

>> Good afternoon, my name is Allison Wohl and I'm the executive director of APSE, the Association of People Supporting Employment First. I want to welcome you all to the first in a series of webinars hosted by three organizations, APSE, the Association of University centers on disabilities, AUCD, and the National Association of Councils on Developmental Disability, NACDD. Our organizations have partnered to bring you the latest information on Employment First in the states research policy and practice.

Today's speakers are three experts in integrated employment with work processes over all three of our networks. David Mank is the director of the Indiana Institute on disability and community which is Indiana's center for excellence in disabilities and the center is committed to providing the public with disability related information and services that touch the entire lifespan from birth through older adulthood. David also serves as the chair of the WIOA advisory committee on increasing competitive integrated employment for individuals with disabilities. David Hoff is the director programs for the Institute for community inclusion at the University of Massachusetts Boston also a UCEDD. David has an extensive background in working with public systems and community agencies to enhance employment outcomes for people with disabilities. He has done work over 25 states providing technical assistance and training on effective practices in human services and workforce development. David is also a past President of the APSE national board. Derek Nord is associate director research and training center on community living at the University of Minnesota. Where he oversees and directs a number of evaluation studies demonstration projects and system change activities related to national and state disability services and supports. And Derek will become President of the APSE national Board this June. We are going to have an interactive discussion today which will go back and forth between our presenters. And before we launch into this discussion I wanted to thank Michael Gamel-McCormick from AUCD and Donna Melzer from NACDD for working with us to make this series possible. I want to hand over the microphone to David who will give us a brief history of how we got to where we are today.

>> Thank you Allison it's a pleasure to do this and I am really pleased to see these sponsorship the three organizations of APSE, AUCD NACDD. I think that is important representation. The road to Employment First really reaches back several decades. And I think it's important to keep in mind the history of how we got to the point where we are now of being able to articulate both Employment First policies as well as Employment First practices. Let's take a look at how the mission of employment services has evolved over a period of about three decades. Next slide.

This evolution of services and programs for people with significant intellectual and developmental disabilities was taking place at the same time that important research into instruction, behavior, organizational behavior was happening. But in the -- mostly in the 70s, we started seeing the explosion of day programs and sheltered workshops and the mission of these organizations evolved as we as a society were discovering the abilities of people with disabilities. People with disabilities didn't change but society's understandings of people's ability did change. And so we saw the change in expectations reflected in the mission of organizations where as we think about day services this initial orientation was simply a safe place for people to go during the day. And it wasn't much at all about the expectations of people with disabilities. And over a period of years as society did discover the abilities of individuals with IDD, this

notion of a place for people to go to learn daily living skills. Not much discussion of employment initially, but as we discover that people could learn, the evolution of these organizations grew to include a place for people to go to prepare for employments. With the early expectation that somehow sheltered work settings would be a preparation for perhaps a later job. The mission continued to change, into a place for people to go to work with others who have disabilities. And we saw this again through the 70s and into the 80s and while there was this explosion of day programs and eventually sheltered workshops, at the same time important research was going on that was discovering that people could work in communities and as a result community rehabilitation programs added to their mission support for people to work in the community. And I think in the last decade, we have seen the evolution continue and might be articulated better in saying support for people with disabilities to choose and prosper in community jobs and hence, people first initiative which is the topic of today's webinar. Next slide.

