



Moving Toward Competitive Individualized Employment

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2023



The Evolution of "Community"

The **bridging organization** supports people to be a part of the community and it is responsive to the community's needs, as well as the people it serves. The organization is both internally and externally focused.

The focus is on people being a part of the community, but the organization provides the support, which limits the person in ways that other community members do not experience.

The focus is on taking people from the organization into the community, usually in groups. The value of the community is recognized.

The focus is on the organization's impact on people. People's lives exist within the organization.

The focus is on facilities and their square footage, safety, and cleanliness.



Federal rules

* HCBS Regulatory Requirements (§441.301(c)(4) & §441.710) state:

- * The setting is integrated in and supports full access of individuals receiving Medicaid HCBS to the greater community, including opportunities to seek employment and work in competitive integrated settings, engage in community life, control personal resources, and receive services in the community, to the same degree of access as individuals not receiving Medicaid HCBS.

HCBS waiver regs....

- * Every person must have at least 1 goal that they are excited about
- * Providers must ask pwd what they want!
- * The plan should meet ADA

COVID has changed expectations

- * Individuals had small group setting for day program
- * Individuals had individualized day program
- * Individuals tried new things during the day at home

Measuring Change: 1 agency

	Workshop open	3 years after workshop closed	+ or -
People Choose Services	47%	87%	+40%
People Realize Goals	63%	100%	+37%
Connected to Natural Sup.	52%	81%	+29%
Different Social Roles	21%	50%	+29%
People Have Friends	58%	81%	+23%
Use their Environment	78%	100%	+22%

Organization

Does your organization ask people what they want and need related to making money?

Does your organization determine people's preferences for being active in their community?

How many people have had an opportunity for a funded Discovery service in the community with a paid or volunteer opportunity?

How many people have had a job interview?

Employment through social capital



- But the people I support are too “disabled”
- The importance of meaningful day supports

North Carolina

- * Are they working with CMS on a new rate structure for Discovery, CIE, job coaches?
- * Does the state office of education have a professional development plan for teachers on transition and employment?
- * Is there free statewide TA available for providers on CIE best practices?
- * Is outreach and awareness funded by DD on community access, individualized supports?
- * Is there a quality MOU with ODDS, VR and ODE?
- * Are VR Counselors trained to work with DD Population?
- * Is Discovery a waiver funded service?

North Carolina

- * Every year how many transition age youth provided at least one paid or volunteer employment opportunity prior to graduation?
- * Do transition age youth have an Individual Plan of Employment between age 18 and 22?
- * Does the state encourage schools to expand evidenced based transition practices to achieve CIE, at age 16 and beyond?
- * Does every adult in a sheltered workshop have a Career Development Plan?
- * Has the state provided transformation grants to community providers?
- * Are there quality metrics in the managed care plans with the state?

North Carolina

- * Does the Post School Outcome Report from the Department of Education include metrics on Discovery? Job Development and Employment?
- * Does the MOU between VR,DD and Education make sense?
- * Does the state have regional staff who report to DD,VR and Education to assure continuity at the state level on regulations and funding?

Expectations are changing...

- * A study conducted by Respect Ability USA sampled 3,839 respondents (1,969 of which had an I/DD) about employment services and supports. The study found that:
 - * Roughly **71%** of respondents with IDD want a job;
 - * **85%** of individuals with IDD and **77%** of friends or family members stated that having a job is important to their happiness.

Expectations are changing...

