

Employment Planning and Resources – SCs and SC Supervisors as Agents of Change



Department of Human Services
Office of Developmental
Programs
Bureau of Autism Services

Key Objectives:

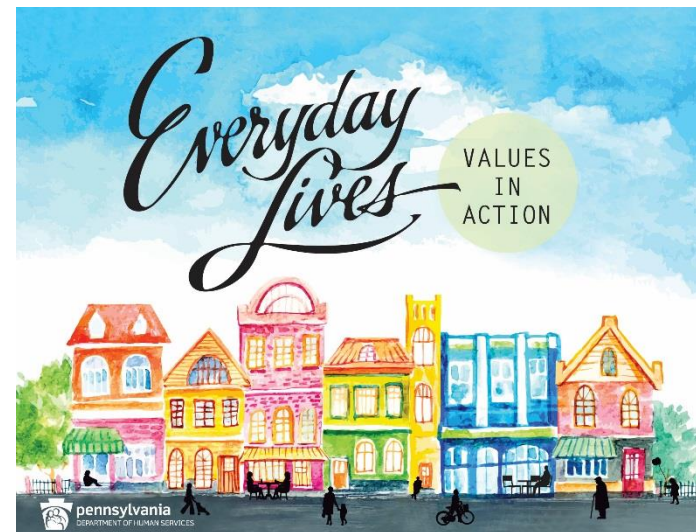
- **Why Employment Matters**
- **The SC's Role in Creating and Capturing Motivation**
- **Moving from Motivation to Methods**

Why Employment Matters



Recommendation #3: Increase Employment

- Employment is a centerpiece of adulthood and must be available for every person. The benefits of employment for people with disabilities are significant and are the same for people without disabilities.
- Employment is:
 - ◆ Feeling proud
 - ◆ Having self confidence
 - ◆ Getting a paycheck
 - ◆ Meeting new people
 - ◆ Building new skills
 - ◆ Paying taxes



The Workforce Innovation and Opportunity Act (WIOA)

- Designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy.

Employment First in Pennsylvania – what does it mean?

Competitive-integrated employment is the first consideration and preferred outcome of all publicly funded education, employment and training, and long-term supports and service programs for working-age Pennsylvanians with a disability.

Competitive Integrated Employment is defined as:

Work performed on a full or part-time basis (including self-employment) for which a person is:

- Compensated at not less than federal minimum wage requirements or State or local minimum wage law (whichever is higher) and not less than the customary rate paid by the employer for the same or similar work performed by people without a disability;
- At a location where the employee interacts with people without a disability (not including supervisory personnel or people who are providing services to such employee); and
- Presented, as appropriate, opportunities for similar benefits and advancement like those for other employees without a disability and who have similar positions.

New Chapter 6100 Regulations

- The ISP must reflect competitive integrated employment as a first priority before other services are considered.
- Individuals must be provided with:
 - ◆ Active and ongoing opportunities for employment
 - ◆ Information about employment options appropriate for the individual
 - ◆ Information about services necessary to seek and retain competitive integrated employment

