Webinar Series

Advancing Equal Employment Opportunities and Creating Inclusive Workplaces

Part 1: Employment First 101

Southeast ada Center

APSE Employment First Employment for All

wise

Burton Blatt Institute SYRACUSE UNIVERSITY

Presenters

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Learning Objectives

Participants will…

Learn that Employment First is the presumption that all working age adults and youths with disabilities can, and should, be working side-by-side with co-workers without disabilities, earning minimum wage or higher.

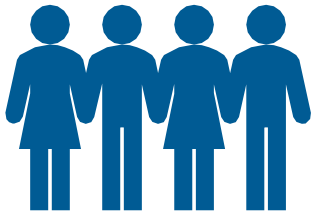
Understand Employment First principles must be based on clear public policies and practices that ensure employment of citizens with disabilities within the general workforce is the priority for public funding and service delivery.

Review the core concepts of successful Employment First implementation.

Explore the resources that APSE offers to promote Employment First.

Employment First is…

- A **movement** to deliver meaningful employment, fair wages, and career advancement for people with disabilities.



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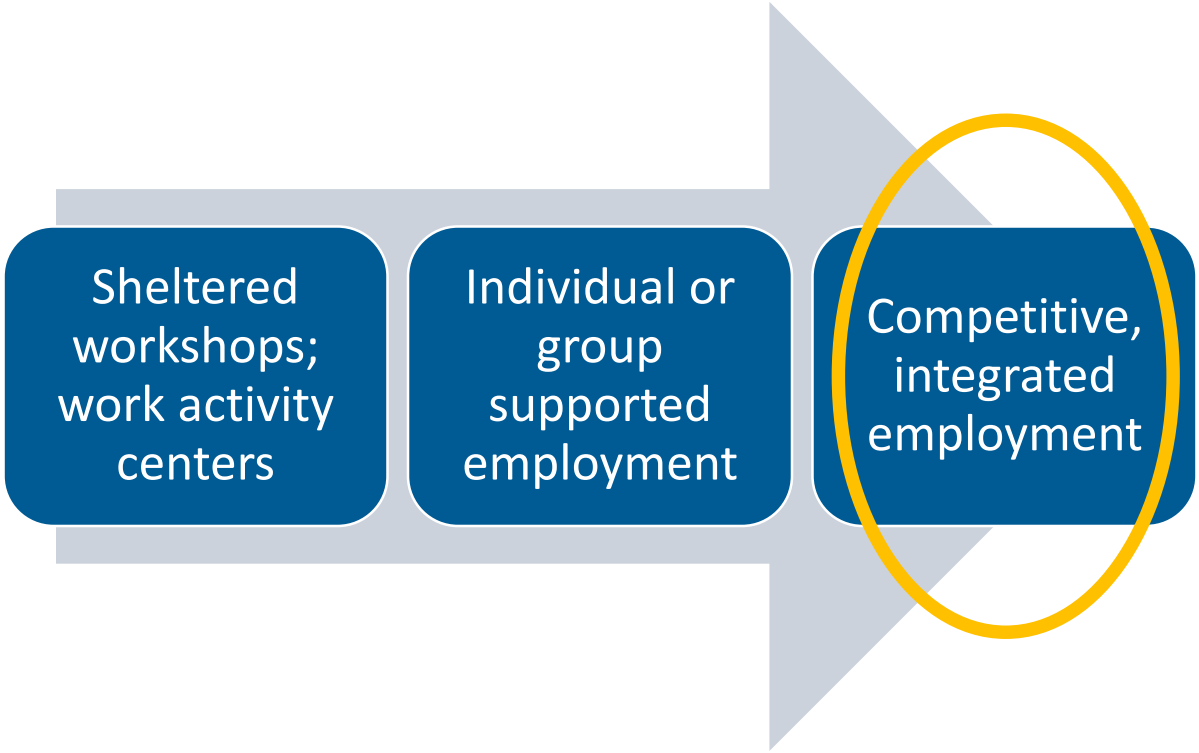
The Path to Employment



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APSE and Employment First

- APSE is the ONLY national organization devoted to Employment First
- We promote E1 through:
  - Policy & Advocacy
  - Professional development
  - Sharing best practices & tools

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Employment First Works

APSE's Employment First Statement

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.

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The current low participation rate of citizens with disabilities in the workforce is unacceptable.

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Access to “real jobs with real wages” is essential if citizens with disabilities are to avoid lives of poverty, dependence, and isolation.

