ODEP’s
Employment First State Leadership Mentoring Program
2018 Disability Policy Seminar

Richard Davis, Policy Advisor, ODEP/USDOL
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Employment First

A framework for systems change that is centered on the premise that ALL citizens, including individuals with significant disabilities, are capable of full participation in competitive integrated employment and community life.

Cross-Disability in focus, including physical, mental health, intellectual, and developmental disabilities.
A Catalyst for Change, Transforming the American Workforce
What is the Employment First State Leadership Mentoring Program (EFSLMP)?

- Initiative of the Office of Disability Employment Policy within the US Department of Labor
- Began in October, 2012
- FY18: 10 Core States / 8 Vision Quest States
  - 22 States have received intensive technical assistance since 2012
- Over 2200+ individuals from 50 States participate in National Community of Practice (Open to all 50 States)
2016 Core States

Core States
2016

Alabama
Arkansas
Colorado
Connecticut
Delaware
District of Columbia
Hawaii
Illinois
Iowa
Maine
Maryland
Michigan
Missouri
New York
North Carolina
Ohio
Pennsylvania
Tennessee
Utah

KEY
- core state
- not a core state
2018 Core & VQ States

Employment First State Leadership Mentoring Program 2018

Core States
- Arkansas
- District of Columbia
- Iowa
- Maryland
- Pennsylvania

Vision Quest States
- Georgia
- Illinois
- Louisiana

Both Core and Vision Quest States
- Michigan
- Missouri
- Ohio
- Tennessee
- Utah

KEY
- Red: Core States
- Blue: Vision Quest States
- Purple: Both Core and Vision Quest States
Employment First State Leadership Mentoring Program: *Unique Features*

- ODEP requires a minimum of **six** state agencies receiving Federal funds to be involved in EFSLMP Core State teams:

  1. Intellectual & Developmental Disability (I/DD)
  2. Vocational Rehabilitation (VR)
  3. Workforce Investment
  4. Mental Health
  5. Education
  6. Medicaid

- Innovation in Virtual & Onsite Technical Assistance
- Cross-Disability in Focus
ODEP’s 3-Pronged Approach to EFSLMP

Objectives
EMPLOYMENT FIRST STATE LEADERSHIP MENTORING PROGRAM

Policy Change

Effective Practice Dissemination

Funding Alignment
EFSLMP Core State TA/Training –
Key Areas of Foci

ODEP’s Technical Assistance Model Key Areas of Foci

Employment First State Leadership Mentoring Program

- Provider Transformation
- Cross-Systems Policy & Funding Alignment
- Capacity Building
- School-to-Work Transition
- Employer Engagement
ODEP’s Criteria for Performance Excellence in E1st State Systems Change & Provider Transformation

Leadership

- Strategic Planning
- Customer Focus

Workforce Focus

- Operations Focus

Results

Measurement, Analysis & Knowledge Management
E1st State Transformation Guide

- ODEP identified “10 Critical Areas to Increase Competitive Integrated Employment (CIE)” based on the recommendations put forth in the WIOA Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities (ACICIEID) Final Report, and developed them into a “State Transformation Activity Record” (STAR) Self-Assessment tool.

- ACICIEID Final Report (Sep. 2016):

- Dr. David Mank (ACICIEID Chair) and Rich Luecking developed an “E1st State Transformation Guide” based on the “10 Critical Areas” that includes state examples of success in implementing the ACICIEID Final Report recommendations at the state level.

- E1st State Transformation Guide (June 2017):
  http://employmentfirst.leadcenter.org/employment-first-resources/e1st-state-transformation-guide
State Transformation Activity Record (STAR)

10 Critical Areas to Increase Competitive Integrated Employment

- E1st Policy
- Rate/Reimbursement
- Capacity Building
- Interagency Coordination
- Provider Transformation
- 14(c) Phase Out
- Employer Engagement
- Mental Health
- Seamless Transition
- Data Collection System
• Research on service cost savings and improvement of employment outcomes (e.g., wages earned) for competitive integrated employment placements


Research to Support CIE

- **Research on service cost savings and improvement of employment outcomes (e.g., wages earned) for competitive integrated employment placements**


An Overview of ODEP’s Investments in CRPs Committed to Increasing Competitive, Integrated Employment Outcomes for PWD

EFSLMP & PROVIDER TRANSFORMATION
Provider Transformation Offerings: Key Areas of TA Emphasis

- Leadership & Mission Alignment
- Funding Diversification
- Stakeholder Engagement & Effective Communications
- Program & Staff Development re: Effective Practices
- Sustainability
## EFSLMP Provider Transformation: Macro-Case Study (Iowa) – Approach

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<td>Engaged Executive Director of State’s Rehabilitation Office in EFSLMP Core State Team</td>
<td>Increased # receiving intensive TA to 17 providers</td>
<td>Provided mini-assessment processes for another 19 providers</td>
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<td>Started with providing intensive TA to seven (7) provider organizations, who were also receiving assistance through the state’s PIE grant. Focus on customized employment, T2W/EN application, and benchmarking/forecasting projections for phased-in transition of PWD</td>
<td>Held quarterly 2-day TA meetings with state’s APSE and Rehabilitation Office</td>
<td>Reinforced previous TA with additional state meetings/conferences/ training opportunities</td>
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<td>Initiated Virtual Community of Practice sponsored by state’s VR agency; run by EFSLMP SMEs; promoted by state’s APSE and Provider Assoc.</td>
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<td>Expanded reach for statewide Community of Practice on provider transformation</td>
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## EFSLMP Provider Transformation: Macro-Case Study (Iowa) – Results thus far