What the Data Show



DATA

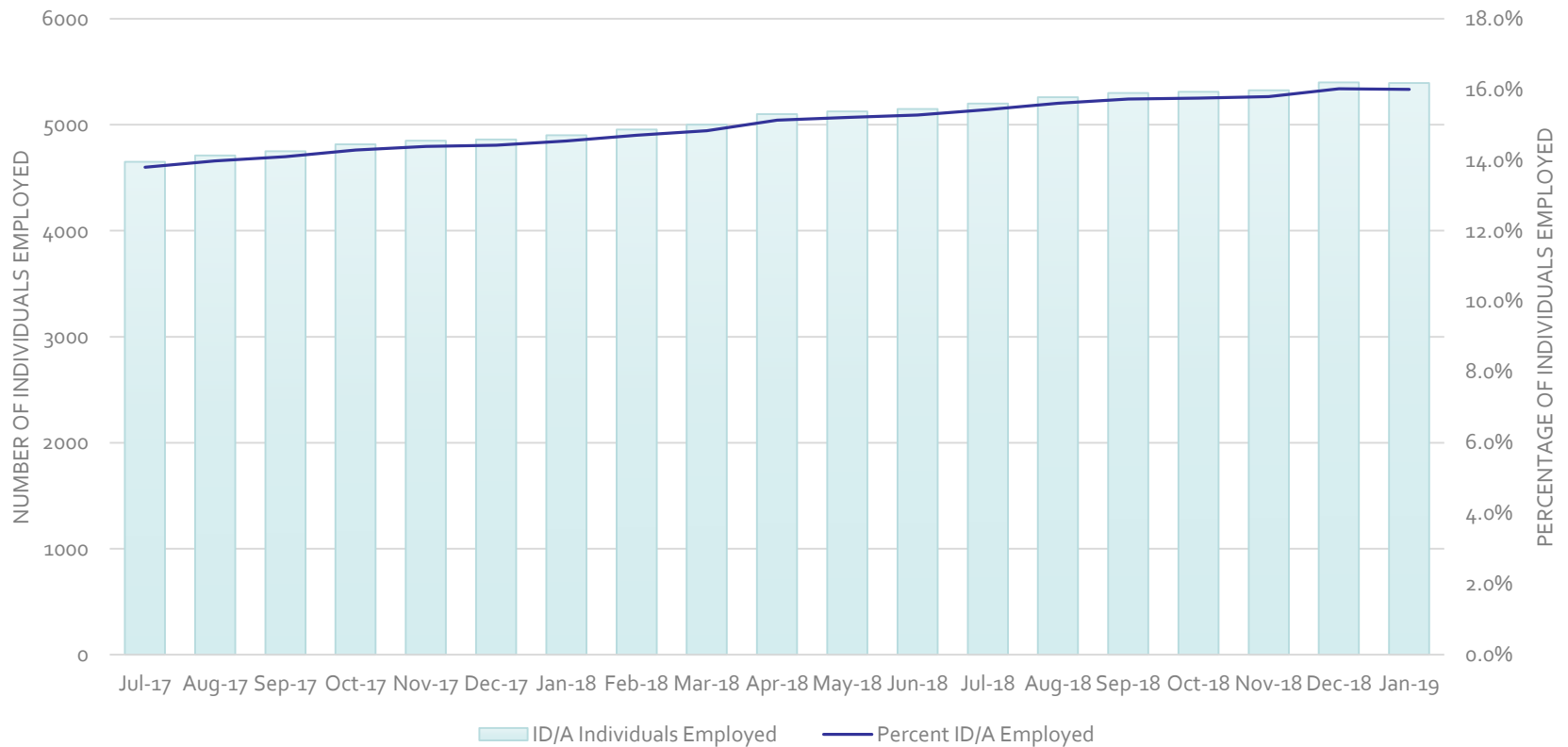


KNOWLEDGE

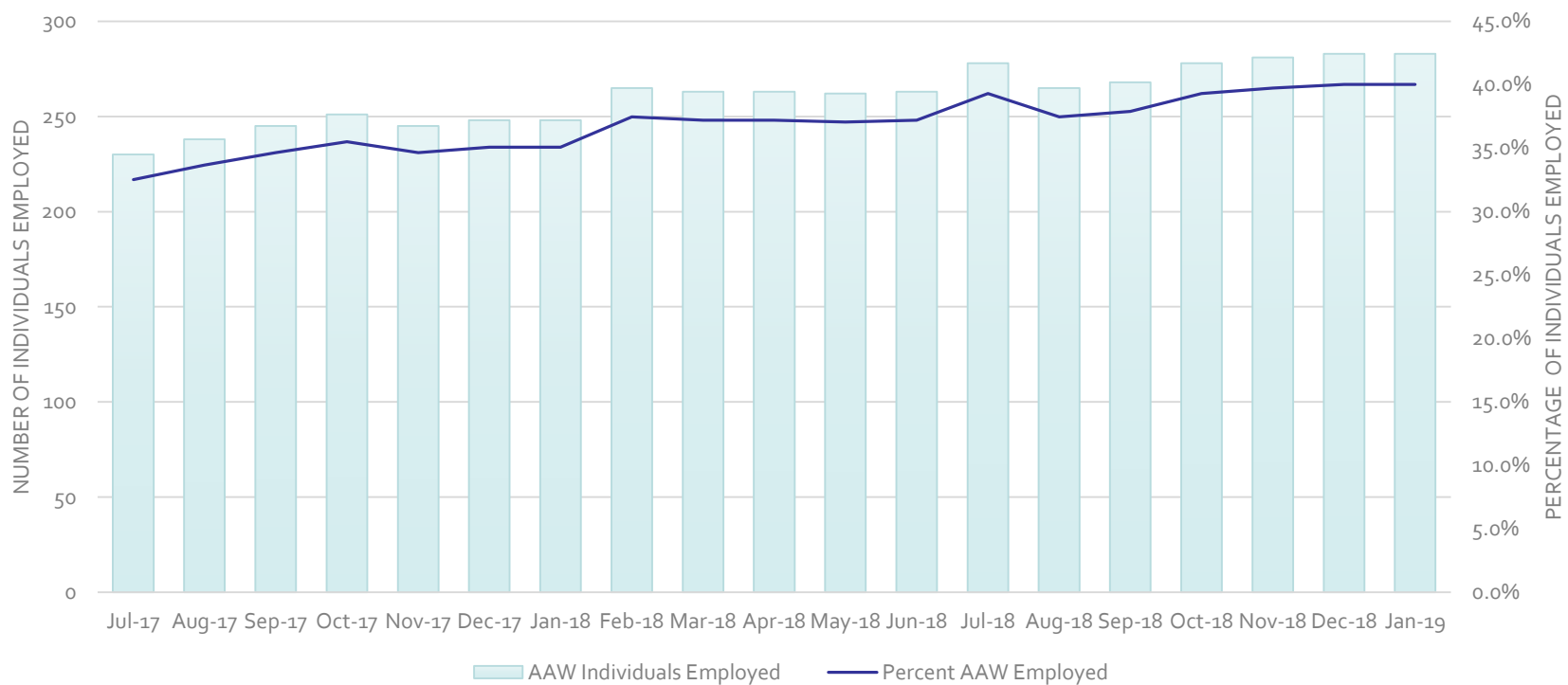


ACTION

