

ARIZONA

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Job Opportunities Build Success

WHAT IS EMPLOYMENT FIRST?

- ★ Framework of Principles to assist in guiding and facilitating employment system change
- ★ Employment as the primary day activity for *all working age adults*, including adults with disabilities
- ★ Promotes informed choice
- ★ Having right supports & services in place helps produce more successful outcomes

WHY EMPLOYMENT FIRST?

- ★ Puts a focus on competitive integrated employment outcomes
- ★ Helps support necessary change to state agency employment policies and practices
- ★ Supports community integration for all
- ★ Increase income beyond poverty level: Less dependent on state benefits
- ★ Promotes quality of life
- ★ Aligns with intentions and expectations of WIOA and HCBS Regulations

WHAT'S DRIVING THE CHANGE?

- ★ Federal rulings & National Priorities
 - ★ Department of Justice settlements
 - ★ **Centers for Medicaid & Medicare Services (CMS)/Home & Community Based Services (HCBS) regulations**
 - ★ Office of Disability Employment Policy/Department of Labor
 - ★ **Workforce Innovation and Opportunity Act (WIOA) of 2014**
 - ★ Youth Employment Demonstration Projects
 - ★ The ABLE Act
 - ★ **Employment Outcome Data**

CHANGING LANDSCAPE OF EMPLOYMENT SUPPORTS & SERVICES

★ AHCCCS/HCBS

- ★ Rules mandate that settings for ALTCS members must:
 - ★ Be integrated in and support full access to the greater community;
 - ★ Be selected by the individual from among setting options;
 - ★ Ensure individual rights of privacy, dignity and respect, and freedom from coercion and restraint;
 - ★ Optimize autonomy and independence in making life choices; &
 - ★ Facilitate choice regarding services and who provides them
- ★ Purpose is to ensure that individuals receiving services are integrated into their communities & have full access to the benefits of community living to the same degree as individuals not receiving ALTCS

CHANGING LANDSCAPE OF EMPLOYMENT SUPPORTS & SERVICES

★ WIOA

- ★ Will help job seekers and workers increase access & opportunities to engage in employment, education, training, and support services
- ★ Highlights for Students who have Disabilities:
 - ★ Increase emphasis on provision of transition services to youth.
 - ★ 15% budget set aside for **Pre-Employment Transition Services (Pre-ETS)** for In-School Youth and graduates attending post-secondary training. This includes making services available to “potentially eligible” youth who have not been determined eligible for VR
 - ★ Up to 4 years of Supported Employment (Title 19/ALTCS and Non-Title 19/ALTCS) for Pre-ETS population, with 50% of the Supported Employment budget set aside for youth
 - ★ **Limitations on subminimum wage (Section 511)**

AGENCY EMPLOYMENT OUTCOME DATA

State Employment Data

★ Statewide (2015):

- ★ 34.25%: Percentage of people who have disabilities who are employed in AZ (all disabilities).

(<http://employmentfirst.leadcenter.org/Arizona>)

★ DDD:

- ★ 22%: Percentage of people who have disabilities working in competitive integrated employment in the DDD system

★ VR (2014):