Another way to think about this evolution. Specifically as we think about friends and families and neighbors that have intellectual and developmental disabilities. We saw the evolution of organizations from something -- a place to go during the day to supporting people in prospering in community jobs. And at the same time the system was adjusting around that as we learned that our expectations would be impossible for people with significant disabilities to have jobs in the community, to understanding that it was actually based on important work and research going on around the country. And that evolves from understanding that it was possible to understanding that it was beneficial and we all know the importance that employment brings into day to day life. And the system started to adjust from understanding not only should it be official but it should -- beneficial but it should be allowed and the funding structure started to adapt around it. And then from allowed to preferred and I think we have seen that double down on the last decade in particular as we have particularly seen the growth of self advocacy and the voice of self advocacy calling for more and better community employment. And now more recently, and I think at the heart of Employment First is the expectation not only is it preferred but it should be expected. Because people with disabilities like everyone else can contribute to businesses, to their community and to society at large. The leadership part of this I think is extremely important to consider and to think about some of the anchors, some of the names that many of you have probably heard and I would encourage you to seek out the stories of some of these early leaders and one of those was certainly a man by the name of Mark Gold out of the Los Angeles area that was not a special educator by training. Using the simple test associated with assembling bicycle brakes, Mark did some ground breaking research that clearly demonstrated that in those days and late and early '80s, that people coming directly out of state institutions could in fact learn, work tasks and Mark teaching people to assemble bicycle builds quite moving. And regrettably it was in the very early '80s that Mark died at a young age, sad to say. But there were other leaders at the time, we are doing important research around the abilities of people with significant intellectual and developmental disabilities including Tom Bellamy and his crowd at Oregon, Frank Rush at the University of Washington, Tim Vogelsburgh at the University of Vermont, Lou Brown, at the University of Wisconsin and many others, too many to name. And at the same time, they may 25th anniversary of the Americans for disability act we also noted through the 80s in particular the important political and values leadership of Matlin will in the office of special education and rehabilitation in Washington DC

and incredible leadership of Justin Dart who is well-known to be the father of the Americans with Disabilities Act.

>> When we think about that leadership it was in part about the research and I noted in particular Mark and others showing how people could learn but there was also policy leaders, the values leaders and the self-advocacy leaders that emerged over a period of years and finally the implementation leaders, important part of the history of Employment First emerged in the late '80s and early 90s. With the notion of systems change that began in the late '80s with initially it was 10 states that had grants to try to substantially change their entire systems and by the early 90s there was that kind of systemic change initiative in virtually every state in the country. So that's a little of the history we can cover more of that when we take questions relative to the early backdrop of Employment First but I will turn this over to Derrick Nord to launch us more into the current day of Employment First.

>> Thank you David. I will wait for the slide. Good afternoon everybody, I am Derek Nord from the University of Minnesota. I will launch us more around the current more national landscape I will touch on that and then hand it over to David to drive us a little further down the path. Next slide.

As we think about where we are today, and where we came from as David just talked about, it is pretty remarkable what my perspective is about the federal agencies and national government or federal government focus on employment and when I talk to people about this I think we sometimes lose sight in this long struggle and we oftentimes don't realize that today across our country our federal laws and rules, regulations that are out there are advancing this idea of employment not more so now than history. We are at this unique moment in time where federal agencies and government is taking notice and making changes. For those of you who can't see what I have up, I want to show here are 3 departments, Department of Labor, Department of Education and Health and Human Services part of our federal government. And you see these lasers going through a lens. Focusing on my intention here I hope you see today is our focus is very much on employment and work through these policies. Policies such as the Workforce Innovation and Opportunity Act, Home and Community-Based Services rules that are being discussed right now in the Department of Health and Human Services and even beyond these policies and I think we sometimes forget that there are other policies the Higher Education Reauthorization and the ABLE Act. These are policies at the federal level that really work to facilitate these ideas on employment and has a federal government we should be focused on this advancement. Next slide.

And we can't lose sight of our Department of Justice. Across the United States this is our enforcer of our federal civil rights laws such as the Americans with Disabilities Act and I think that's where its presence has been most noted in recent years. The Department of Justice, for one its general focus on this topic of civil rights for people with disabilities generally but then specifically looking at civil rights with respect with the ADA with respect to employment and the delivery of public services this broader focus of the Olmstead decision has really pushed in advance employment in a lot of states, both through settlements but also through the threat of enforcement. This has been a big push through our federal government. As an advocate it's one

you need, you need a strong Department of Justice those focused on the civil rights it provides us another in our toolbox. Next slide.