- * Younger adults (18-29) are more confident that their disability is not a barrier to having a job.
- * Respondents noted that:
 - * Respect is tied to having a job
 - * A job means contributing to society
 - * A job means independence





* Strengths

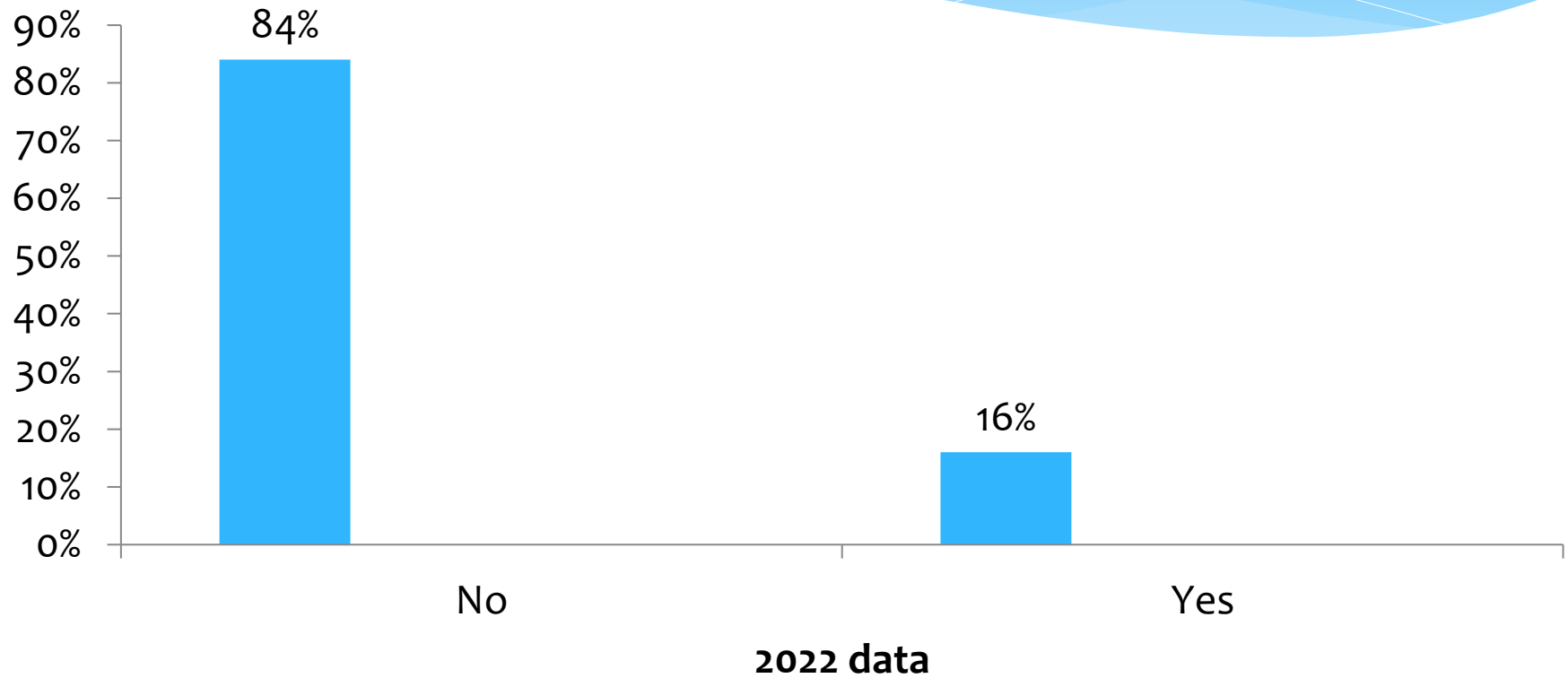
- * Drinking beer
- * Stealing beer
- * Poker
- * Likes guys
- * Loves Pancakes
- * Wants a girl friend

