



# ODEP-UCEDD Partnerships

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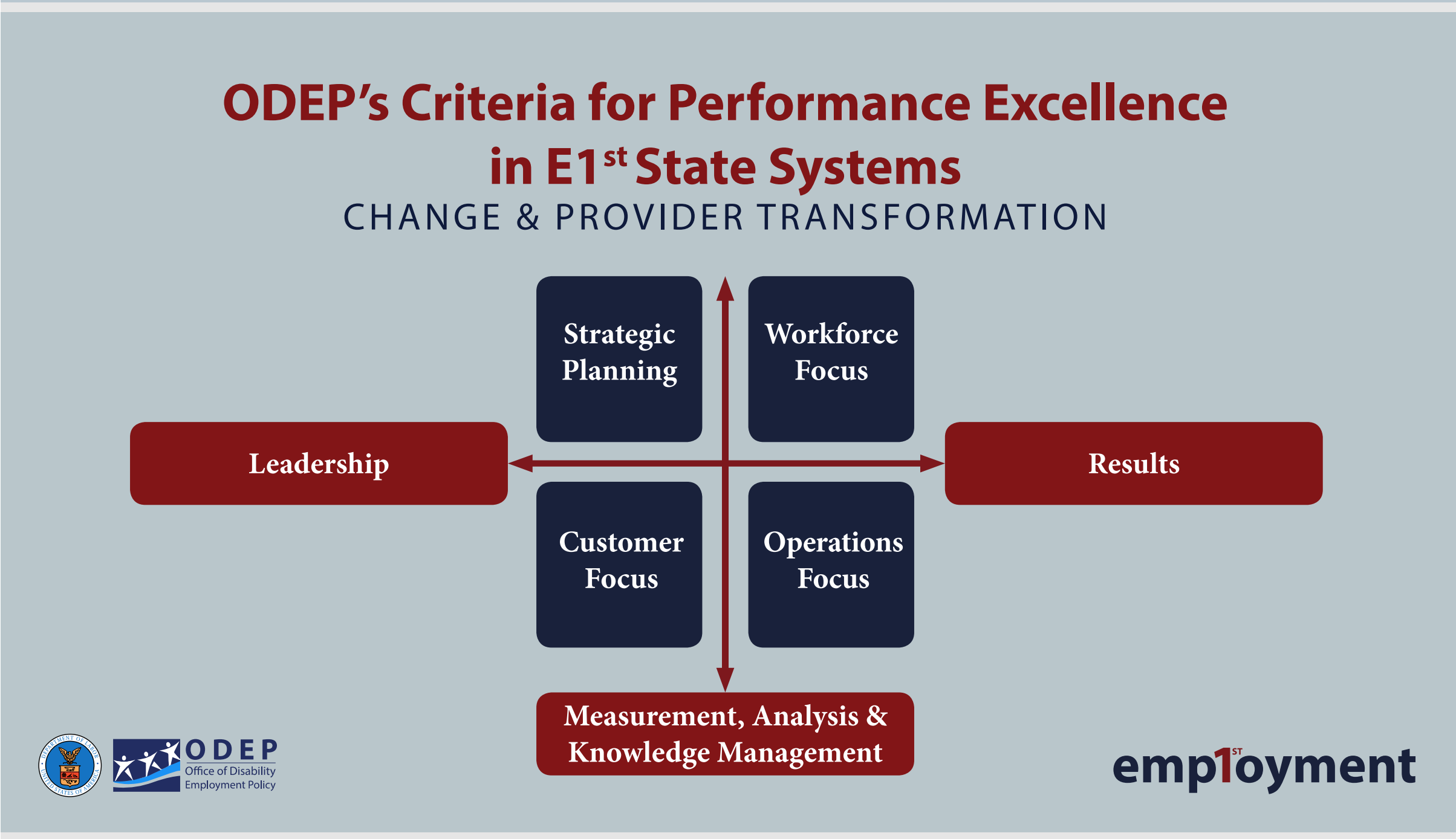


## Employment First State Leadership Mentoring Program (EFSLMP)

A critical priority for the U.S. Department of Labor, Office of Disability Employment Policy (ODEP), is to invest in systems change efforts that result in increased community-based, integrated employment opportunities for individuals with significant disabilities. This priority reflects growing support for a national movement called 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 integrated employment and community life.