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It is presumed that all working age adults and youths with disabilities can work in jobs fully integrated within the general workforce, working side-by-side with co-workers without disabilities, earning minimum wage or higher.

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As with all other individuals, employees with disabilities require assistance and support to ensure job success and should have access to those supports necessary to succeed in the workplace.

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All citizens, regardless of disability, have the right to pursue the full range of available employment opportunities, and to earn a living wage in a job of their choosing, based on their talents, skills, and interests.

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Implementation of Employment First principles must be based on clear public policies and practices that ensure employment of citizens with disabilities within the general workforce is the priority for public funding and service delivery.

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Inclusion or exclusion of the specific term “Employment First” does not determine whether a public system or agency has adopted Employment First principles. Such a determination can only be made in examining whether the underlying policies, procedures and infrastructure are designed for and ultimately result in increased integrated employment in the general workforce for citizens with disabilities.

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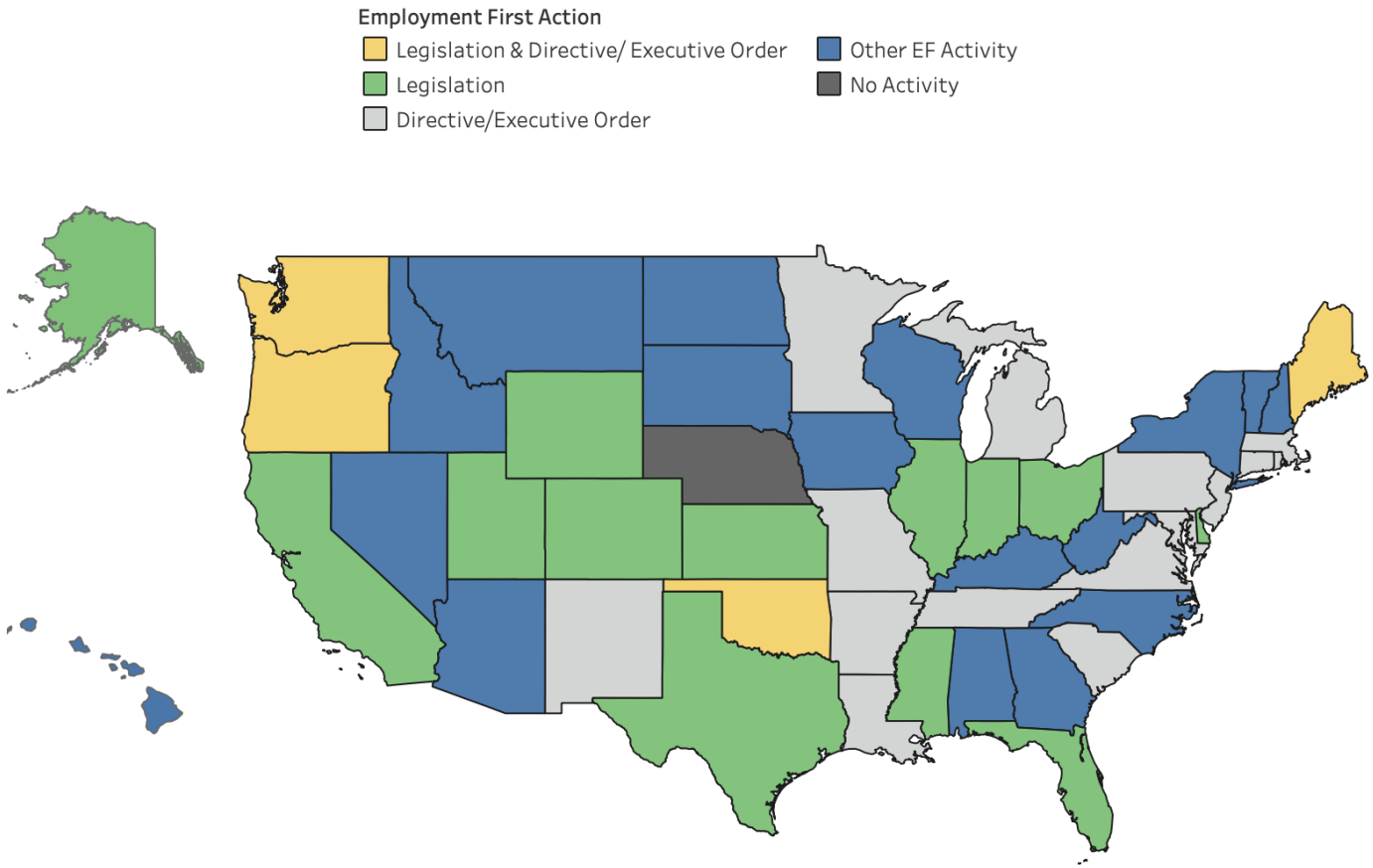
Employment First States



