



ServiceSource

**Recommendations on Increasing Competitive
Integrated Employment for Individuals with Disabilities**

ACICIEID Meeting

July 14, 2015

ServiceSource Overview

- 5 non-profits governed by common regional voluntary Board and management team
- Provides services and employment in 10 states and the District of Columbia
- Over 18,000 people served in FY15 in wide variety of transitional and long term services
 - Placed over 750 people with community employers
 - Served:
 - Over 13,000 in VR case management and transitional, employment development services
 - 1400 in community employment by ServiceSource or third parties
 - 580 in habilitation and community integration day services
 - 750 in specialty services for Veterans with disabilities and individuals on autism spectrum
 - 600 in outreach and drop-in information and support
 - 500 in scattered site affordable, accessible housing
 - 22 in centered based employment (sheltered)

14c Impact Points

- 14c applies to people who have a productivity barrier to employment as a result of their disability
- Use has broader employment impact and is not synonymous with sheltered work
 - 85% of “14c eligible” ServiceSource employment is in community jobs (100% by 2016)
- 10-15% of ServiceSource community based employees have “14c eligible” productivity barriers to competitive employment; another 10-15% achieve competitive productivity after a commensurate wage period.
- Elimination of 14c would have a significantly differential impact on different groups
- Consider ways to eliminate or reduce productivity barriers and facilitate pathways to entering integrated employment in considering 14c recommendations.

ServiceSource Redesign Lessons

- Have offered subsidy to Federal minimum wage (\$7.25) for 5 years; 70% participation
- Publicly funded former work center participants continue services:
 - Redesign emphasis on community integration rather than employer paid work (70%)
 - 23% into ServiceSource subsidized community supported employment
 - # of people seeking subsidized jobs was more than double the number of jobs available.
 - Small number to medical based day habilitation or discharged (6%)
 - 2 people to unsubsidized individual supported employment
- Commensurate paid employees with no long term public support funding are most at risk of job/ service loss
- Employees at/or above Federal minimum in community settings would also be impacted
 - Of the 120 people (10-15% of total) who are 14c “eligible”
 - Everyone is subsidized by ServiceSource to at least Federal minimum
 - 45 are AbilityOne F/T and at or above 7.25-10.10 base plus H&W benefits
- These qualifications deserve special consideration to avoid unintended negative consequences

Recommendations

- Increase productivity – Assistive/ smart technology – information, assessment and access
- Subsidize productivity learning curve – create a training commensurate wage period – 18-24 months
- Accommodate in integrated settings – commensurate wage in integrated settings with Federal Minimum as floor
- Change the placement paradigm – enhanced discovery (productivity match) and funding for paid internships – 12 months

Contact

Janet Samuelson

President and CEO, ServiceSource

10467 White Granite Drive

Oakton, VA 22124

703-461-6000

Janet.samuelson@servicesource.org