John

Looking at NCI Data

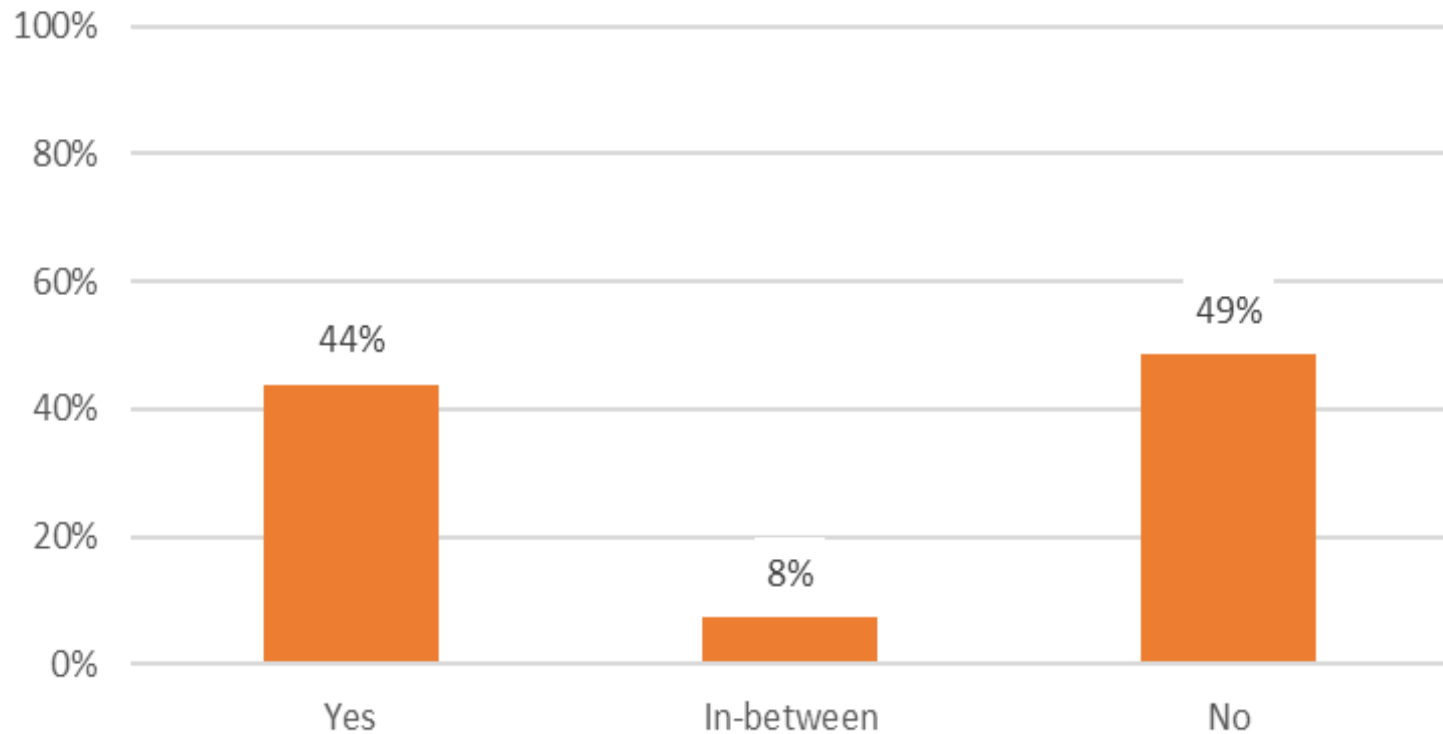
Person in Community Job

The proportion of people who do not have a job in the community.