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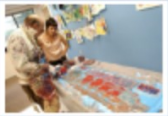
E1 Statement for Self-Advocates

APSE EMPLOYMENT FIRST STATEMENT

Adapted by Green Mountain Self Advocates and Self Advocates Becoming Empowered

All people with disabilities should have opportunities to work. Public dollars should be used to pay for supports for people to work in the community.

People with disabilities, their families, and their allies believe that:

	Too many people with disabilities do not have a job. This is unacceptable.
	All people should have opportunities for real jobs with real wages. It will get us out of poverty. We will be more independent. We will feel more included. All people, with and without disabilities, can work in jobs together earning minimum wage or higher.
	Like everyone else, people with disabilities should have access to supports that they need to work successfully.
	All people, no matter what disability they have, have the right to work a job they choose that matches their skills and interests.
	Public policies must support people with disabilities having real jobs. Money for services should be spent on people having jobs in the community.
	Just calling your state an Employment First state is not enough. "Employment First" is when everyone who wants a job, has a job.

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We will know Employment First policies are working when people with disabilities:

	Earn minimum wage or higher.		Are valued by employers.
	Have jobs with benefits.		Feel welcome when applying for a job.
	Own and run businesses.		Don't live in poverty.
	Choose employment as one of the big goals in life.		Get promoted.
	Are given the supports they need to work, no matter what type of disability they have.		Have all kinds of jobs based on their strengths and talents.
	Get to try out different jobs, starting when they are teenagers.		Have opportunities to change jobs and build a career.

If a person is not working in the community, this decision should be reviewed every year. A person's team must write a report describing why the person is not working.

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The Role of Federal Policy in Promoting E1

- Fair Labor Standards Act (1938)
- Rehabilitation Act (1973)
- Individuals with Disabilities Education Act (IDEA, 1975/2008)
- Americans with Disabilities Act (ADA, 1990)
- Workforce Investment Act (WIA, 1998)
- The Olmstead decision by the Supreme Court (1999)
- Home and Community Based Services (HCBS) Setting Final Rule (2014)
- Two landmark Department of Justice (DOJ) court cases (Rhode Island, 2014 and Oregon, 2015)
- Workforce Innovation and Opportunity Act (WIOA, 2014)

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Current E1 Policy Activities

Federal

- Raise the Wage (HR 582 / S 150)
- Transformation to Competitive Employment (HR 873 / S 260)

State

- Newly passed legislation/EO:
  - KS, NJ, SC
- Legislation pending:
  - CT, HI, IL, KY, MT, NC, NY, OR, TX, WV, WA

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The Workforce Innovation and Opportunity Act (WIOA) and E1

- In July 2014 President Barack Obama signed the Workforce Innovation and Opportunity Act (WIOA) into law.
- WIOA increases individuals with disabilities' access to high quality workforce services and prepares them for competitive integrated employment.
- WIOA defines **competitive, integrated employment** (CIE) as the preferred outcome

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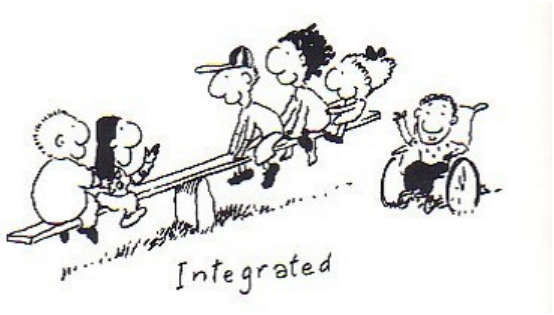
The Language of Employment: Integration



Work settings where workers with developmental disabilities **have opportunities to interact with, and work alongside, co-workers who do not have disabilities are considered integrated.**

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Promoting Competitive, Integrated Employment