And when I talk about employment I think it is sometimes I come from a different perspective as well. Oftentimes we need to step back and look at how employment and disabilities is being portrayed more as this slide shows in the national media and you can see if you can't see the slide there are a number of news outlets here, NBC, the New York Times, the Star Tribune in Minneapolis care, National Public Radio as well as CNN. I personally viewed the mainstream media as a barometer of how are our cause Employment First is being viewed. This is where the general public intersects with our work so much more than the systems we operated in. We interact with some of the people this is where the general public is getting a glimpse and what I have noticed in the last five years or so, maybe even the last two or three years is there is been more media attention on this idea that people with disabilities regardless of the severity of their disability should be included in the workforce and they should be getting supports to work in competitive work. This is an enormous achievement and one that we need to as a field keep pushing but this is a barometer for where our work has come. It has come a long ways to I believe it is starting to bubble up into the national psyche pushing the values of the general population around employment and disability. I will stop there and hand this off David Hoff to drive this down the path a little further.

>> Thank you Derek. Good afternoon everybody. It's a pleasure and a privilege to be presenter on today's webinar. Woody Guthrie the Great American folksinger once said any darn fool can make something complicated. It takes genius to achieve simplicity. I think one of the strengths of Employment First as we get into details is in many ways a very simple and a very much of a typical concept in our society. That people work and people have jobs. And people start getting work experience as a teenager and the adult expectation as we go to work and earn a paycheck and make a living and who can argue with that and I think that is in many ways the simplicity and the beauty of Employment First. We are saying people with disabilities even those with the most significant disabilities are going to work. That's what we've got to recognize is the strength of this. Next slide please.

>> As we get into the details of this. What employment first means. This notion has been around for many years. The general concept is then defined the general concept is employment in the community is first and primary options for individuals with disabilities. And as this evolved over the last several years and if you really look back and I've looked at the history of this in the early 90s Pennsylvania had a policy that was akin Employment First. That said employment would be the first priority for folks being served in their system for individuals with intellectual development disabilities as far as they can tell Tennessee was the first state that came up with the term in 2003. As this was evolving and states were starting to grow, APSE felt quite strongly and were concerned, that there was a need for a stronger definition of this. As we see a lot of ideas in the field can start to get muddy after a while so APSE put out a statement a few is ago on Employment First, this is the definitional part of the statement. You can find the full statement on the full APSE website which is APSE .org. Employment is in general workforce is the first and preferred outcome in a provisional publicly funded services for all working citizens with disabilities regardless of level of disability. A few things that I think are critical to Employment

First. We said first and preferred. So it does not mean I want to be clear. Employment First is not employment only. It does not mean there might not be other options out there but we will start with the presumption that people can work. That is really different than what we see way too often in our field. That people had to prove that they were work ready or employment ready. And frankly they had to show and demonstrate that they could go to work. Now we start with this notion that people can go to work. And we go from there. And until seen or proven otherwise. The second thing and this is also I personally believe is a key issue for me. People started talking about Employment First as a service model. It is not a service model. It's a policy view. While yes can operate a service provider where employment is a priority. But It is not a model delivering service. It is about the notion of priorities of systems and how public dollars are being used. It's really about how public resources are being used. And then the third part of what we felt was important, applies to everybody. The days of us playing this idea of we will figure out who is and is not capable of employment are over. First of all, we are not very good at it. I can tell you from my days of doing job coaching there are lots of folks I work with who I scratch my head when I first met them and some of the easiest placements I made and we have other folks who thought were going to be easy and created a few more interesting challenges. At the end of the day we should not be judging about level of disability. As David Mank said earlier on the work of Mark Gold proved many years ago that even those folks with the most significant disabilities are capable of doing productive work and as Mark Gold says in those videos, to have a piece of the pie. So this applies to everybody with a disability, not just those with mild or moderate disabilities. Next slide please.

