

**DEPARTMENT UPDATES  
STATE EMPLOYMENT LEADERSHIP NETWORK**

OACB Convention  
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# STATE EMPLOYMENT LEADERSHIP NETWORK (SELN)

- Joint program of Institute for Community Inclusion and National Association of State Directors of Developmental Disabilities Services
- Membership organization
- 25 State DD agencies
- States commit to improving employment outcomes for adolescents and adults with developmental disabilities
- SELN helps states enhance their capacity to develop, implement, and support effective integrated employment initiatives designed to improve employment outcomes for individuals with developmental disabilities

# BENEFITS OF MEMBERSHIP

- Self-assessment process
- On-site visits with SELN staff
- Site visit reports prepared by SELN project team:
  - Outline team's principal findings and observations
  - Provide brief overview of Ohio's DD service delivery system and policy making environment
- Assist in developing Ohio's Employment Workplan
- Access to pool of peer-to-peer consultants and trainers
- Assistance developing a data tracking system
- Monthly Network calls
- Issue papers and data notes on key topics of common concern
- Access to regularly scheduled Network events featuring leading experts on organizing, financing, and delivering employment supports to individuals with disabilities

# OHIO'S INVOLVEMENT

- DD Council Grant
- Self-Assessment
  - DODD Input
  - Stakeholder Survey
  - Site-visit
- Monthly Phone Calls
- National SELN Meeting/Alliance for Full Participation Conference
- Why now?

# STATE OF THE STATE (ICI)

Less than one quarter of working-age Ohioans with cognitive disabilities are employed.

## Employment Participation for Working-Age People (16-64)

Estimated working-age population	7,441,762
Number of people with any disability	849,154
Number of people with a cognitive disability	387,202
Number of people employed	5,037,150 (67.7%)
Number of people employed with any disability	282,953 (33.3%)
Number of people employed with a cognitive disability	94,400 (24.4%)

In Ohio, individuals with cognitive disabilities earn half the mean income of all working-age adults.

### Employment Outcomes for Working Age People (16-64)

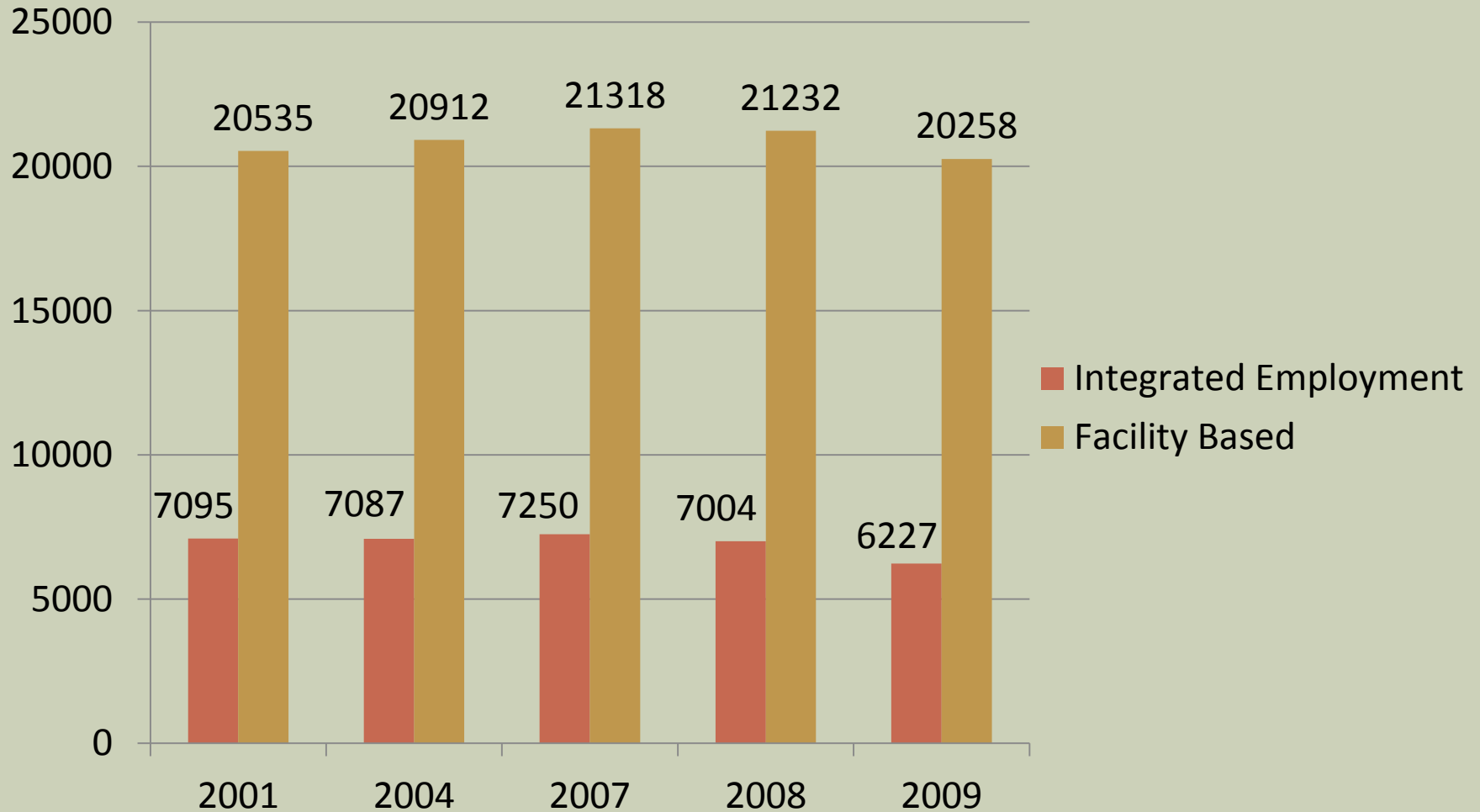
Mean annual earnings from work for working-age people (in thousands of dollars) – average of 38 hours/week	\$36.5 (18.47/hr)
Mean annual earnings from work for people with any disability (in thousands of dollars) – average of 35 hours/week	\$25.6 (14.07/hr)
Mean annual earnings from work for people with a cognitive disability (in thousands of dollars) – average of 31 hours/week	\$18.3 (11.35/hr)