Number and Percentage of ODP ID/A Waiver Individuals who are Employed

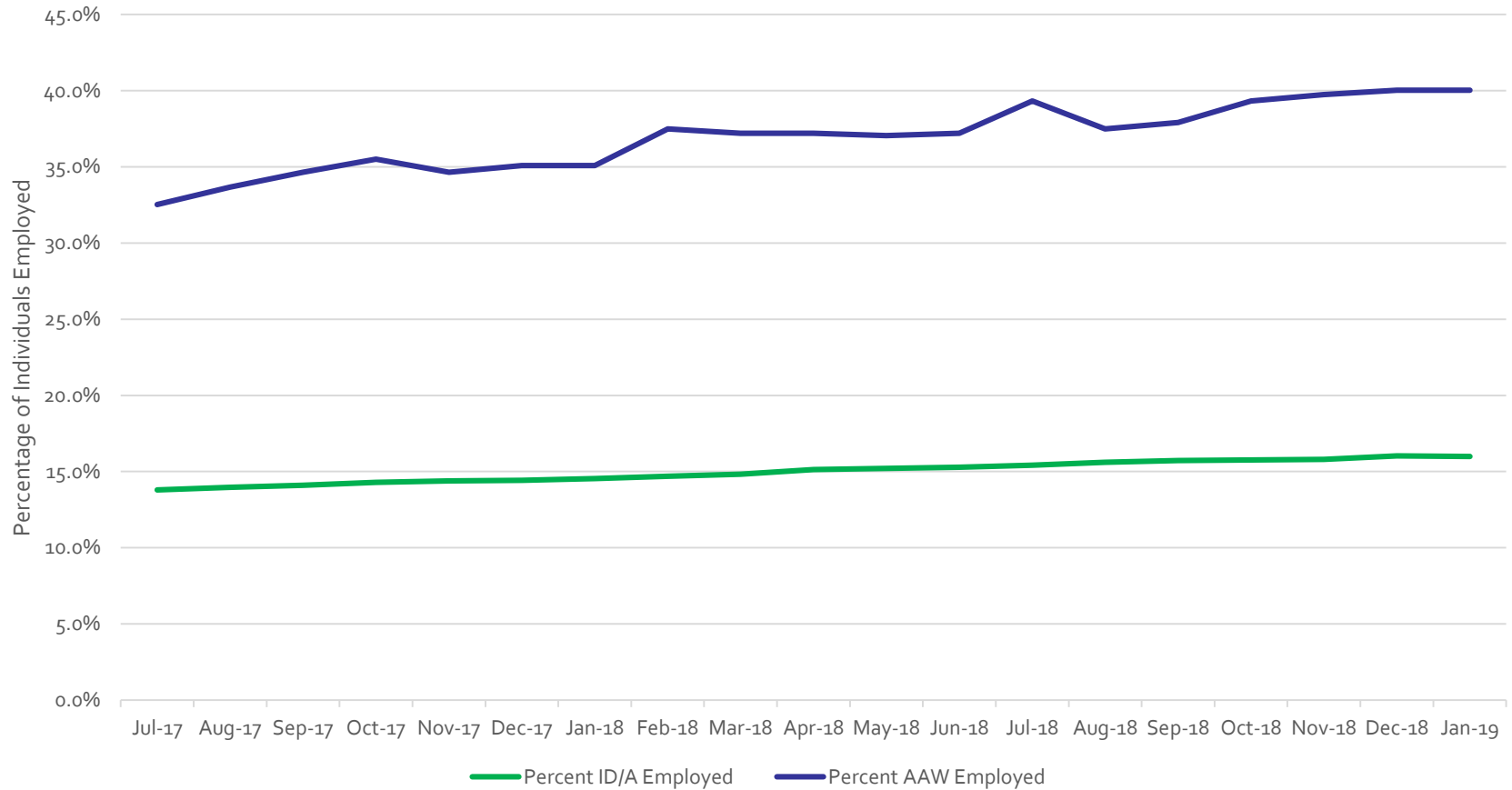


Number and Percentage of ODP AAW Individuals who are Employed