So where we are at currently. We have Employment First movement, now in 45 plus states. We define a moment as either an actual policy, or at least some kind of grassroots effort in that regard. If you go on the APSE website and you can look under the Employment First section we have a map which details all the different states with Employment First policies. And the movements that are underway. And it also shows the growth overtime. We have certainly seen since the mid-2000s, A few states here and there with policies and then suddenly it really started to grow. What has certainly happen with this notion of Employment First has been states have certainly seen that they want to be part of a national movement and I would say one of the things that is really been positive about this effort is that it is a national movement. And that it is resulting in different conversations in terms of priorities. At the same time we will talk about in a few minutes that there are some states that frankly haven't done a lot more. Passing a Policy was easy part, the hard part is doing the systems change. So that's where we are at though. Growth overtime has been significant. And in some ways gratifying, having a conversation and a common theme has been a critical piece of this. Next slide please.

So as we get into details of this. As we said two thirds of these efforts are directed by state policy and legislatively based. So states with an employment first policy talking about legislation passed by a state legislator body. In other cases we are talking about a policy directives possibly by the director of human services and number of areas. I think in terms of public policy, the strength of is that is always has a ruled of law and is very difficult to rescind. A policy statement is easier to put in place but it's easier to rescind. At the same time we are seeing some compromises in legislation. It's easier some times to put a piece of policy in place if it's a policy directive. So, there are pluses and minuses to both, some states have started with a

policy directive and then have gotten into legislation being an example of that so although states as well. Where they started with a policy directive and got into legislation. The nice thing about legislation is it does provide an opportunity to create awareness across legislators about these issues. Our issues have too often been hidden and I think state governments have not even been aware of the extent of the lack of employment participation of folks with significant disabilities. Nor are they aware of the number of dollars going to this issue. Legislation acts as a catalyst for creating that awareness and moving the conversation forward and getting a broad-based support. Next slide please.

>> When this gets into a little but more of the detail on this legislation, 16 executive orders so a nearly 50/50 at this point. 16 of the policies across disability, the remainder 14 have written for individuals of intellectual and developmental disabilities exclusively like in my state, Massachusetts where we have a really strong policy from our State Department but exclusively to folks with developmental disabilities. Ultimately this is going to succeed, one of my views as an advocate is it needs to be cross-disability. We need to make this a cross-disability effort. Within the world of intellectual development disabilities in some ways it seems simpler because frankly what we are talking about is folks who have been in very traditional day services, shelter work, and what we are talking about is those no longer being a priority and integrated community employment being priority. With other populations it's a little different, certainly in the mental health world. Lots and lots of folks spend their days and days in services that are not employment related. The analogy fits there but it's helpful if this focuses broadly. Also helpful in a few states focused on transition. This must include frankly transition. Employment must be a priority for those young people who are in school, if this is adults because we all know this that if they have work experience in school, and what I'm saying work experience, real work experience in typical jobs after school summer jobs just like other young people they will succeed as adults. That needs to include transition as well. As we look at these policies and not too much detail but that will be a future topic is it has been interesting to observe detail that has been there. In some cases, highly detailed very explicit well-defined employment well-defined in terms of departments involved, in terms of populations involved and frankly some of the other policy documents have said employment is a priority and is pretty much what it said and that all sounds well and good but in my view it needs to be a lot more than that if it's going to mean anything. The fact that it has grown so far and we've got 30 plus states with policies at this point and a few in the works that I know of, does speak to the broad level of interest in this and even where the policies aren't particularly strong I think it provides an opportunity for advocates to have a conversation and talk about making real changes and the second part of this, Derek will talk specifically about that. Next slide please.

Why this is different. And again to get into a little bit of detail. We are talking about employment as a first priority. In terms of why this is different. Not just employment is a good thing but it is the priority service and priority for folks. The second thing done well and this looks at all aspects. One thing we have learned over the years and I would say this, as somebody who has been doing this for 25 years. What we used to think, if we get the service providers to do a better job that would solve our problems but, what we have recognized in the past decade that this need to be an effort across all aspects of how systems operate: Funding, data, procurement, quality assurance, training staff development the list goes on and on. This is

complex work. And complex to implement. To do it will but it does need to be that cross disciplined approach if you are going to make significant change in systems and ultimately in the lives of people with disabilities, and I do not want to hesitate part of the folks with disabilities and their family members need to be partners in the us and part of this is changing their perspective on employment as well. So it's not only services system but the folks who are receiving services. Ultimately this needs to be a systems approach. It can have a great efforts starting grassroots but the system must eventually adopted. Employment versus more than just an advocacy it needs to be a system adopting this concept as a priority. Next slide.