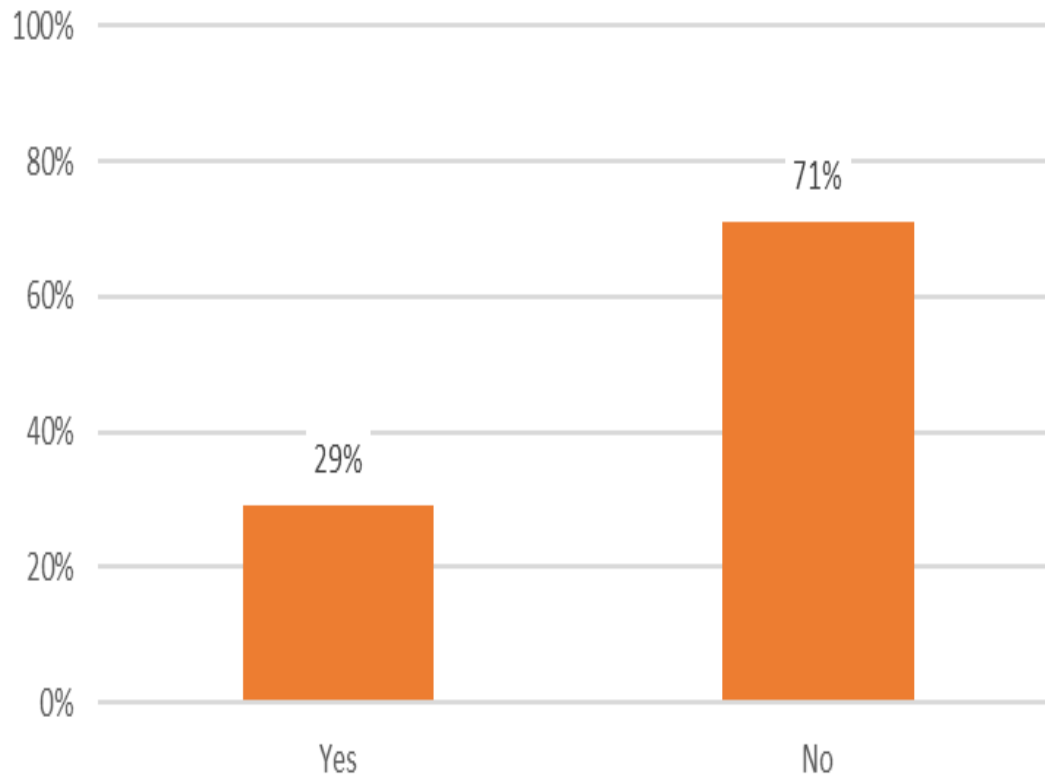


2022 NCI data: Who wants a job?

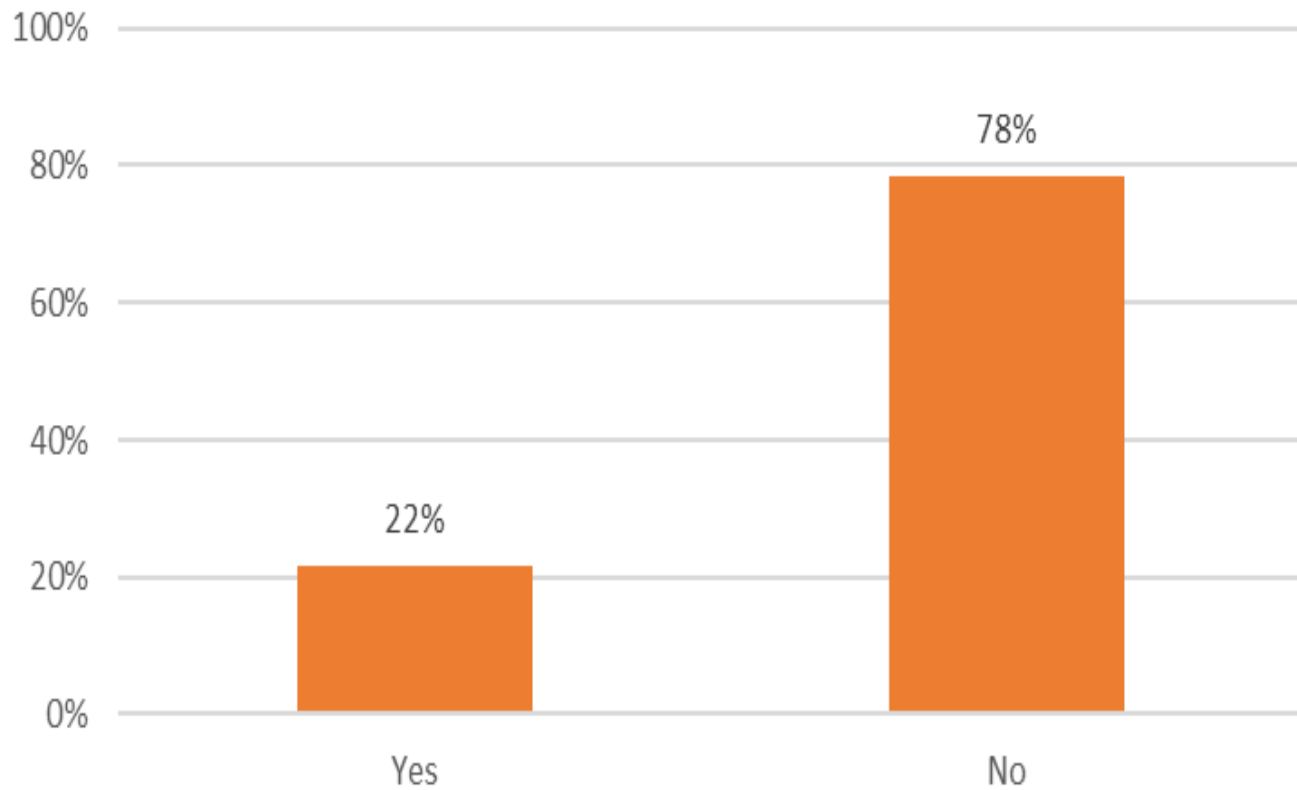
Does Not Have A Paid Community Job And Would Like A Job In The Community