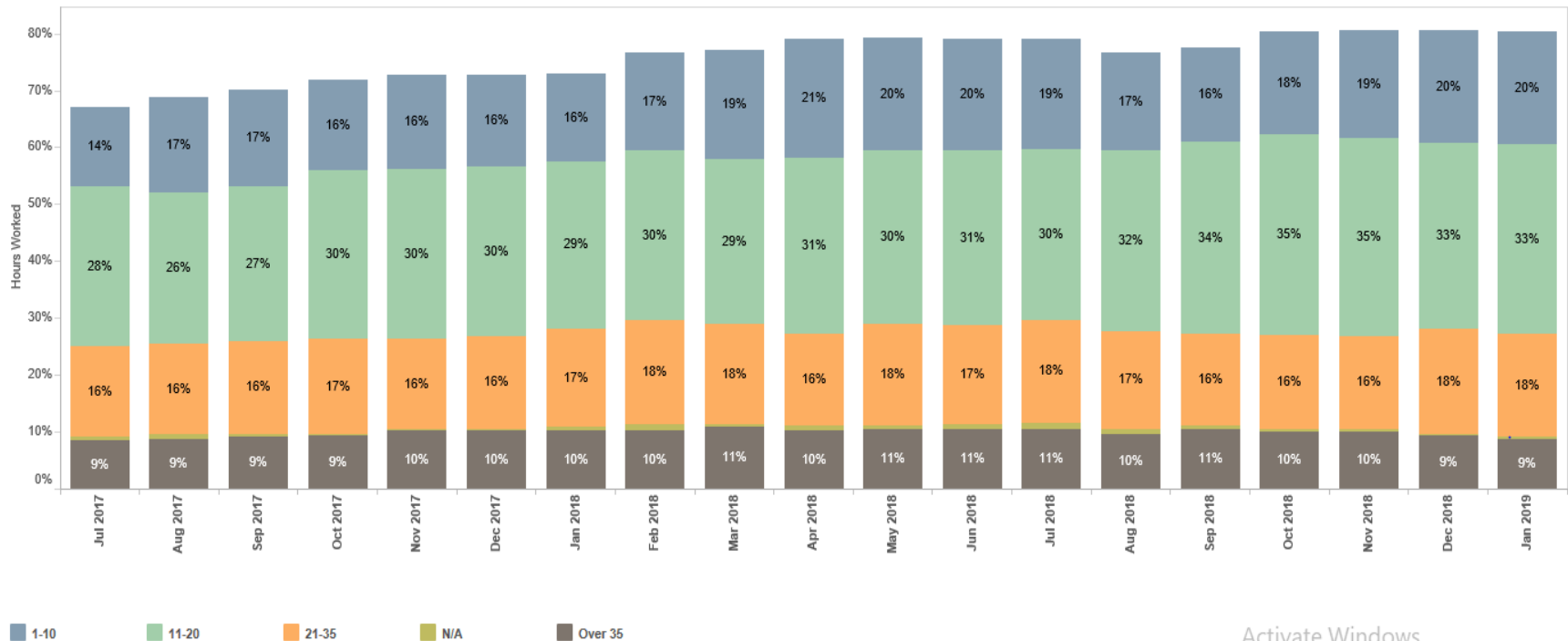
Percentage of Waiver Participants Enrolled, by Waiver, who are Employed in CIE