>> And lastly as I wrap-up this section here I think this is the key here. There has been lots of activity in terms of Employment First. But as a great basketball coach said never mistake activity for achievement. It's one thing to have policies and lots of people saying we believe in this and that but if it's not making the difference in lives of folks with disabilities in terms of getting them a paycheck in getting them in a community and fully side-by-side with everybody else it is just a lot of talk. And I think for too long there is been a lot of just a lot of talk in terms of these issues. All working very hard at moving the needle but we've got to really focus on what will make a difference here. That is what is critical if we we're going to make Employment First a reality and really make change. Next slide.

Oh a poll. Ready for a poll. So we will throw the poll up on the screen. So what we would like folks to do is for attendees only, is for attendees to check how would you best describe Employment First in your state, Employment First as a system reform, the impact of significant reform moderate level of activity, Employment First has been a lot of talk but very little actual action, or you are not aware of any Employment First in your state. Pick the one that best applies to your state out of those four options and give folks a second. How are we doing on results? People still voting? >> It is done with the voting. Do you want me to read the results? 13% Employment First has resulted in significant system reforms. 40% Employment First moderate level of activity, 30% Employment First has been lots of talk but very little action in and 8% person I am not aware of Employment First activity in my state.

>> Great. Next slide up there. Great. What we want to do now is engage in a little bit of dialogue among the presenters. Based on those results. Where we are at. Where we are going, and what is getting in our way in terms of making this a reality. Those results speak to the issues where we've got when you've got a significant portion of folks saying lots of talk but not seeing a lot of action. That is concerning although not surprising to be quite honest. So I'll start with Derek in terms of thoughts and what you see movement going and where do see where we are getting stuck? >> Thanks David. Those results are interesting. I also thought they were what I predicted. It was interesting. Clearly I agree with those 100%. I think there is a lot of stuff going on right now. Somewhere between a lot of talk to some pretty good action. When I think about where we are, a couple places where I see difference between some significant action to some less differentiate action. Where I see the most differentiate is around action. Employment first is almost state vision with little needs of what that looks like as far as systems and the expectations of system and then how that it might result in a change. I think those states in particular that are doing moderate or significant actions or activities in this area I would bet have articulated items that detail the vision of expectations. Those actions tend to be related to the

expectations of the service. What should they be expected to do and what on the ground what does that look like; data collection, other options, mix of services available in the state. That's where I tend to see most of the initiation between states or broad talk. >> Make any comments?

>> This is David Mank. I find it encouraging that 92% of people that were participating are saying they are seeing something happen in their state. That is a big number. I would draw attention to the situation that we have now where the environment we are now operating in with Employment First is changing and major events in the last two years. Even 18 months that are really important to Employment First. I think Derek used some of these. The first is the Home community-based settings rule that doubles down on full integration, self-determination, clear choices and how you spend your day and who you spend your time with. And second which was just announced in September, that CMS is interested in performance-based payment options for employment using Medicaid waiver money. This is a first, CMS saying they will use performance-based payment options is important. I believe that in part at least if we change the money, we change one important part of the system. Third, even while there is been discussion to sub minimum wage we also need to be aware that there is been the legislation proposed both the Senate by Kelly Ayot from New Hampshire and from the house by Greg Harper in Mississippi. And we notice that. We also notice several states phase out sub-minimum wage. The AbilityOne program is under investigation. Derek noted the importance of the press CNN has done a couple of segments on AbilityOne, and there is also a federal investigation going on. And we know that's the contracting system that virtually requires some level of segregation. Just recently there was news last week about the Oregon's department of settlements agreement about the overuse of sheltered workshops and building out of that. That is especially important on a couple of accounts. One, it was a settlement agreement on A huge scope. Number two it expects infrastructure for implementation over a number of years, and the sixth thing, Department of Justice settlement agreement. I had a conversation with some of the attorneys for the plaintiffs. They said this settlement agreement is a high traffic news event among state attorney general's office nationwide. I think that is particularly important. And finally another important part of the environment is the passage of the workforce innovation opportunity act, and the rollout we can hopefully expect in the months ahead with that. Those are the things I would point to David. >> This is Allison. So, I think the question is where we at are and what's getting in our way? Correct? >> Yes. >> I think what is getting in our way, to echo what David said is the funding issue. We have such motion to stay in place. There's so much energy around keeping the system the way it is. To keep vocational funds going in the same direction, to keep Medicaid funds going in the same direction. I think what providers don't quite realize is that those of us with small children with severe disabilities expect a different system when they get older. And the current system is not sustainable. What is really considered very progressive in the 70s is no longer. And those of us with children with severe disabilities who are much younger, expect a very different system. The system of segregating people, giving them minimum wage, it is not going to be a sustainable system for the long-term. Those providers who are not willing to build capacity for employment services will not be able to stay in business. That ultimately really hurts the people that we are trying to serve. >> This is David Hoff. I would echo co-presenter said, we are in an era, and I think there is a lot of great groundwork that is happening at the federal and state level. But I think we are finally doing this in a very thoughtful

