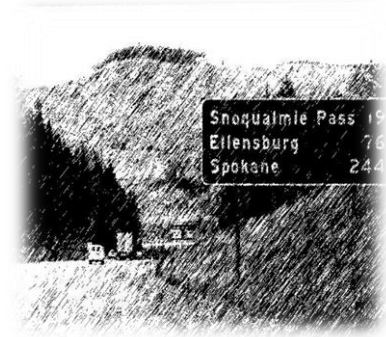


The Community Summit

EMPLOYMENT MEETING SUMMARY

Hosted by: The WA State Developmental Disabilities Administration
JUNE 19TH, 2013 ELLENSBURG, WA.

In 2010, the State of Washington committed to the bold goal of doubling the number of people with developmental disabilities working by 2015. On June 19th, 2013 teams from the WA State Developmental Disabilities Administration, the WA State Division of Vocational Rehabilitation, and representative teams from 22 counties met to review our mid-way progress and brainstorm next steps. This was an important gathering for impacting the future employment opportunities and outcomes of individuals with developmental disabilities in Washington State, and our agenda for the day was focused: review state and national employment trends and create additional local strategies for realizing typical employment.



This bold goal requires bold people, so each Washington County was encouraged to invite a team of local leaders who, when they returned home, could significantly impact the number of people working and the amount of hours people are working. In addition, the State of WA and county teams were joined by:

- David Mank, *Director of the Institute of Disability & Community at Indiana University*
- Cary Griffin, *Senior Partner at Griffin-Hammis Associates*
- Linda Rolfe, *Former Director of the Washington Developmental Disabilities Administration*
- Lee Valenta, *Former Director of the Washington Initiative for Supported Employment (WISE)*
- Cesilee Coulson, *Executive Director WISE*
- Susan Harrell, *Senior Program Manager WISE*
- Shaun Wood, *Project Manager WISE*
- Serena Lowe, *Senior Policy Adviser, Office of Disability Employment Policy (ODEP) - U.S. Dept. of Labor*
- Employment 1st team representatives from Iowa, Oregon and Tennessee, member states of the Employment First State Leadership Mentor Project (EFSLMP) through ODEP.

See information on EFSLMP, at www.dol.gov/odep/media/newsroom/employmentfirststates.htm. Also, Washingtonians interested in participating in the EFSLMP Community of Practice may register to be included in the EFSLMP list serve to receive information on upcoming training and technical assistance opportunities at: <http://www.econsys.com/efslmp/?subscribe>.

Framing the Day

The teams were reminded of the 2010 challenge goal and were presented with the Washington State employment data that noted our progress thus far (See attachment A for a full set of data).

Understanding that each of the communities, agencies, and states that were represented have different cultures and styles, the goal of the day was to present what we know and have the teams consider what to address when they return home.

We were clear that there was no prescribed way for them to organize or address the issues—it was for them to determine what issues and actions to address when they returned home and how to address them. The presentations and discussions throughout the day were guided by two primary questions:

***How will we help more people get jobs?
How will we help people work more hours?***



**INJUSTICES ADDRESSED MAKE
EVEN MORE GALLING THE
INJUSTICES THAT REMAIN**

David Braddock- University of Colorado

Thoughts and observations shared by David Mank

- You in Washington State are still showing up to talk about employment and you won't let it go, because you know how important it is in everyday life. Many more of us need to have a better alignment of what we know with what we do. And we know a lot more than we used to know about what really good transition from school to a job looks like.
- There was a time when we were satisfied with good outcomes. It has been pretty rugged in Washington and around the country the last several years, so hours and wages have been pretty flat. The heroic efforts that have gone into just staying even over the last few years, given the economy, have been a good thing.
- We think of unemployment as an injustice. Quoting David Braddock from the University of Colorado, ***"Injustices addressed make even more galling the injustices that remain."*** In other words, we know what it looks like when this works. We also know what it looks like and how we feel when it doesn't.
- This is the first time we have all parts of the administration lined up for employment at the federal level: legislation that speaks to decent jobs for people with disabilities, the Employment First Initiatives in states, efforts at the Department of Labor and around minimum wage, employment as a preferred outcome through CMS, the Social Security Administration pushing employment and Vocational Rehabilitation at the state and national level. The most recent joiner is the Department of Justice.
- Data speaks to the poverty and unemployment of people with intellectual and developmental disabilities. The data is important and an open discussion of what the data means is healthy for everyone. We need to attend to the indicators that demonstrate improved quality of life for people with developmental disabilities:
 - people fitting in and truly being a part of the workplace
 - the number of hours people are working. Looking at any state's data, 25+ hours/week is challenging.
 - how many individuals are making a living wage.

Thoughts and observations shared by Cary Griffin

- If we want to change our culture, we need to change how we do things, e.g., how do we do our jobs differently so that more people are working and getting more hours.
- Think about how we do job development. Right now we do "retail" job development. We go to those businesses because they can't keep us out. The door is always open. Getting applications isn't job development. That is job finding.
- If we think of employers, not as employers, but as people who make a product or deliver a service, how might we retool our job development toward that notion?
- As an alternative, we might job develop up the supply chain, where the "retail" jobs originate.

