

Kansas Council on Developmental Disabilities Current Projects

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Kansas Council on Developmental Disabilities

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Activities of the Kansas Council on Developmental Disabilities

- Advocacy
 - Self Advocacy and Leadership
- Systemic/Systems Change
 - Public Policy/Inform and Recommend
 - Improvements to Service Systems
 - New Technologies/Methods
- Capacity Building
 - Support Service System Innovations
 - Support/Create New Technologies/Methods

Values

DD Act

- Integration
- Inclusion
- Productivity
- Self Determination
- Independence
- Control and Choice

Kansas Council

- Respect
- Innovation
- Accountability
- Transparency
- Partnerships

Role of the Council (State)

- Study, monitor, and report on programs
- Develop plan with assurances from the Designated State Agency (DSA)
- Make legislative recommendations to improve DD services and programs
- Report regularly to the Governor, Legislators and state agencies on progress

US Department of Labor 2010-2012

- 1/3 of working age people with disabilities are employed
- 2/3 of working age people without disabilities are employed
- 57% of youth with Disabilities not engaged after age 19
 - (not working not learning)
- People with disabilities are overrepresented in 17 of the 20 fastest declining occupations
- Recent study showed 26% fewer employers interested in applicants that disclosed a disability in cover letter

KCDD Project Search

- Last year of school for youth with disabilities
- 3 rotations in community jobs 3 months each
- Full time teacher
- Learning skills and workplace behaviors
- 70% success rate vs. 11% without
- Working 16 hours/week at or above minimum wage

Mega Trends

- ADA Olmstead (services in the most integrated setting)
- Social Security Ticket to Work Program
- Centers for Medicaid Services (Final Rule)
- Workforce Innovation and Opportunity Act
- Developmental Disabilities Act (Final Rule)
- DOL wage protection for workers (overtime over 40, minimum wage for all hours worked)
- Every Student Succeeds Act of 2015

WIOA Rehab Act

- Transfers Independent Living Centers and Assistive Technology from RSA to Administration on Community Living ACL
- Requires VR to make Pre-Employment Transition Services available
- Requires a 15% set a side for Youth Transition
- 1/2 of Federal Supported Employment to fund youth with the most significant disabilities
- Priority to those at risk of losing their jobs

WIOA Reforms

- Core Programs must Develop a single 4 Year Plan
- Must Measure Effectiveness of Service to Employers
- Third party evaluation every 4 years
- New National DOL Advisory Council
- Training and Post-Secondary Credentials
- Job seekers who are basic skills deficient and low income a priority

WIOA Major Proposals

- Increase services and supports to youth with disabilities
 - Especially those with more significant disabilities
- Integrate general workforce programs and disability workforce programs
- Define competitive integrated employment and make it the goal for all people with disabilities
- Slow the movement of youth with disabilities to subminimum wage programs
- Create an Administration on Independent Living

Post Secondary Options

- Post secondary allowed fund technical assistance to better enable individuals with intellectual disabilities to participate in post secondary educational experiences
 - Think College

KCDD Employment Grant

- Current System perfectly designed to get the results we are getting.
- Based on our current structure, what needs to change to get more employment outcomes?
- Resource 2014 Employment First Commission Report
- Workforce Innovation and Opportunity Act WIOA concepts
- Systemic Change

Employment Systems Change

- Griffin and Hammis Report
- United Health Care provides \$1.5 million
 - Joins effort for systems change 2015
 - Funded 3 new grass roots projects
- Vocational Rehabilitation End-Dependence
- Lead Center State Agency Coordination
- Disability Employment initiative Commerce

Griffin and Hammis Report (GH Report)

- Missing Tools
 - Supports Waiver
 - Self Directed Services
 - Financial Management services
 - Supported Employment
 - Education and Training
 - Benefits Counseling
 - Non-Residential Transportation
 - State Plan (I) for Behavioral Health

Missing Tools Continued GH Report

- Universal Comprehensive Assessment of Need
- Separation of individual allocation from “Rates”
- Rates need to be based on actual cost
- Supported Employment rates based on actual cost
- Universal Self-Directed Participant Services
- Consistent Well-Qualified Personnel

Employment GH Report

- Significantly increase career opportunities
 - Apprenticeships and internships
 - Support self-employment
 - Promote existing incentives
 - Fund new projects and a bi-annual summit
- Outreach to employers and champions
 - Encourage the development of additional employment incentives
- Support Employment First efforts
- Advocate for a incentive based payment system for Supported Employment Programs

Hourly Fees Based on Cost

GH Report

- No loss to the provider from the start
- Current research shows customized employment
 - 30-70 hours for discovery/job development
 - 100-250 hours employer/systematic instruction
 - 50-100 hours follow-up per year (usually paid from long-term funding)

Law and Regulation Alignment

- Social Security (Ticket to Work)
- Centers for Medicaid Services (final rule on settings)
- Developmental Disabilities Act (final rule)
- Department of Labor (final rule)
- Workforce Innovation and Opportunity Act
- Vocational Rehabilitation WIOA changes
- Every Student Succeeds Act of 2015 (ESSA)

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Employment Myths

- Architects of Life
- All it takes is Passion
- Love of the Work
- One perfect Job
- Don't know what you want
- People are Pushed
- Must be a Market
- Sense of Purpose
- Hundreds or more
- Fulfillment, Connection
Responsibility and some
Excitement