systematic way. And I think the pressure that Derek and David talked about the things happening. Social Security reform. All this is crating in some ways the perfect storm. What gets in the way, in some states there is a lack of leadership. Nobody has taken us on at the level and said I'm going to only us and we are going to take it on. It will go past the governor having a nice press conference. Somebody who's leading it on a day-to-day basis and keeping in front of folks. That is were advocates coming. You said however it might be. Folks out there and I think the best voices are individual disabilities and families pushing this. That's a critical that we keep this in front of folks who have said we want to be involved with this effort but it's got to be more than window dressing. And the other thing I say this in my own state of Massachusetts. Slow and steady effort. Doesn't happen overnight. We are talking about taking systems that have been grown for many years. Very old philosophies and you don't change some overnight. You need a systematic approach to it. No one magic bullet. Step-by-step. What are we address setting, you have to be an in it for the long-term. It's not just simply doing a quick proclamation or legislation being done with that. >> David Mank here. Your leadership is critical. I think you've identified a coral area, infrastructure to build the local and state capacity to implement this. Look at states, that are doing somewhat better we can identify both leadership and some sustain investment in technical assistance to keep this moving. >>If you don't mind David, let me add to that one more piece. I think we all are in agreement. There is an environment now that provides more opportunity than ever before for people. I do think we it's critical that we keep pushing the system to ensure that environment expands and more opportunity is built around there. So building their infrastructure. We as a field, as advocates need to be serious about other angle, we need to be addressing at the same time. We can raise the expectation of our system but we also need to raise the expectations of family members and individuals. If we can provide as much opportunity. But if nobody wants to go down that path, many of our systems are structured in a way and that that's acceptable and you can do what that you want, more restrictive environment. Leadership needs to go into building the expectations and change the culture that's built up for the course of decades. Across our service systems, lives can be changed. This is a time of opportunity there for the taking. I think that is an area of focus as a field.

>> What we will do for this other little part. Is talk very briefly about some of these policy and practice issues and plan to get into much more details? Derek and I want to touch base, paying attention to you as we move forward on. Next section.

>> Next slide please.

>> This is an exciting time. I think David Mank did a good job describing the broader disability rights movement and a progression from where we have been to where we are. It's important for us remember movements can move, practices evolve and that's what we are experienced over the course of these decades but at the core of the moving, the values remain constant. I laid out a few of them here. And some of those values being -- capacities and we mustn't ever forget that. Disability does not need fixing and separate is never equal. Life in the community is paramount. As they talk about the disability these values, it's important for us to recognize, my assumption on these webinars that many of us our system actors. We operate in the systems. EmploymentFirst is a Great part about us. I think it's important for us to consider a couple of rhetorical questions. Have you ever said or thought things like this? I never knew my son or

