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

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