

Employment First - What Does This Mean for Me?

November 2013

- The Department of Developmental Services (DDS) is working with their day and employment program providers to get more full-time or part-time jobs for the people they serve.
- Sheltered workshop services are being phased out and your son or daughter will receive other types of day or employment services, including Community-Based Day Supports (CBDS) and/or supported work in a business where they can receive assistance from a job coach.
- The same number of hours of out-of-home day services will be provided through one or more of the program options being made available. Transportation will continue to be provided if needed.
- Unless you choose otherwise, the same agency that serves your son or daughter now will likely be able to continue to do so.
- Community-Based Day Support programs will provide career exploration opportunities to help individuals consider what kind of work each person may want to pursue.
- Benefits Counselors are available to work with you to help maintain important benefits such as Social Security and MassHealth even if your son or daughter goes to work.
- Day Habilitation programs funded by MassHealth will be made available only if the services offered are appropriate because of clinical needs that can be best addressed there.
- Staff you may know who work in the sheltered workshop will be offered training to enable them to continue in a new role in a day or work program setting.
- You can get assistance from your agency staff and your DDS Service Coordinator to work with your ISP Team to make a plan with your son or daughter that can work best for them.

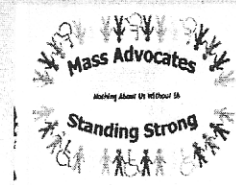
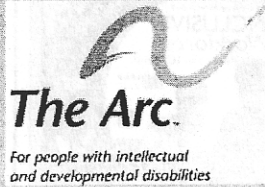
Employment Initiative

Family Forums

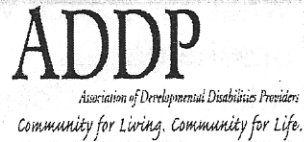
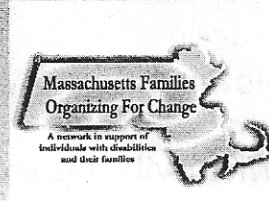
Blueprint for Success:

Employing Individuals with Intellectual Disabilities in MA

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Department of
Developmental
Services (DDS)



Thank You to Agency Sponsors!

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Tonight's Agenda

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- What are the goals and changes?
- Why are these changes being made?
- How will this 4-year plan be phased in?
- What will this mean for you and your family member?
- What assistance will be provided?
- Address questions/concerns



Why Now?

People w/ Disabilities are asking for real jobs...

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Having a job is an important and valued role in people's lives:

- Improved self-image
- Pride
- Way to contribute to community
- Become a taxpayer
- Perceived by others in more positive way



Why Now? It's the Right Thing To Do!

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- Consistent with DDS mission to participate fully & meaningfully in communities as valued members
- Through supported employment, more people with significant challenges are working successfully today than in the past
- Businesses are more open to hiring and benefit from having a more diverse workforce
- Research shows that people gain new skills and develop new friends when included in community
- Advocacy groups support the goal of employment

Massachusetts has been working toward the goal of increasing community employment

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- 2008: Governor's Community First Initiatives
- 2009: DDS informs providers that employment is goal and purchase of workshop services will be phased out
- 2010: DDS Employment First Policy...raises expectations & states integrated work at a job in community is first and preferred service option
- 2011: DDS requires Providers to submit plans on how they will increase jobs and phase out sheltered workshop services

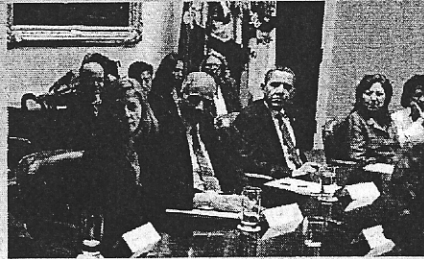


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PLAN

Why Now? National Policy Changes

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Legal action in Oregon and Rhode Island by the U.S. Department of Justice have found that sheltered workshops are segregated settings and violate both the ADA and the Olmstead decision.



Caption: Marty Ford, The Arc with AG Holder and President Obama

Other National Decisions

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- Centers for Medicare and Medicaid Services (CMS) that fund DDS Waiver services are placing limits on funding that can be paid to states for sheltered workshops and pre-vocational work
- Continued use of the commensurate wage (pay less than minimum wage) is under review in U.S. Congress and at the Department of Labor (DOL).

In light of these developments, DDS is taking a proactive approach to make changes that are outlined in the *Blueprint*

A Plan for Jobs and Community Inclusion

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- A working group of stakeholders and DDS was developed by Commissioner Howe in August 2013
- The result: *Blueprint for Success*, a 4-year plan to create more jobs and increase community inclusion options
 - More job opportunities
 - Individualized planning of service options for every person
 - Community-based day activities to complement job training
 - Phasing out of sheltered workshops



The Change Means...

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More focus on strengths and relevance to work or community inclusion for Persons w/Disabilities



During Transition...

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- Person centered career planning will take place
- The program case manager and DDS service coordinator will play key roles in this planning process
- Important to develop a plan that is best for each person



Part of ISp

Proposed Schedule for Changes

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- Year 1-(FY 2015): Individuals transition from sheltered work to:
 - Individual or Group Supported Employment for those most *ready and interested* in work, and/or
 - Enhanced and expanded day program services (Community-Based Day Supports-CBDS)
 - ✦ Current hours of service provided remain the same

like Art prog at Riverside, volunteering, Music, Experience

Proposed Schedule for Changes

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- Years 2-4 (FY 16-18): More individuals move into Individual and Group Supported Employment
 - The array of community and job exploration experiences continue to expand in Community Based Day Supports
 - **Current hours of service provided remain the same**



Pathway to Employment

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- Developing a good career plan- what's the fit for me based on interests, skills, conditions for success, support needs, etc.
- Job exploration & discovery experiences
- A job developer who finds the right match
- A job coach who provides supplemental job training and follow-up on the job site
- Addressing other aspects to ensure success - transportation, help with social security benefits, etc.

Types of Integrated Community Employment

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- Individual Supported Employment - part-time or full-time job hired and paid by a business (bank, hospital, supermarket, department store...)
- Paid minimum or prevailing wage with benefits
- On-site training and follow up support provided by a job coach as needed, to supplement typical workplace supports provided by the employer
- Support social inclusion and participation
- Provide long-term, ongoing supports to foster job retention, success and career development

Types of Integrated Community Employment

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- Group Supported Employment - a provider develops an arrangement with a business to perform work, or develops a small agency-run business
 - A small group (2 to 8 people) works in a business-integrated setting with ongoing support of a job coach
 - Possible roles- landscaping, housekeeping, industrial or manufacturing, large insurance company, etc.
 - Seek to have individuals paid minimum wage or higher