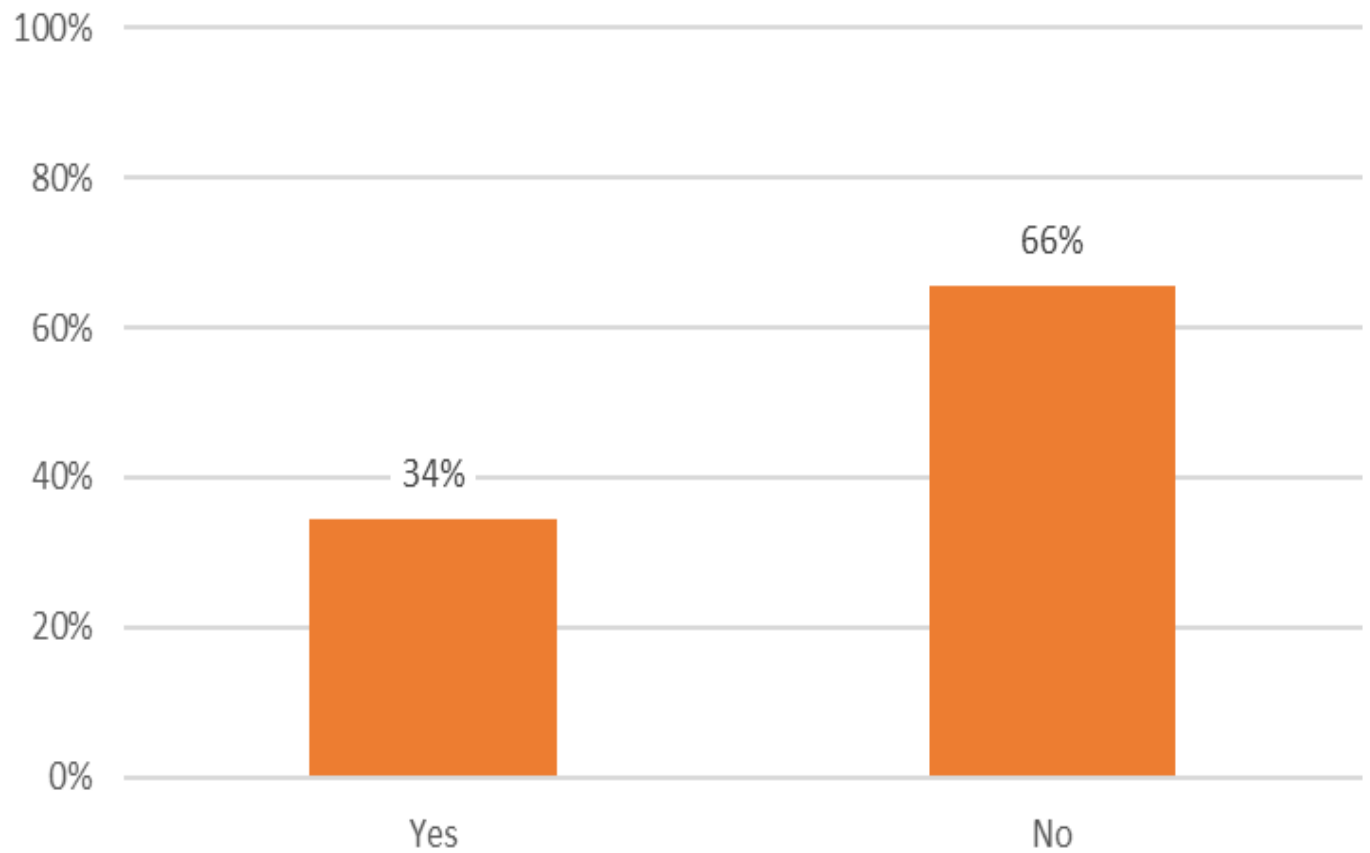
Has Community Employment As A Goal In Service Plan



