bojangles. I love my job and want to thank all of the folks at Advantage that listened to what I said and supported me to make it all happen.”

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What Do We Know About What Works in Employment?
Help people with disabilities and their families to understand their options not just now but over the next several years; help them to make informed decisions.

Work with Vocational Rehabilitation (VR) to reach out to transitioning youth; partner with VR counselors in meetings with students.

It is important to work with “social capital” of family and friends of the individual to identify work opportunities.

Adopt a holistic approach to employment that begins with the individual plan and that includes all of supports that will be necessary for a successful employment outcome – including residential staff and families – that will be crucial to success.
What Works?

- Keep emphasizing why employment is important to people
- Set goals and measure progress
- Emphasize the possibility of self-directed employment supports – especially when employment providers are scarce
- Identify good employment providers in the area – especially those that are VR and Medicaid certified providers
- Assist families and Individuals to understand the rules governing their Medicaid and SSI benefits when they begin to earn money
- Explore “customized employment”
Thank you

For Georgia Collaborative ASO general inquiry or questions please email:

GACollaborativepr@beaconhealthoptions.com