

# Inclusion in Employment

**AAIDD Webinar**  
**November 2, 2011**



# **State of Employment: Some Facts to Consider**

- \*There has been no appreciable increase in the workforce participation rates for persons with disabilities.**
- \*People with disabilities are still poor.**
- \*It is a difficult economic environment**

# **Factors to Consider**

- \*Youth with Disabilities want and expect to work.**
- \*Self advocates want to make a reasonable wage.**
- \*There are growing budget constraints**
- \*There is a changing market place.**

# **Employment First: Realities and Expectations**

**What Do We Mean By  
Employment First?**

# **Employment First: Essential Elements**

- ❖ Presumption of Employment  
for ALL**
- ❖ A Series of Policies,  
Procedures and Practices**
- ❖ Outcomes Competitive Integrated  
Employment**

# **Competitive Integrated Employment: Essential Elements**

- ❖ Paid at the minimum or prevailing wage**
- ❖ Similar benefits to all**
- ❖ Opportunity to continuously interact  
with co-workers without disabilities**
- ❖ Chances for advancement**
- ❖ Preferably full time**

# Some Employment First Options

- ❖ **Set targets to increase numbers in Integrated Employment (CO, FL, MA)**
- ❖ **Redirect persons served to IE from other programs (FL)**
- ❖ **Include IE in all ISPs (CO)**

# How is Systemic Change Happening

**\*State Employment Leadership Network (SELN): a 25 member round table of state DD agencies supported by the ICI and NASDDS**

**\*State Vocational Rehabilitation agencies: sheltered employment no longer an acceptable case closure**

**\*Administration on Developmental Disabilities: funding cross collaboration in 6 states**



# How is Systemic Change Happening

**\*Medicaid Infrastructure Grants: funded by CMS to increase employment options and health care buy-in**

**\*Transition and Postsecondary options: students with intellectual disabilities participate in postsecondary programs**

**\*Volunteerism as a pathway to Employment: CNCS effort to link volunteerism to employment**

# **Policy Changes that are Happening**

- \*There is a growing concern about wages.**
- \*WIA has a clear focus employment as the outcome and incorporates VR and transition.**
- \*There is a change in the expectation regarding work.**
- \*CMS is considering competitive integrated employment as the preferred goal.**

**Not The End**

**But**

**The Beginning**

# Inclusion in Employment

**William E. Kiernan, Ph.D.**  
**Director and Research Professor**  
**Institute for Community Inclusion**  
**University of Massachusetts Boston**  
**100 Morrissey Blvd**  
**Boston, MA 02125**  
**617-287-4311**  
**[william.kiernan@umb.edu](mailto:william.kiernan@umb.edu)**  
**[www.communityinclusion.org](http://www.communityinclusion.org)**