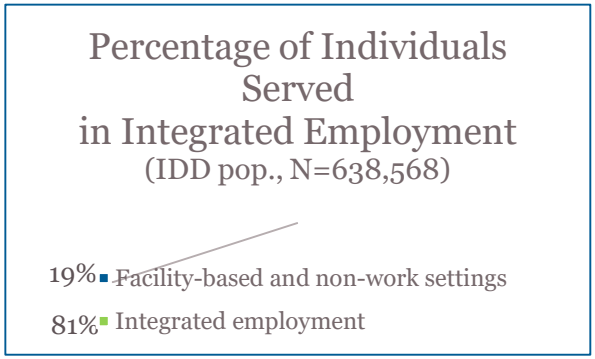
Competitive

Paid at least minimum wage and comparable to coworkers

# 14(c) certificates:	# individuals earning sub-minimum wage:
1,459	124,066

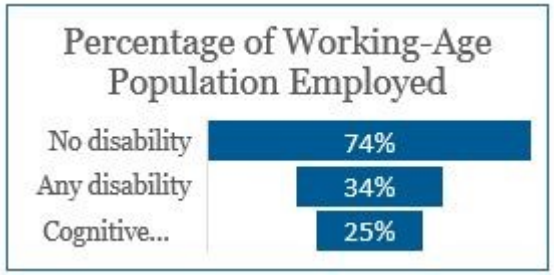
Integrated

In a setting that is both inclusive of people with and without disabilities and is in the community



Employment

A person with a disability applies for and is hired to fill an open position



Data sources:
https://www.statedata.info; https://www.dol.gov/whd/specialemployment/crplist.htm

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Key Concepts: Eliminating 14(c) and Subminimum Wage

There are measurable increases in employment of citizens with disabilities within the general workforce, earning minimum wage or higher with benefits.

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Key Concepts: Self-Direction

Greater opportunities exist for citizens with disabilities to pursue self-employment and the development of microenterprises.

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Key Concepts: Youth Employment Options

Young people with disabilities have work experiences that are typical of other teenagers and young adults.

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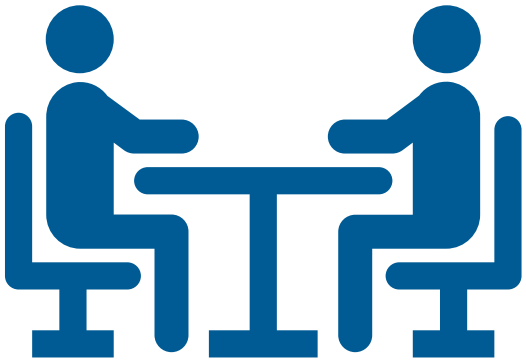

Key Concepts: Meaningful Employer Engagement

Employers universally value individuals with disabilities as an integral part of their workforce, and include people with disabilities within general recruitment and hiring efforts as standard practice.

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Key Concepts: Measurable Outcomes

Individuals with disabilities have increased incomes, financial assets, and economic wealth.

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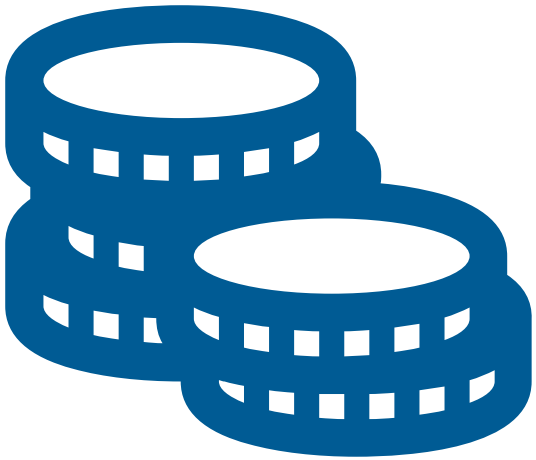

Key Concepts: Aligned Funding

Federal and State funding is sufficient so that quality services and supports are available as needed for long-term employment success.

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Key Concepts: Ongoing Evaluation

A decision not to consider employment in the community for an individual is re-evaluated on a regular basis; the reasons and rationale for this decision are fully documented and addressed in service provision.

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So, how do we get there?

APSE partners to promote E1 through:

Policy & Advocacy
Professional development
Sharing best practices and tools

APSE's Public Policy Committee

Purpose:

- To provide support and guidance to APSE National staff (Policy Director, ED, and others) in a manner that positions APSE as THE Employment First public policy leader.
- To share knowledge and update members of what is happening with policies related to employment for people with disabilities, both at a National and state level.
- To provide material support and contribution toward fulfilling APSE's strategic goals and objectives.
- To speak as one voice of APSE.