Average # of Hours Worked/Week

[Click to Compare](#)



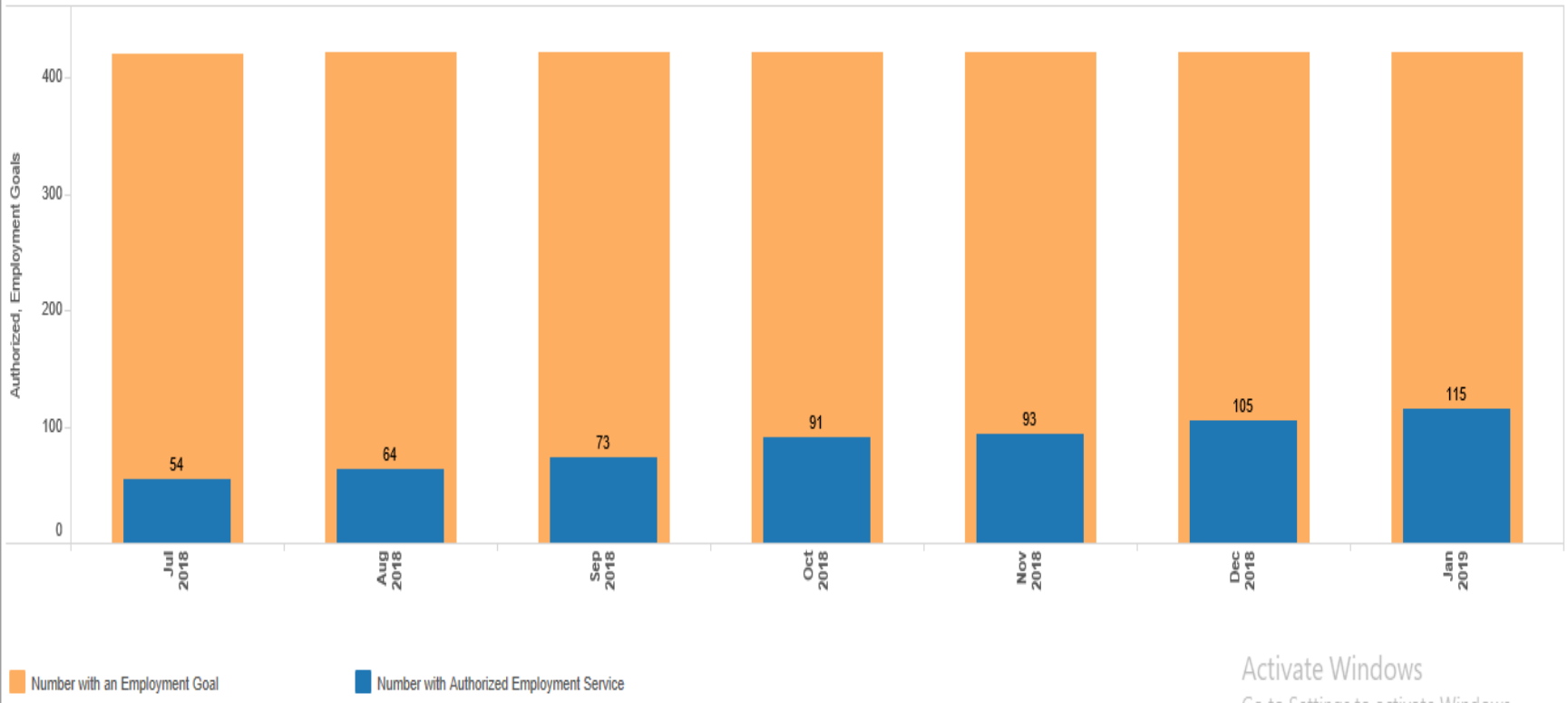
Activate Windows



Number of People with Employment Goals and Authorized Services



[Click to Compare](#)



Number with an Employment Goal Number with Authorized Employment Service

Activate Windows
Go to Settings to activate Windows

Employment Information Detail Report

- An offline report (generated overnight) that includes the employment information that has been collected for participants during SC Individual monitorings
- It is primarily for SC Entity staff to effectively monitor employment information for participants served by their organization.



HCSis The Home and Community Services Information System

Home | M4Q | Individual | Plan | SC | Provider | Financial | Admin. | Tools
Reports | Notices | Alerts | Data Extract | Misc | IM Utils | RDE | CIS
Reports Request | Reports Inbox

Tools - Reports - Report Request

Reports List

Supports Coordination
[Individual Monitoring Report](#)

Detail Report(s):
[Employment Information Detail Report](#)
[Pending SC Individual Monitoring Report](#)
[Service Notes Extract Report](#)



Tools > Reports > Reports Request > Employment Information Detail Report

Employment Information Detail															
Run Date:		11/13/2017													
Run Time:		8:11:32 PM													
As of Date:		11/13/2017 8:11:32 PM													
From:		03/01/2017													
To Contact:		09/30/2017													
Region	County Of Residence	SC Entity	Last Name	First Name	MCI	Supports Coordinator	Contact Type	Contact Date	Is the individual working in a competitive integrated job?	Is the person enrolled in prevocational or transitional work services?	Is the person self-employed?	How many jobs is the person working that meet the definition of	Estimated average hours worked per typical work week.	Job Type	Does the individual receive paid benefits?
