

# Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities (ACICIEID)

## October 14-15, 2015

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### **Transition to Careers Report Out**

These are high priority recommendations based on the consensus of the subcommittee.

#### **Area 1. Early Work Experience**

ED should make a priority to focus on Post-School Outcomes in Results Driven Accountability for all States. ED should transition States to a process of using Individuals with Disabilities Education Act (IDEA) Indicator 14 (post-school outcomes) for annual benchmarking, compliance and quality improvement purposes. Indicator 14 should be further enhanced to differentiate sheltered employment outcomes from competitive integrated employment outcomes.

#### **Area 1. Early Work Experience**

DOL, ED, and U.S. Department of Health and Human Services (HHS), Center for Medicare & Medicaid Services (CMS) should work together to leverage federal resources (including WIOA Title I and Title IV) so funding streams and services can work together to focus on strategies that ensure youth with significant disabilities get integrated work experiences and related employment-services, including internships, apprenticeships and on-the-job training, along with related career services and counseling, prior to exiting high school.

#### **Area 5: Professional Supports and Incentives**

ED, RSA, and DOL must promote and fund pre-service and in-service training for professionals and paraprofessionals across the systems that focuses on building high expectations related to CIE and evidence-based practices to include family engagement strategies, use of labor market information, an understanding of career counseling and pathways, availability of CIE services, person-centered employment services, and employer relations.

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### **Building State and Local Capacity Report Out**

Overarching theme to the Subcommittee's recommendations: Building systemic capacity for competitive integrated employment (CIE) and facilitating well planned transition from center-based services.

Logic to the recommendations in addressing capacity building: 1. research and development activities will be necessary to build program capacity for CIE, 2. the system of paying for employment services must be changed, and 3. clear data collection, data management, and data sharing will be critical to measuring the incidence and quality of CIE service and outcomes.

#### **Recommendation 1**

CMS and VR, and the designated I/DD and VR agencies in each state, should: encourage the development of state/local standards or adopt national standards of professional competence in providing CIE services; support professional development that includes the development of organizational leaders, program managers, and professional employment staff who focus on CIE; promote and fund innovative projects that result in new CIE programs within existing organizations as well as new organizations that provide only CIE services; and facilitate program transition away from sheltered employment and into CIE.

#### **Recommendation 2**

Congress should direct CMS to expand the use of the HCBS Waiver program funds, now used for facility-based services, for CIE services by changing the state match rate to be the same as that for the state VR program, thus providing an incentive for states to prioritize CIE outcomes.

#### **Recommendation 3**

Federal agencies that have programs related to providing employment services to individuals with significant disabilities, including CMS and the six core programs covered under WIOA (including VR), should identify common data collection points across federal agencies using a clear definition for CIE as well as establish systems to share data across programs and publically report employment outcomes.

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### Marketplace Dynamics Report Out

These are the Priority Topics for the Marketplace Dynamics Subcommittee for the Final Report.

- OFFCP
- Tax Incentives
- American Job Centers (AJCs) and Workforce Developmental Boards (WDBs)
- High Growth Industry Healthcare
- Training & Pipeline Issues
- Transportation

Marketplace Subcommittee's high priority recommendations are listed below:

### Changing the Narrative/Building a Sustainable Culture of Inclusion via Building Better Business Partnerships

1. Congress shall appropriate funds for the U.S. Department of Labor (DOL) in collaboration with the U.S. Department of Education (ED) and the U.S. Department of Health and Human Services (HHS) and business organizations to conduct a National Educational Campaign (the Campaign) to educate the public, the public workforce system, and businesses on the types of jobs individuals with I/DD or other significant disabilities hold in integrated competitive employment settings.
  - a. One of the Campaign's top priorities must be to include a business-to-business component where successful businesses share their "workforce diversity" models with other businesses that have not begun to hire individuals with I/DD and other significant disabilities. Business-to-business communications need to focus beyond policy to demystify the hiring process and take the fear out of hiring people with disabilities.
  - b. The educational campaign must assist AJCs, WDBs, VR agencies, and service providers on how to communicate with businesses in order to provide quality services and address the needs of individual businesses of all sizes. The educational campaign should include information on the services provided by each agency within the public workforce systems in order to enhance cross-agency communication and reduce service duplication.
  - c. The Campaign should focus on the development and dissemination of marketing materials that highlight the competitive advantage that stems from building a more inclusive workforce

and showcases examples of businesses that have successfully integrated individuals with I/DD or other significant disabilities into their company culture. In particular, marketing materials should represent and target businesses of all sizes and include both written communication as well as short, promotional videos that may include videos or news releases that have already been developed.