Almost 40% of Ohioans with cognitive disabilities live below the poverty line – compared with 14% of all working-age Ohioans.

### Employment Outcomes for Working Age People (16-64)

Percentage of working-age people living below the poverty line	14.2%
Percentage of working-age people with any disability living below the poverty line	31.2%
Percentage of working-age people with a cognitive disability living below the poverty line	38.7%

We are serving nearly three times as many individuals in facility-based settings as in integrated employment.



Integrated employment costs an average of \$13,825/individual versus \$35,807/individual for facility-based work.

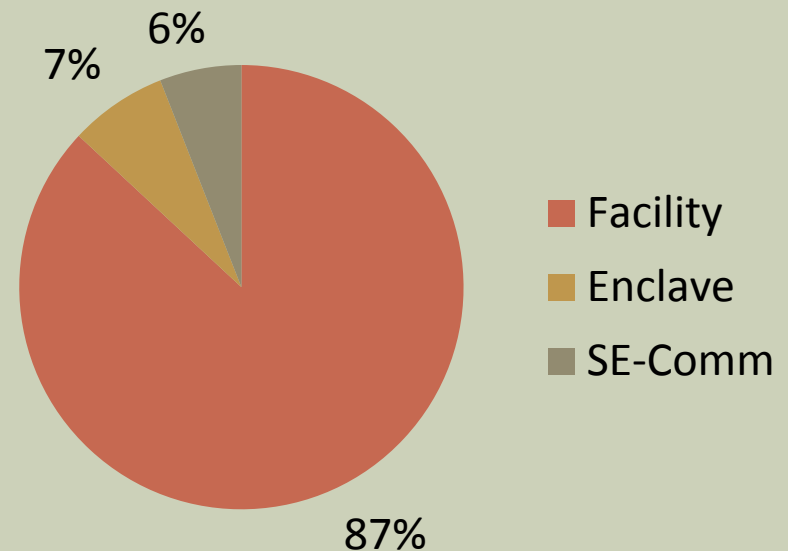
**DD Agency Day and Employment Spending by Setting  
(in Thousands of Dollars)**

Integrated employment funding	\$86,088 (average of \$13,825/ind)
Facility-based work funding	\$525,688 (average of \$35,807/ind)