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<td>Annual Performance Data based on 7 VR providers</td>
<td>Annual Performance Data based on 12 VR providers</td>
<td>Annual Performance Data based on 18 VR providers</td>
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<td><strong>14</strong> placements—all identified as customized employment placement.</td>
<td><strong>427</strong> consumers with significant disabilities into integrated employment. <strong>86</strong> of these were identified as customized employment cases.</td>
<td><strong>725</strong> additional placements, <strong>150</strong> of which were identified as customized placements.</td>
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<td>The average wage was <strong>$7.81/hour</strong>.</td>
<td>The average wage was <strong>$8.31/hour</strong> and <strong>15.93</strong> hours/week average.</td>
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<td>The average number of hours/week thus far is <strong>17.27</strong>.</td>
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Provider Transformation 2.0 Webinar Series

• ODEP’s Employment First State Leadership Mentoring Program (EFSLMP) is currently facilitating a “Provider Transformation 2.0” webinar series in 2018.

• Subscribe to the E1st Community of Practice for updates: http://www.econsys.com/eflsmp/?subscribe

• The 2017 webinar series recordings can be found at: http://www.drivedisabilityemployment.org/employment-first-resources/odep%E2%80%99s-pilot-provider-transformation-manual-%E2%80%93-2017-webinar-series-overview
Employment First: Available Resources

• Free TA/Training via the EFLSMP Community of Practice
  • http://www.econsys.com/eflsmp/?subscribe

• Provider Transformation Manual
  • http://drivedisabilityemployment.org/employment-first-resources/provider-transformation-manual

• E1st State Transformation Guide
  • http://drivedisabilityemployment.org/employment-first-resources/e1st-state-transformation-guide

• Vision Quest Replication Manual
  • http://drivedisabilityemployment.org/employment-first-resources/vision-quest-replication-manual

• Federal Resources Available to Support State Employment First Efforts
  • http://drivedisabilityemployment.org/employment-first-resources/federal-resources-available-to-support-state-employment-first-efforts
Employment First: Available Resources

- ODEP’s Criteria for Performance Excellence

- Connecting the Dots: Using Federal Policy to Promote Employment First Systems-Change Efforts

- Federal Legal Framework that Supports Integrated Employment Outcomes of Youth and Adults with Significant Disabilities
“DRIVE” Online Platform

www.drivedisabilityemployment.org

A Catalyst for Change, Transforming the American Workforce
Sample State Profile

- State Data:
  - General, SSA
  - Outcomes, Mental Health Outcomes
  - Workforce Development Outcomes, VR
  - Outcomes, I/DD
  - Outcomes, Education Outcomes
  - AbilityOne/JWOD Program Stats, Wage and Hour Division
  - 14(c) Certificate
  - Holding Entities Stats

![Sample State Profile Table]

*Notes: Employment percentages account for only those individuals 18 years or older who are classified members of the labor force.
Source: U.S. Census Bureau Fact Finder | State Data: The National Report on Employment Services and Outcomes*
Sample State Profile

- WIOA Profile:
- Customized Employment
- Braiding/Blending
- Section 188
- DEI/Disability Resource Coordinators
- Other State Programs
- Financial Literacy
- Economic Advancement
- Benefits
- School to Work Transition
- Data Collection
- Career Pathways
- Employment Networks
Sample State Profile

- Policies & Initiatives:
  - Legislation (3)
  - Executive Orders (1)
  - Policy (7)
  - Partnerships (5)
  - Systems-Change Funding (3)
  - Training/Capacity Building (6)
  - Enforcement (0)
  - Medicaid & Employment (7)

New Mexico

**Partners for Employment 2017 Events and Trainings - 07/01/2017**

This site has a list of training sessions for School to Work Transition teams and Supported Employment for Local Leaders.

**Workforce Innovation and Opportunity Act (WIOA) Draft Local Plan - 06/02/2017**

Local Employer Engagement: The private sector driven board and its CEOs are very cognizant of the diversity of the constituency it serves. Employer engagement will help align programs with employer needs to improve the potential for job seekers to obtain steady secure jobs in career pathways that lead to stackable credentials and self-sufficiency and create the foundation necessary for a vibrant diverse local economy. As such, offering the highest level of customer service to all its customers is of primary importance. The board views places employers as the primary customer of the system. Therefore the board views its role to job seekers as ensuring, to the fullest extent possible, that individuals are trained to be able to succeed both now and in the future in the current and emerging workforce in the area. This is why chambers, economic developers and small business development professionals are being asked to join the board’s committees to serve as advisors to the establishment a strong workforce development system.

- Systems
  - Other
- Topics
  - Employer Engagement
  - WIOA

Citations:

A Catalyst for Change, Transforming the American Workforce
Contact

Richard Davis
Policy Advisor
Office of Disability Employment Policy
U.S. Department of Labor
202-693-4923

Davis.Richard.A@dol.gov