Things to keep in mind:

- Of the 34 million businesses in this country, only 38,000 have more than 500 employees. And within those large companies, there are lots of hurdles to get over and barriers to get through. It might make more sense to focus on small and smaller employers.
- Many jobs that big employers have produced in recent years, especially in manufacturing, have been sent overseas.
- 22 million businesses are single owner-operated businesses, the majority of which have 1-19 employees. Look at their unmet needs or self-employment might provide something to them.
- At the bottom of the supply chain, wages are the lowest and natural supports keep disappearing because people move on.
- Moving up to the wholesaling aspect of a product, we get into logistics and transportation, the work is more complex, and more skills are needed. Moving up to making the product is actually easier—people are working around people who are committed, who have done and are doing the same thing, and from whom it's easier to learn. The layers of tasks and the cooperation around the finished product make the job multi-dimensional and ultimately more rewarding.

This means getting out of your comfort zone and researching who is doing interesting work in your community. You have to ask to get in. You can start tomorrow. This kind of job development takes a different kind of effort.

The Federal Perspective from Serena Lowe

National Data and Action

- There have been very small increases in integrated employment across the country. States that increased the number of individuals served in IE by more than 500 individuals between 2001 and 2011 were CT, LA, MA, MD, NC, OK, OR, and WA.
- You get what you pay for. If you don't want people staying at home or in day habilitation, stop paying so much money for it. We have built lucrative industries. Money drives practice. State investments continue to emphasize facility-based and non-work services. Only 11% of funding is going to integrated services. Non-work is the largest focus.
- In FY2011, 19.3% of individuals receiving day supports from state I/DD agencies received integrated employment services (decline from 24.6% in 2001).
- ODEP, along with other Federal partners, is focusing on the establishment of a larger national strategic policy framework to effectuate Employment First.
- Energy at the federal level for systems change is being effectuated through Funding, Legal Protections, Incentives, Regulations and Training and Technical Assistance. Recent examples of government enforcement of legal protections for citizens with disabilities promoting integrated employment include the EEOC class action settlement against Henry's turkey farm for violations of the Fair Labor Standards Act, including misuse of 14(c) subminimum wage certificates and unnecessary withholding of room and board costs to individuals with significant disabilities; and recent legal investigations being pursued by the U.S. Department of Justice in Oregon and Rhode Island re: Olmstead violations being investigated around overreliance on segregated day and employment services and misuse of sub-minimum wages.



WASHINGTON STATE IS THE
PREMIERE NATIONAL LEADER
IN EMPLOYMENT FIRST

Serena Lowe-ODEP

- Several federal partners are getting strategic about how to help and create incentives to ensure that the use of public funds are prioritized to support services leading to integrated employment, including CMS, the Social Security Administration, the Office of Special Education and Rehabilitation Services, the Department of Labor and the Administration on Developmental Disabilities. ODEP is in a great position to feed information from states into the process.

What we now know, thanks to Washington State

- Anyone, with appropriate individualized supports, can work.
- Policy change reflecting a priority toward work can stimulate cultural transformation.
- Putting your money where your mouth is counts.
- Collecting data early and often is critical.
- Helping a person get a job is just the beginning.
- System change is ongoing and long-term. New challenges will crop up.

The Employment First State Leadership Mentoring Program through ODEP

- Washington State is a leader in this effort, initially as a mentor state in the Tier 1 process as a resource to the protégé states of Iowa, Tennessee, and Oregon. They are also a key player in Tier 2, a larger cohort of the Employment First Vision Quest states assessing their policies around strengths and barriers toward integrated community employment. And they are part of Tier 3 participating with 31 other states committed to a community of practice around quality improvement in organizational transformation and capacity building.
- ODEP is committed to help Washington enhance its leadership role by investing resources to both continue mentoring other states and support our ongoing system change efforts.

How ODEP views Washington State

- Being miles ahead of the pack, we have a great burden and people are watching us. We currently demonstrate exemplary leadership and tremendous stakeholder engagement.
- We cannot stop moving forward. While not ideal, we have the strongest state legislation around employment, with so many states farther behind.
- Washington folks are endurance runners. ***This is a marathon, not a sprint.*** Keep it going.
- An entire nation is looking at Washington. Citizens are relying on us and counting on our state. ODEP is proud to be a partner and wants to support our continued effort.

County Conversations

The 22 county groups, DVR leadership staff, and the teams representing Iowa, Tennessee, and Oregon were then presented the following topic for discussion at their tables:

Name one thing you and your community can do to make a difference in the number of people working and the number of hours people are working.

Some of the themes that emerged were collaboration, transition, early education of families, and career development. Each table had local teams seated together and they reported the following summaries of their conversations:

Grays Harbor County

- Make a stronger connection with our economic development council and arrange a presentation

Jefferson County

- Build upon our breakfast event with employers.