Under this approach, publicly-financed systems are urged to align policies, service delivery practices, and reimbursement structures to commit to competitive, integrated employment (CIE) as the priority option with respect to the use of publicly-financed day and employment services for youth and adults with significant disabilities. Many states have formally committed to the Employment First framework through official executive proclamation or formal legislative action.

ODEP recognizes that many states desire to align their efforts to support individuals with disabilities toward an Employment First approach, but may not yet possess the capacity, experience or technical resources necessary to lead and facilitate such change. To address this need, ODEP has initiated the Employment First State Leadership Mentoring Program (EFSLMP), a cross-disability, cross-systems change initiative. EFSLMP is providing a platform for multi-disciplinary state teams to focus on implementing the Employment First approach with fidelity through the alignment of policies, coordination of resources, and updating of service delivery models to facilitate increased integrated employment options for people with the most significant disabilities.

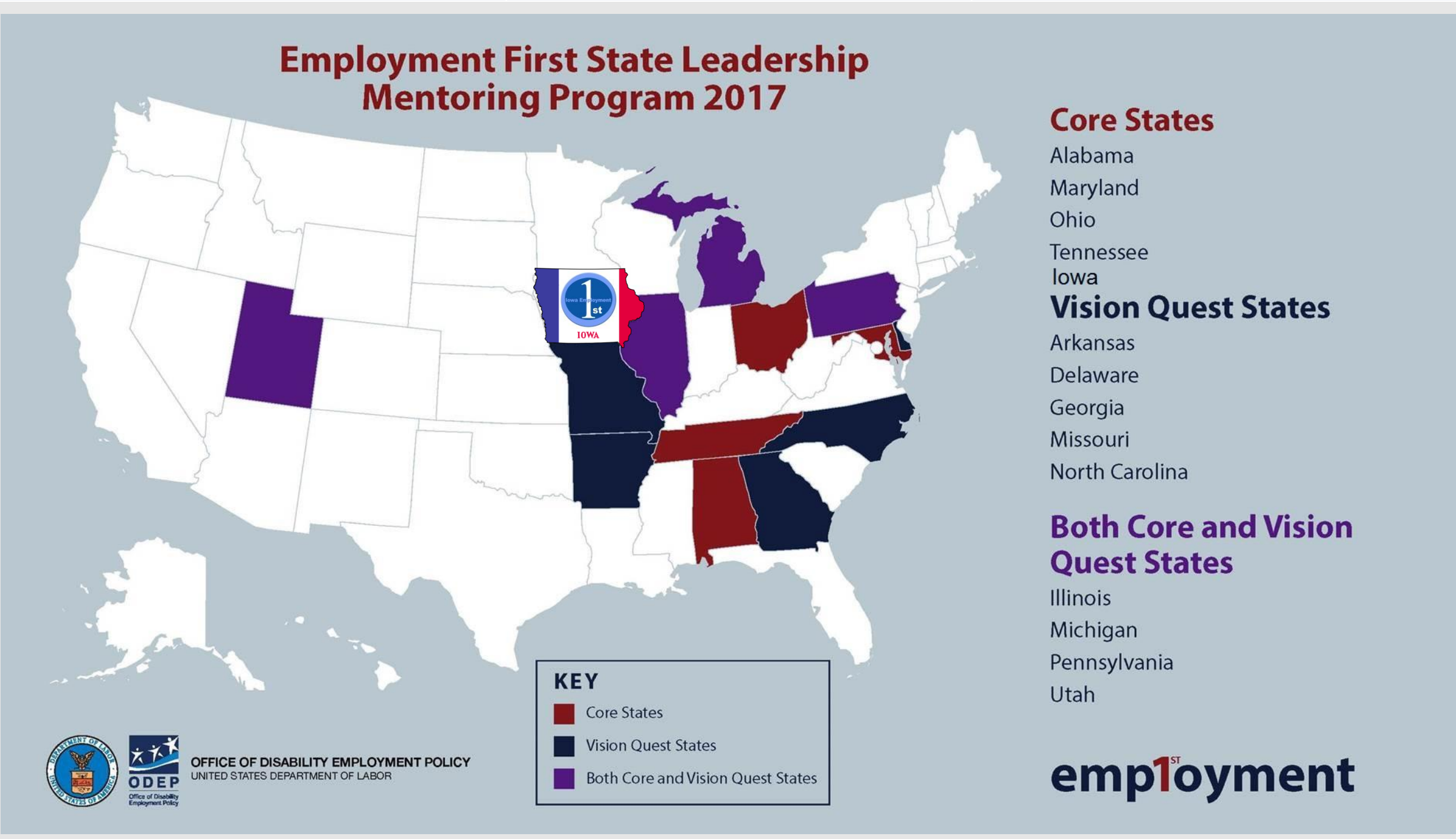


## Iowa's Employment First Movement

Through the efforts of the Iowa Employment First Leadership Team, which has benefited from consultation, technical assistance and financial assistance by participating in the Office of Disability and Employment Policy's Employment First Program, competitive community-integrated employment is moving forward in Iowa during a period of significant systems change as Iowa adjusts to operating within a managed care environment.

