

# Employment First

Everyone has the right to work

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Sep-19

# Our Mission

**Improving** health care access and outcomes for the **people** we serve while demonstrating sound stewardship of financial **resources**

# Why is Employment Important?

85% of adults with intellectual and developmental disabilities are either **unemployed** or **underemployed** due to barriers to **Competitive Integrated Employment**

# Individuals With a Cognitive Disability Are More Likely to Be Unemployed and Live in Poverty

## WORK



## POVERTY



Data Source: American Community Survey, 2016

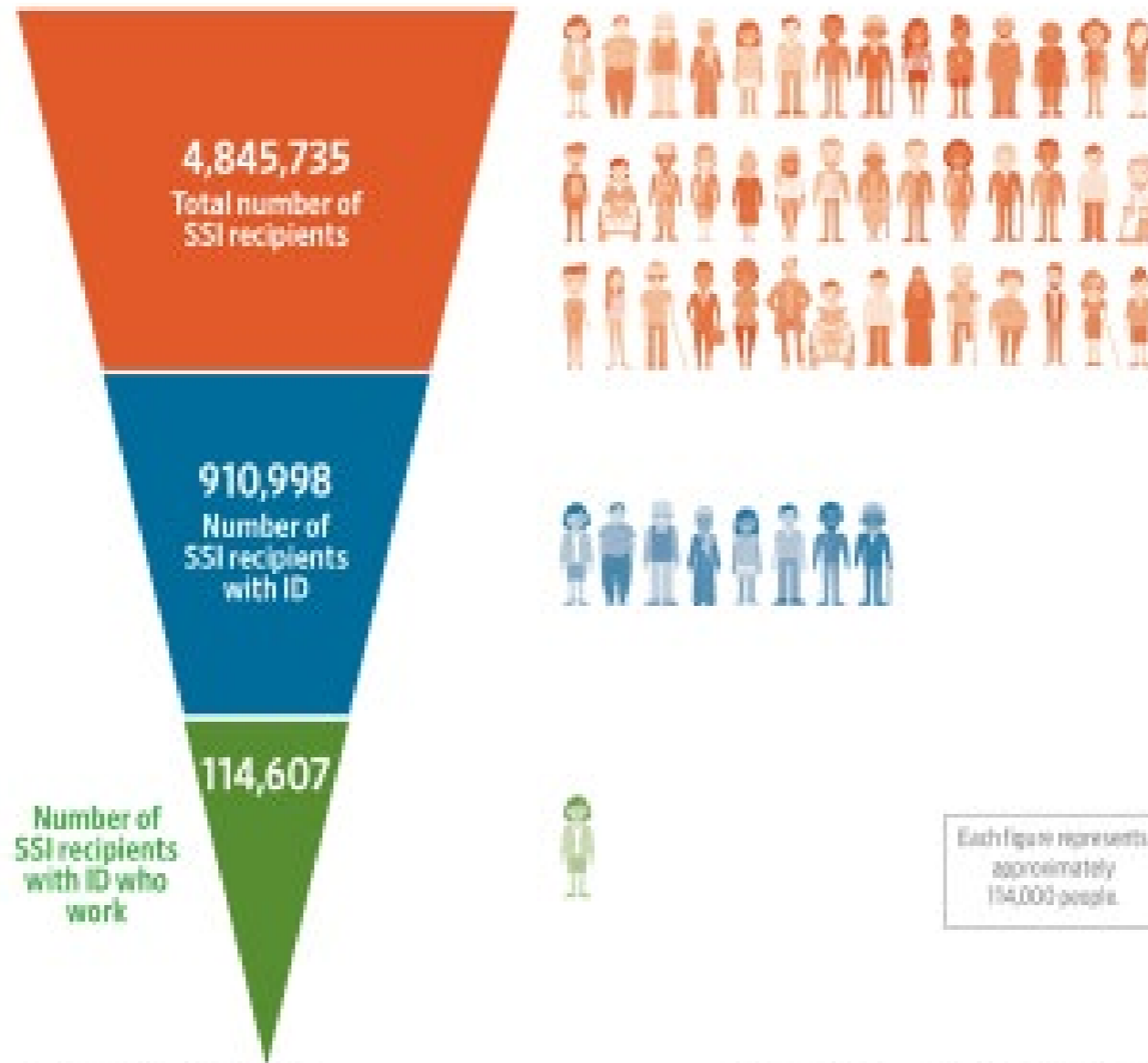
**ThinkWork!**



StateData.info



# SSI\* Beneficiaries with Intellectual Disabilities are Unlikely to Work



\* Supplemental Security Income

Data Source: Social Security Administration (2016)

**ThinkWork!**

 **StateData.info**

 **ICJ**

# Employment:

- Is a social determinant of health
- Provides financial growth
- Creates opportunities to make a living
- Helps to develop skills
- Provides exposure to new experiences

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# Employment First

- Priority is competitive integrated employment for all working-age persons with disabilities
- All people are capable of full participation in employment and community life
- A state-level systems framework
- Results in increased successful employment outcomes for people with disabilities
- Aligns employment-related policies, service delivery practices and service funding structures between state agencies

# Employment First Legislation

## Senate Bill 16-077

Created the Employment First Advisory Partnership (EFAP), which developed a strategic plan to make Colorado an **Employment First State** and expand competitive integrated employment (CIE) outcomes for persons with disabilities.