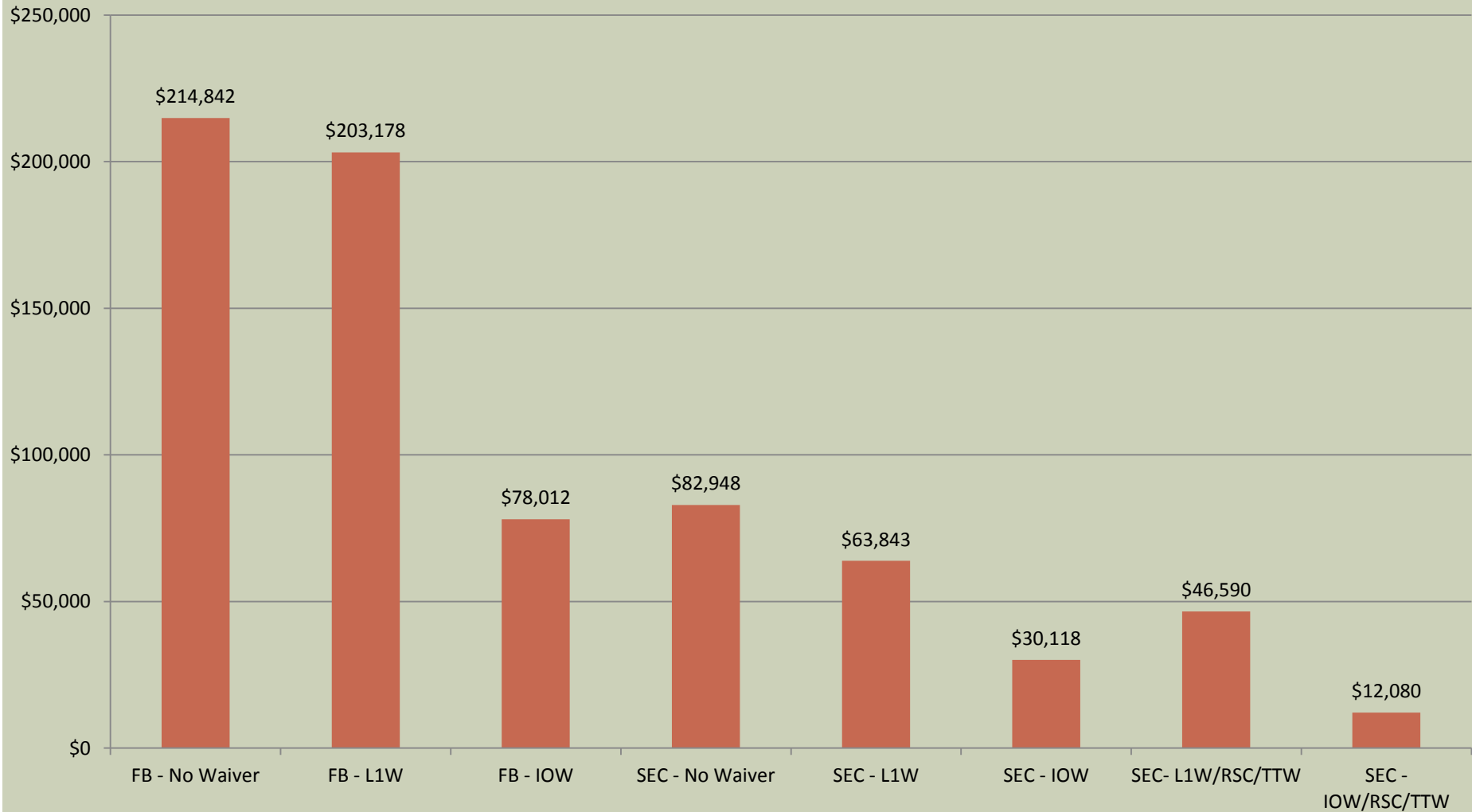
# COST REPORT DATA - 2009

- 31 CBDD spend 100% of their Adult Service Program budget on facility-based services
- 67 CBDD spend 90% or more on facility-based services
- 87 of 88 CBDD spend 73% or more on facility-based services
- 76 CBDD spend 10% or less on Supported Employment-Community