Collaboration has occurred between Iowa's Vocational Rehabilitation Services, Mental Health and Disabilities Services, University Center for Excellence on Disabilities, the three managed care organizations operating in the state, the Iowa Coalition for Integration and Employment (Iowa's Partnerships in Employment project) and Disability Employment Initiative. The result is increased attention and active partnership across the state's employment efforts under an overarching umbrella of Employment First.


2012-2013	2013-2014	2014-2015
Engaged Executive Director of State Vocational Rehabilitation Office in EFSLMP Core State Team	Increased # receiving intensive TA to 17 additional providers	Provided mini-assessment processes for 19 additional providers
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 bench-marking/forecasting projections for phased-in transition of PWD	Held quarterly 2-day TA meetings with state's APSE and Rehabilitation Office	Reinforced previous TA with additional state meetings/conferences/training opportunities
	Initiated Virtual Community of Practice sponsored by state's VR agency; run by EFSLMP SMEs; promoted by state's APSE and Rehabilitation Office	Expanded reach for statewide Community of Practice on provider transformation



## EFSLMP Employment Outcomes

In 2012, Iowa started working with ODEP's EFSLMP and currently maintains its relationship with ODEP. Through an initial assessment, development of an implementation plan, and execution of the plan, national subject matter experts assisted providers to transition successfully from sheltered workshop service models to services focused on CIE. In its first year, Iowa helped 7 providers start the transformation process, and 14 people with disabilities transitioned into CIE. In 2015, Iowa guided a total of 18 providers in making 750 placements. In three years, Iowa assisted 37 providers in transitioning 1,166 people with disabilities into CIE.

As a result, Iowa's state employment numbers for people with disabilities far outpace the national average. For example, the percentage of employed working age people (all disabilities) in 2013 was 44.84 percent. In 2014, it increased to 46.50 percent and in 2015 it remained at 46.29 percent. In contrast, the national average of working aged people with disabilities from 2013-2015 was just 32.95 percent, 34.17 percent, and 34.36 percent, respectively. During this time period, the average wage per hour of people with disabilities in Iowa increased by 50 cents (from \$7.81 to \$8.31) while the average hours of work remained relatively constant.

2012-2013	2013-2014	2014-2015
Annual Performance Data based on 7 VR providers	Annual Performance Data based on 12 VR providers	Annual Performance Data based on 18 VR providers
14 placements—all identified as Customized Employment placements.	427 consumers with significant disabilities into Competitive Integrated Employment. 86 of these were identified as Customized Employment placements.	725 additional Competitive Integrated Employment placements. 150 of these were identified as Customized Employment placements.
	The average wage was \$7.81/hour. The average number of hours/week thus far is 17.27.	The average wage was \$8.31/hour and 15.93 hours/week average.

### 2015-2016 Project Outcomes

From 36 providers, 9 self-selected to drill deeper into transformation efforts. Initial work with Assistive Technology at IA-APSE Conference. Continued/expanded Community of Practice Calls with topics to facilitate transformation in partnership with PIE and DEI.

This initial data is from four of the nine participating providers:

248 CIE Outcomes -- 47 were identified as Customized Employment.

Average hours worked: 17

Average wage per hour: \$8.75

## Resources

Free TA/Training via the EFSLMP Community of Practice:

<http://www.econsys.com/eflsmpl/?subscribe>



Data & Resources to Inspire a Vision of Employment

<http://drivedisabilityemployment.org/>

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>

ODEP's Criteria for Performance Excellence

<http://drivedisabilityemployment.org/employment-first-resources/criteria-for-performance-excellence-in-employment-first-state-systems-change-provider-transformation>

Federal Resources Available to Support State Employment First Efforts

<http://drivedisabilityemployment.org/employment-first-resources/federal-resources-available-to-support-state-employment-first-efforts>