Takes Classes, Training, Or Does Something To Get A Job Or Do Better At Current Job



Volunteers



Innovation Is As American As Apple Pie

- New products every 30 minutes
- YET, we still have so much technology untouched
- Global World
- YET, we can't convert sheltered workshops to models for employment and building social capital.
- Computers can Drive Cars
- YET, we are afraid to tear down brick & mortar to get to outcomes.

Becoming A Learning Organization

- Learning Organizations take risks
- Learning Organizations partner with individuals who will challenge them
- For every person considered “too disabled” to work, someone somewhere has figured it out for a person with similar needs

The focus should not be closure, but expansion of opportunities

- * Micro industries
- * Part time employment with meaningful day programs as an option
- * Job carving
- * Transition age youth graduating with a part time job
- * VR welcoming adults with IDD
- * Waiver changes
- * Managed care contracts expectations specific to CIE

President Clinton 1992

“We have long recognized that **PEOPLE WITH DISABILITIES** are some of our nation’s greatest untapped resources. We believe that **ALL** persons with disabilities must be fully integrated into mainstream society, so they live **fulfilling** and **rewarding lives.**”

Identifying the gaps...

- * Gaps in employment services for individuals with I/DD:
 - * Health and medical challenges (16 quarters of employment=Medicare)
 - * Concerns over losing government benefits (Waiver service)
 - * Transportation issues (Uber)
 - * Lack of training and/or education for staff (ASPE,ACRE)
 - * Lack of creative interview skills

Future Metrics

- Do services match the individual's goals
- Fully included in community life
- Empowered to make choices
- Paid or volunteer work
- Participation in self-directed services
- Life goals chosen by the individual
- People connected to friends & family

It's not easy, but you can make a difference



- * Competing demands:
 - * Financial
 - * Personnel
 - * Regulatory
 - * Multi state agency involvement
- * It is not working harder, it is working differently.

THIS SESSION IS OFFERING 1 HOUR OF GENERAL CEUS & CONTACT HOURS AND SUBSTANCE ABUSE SKILL BUILDING CREDITS

TO OBTAIN CREDIT PLEASE:

1. Complete the AHEC CEU Form after session attendance.
Form at Registration Desk
2. Complete Session Evaluations on Whova APP & from SR-AHEC.
3. Return Completed Form to Registration Desk or mail to the Southern Regional AHEC before date on form.