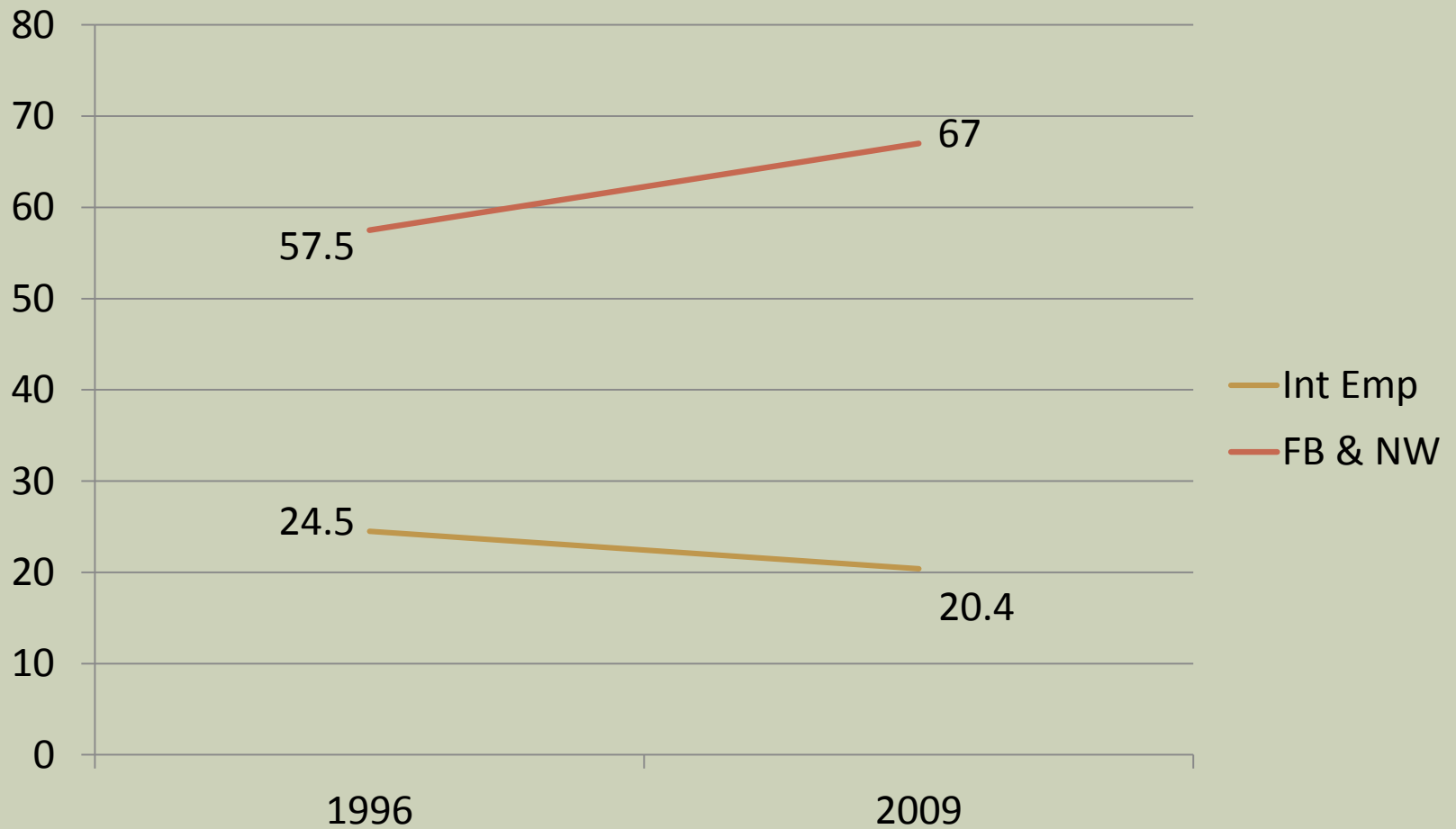
**AS Program Budget**



# SIX-YEAR COST PROJECTIONS ONE INDIVIDUAL

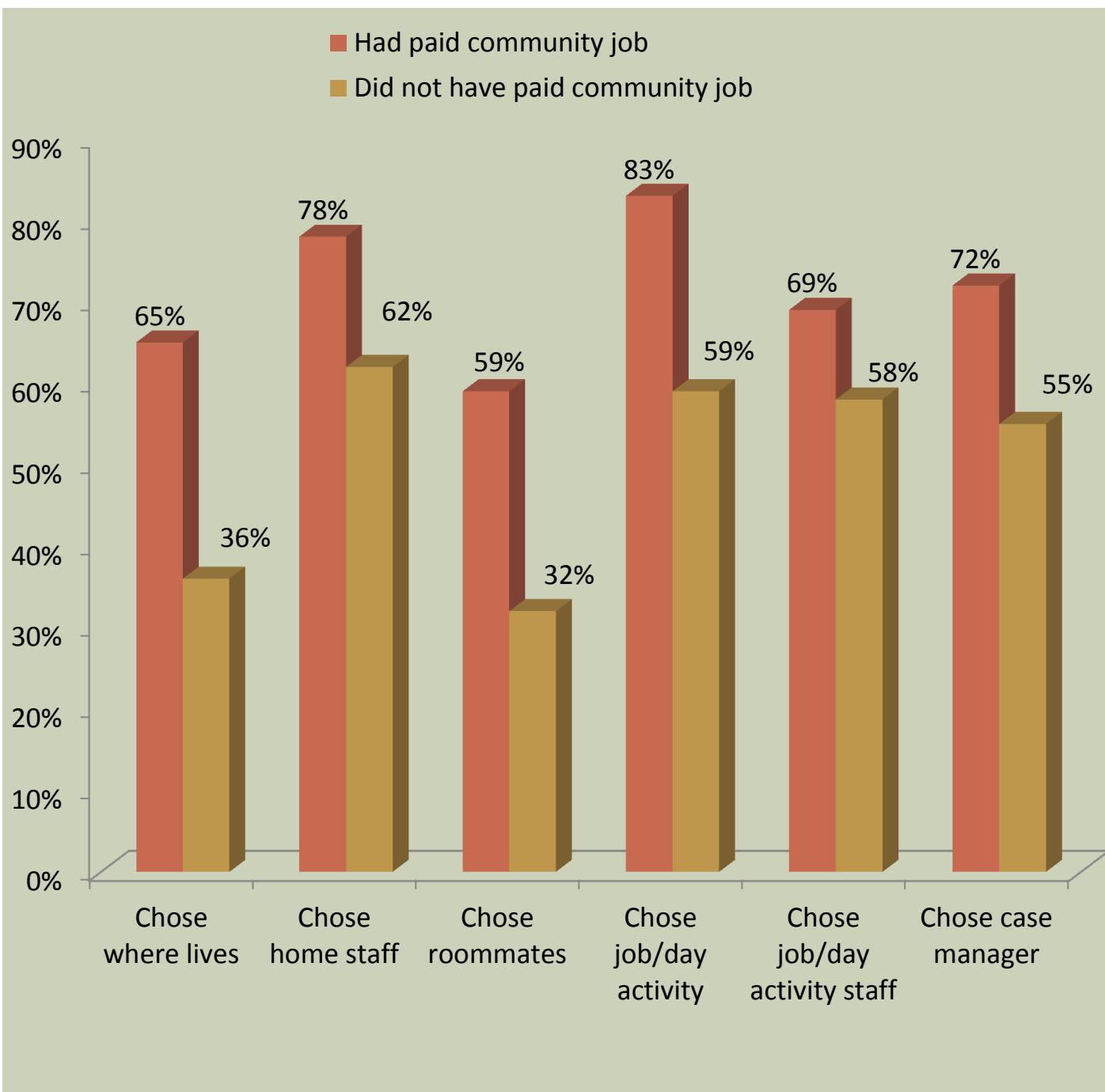


# SERVICE TRENDS



# OHIO NCI DATA

- Only 28% of respondents were in competitive employment (compared with 43% nationally);
- Only 18.4% had integrated employment as a goal in service plan, and
- Almost 53% of respondents do not have a job in the community but would like one.