- ★ 49.3% Rehabilitation Rate for all closures with an IPE

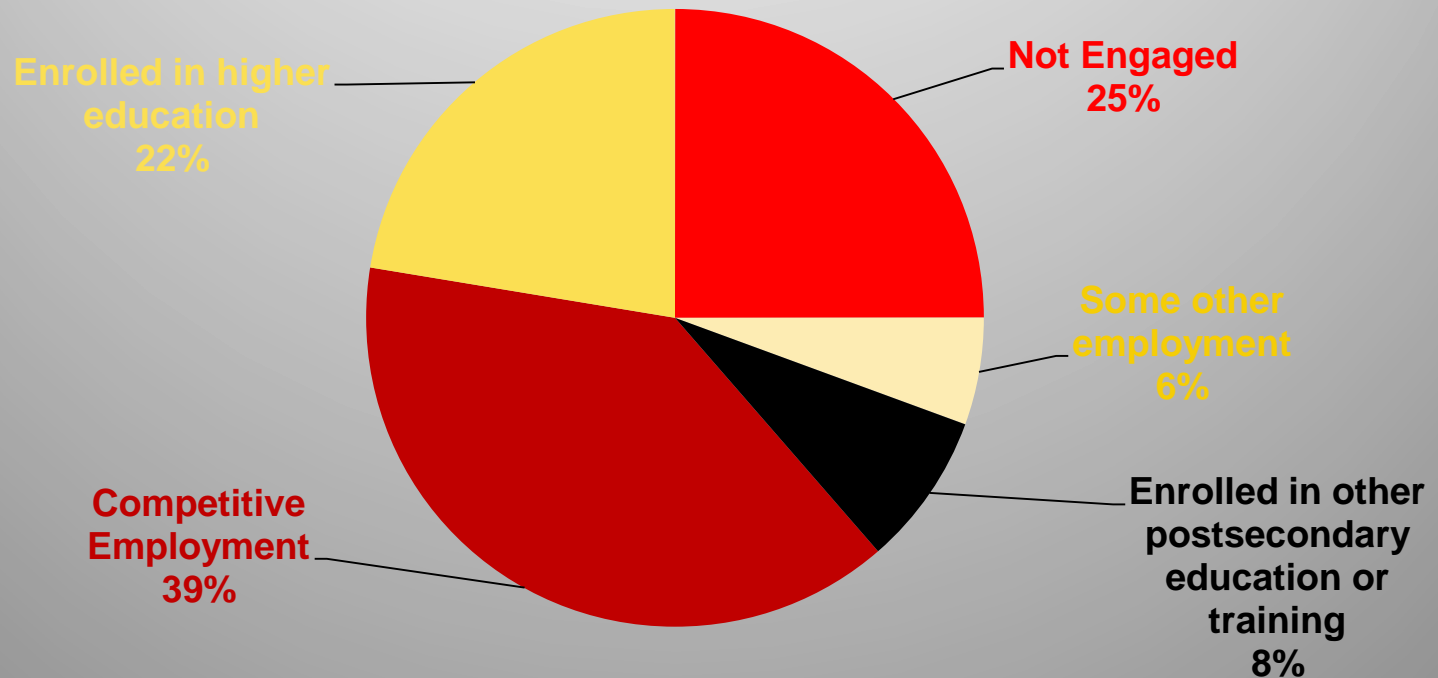
- ★ 24.6% Percentage of all closures into employment

(<https://www.statedata.info/statedatabook>)

ADE/PSO: STATEWIDE DATA

POST-SCHOOLS OUTCOMES FOR 2014-15 SCHOOL YEAR EXITERS (6,332 RESPONDENTS)

SOURCE: ADE/ESS PPT SURVEY RESULTS SUMMER 2016 COLLECTION



HOW TO IMPLEMENT EMPLOYMENT FIRST PRINCIPLES

SUPPORT EMPLOYMENT FIRST STRATEGIC PLAN

- ★ Foster and maintain **COLLABORATION** to increase the competitive employment of people with disabilities
- ★ Increase **AWARENESS** of the potential of people with disabilities and **ADVOCATE** for their competitive employment
- ★ Prepare **YOUTH** for competitive employment, including in high potential employment sectors and self-employment
- ★ Foster **JOB** creation, hiring, retention, promotion, and self-employment
- ★ Create and promote **POLICIES** that lead to successful employment of people with disabilities
- ★ Foster the development of employment- focused **SUPPORTS**

SUPPORT EMPLOYMENT FIRST IMPLEMENTATION

- ★ Cross-stakeholders sub-committee collaborative work:
 - ★ Agency Leadership
 - ★ Communications
 - ★ System Transformation
 - ★ Employer/Community Engagement
 - ★ Youth and Young Adult Efforts

EDUCATORS CAN SUPPORT IMPLEMENTATION

★ SET HIGH EXPECTATIONS

- ★ Educate yourselves about available employment supports and services
- ★ Promote and facilitate agency collaboration at the IEP team table
- ★ Encourage every student and their family to plan for employment
- ★ Provide diverse work experiences for students as early as possible
- ★ Connect and support families as they navigate the next phase of their children's lives after high school

EDUCATORS CAN SUPPORT IMPLEMENTATION

★ Partner with Agencies that Provide Services to Youth:

- ★ *Understand and learn how to integrate the newly required WIOA/VR pre-employment transition services*
 - ★ Job exploration counseling
 - ★ Work based learning experiences
 - ★ Counseling on opportunities for enrollment in comprehensive transition or postsecondary educational program at institutions of higher education
 - ★ Workplace readiness training to develop social skills and independent living skills
 - ★ Instruction in self-advocacy