daughter or someone I support could work or do something really tough. It's a miracle that the person I support could support a regular job. As a professional, as a system actor, those are the places where we need to catch ourselves saying those things that, those comments cannot be reflection of the person but tend to be a reflection of the person saying it. And the knowledge I have about how I can help a person achieve what they want. I think Mark Gold is a visionary in this world particularly working with people significant related challenges. He pushed us to think differently. Rather than as a field blaming who is seeking support in this for not learning the task and suggesting they can't work, Mark Gold placed onus on us, of that on us as professionals. And that's really important. As professionals it is our job to unlock the environment, and the task related to the person so they can do it. The idea is the underlying value there is everybody can work and it's our job as the professionals to find what works to the person. Try another way. The purpose he did is it is in the person's fault for not understanding how to be trained. I'm not figuring out and unlocking the right suite of support for that person. We need to instead of stopping and saying this won't work, we need to be trying things different and individual practice and we need to unlock what works for people. We need to remember that as family member's friends, and self-advocates, having a disability or significant barrier to work does not predetermine trajectory in life. It does not mean you can or cannot do something. We know that people with significant challenges can run their own businesses. They can work competitively in the local businesses and leaders in their fields and their careers and it's our responsibility to advance notion that all people have strengths that can be drawn and want to work can with right support. I will hand off to David to take us home.

>> Thank you. When somebody says it's not about the money, it's about the money. I have heard this. Oh it's not about the money but it's about the money. So much of employment in my review is how resources are being used. It can be all the rhetoric in the world. How we use the dollars in particular speak volumes about the government, and the values of our society and if you look at how little money goes into employment and supports for people with disabilities. Literally billions of dollars that are spent and a trillion dollars spent annually. It's a really small amount. And also it's really a big piece of this has to be looking at how we are using existing resources and using them differently. Next slide.

So what we need to see here, I want to do something here. What you need to see is exactly what happened in the screen there. We need to see the money going from one side to the other. From shelter workshops, facility-based services, buildings, and instead real jobs that are integrated side by side, I think that's what we have to look at. And a variety of professions. One of the things what we looking at is how much money are you spending on supports for folks with disabilities? What is interesting is a lot of states can't even give you the number and what you find is they are spending a lot of money buildings and places folks with disabilities and very little on employment. I often joke with them, I think a solved your problem you take the money from point a and put them in point b. But if you put the money in employment, it'll solve your problems. It's not that simple and I recognize that. There are a lot of constituencies there that are keeping the money where it is that. Part of it will take advocacy to move the money, but we have got to move those resources. Frankly we are not in an economic environment where some states have put additional funds in there but there is not a lot more money. We need to take our existing resources and use them differently. We really need to think about this and one message I would

like for folks to take away is the need to look closely how do we use our resources and how do we use them differently. I think it's true at the individual level, provider level and state government level. One of the things, David mentioned is the workforce innovation opportunity act. One of the strength of that act is definition of competitive employment. Is very clear that they focus is on typical jobs side-by-side with everybody else. And we have had these discussions, let's define employment. I think it's very clear under WIOA, that employment is a job like everybody else. Typical employer, and making real wages. That is what a real job is. Next slide.

I think I'll clearly data is really critical. Goes without saying. If you can't measure it I'm not interested. Great quote. Frankly, we haven't done a good job of measurement in our field. We too often can't tell ourselves how many people in our systems are working or other wages. What their job retention, all of those simple numbers, at our fingertips so we can measure our system is doing. And how many dollars we're spending. Next slide.