- d. The Campaign should target Chambers of Commerce, human resource organizations, various industry trade organizations, healthcare institutions and healthcare industries, hospitality, retail, and other high-growth industries to dispel the negative myths and stereotypes directed to people with significant disabilities and to emphasize their abilities to perform within the integrated competitive workforce. The Campaign should include funding for the development of new business-based resources and materials, including Public Service Announcements, as well as the dissemination of existing resources.

### Addressing Training and Pipeline Issues

2. The Employment and Training Administration (ETA) should create an educational module available to AJC and WDB staff and board members on “Disability Awareness” that highlights the communication skills and techniques necessary to most effectively work with people with significant disabilities. The educational module should be provided in one online centralized location.
  - a. Guidance should be provided to state level AJC staff and WDBs on developing partnerships with other key stakeholders.
  - b. Congress should authorize DOL, ED, and HHS to coordinate and establish national training requirements for all Disability Service Professionals (DSPs), including employment specialists, job coaches, job developers, and service provider organizations, to ensure that DSPs develop the knowledge and skills required to support all individuals with significant disabilities to achieve competitive integrated employment.
  - c. The Commissioners of the Rehabilitation Services Administration (RSA) and HHS should provide guidance to states outlining these national training requirements for DSPs. At a minimum training requirements must cover topics related to the provision of high-quality employment services for individuals with significant disabilities, including: identifying potential employees’ skills and strengths, facilitating connections with potential employers, preparing potential employees for interviews, assisting employers to identify possible high-quality job matches, and providing the necessary training and coaching once jobs are secured in a career that the employee wants to pursue.
  - d. Training requirements must also include specific business-related information including a general overview of different markets and industries as well as recommendations and

guidance from businesses that have successfully included individuals with I/DD or other significant disabilities into their workforce.

## Transportation

3. Congress should appropriate funding for the following so that the Secretary of the U.S. Department of Transportation (DOT) and allied state programs ensure that public transportation systems planning in both urban and rural areas of the United States are developed and implemented to meet the needs of individuals with significant disabilities.
  - a. Provision of resources for travel training, safety mandate requirements, and training to transportation vendors on appropriate communication, treatment and respect to individuals with significant disabilities. Businesses that offer their own transportation services or supports must ensure that their transportation vendors are included in all training and educational information opportunities.
  - b. Ensure that the DOT enforces that public transit systems of all types meet the ADA accessibility requirements while ensuring the accessibility needs of rural transportation systems is addressed and resolved.
  - c. Ensure that DOT develops para-transit systems and other transit system options throughout rural America. Incentivize building accessible all-rider public transportation systems to minimize rider expenses.
  - d. DOT should develop plans and implement those plans to ensure that cross-jurisdictional transportation in larger geographic areas in rural America across the United States so that transportation for people with I/DD and other significant disabilities is seamless and uninterrupted.
  - e. DOT and allied state programs should prioritize access to public transportation for people with significant disabilities that apply for or hold jobs in integrated competitive workplaces. Additionally, paratransit transportation providers should guarantee drop-off times within fifteen minutes of employment start times unless there are extenuating circumstances such as severe weather conditions or accidents.

\*\*\* Note: The Marketplace Subcommittee supports moving forward with the AbilityOne Recommendation # 1 and FLSA Recommendation #1.

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### Complexity and Needs Report Out

These are topic areas for Complexity and Needs Subcommittee.

#### 1. Funding

- Guidance and technical assistance around allowable payment methodologies and resources to incentive CIE (Interim Report (IR) Recommendations 5, 6, and 8)
- Guidance regarding payment of CIE for people with psychiatric disabilities (IR Recommendation 7)
- Guidance and technical assistance around a common definition of CIE and outcome measures (at least for performance payment methodologies) (IR Recommendations 23 and 24)

#### 2. Benefits Planning/Fear of Loss of Benefits

- Best practice and strategies for addressing immediate and long-term steps about the fear of working due to concerns about loss of benefits. (IR Recommendation 13)
- Potential expansion of Ticket to Work to transition age youth. (IR Recommendation 14)

#### 3. 14 (c) Certificates

- Continued recommendation for well-designed phase out of 14c (IR 14c Chapter, Recommendation 10)
- Immediate term executive actions and enforcement activities to reduce use of 14c. (IR 14c Chapter, Recommendations 11, 12 and 13)

#### 4. AbilityOne [Together with Marketplace Subcommittee]

- Develop recommendations for redesign of AbilityOne program to focus on CIE, in integrated settings in the mainstream workforce (IR AbilityOne Chapter, Recommendation 1)

#### 5. “Wraparound Supports” to Make Possible/Complement CIE [Exploring with Transitions Subcommittee]

- Identified in Interim Report as an additional area to explore for the Interim Report (page 36)