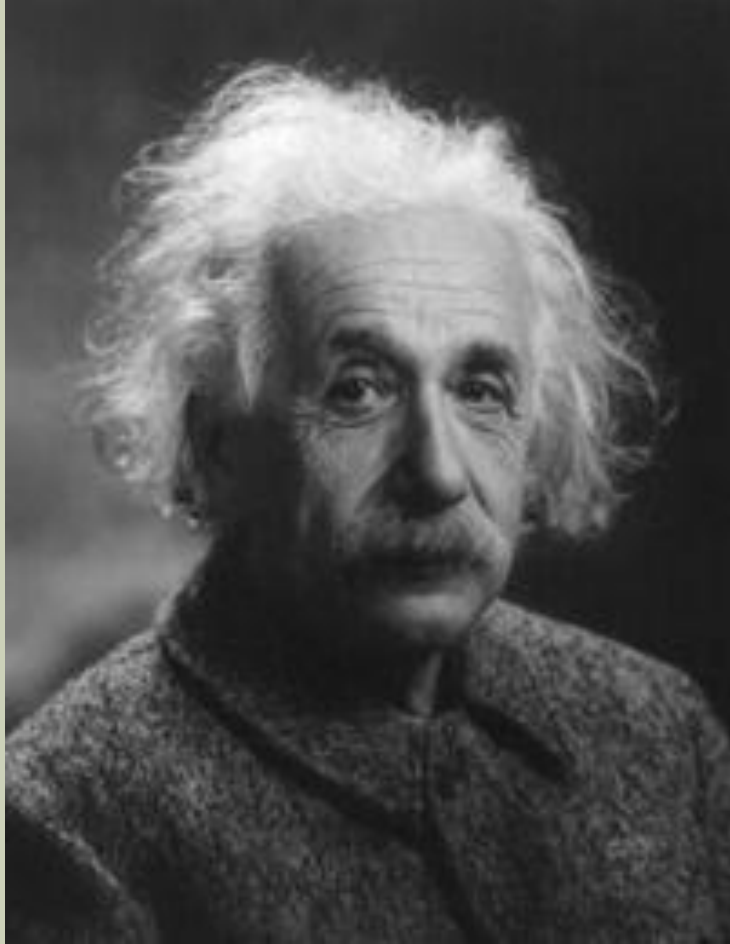
## NATIONAL NCI DATA

Quality of life indicators are higher for individuals in community employment.

Only 6.5% of Ohioans who receive SSI are working, and less than 1% of those individuals are accessing Employment and Work Incentive Programs.

### Employment and Work Incentive Program Participation SSI Beneficiaries

Total number of SSI recipients with disabilities	262,286
Number of SSI recipients with disabilities who are working	16,957 (6.5%)
SSI recipients with disabilities who received Plans for Achieving Self-Support (PASS) Benefits	24
SSI recipients with disabilities who received Impairment-Related Work Expenses (IRWE) benefits	67



“Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid.”

Albert Einstein

# SELN SELF-ASSESSMENT

- Strategic Goals and Operating Policies
- Leadership
- Financing and Contracting Methods
- Training and Technical Assistance
- Interagency Collaboration
- Services and Service Innovation
- Employment Data, Performance Measurement, QA, Oversight
- Supplemental Survey (Stakeholders)
  - 165 completed surveys
    - CB Staff – 45
    - Provider – 20
    - Family/Guard/Ind - 5
    - DODD Staff – 76
    - Other – 19
  - SELN site visit
    - DODD Staff
    - Stakeholders

# THEMES

- Ohio's structure (local control/leadership)
- Not sure/unaware/unsure (3 of 7 categories)
- Rates/rate structure
- Priorities
- Changing mindset/community
- Education
- Funding streams
- Self-advocates

# AGREE...

- DODD has an initiative around expanding employment.
- Employment is addressed in the ISP process.
- Leadership.
- Resources outside DODD are used to support integrated employment for individuals with developmental disabilities.
- Waiver service definitions establish minimum training requirements and qualifications for employment supports and job development related skills and expertise.
- Interagency collaboration.
- DODD supports and encourages innovation in employment services.
- DODD disseminates information about creative strategies to support individuals in employment.
- Person-centered career planning identifies an individual's strengths, skills, and support needs for employment.

# DISAGREE...

- Employment related staffing patterns at the state, local or regional levels (including program development and quality assurance resources) are sufficient.
- Rate and rate structures in place for individual supported or competitive employment encourage employment over other day service options.
- The state ID/DD agency provides or funds sufficient training opportunities for direct support professionals working in employment.

# NEXT STEPS

- Report from SELN
- State Action Plan
  - Leadership
  - Strategy
  - Policy
  - Funding
  - Outcome Data
  - Capacity Development
  - Innovation
  - Collaboration