King County

- Enhance our relationships with schools
- Improve our relationship with families
- Increase employment expectations for families through cross-system collaboration
- Seek increased opportunities for professional growth
- Build on the successes from collaboration of our current employment programs. Get together monthly to discuss difficulties, leads, etc.

Island County

- Invest in future business leaders by connecting with our high school DECA clubs
- Tap into the community service efforts within our high schools

DVR

- Increase the training available to all partners and have staff and partners attend together.

Yakima County

- Focus on benefits training with case managers and families, and eliminate “losing benefits” as a barrier to employment.

Clark County

- Make career development a priority for people currently working. Schedule an annual review and advocate for more hours and skills enhancement.

Chelan-Douglas Counties

- Utilize the AmeriCorps system to help with some of the issues that are road blocks: low work hours, lack of transportation, and access to job training.

Spokane County

- Be clear and consistent about the messages we are giving to families and employers.
- We don't have a shared vision that employment is for everybody. Focus on raising the bar of expectations for all stakeholders.



- Create training and educational materials that include local examples to share with case managers, families, employers.

Walla Walla and Skamania Counties

- Prioritize collaboration between employment providers and schools in order to:
 - identify and train to marketable skills
 - increase hours people are working
- Give people choice of more than one employment provider.
- Give people the option of working at more than one job.

Thurston-Mason Counties

- Work with families earlier to prepare them for post-graduation decisions.
- Broaden the network of people fully invested in getting a person a job: family and friends.
- Change the marketing mind set from just wanting a job to focusing more on the employer's need matching the job-seeker's need.
- Engage the employer in a commitment to the individual and get employer buy-in to expanding work hours.

Pierce County

- Get information to families and students earlier and be sure the information is easily accessible and clear—without acronyms.
- Increase collaborative efforts among employment agencies.

Snohomish County

- Prior to transition, establish partnerships with lead parents and schools.
- Be more pro-active with employers, emphasizing that we have something that they need and that will work for them, rather than waiting for job opportunities.

ODEP State tables

Tennessee

- Educate individuals and their families re: benefits that can be leveraged to facilitate and support employment in the community, and benefits planning.

Iowa

- Change the culture of disability from within the agency. Focus on employment first and nothing less.
- Question whether, most of the time, we are promoting full-time employment options in the community for individuals (asking employers to consider 40 hours per week), and be sure that good benefits planning is a required part of that consideration.

Oregon

- Working with schools and families on effective school-to-work transition strategies and benefits planning as early as possible.

Generating additional ideas

Table leaders/facilitators remained at their tables, and everyone moved to another table of at least five people, sharing their ideas with a new mixed group from various teams.

In response to the question, "***What has to happen when we leave here?***" the following were some of the statements that emerged:

- Continue to break down the silos
- Create a transition council that meets on a regular basis
- Develop benefit planning for our families
- School-To-Work jobs by 21 in every county in the state
- Educating families at much younger age
- DVR needs to do business differently—rethink how we are doing business
- To move forward, we have to change what we are doing
- Transition students will be DECA leaders

How do we hold each other accountable?
-Jane Boone

Closing remarks: Cary Griffin

Are you invested in solving the problem of unemployment or managing it?

Are you committed to growing programs bigger or streamlining?

Are we collaborating with the usual suspects? We already know what we already know. We are using the community in an inductive process, instead of a deductive process. We should be talking to others instead of one another.

Closing remarks: Dave Mank

One thing we've got to get right: TRANSITION. Most graduates need to be going into jobs or post-secondary education.

Innovation is Washington State. We have got to get creative. We keep waiting for the next really big AHA that is going to solve the problem. But, while we are waiting, we need to notice and take every increment.

I challenge you to become opportunistic.



Attachment A: WA Employment Data- January 2013

Economics

Having a job means:

On average, for each person, almost five hours worked for every hour of service.

On average, for each person, almost 419 annual hours of paid service isn't needed because the person is working.

	Clients	Hours Worked	Service Hours
Individual Employment*	5,943	1,952,317	683,608
People with Jobs	3,655	1,952,317	421,630
People Without Jobs	2,288	0	261,978

* Sample from Fiscal Year 2012.

^ 1,952,317 hours worked / 421,630 service hours = 4.6 hours worked for each hour of service

~ (1,952,317 hours worked - 421,630 service hours) / 3,655 clients = 419 annual hours worked, for each person, without any paid service.

What were 7,613 Working-Age People in Washington Doing and Earning in March 2012?

Results - www.statedata.info/washington-ddd Gross Wage Activity

Activity	# Served	# Served w/ Gross Wages > 0	Avg. Gross Wages
Adult Day Care	9	0	
Community Access	581	0	
Group Supported Employment	1068	1006	323.04
Individual Employment	5200	2881	601.56
Person to Person	121	15	227.04
Pre-Vocational Employment	625	553	139.83
Individualized Technical Assistance	9	0	