EDUCATORS CAN SUPPORT IMPLEMENTATION

- ★ *Connect eligible students to DDD Transition to Employment Services (TTE) and other employment related services; summer work, career prep readiness:*
 - ★ TTE: A service that provides a DDD member with individualized instruction, training, and supports to promote skill development for integrated and competitive employment
- ★ *Inform and connect students to Independent Living Centers and other advocacy agencies that can provide:*
 - ★ Training in self advocacy, self-determination, independent living skills, youth leadership skills (e.g. AZ Youth Leadership Forum)
- ★ *Make students and families aware of what Raising Special Kids (AZ Parent Information and Training Center) can offer:*
 - ★ Workshops on variety of topics (e.g. Getting and keeping your first job, Guardianship)
 - ★ Young Adult Advisory opportunity (partnership with OCSHCN)

EDUCATORS CAN SUPPORT IMPLEMENTATION

- ★ Understand and utilize Person-Centered Plans and Principles
- ★ Utilize Student-Led IEP models
- ★ Assure all assistive technology has been considered to assist in leveling playing field
- ★ Look at career and technical education options
- ★ Integrate DB101 into your curriculum/classroom activities
- ★ Investigate Project SEARCH options for youth

Empower and Connect, don't do all the work yourself!



POTENTIAL RESOURCES & PARTNERS

- ★ Voc Rehab
- ★ DDD
- ★ Governors Office of Youth, Faith, Family (Americorps)
- ★ AZ Developmental Disabilities Planning Council (ADDPC)
- ★ Office for Children with Special Health Care Needs (OCSHCN)
- ★ University Centers for Excellence on Developmental Disabilities (UCEDD)
- ★ Raising Special Kids
- ★ AZ DD Planning Council (ADDPC)
- ★ CTE/JTEDS Programs
- ★ AZ Job Connection
- ★ AZ Workforce Connection
- ★ AZ Youth Leadership Forum (SILC)
- ★ AZ Young Advisors (RSK/OCSHCN)
- ★ Job Corps
- ★ Apprenticeships
- ★ Certificate Programs
- ★ Project SEARCH
- ★ Disability Benefits 101 (DB 101)

COMMUNITY PROVIDERS SUPPORTING IMPLEMENTATION

- ★ Educating and working with DDD staff, consumers and families on the benefits of employment and the resources to support employment, including ABLE ACT accounts
- ★ Supporting, guiding and assisting consumers to make informed decisions/choices regarding employment options
- ★ Engaging in more employment related services, to include: **self-employment, customized employment, providing Transition to Employment (TTE) curriculum**
 - ★ In development: offer/provide Pre-ETS and Career Prep Readiness services in schools & community
- ★ Being aware of options available:
 - ★ Ticket-to-work, PASS plans, DB101, AHCCCS Freedom to Work

COMMUNITY PROVIDERS SUPPORTING IMPLEMENTATION

- ★ Engaged in committee work to help system and policy change
- ★ Working with all involved agencies to move WIOA & CMS/HCBS forward in a meaningful way for people who have disabilities
 - ★ Looking to create additional partnerships with schools to provide employment related services to youth and young adults
- ★ Engaging more employers:
 - ★ to consider a more diversified work force
 - ★ to create opportunities (i.e. job shadows, internships, mentoring, work-based learning opportunities)
 - ★ to build partnerships

BUILDING CAPACITY FOR PROVIDERS TO INCREASE COMPETITIVE INTEGRATED EMPLOYMENT OUTCOMES

- ★ Researching and implementing evidence based and best practices
- ★ Professional Development, Training & Technical Assistance for staff
 - ★ Customized & Supported Employment, Discovery, Person Centered Planning
- ★ Utilizing the Providers Association to support their needs
- ★ Beginning to discuss & make fundamental changes to increase CIE outcomes
 - ★ Provider and System Transformation: Funding/Incentive employment, Credentialing, seamless transition from one agency to another (e.g. DD/VR/BH).

Agency Collaborations

- ★ Data Sharing Agreement between ADE/RSA
- ★ Pre-employment transition services workshops for students are available
 - ★ Provided by VR Personnel at this time. Contact your local VR office.
 - ★ Pre-ETS Solicitation went out in June 2017, other providers to be identified
- ★ Developed handouts on WIOA/Section 511 & Joint Guidance Document
- ★ Stakeholders updated the Interagency Service Agreement (ISA) on Transition (ADE/VR/DDD)
- ★ Updating professional development for Educators
- ★ Communities of Practice on Transition
- ★ Engaged with our National TA Centers to provide support to increase competitive integrated employment outcomes: NTACTION, WINTAC, Y-TAC, SELN

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Questions...

