



ACICIEID Subcommittee

Findings, Conclusions, Preliminary Recommendations

May 11, 2015

Building State and Local Capacity Subcommittee

TOPIC #1 – Culture

Findings:

- A history of providing jobs vs. finding/developing jobs/careers
- Needs of individuals vs. needs of employers are unequal
- People with disabilities are far more likely to live in or near poverty than other Americans; and experience significant disparities in health, financial resources and capability
- Work incentives exist but are misunderstood, appear to be complicated and underutilized
- Work at sub-minimum wages does not reflect the true capacity and potential productivity of people with disabilities furthering the cycle of poverty and dependency
- 14c is viewed as synonymous with Sheltered Workshops.
- Fear of the unknown— lack of understanding on what competitive integrated employment is from multiple stakeholders (businesses, families, policy makers)
- Businesses are ready, willing and able to hire but we aren't supplying a pipeline of candidates to meet their needs
- A significant number of people with disabilities want jobs and don't have jobs

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TOPIC #1 – Culture

Conclusions:

- Need to build a culture that promotes active engagement, and empowerment that leads to independence and prosperity
- Emphasize the expectation of employment, beginning in early childhood and lasting through retirement
- Economic well-being and financial capability need alignment: people have the potential to build financial resources if systems are aligned appropriately and necessary technical assistance is provided
- Multiple federal, state and local systems must be aligned and leveraged in order to achieve cross-system collaboration
- Blending and/or braiding of resources coupled with technical assistance will produce changes in thinking/behavior for people with and without disabilities
- Asset building is an alignment point for integrating financial capability
- Development across multiple systems including but not limited to education, workforce development, rehabilitation and Medicaid.
- Focus on what we're building up as opposed to what we're taking away
- Living wage can vary significantly from location to location

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TOPIC #1 – Culture

Recommendations:

- Policy, regulatory environment, and training/technical assistance span from Early intervention through Retirement
- Federal investment with states on Community Information and Education to support the cultural shift—setting expectations clearly
- Refine and clarify the definition of CIE so that people on the local level understand what it means to them
- Information and education for students and families on rights with wages
- Working with parent information centers, departments of education, student councils and school boards to get in early to bring in information
- Other entities that may want to be included for sharing/disseminating information include: DOL/DVR agencies, Disability Rights/Protection and Advocacy agencies, Workforce Investment Boards, Centers for Independent Living, Family to Family Health Information Centers, disability organizations, Urban Leagues, civil rights agencies, Councils on Developmental Disabilities, efficacy based organizations, and faith-based organizations.

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TOPIC #2 – Development

Findings:

- Local and State Service Capacity are insufficient to meet the demand for CIE
- Personnel/Professional Development is not consistent across systems (i.e. credentialing, certification requirements, competencies)
- Lack of training and technical assistance capacity at the state and local level
- State policy is not aligned to prioritize CIE as preferred placement – the way the system is constructed drives people to more restrictive settings and funds those settings at higher levels than CIE
- Individuals are not accessing CIE services at as high a rate as other services
- There is a lack of technical assistance for employers
- Employers are looking for a pipeline of skilled workers inclusive of individuals with disabilities
- There is a generational leadership gap across supported employment organizations and there is limited investment in leadership development
- Lack of self enrichment and personal enhancement opportunities/activities for people with disabilities

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TOPIC #2 – Development

Conclusions:

- Need to build Local and State Capacity in Evidence-Based Practices for CIE
- CIE includes wage employment and self employment
- Need to provide access to skill building at the local level
- Availability and access to training/technical assistance is needed
- Families and individuals with disabilities need access to quality employment services
- Need for a visible infrastructure to promote or advance the building of a pipeline of skilled employees with disabilities
- Need to develop organizational leadership capacity
- Counselors need an increased ability to understand and positively respond to what employers need
- Ensure that counselors and consumers understand today's labor market and have the skills needed for the workforce of today
- Counselors and consumers should be encouraged to acquire a 21st-century knowledge of financial literacy that can assist with contributing to making informed career and life decisions

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TOPIC #2 – Development

Recommendations:

- Identify at the Federal, State and local levels opportunities and funding for infrastructure development so that career pathway models for (1) job seekers and (2) job development staff and DSPs are developed, sustained and replicated nationwide. This includes but is not limited to:
 - Investing in the development of organizational program managers
 - Starting new organizations
 - Investing in information and education for families, students and adults with disabilities and
 - Leadership development activities.
- Prioritize funding across agencies (education, rehabilitation, workforce development, medicaid, mental health and intellectual/developmental disabilities) to support Federal investment with states for Training and Technical Assistance to achieve CIE.
- Utilize businesses to inform the system
- Start early with students to ensure young people are equipped for entering jobs that meet employer needs

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TOPIC #3 – Service Delivery

Findings:

- The public Workforce Development system and the disability employment system have existed in parallel historically
- Sheltered workshop placements are more expensive for the taxpayer and produce poorer outcomes for individuals with disabilities (Cimera research)
- Public policy still emphasizes/funds employment programs vs. CIE (organizations are not funded with a priority to develop competitive integrated jobs)
- States have a lot of money tied to infrastructure investment in programs
- Difficult to persuade people to let go of facilities and programs they have invested a great deal of money in, and there is a lack of technical assistance
to assist providers in transforming these programs and facilities to CIE
- Skills building for public and private professionals in high-demand or in-demand growth areas is not a current consistently across the nation
- Colleges and universities need to consider restructuring course curriculum that would address the skills and training needs of professionals seeking to work within the disability community
- Fear among many that there could be the potential for closing down sheltered programs which would force people into day activity programs **or a return to home with no meaningful activity**

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TOPIC #3 – Service Delivery

Conclusions:

- Need to build leadership at point of service delivery (systems and organizations)
- Infrastructure funding to achieve CIE is inadequate and is needed across service delivery systems
- Achieving CIE at minimum wage or above is possible for youth and adults with the most significant disabilities
- Strategies including supported and customized employment must be:
 - (1) prioritized in service funding, staff development and technical assistance and
 - (2) required by employment service providers in order to achieve these outcomes.
- Federal, state and local policy should be aligned with these goals.

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TOPIC #3 – Service Delivery

Recommendations:

- Community engagement as a method for job development should be funded—the service capacity that needs to be in place is more than at the point of service
- Align policy and funding at the Federal, state & local levels in support of CIE
- Establish services for CIE within corrections, ID/DD, Mental Health, Schools, Workforce and Economic development that are collaborative and available
- Incentivize providers to transform their services in support of CIE and otherwise incentivize what we want to happen
- Promote informed choice through provision of apprenticeships and other job experiences for youth and adults, including those who are currently in sheltered workshops, so that people can experience jobs that are of interest.

This requires that policy across systems support these options, and such changes in policy (statutory, regulatory and guidance) should be made as appropriate.

- 14 c?

Building State and Local Capacity Subcommittee TOPIC #4— Data

Findings:

- Historically left out of typical employment data
- Inconsistency in availability of data nationwide
- Lack of understanding of current capacity to deliver CIE
- Myths driving today's framework for employment vs. data driven
- Antiquated systems for data gathering

Building State and Local Capacity Subcommittee TOPIC #4— Data

Conclusions:

- Workforce of today is not the workforce of tomorrow
- Identifying current capacity from Early intervention through retirement is needed
- The result of this work affects lives and we have a responsibility to ensure the data is accurate to inform decision making for policies and practices

Building State and Local Capacity Subcommittee TOPIC #4— Data

Recommendations:

- Use of unemployment data to assist with building local and state strategies for training and technical assistance
- Data sets to support recommendations for systems change
- Identify what structural elements that need to be revisited to support this change
- Consistency of reporting of outcomes for the CIE definition to include the distribution of hours, wages and integration

Next Steps

- ✓ April 26th subcommittee comment and review complete
- ✓ April 28th, submit draft for preparation
- ✓ May 11-12: Reach consensus, identify areas for further discussion/parking lot (address in final report)
- ✓ Between meetings: Continue subcommittee chapter development
- ✓ June 25: Send subcommittee chapter bullets to DOL
- ✓ July 13: Present subcommittee bullets for interim report
- ✓ July 14: Reach consensus
- ✓ July 30: Full Committee call to approve report
- ✓ Before September 10: DOL report processing
- ✓ By September 15: Submit report