2nd Thursday at 3pm EST

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APSE's Professional Learning Community

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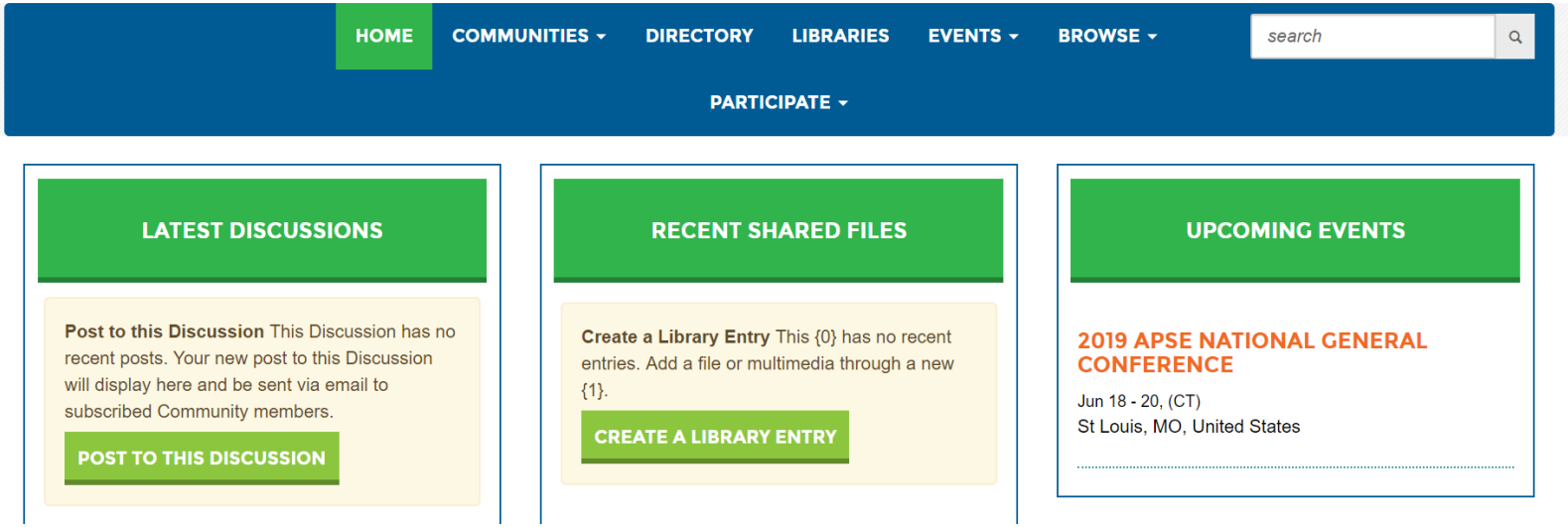
TO ADVANCE EMPLOYMENT EQUITY FOR PEOPLE WITH DISABILITIES.



APSE's Universal Competencies

Association of People Supporting Employment First's
Universal Employment Competencies

"Competency" is defined as the ability do something successfully and efficiently. These competencies therefore, are designed to guide the successful and efficient implementation of services. Both knowledge ***and*** *skill sets are necessary for practitioners and funders to understand the various domains of supported employment. These* ***universal employment competencies*** *represent the skills and standards of practice for providers of supported, customized, and self-employment services* **for ALL people with disabilities.**

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APSE Universal Employment Competencies: Domains

- **DOMAIN 1:**
  Application of Core Values and Principles to Practice
- **DOMAIN 2**:
  Discovery/Individualized Assessment and Employment/Career Planning
- **DOMAIN 3:**
  Community Research and Job Development
- **DOMAIN 4:**
  Workplace and Related Supports
- **DOMAIN 5:**
  Long-Term Supports and Services

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How Can We Help

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Education Credit

Requirements:

Must be registered, attendance verified, post-test completed.

Credits:

- Certificate of Completion
- CESP Credit
- CRC Credit

**Application in process; may not be available for this webinar

Education Credit – Post Test

****Must be registered, attendance verified, and post-test completed to receive credit.**

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Archives: Advancing Equal Employment Opportunities and Creating Inclusive Workplaces

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Webinar Series

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Eight webinars:

April 2019 – February 2020

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Upcoming Webinars

Tuesday - May 28, 2019

2:30 - 4:00 pm [Eastern]
Part 2: Job Development: The First Steps

Tuesday - July 23, 2019

2:30 - 4:00 pm [Eastern]
Part 3: The ADA – Employment and Disclosure

Register for Webinar Series: Advancing Equal Employment Opportunities and Creating Inclusive Workplaces

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Questions?

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Disclaimer

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