West	Washington	RICHLAND COUNTY CARE	DTT-EM	REGRESS-TEST	320370775	ICHLANDSC, R	Home	07/10/2017	No	Yes					
West	Adams	FRANKLIN COUNTY CARE	DTT	BASALERTWEST	730370132		Home	05/01/2017	No	Yes					
West	Allegheny	RICHLAND COUNTY CARE	DTT	BPTTESTAK	250372772	ICHLANDSC, R	Home	05/01/2017	No	Yes					
West	Allegheny	RICHLAND COUNTY CARE	DTT-ALERT-TEST	ONE	215901064	ICHLANDSC, R	Home	05/01/2017	No	Yes					
West	Allegheny	RICHLAND COUNTY CARE	VALID	BAS	977841897	ICHLANDSC, R	Home	05/01/2017	No	Yes					
West	Allegheny	RICHLAND COUNTY CARE	DTT	BPTTESTAJ	130370368	ICHLANDSC, R	Home	05/01/2017	No	Yes					
West	Westmoreland	RICHLAND COUNTY CARE	ENCHANTER	TIM	690371076	ICHLANDSC, R	Home	05/01/2017	No	Yes					
West		RICHLAND COUNTY CARE	TESTTEN	NOTICE	938843915	ICHLANDSC, R	Home	05/01/2017	No	Yes					
West	Washington	RICHLAND COUNTY CARE	DTT-EM	REGRESS-TEST	320370775	ICHLANDSC, R	Home	05/01/2017	No	Yes					
West	Allegheny	RICHLAND COUNTY CARE	LAVIGNE	LA	690369318	ICHLANDSC, R	Home	05/01/2017	No	Yes					
West		RICHLAND COUNTY CARE	WORTHER	PERRY	618813956	ICHLANDSC, R	Home	05/01/2017	No	Yes					
West	Erie	FRANKLIN COUNTY CARE	DTT	BAS-SAT	618849223		Home	05/01/2017	Yes		No	1	1-10	Legal	Yes
West	Allegheny	RICHLAND COUNTY CARE	DTT	BPTTESTAL	410516168	ICHLANDSC, R	Home	05/01/2017	No	Yes					
West	Adams	FRANKLIN COUNTY CARE	DTT	BASALERTWEST	730370132		Home	07/10/2017	No	Yes					
West	Allegheny	RICHLAND COUNTY CARE	VALID	BAS	977841897	ICHLANDSC, R	Home	07/10/2017	No	Yes					