What I have done this slide is point out -- this is by no means comprehensive but some of the areas we need to be measuring. Both individual provider level and -- wages, number of individuals in competitive integrated employment versus alternative, enclave, mobile work crews, sheltered workshops, we should have a good idea about where people spend the days and many dollars we're spending. As well. In terms of the number of dollars that are being spent as opposed to alternatives. Also we should be looking at -- from my efficacy perspective, how many people do have that are in the business payroll. I think a key indicator of quality of Employment First, my view is an advocate, it is time to move away from the world where an entity it is both the service provider and the employer. In my view it is a conflict of interest, stigmatizing, not normal, most people live their lives, so I think that is a key measurement. What funding sources are we using? Medicaid, vocational rehab funds? Mental health funds? Workforce development system funds? What sources are we tapping into? That's a key barometer making sure there is funding available. Things like cost per placement, I think we collectively need to work on are things that clear benchmarks for much did this really cost get some of the job? And then supporting someone over the long term, what should that cost per per person? And again, these are just a sampling of what is out there. Data is challenging. And John Butterworth here has done a lot of work on this. It seems simple, collecting data gets complex in a hurry. When you are trying to really look from a systems perspective. You've got to be careful about what you want to measure what's the best way to get the most accurate data input systems in place that is critical we have this data. Not only to measure our progress, but to make our case with policymakers. With legislators, we've got to have good data. Next slide please.

And I think we -- systems in place, that are looking at this. Across systems, providers, and also Washington State is the best example of this. We should move towards publicly available report cards. You can look up and see how the system is doing is able and how individual providers are doing. Transparency of data makes everybody more accountable and that's a critical piece as well. Lastly I want to wrap up here with this.

All this is well and good, but if we don't have the right values and what Derek was just speaking about, this is not going to work. A Ship in a harbor is safe but that is not what ships are built for. Folks with disabilities have the right to lives like everybody else. The beauty of Employment First is it is very clear the direction we need to go in. We really got to believe in integrated community employment folks with disabilities real jobs that real wages. If we don't have those values, and we don't believe it, this isn't going to work. And so I think the values piece has got to be critical. Changing the culture has got to be a critical piece of that. Culture eats strategy for breakfast so we've got to make sure we are changing our culture as we are changing the mechanics of what we are doing on a day-to-day basis in terms of systems and funding and the staff training and all that the values have got to be integrated into all that and a very clear vision about where we are going. Next slide please. That is it.

>> That is the end of our presentation.

>> We have a few minutes for questions. If you have questions can you please type them in the comment box?

>> There is one question. We have a bunch of questions that came in. The first question is this the first in a series of webinars? My groups I hoping to get more detail but employment for more severe disabilities? >> Yes this is the first in series and aimed at people with all disabilities. And people with all disabilities including all with those with severe disabilities. There will be a series and we will be coming out with a whole schedule for next year to address a lot of questions that people have. States will talk about their experience. With capacity for supported employment. Research, integrated day. Yes we will have a series of these and all these webinars are intended to address all people with disabilities and service providers and families. >> The next question is, have there been studies involving prospective employers and the necessary supports that we need to welcome the populations and the workforce? Some of the fear in Ohio is the employers and the ability to support the individual. >> This is Derek. I can quickly respond to that. I know there's quite a bit of research, some research around natural supports and building natural supports. Not entirely sure the direction of that question but I do think there is a decent body of literature around natural supports and building natural supports in the workplace. >> This is David Hoff, I would add on that that the best employer awareness is placing people in jobs. We need quality services quality providers who are able to go into the workforce and educate. And provide high-quality service in terms of both the individual into the employer. So I think there are some hesitancy by employers, no doubt but I think we have come a long way and I think we should be careful about assuming what employers know or don't know in the recent activity. I think what I will be honest, what we need to be selling is qualified individuals. People who can contribute to the workplace, not selling disability. That's why I'm not a big fan of big campaigns on disability we should be focused on qualified workers people contribute to the workplace. There is a fair amount of studies that have been done, I know VCU has done one and I've got a file a 50 studies on my desktop here of just employers perception of disability. Generally it's been positive, and what they say is the same thing. Once they hire one person with a disability they want to hire more. This is a good thing. >> Thank you. It looks like our time has come. If you want to wrap it up. Allison if you want to wrap it up? >> I just want to thank AUCD for hosting this webinar and thank our presenters today for taking the time and share

their knowledge. Please look forward in 2016 to our list of webinars that we will be continuing. Looking forward to next year being an exciting year for this work. And let's roll up our sleeves and get it done. And have a great holiday season and happy 2016. Thank you very much. Goodbye.