## Senate Bill 18-145

Requires the State to implement the **recommendations of the Employment First Advisory Partnership.**

# Employment First Advisory Partnership (EFAP)

The law establishes a collaboration between State  
Departments:

- Department of Education
- Department of Health Care Policy and Financing
- Department of Higher Education
- Department of Human Services
- Department of Labor and Employment

# Employment First Advisory Partnership (EFAP)

The collaboration also includes representatives of:

- People with disabilities seeking supported employment
- Families of people with disabilities
- Advocates for people with intellectual disabilities
- Supported Employment Service Providers
- Others focused on cross-disability interest

Learn more: [EFAP](#)

# How does all of this work?

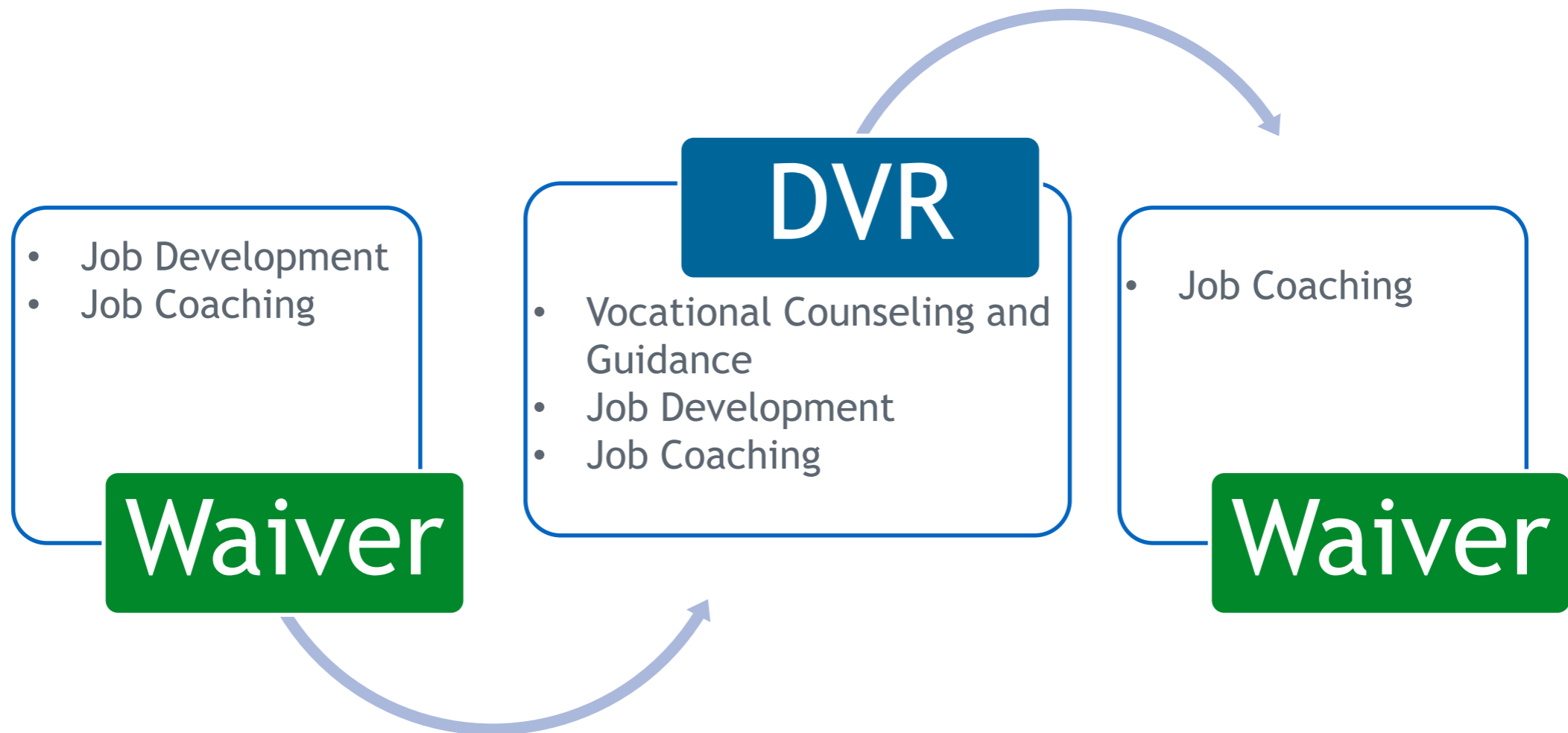
# Competitive Integrated Employment

- Full or part-time work
- Compensated at minimum wage or higher, with wages and benefits similar to people without disabilities performing the same work
- Fully integrated work unit with co-workers without disabilities
- Same opportunities for advancement
- **DVR requirement**
- **HCBS-SLS and HCBS-DD preferred outcome**

# Individualized Supported Employment Services

- **Job Development and Placement**
  - HCBS-SLS/HCBS-DD: Service focus is on assessment and identification of vocational interests and capabilities in preparation for job development as well as assisting the participant to locate a job or job development on behalf of the participant
  - DVR: Training to complete job search; developing résumé; contacting potential employers; assistance identifying accommodations; active support to obtain CIE
- **Job Coaching**
  - HCBS-SLS/HCBS-DD: Activities needed to sustain work; payment for adaptations to training/supervision due to disability
  - DVR: Job skills training; job site orientation; coordinating ongoing supports

# Sequencing





# Questions



# Thank You!

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# Thank You!