Data-Guided Questions

- What are your general observations and questions about the data?
- What are we already doing well? What's working?
- What are our strengths, as a program, as providers, and as individuals, that can help increase employment?
- Why are employment numbers better in the AAW than in other waivers?
- What are some opportunities for improvement? Why aren't we doing better? What can we do better?

The SC's Role in Creating and Capturing Motivation: Developing Desire for Employment



Starting the Employment Discussion

- What employment expectations would be appropriate for a same-aged peer with no disability?
- What history of meaningful activity (high school vocational programs, volunteer activities, recreational interests) does the individual have?
- What would it take for the individual to be financially independent?
- What is the individual's dream job? Why does he or she aspire to that role?

Capitalizing on Current Interests and Desires

- How does the individual currently enjoy spending his or her time? Could he or she be paid for those activities?
- Does the individual volunteer? If so, could he or she be paid for the same tasks he or she performs while volunteering?
- What material things or activities does the individual enjoy? How can he or she pay for those things and activities?

Having the conversation

Meet the person where they are

- ◆ Pathways to Employment Guidance document
- ◆ The Charting the LifeCourse Framework - was created by families to help individuals and families of all abilities and all ages develop a vision for a good life, think about what they need to know and do, identify how to find or develop supports, and discover what it takes to live the lives they want to live.

Have this conversation frequently, not just once a year at ARP

Moving from Motivation to Methods: Resources and Tools to Achieve Employment



What does “ready to work” mean?

- Think about how “ready” or “employable” you were at your first job. Do not discount someone as unready to work based on positions that require experience.
- Explain entry-level jobs and “stepping stones” to ultimate employment goals.
- Look for key deficits and barriers and target them with appropriate services (such as SSB/CS to teach transit skills, BSS to address emotional outbursts, etc.) and build upon the persons strengths
- Identify “soft skills” necessary for employment—arriving on time, asking for and accepting help, etc.

Office of Vocational Rehabilitation (OVR)

- The Pennsylvania Office of Vocational Rehabilitation, or OVR, provides vocational rehabilitation services to help persons with disabilities prepare for, obtain, or maintain employment. OVR provides services to eligible individuals with disabilities, both directly and through a network of approved vendors.
- OVR is the “first stop” for any participant considering employment.
- <http://www.dli.pa.gov/Individuals/Disability-Services/Pages/Disability-Services.aspx>

Referring to OVR

- Supports Coordinators must refer an individual to OVR when an individual indicates an interest in seeking employment or using employment-related services.
- Use the “Supports Coordinator’s Checklist for a Referral for OVR Services” (Joint Bulletin 00-19-01, attachment 6).
- In HCSIS, update the Employment/Volunteer information (under Functional Information) with the date the OVR pre-application was submitted to OVR in the comments box.

AAW Employment-Related Services

- Exception criteria for AAW employment services are outlined in the new OVR Joint Bulletin



State Employment Leadership Network (SELN)

- SELN is a joint initiative of the National Association of State Directors of Developmental Disabilities Services and the Institute for Community Inclusion at the University of Massachusetts Boston. The SELN supports states to improve integrated employment outcomes. The SELN is a membership-based network of state intellectual and developmental disability agencies committed to making changes in their service systems.
- <http://www.selnhub.org/home>

Work Incentives Planning and Assistance (WIPA)

- WIPA is a statewide resource available at no cost to individuals and can help:
 - ◆ Review benefits information and how employment may impact benefits
 - ◆ Discuss past, current, and future issues relating to benefits and suggest strategies to minimize or avoid problems
 - ◆ Identify the potential impact of earnings on all federal, state, and local benefits

Benefits Counselors

Provide information regarding, but not limited to:

- ◆ insurance benefits,
- ◆ Supplemental Security Income (SSI)
- ◆ Social Security disability insurance (SSDI),
- ◆ Medicare (including the prescription benefit section, Part D),
- ◆ prescription assistance programs (for individuals not eligible for Medicare),
- ◆ income tax benefits and credits,
- ◆ community-based benefits,
- ◆ state program benefits (including home care alternatives),
- ◆ advocacy with agencies, and
- ◆ referrals to community based organizations or government agencies.

Where to Find a Benefits Counselor

- Area Agencies on Aging
- Office of Vocational Rehabilitation
- APPRISE
- Veterans Affairs Offices
- County Assistance Office
- Local human service agencies
- Community-based organizations that serve the elderly and/or disabled
- Local community legal services office

Social Security Administration Redbook

- The Red Book serves as a general reference source about the employment-related provisions of the Social Security Disability Insurance and the Supplemental Security Income Programs for educators, advocates, rehabilitation professionals, and counselors who serve people with disabilities.
- <https://www.ssa.gov/redbook/>

Ticket to Work

- Social Security's Ticket to Work program supports career development for Social Security disability beneficiaries age 18 through 64 who want to work. The Ticket program is free and voluntary. The Ticket program helps people with disabilities progress toward financial independence.
- <https://choosework.ssa.gov/>



PAsmart

- PAsmart is a new workforce development initiative that helps connect Pennsylvanians with resources for working and training in Pennsylvania. As part of the first phase of the PAsmart initiative, a new website has been launched dedicated to help people get information about pursuing an education and career in Pennsylvania at any stage of life.
- <https://www.pa.gov/guides/working-training-pa/>

ASERT

- ASERT—the **A**utism **S**ervices, **E**ducation, **R**esources and **T**raining Collaborative—brings together resources locally, regionally, and statewide.
- www.paautism.org/employment - Employment Resource Center



Test your knowledge...

John has obtained competitive integrated employment on his own. After 2 weeks on the job, it was determined that he would benefit from job support to stay on task and complete his responsibilities. Does John have to go to OVR to receive supported employment, or can he utilize waiver funded supported employment?

Test your knowledge...

Lisa went through the OVR evaluation process and obtained part-time competitive employment. She has been successful on the job for 90 days, and OVR is preparing to close her case. Lisa is worried about being on her own and asked her SC if she could have a job coach for an additional 3 months. Since OVR funds cannot be extended for this, can she receive the additional support through AAW employment services?

Test your knowledge...

During a monitoring visit with his SC, Liam expressed interest in employment. He did work with OVR at one point, but cannot remember the outcome. The SC reaches out to his local ID/Autism Coordinator through OVR, who informs her that Liam's case was closed due to him being unresponsive in their attempts at contacting him. Even though Liam has a "closure letter" and his participation with OVR was many years ago, can he utilize AAW employment services, or does the SC have to refer him back to OVR?

Interactive Activity

1. Read the scenarios provided to your table.
2. Share ideas with others at the table on:
 - ◆ How would you facilitate an employment discussion with this individual and their family/supports (if applicable)?
 - ◆ What resources, within and beyond AAW, would you use to support this individual's employment potential?
3. Select one person at your table to "report out" on your ideas to the rest of the group.

Questions and Next Steps – what's your one take away?



Thank you for all that you do!

Support Coordinators Are:

