State Activities to Implement Employment First as the Employment Strategy for Individuals with Intellectual and Developmental Disabilities

A Report Prepared for Kentucky’s Commonwealth Council on Developmental Disabilities

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I. Executive Summary

A grassroots movement has promoted Employment First as a strategy to integrate the employment of individuals with developmental disabilities in integrated settings within the community. We surveyed all states to determine whether they have Employment First policies, and if they do, what barriers they have faced implementing Employment First.

In 2012, 20 states had official Employment First policies. Responses from 8 states identified a number of implementation barriers, including:

- Differences in policies and procedures across agencies
- Difficulties of coordinating across agencies
- Continuing opposition to Employment First as the priority employment strategy
- Resistance among service providers
- Inadequate resources and capacity

II. Introduction

Individuals with intellectual and developmental disabilities have been consistently underrepresented in the general workforce (Research and Training Center on Community Living, University of Minnesota, 2012). In order to increase employment for people with intellectual and developmental disabilities in integrated settings within the community, a grassroots movement framed as Employment First gained momentum nationally in the past decade and is continue to gain momentum (Employment First Resource List, 2012).

The term Employment First does not have a universal definition, but a general theme is that employment in the community is the first or primary service option for individuals with disabilities. The Association of People Supporting Employment First (APSE), in an effort to provide a standard definition for Employment First, defines “Employment” and “Employment First” as follows:

“Employment”: working in an integrated setting, where people with disabilities work alongside other employees who do not have disabilities and where they have the same opportunities to participate in all activities in which other employees participate. Employment also denotes working for at least minimum wage or being self-employed.

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“Employment First”: employment in the general workforce as the first and preferred outcome in the provision of publicly funded services for all working age citizens with disabilities, regardless of level of disability.

In addition, Employment First includes these essential elements:

- Being the first and preferred outcome for working-age youth and adults with disabilities, including those with complex and significant disabilities, for whom working in the past has been limited, or has not traditionally occurred,
- Using typical or customized employment techniques to secure membership in the workforce, where employees with disabilities are included on the payroll of a competitive business or industry or are self-employed business owners,
- Where the assigned work tasks offer at least minimum or prevailing wages and benefits,
- And where typical opportunities exist for integration and interactions with co-workers without disabilities, with customers, and/or the general public.

As an emerging policy movement in the disability field, many states, most led by their Developmental Disability Councils (http://www.nacdd.org/) and/or their APSE Chapters (http://www.apse.org/), are exploring, experimenting with, or implementing Employment First policies and practices.

In 2012, twenty states have official Employment First policies (Employment First Resource List, 2012). Seven states have passed legislation: California, Delaware, Kansas, Pennsylvania, Virginia, Utah, and Washington. Thirteen states have an executive order, policy directive, or similar policy statement in place. Those states are: Arkansas, Colorado, Connecticut, Louisiana, Maine, Maryland, Massachusetts, Missouri, New Jersey, Massachusetts, Ohio, Oklahoma, and Tennessee.

Arkansas, Delaware, Kansas, Maine, Michigan, New Jersey, Virginia, and Utah’s Employment First policies focus on people with various forms of disabilities, whereas the remainder of states (California, Colorado, Connecticut, Louisiana, Maryland, Massachusetts, Missouri, Ohio, Oklahoma, Oregon, Pennsylvania, Tennessee, and Washington) has policies that aim to assist people with intellectual and developmental disabilities only.

In addition, fourteen states have Employment First initiatives and efforts underway, but do not yet have official policies: Florida, Georgia, Illinois, Indiana, Iowa, Michigan, Minnesota, New Mexico, New York, North Carolina, North Dakota, Rhode Island, Texas, and Wisconsin.

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2 http://www.employmentfirst.net/
III. Employment First Goal and Core Principle

National APSE has prepared an Employment First toolkit\(^3\) and the State Employment Leadership Network (SELN) has put together an Employment First Resource List\(^4\) “to better inform, encourage, guide, and offer technical support to its state chapters as well as other employment leadership groups interested in advancing Employment First initiatives in their own state”\(^5\).

The principle goals of Employment First are to:\(^6\)

- increase expectations about the employment potential of youth and adults with disabilities, including those with complex lives for whom competitive employment has been very limited
- develop a unified national, state, and local public policy agenda and framework
- promote (re)investment of public resources to increase opportunities and access
- implement policies and practices that educate job seekers about possibilities and encourage employment as a real choice
- increase the employment participation rate of Americans with disabilities in the workforce
- promote economic prosperity of vastly unemployed and underemployed Americans with disabilities.

And core principles of Employment First are:\(^7\)

- High unemployment and low employment participation rates of citizens with disabilities in the workforce are unacceptable.
- Access to “real jobs with real wages” is essential if Americans with disabilities are to avoid lives of poverty, dependence, and isolation.
- With the right policies and practices, working age youth and adults with disabilities can work in jobs fully integrated within the general workforce,

\(^3\) [http://www.apse.org/docs/FINAL%20Employment%20First%20Paper%20101.pdf](http://www.apse.org/docs/FINAL%20Employment%20First%20Paper%20101.pdf)
\(^5\) [http://www.apse.org/employmentfirst/keypoints.cfm](http://www.apse.org/employmentfirst/keypoints.cfm)
\(^6\) [http://www.apse.org/employmentfirst/keypoints.cfm](http://www.apse.org/employmentfirst/keypoints.cfm)
\(^7\) [http://www.apse.org/employmentfirst/keypoints.cfm](http://www.apse.org/employmentfirst/keypoints.cfm)
working side-by-side with co-workers without disabilities, earning minimum wage or higher.

- Employees with disabilities often require assistance and support to ensure job success just like everyone else. The issue is the degree of support and people who want to work should have access to necessary supports necessary so they can contribute and succeed in the workplace.

- All citizens, regardless of disability, have the right to pursue the full range of available employment opportunities, and to earn a living wage in a job of their choosing, based on their talents, skills, and interests.

- Implementation of Employment First principles must be based on clear public policies and practices to ensure employment of Americans with disabilities within the general workforce is the priority for public funding and service delivery.

- Inclusion or exclusion of the specific term “Employment First” does not determine whether a public system or agency has adopted Employment First principles. Such a determination can only be made in examining whether the underlying policies, procedures and infrastructure are designed for and ultimately result in increased integrated employment outcomes in the general workforce for Americans with disabilities.

More helpful tips and recommendations about how to build successful Employment First policy initiatives and policies can be found in “APSE Employment First White Paper”8.

IV. Barriers to Implementing Employment first

Employment First policies vary greatly among states. Some leading states, such as Washington and Tennessee, have comprehensive, formal policies in place. Others, like Illinois and Iowa, have initiatives and/or directives in place aiming to expand the use of the Employment First approach, but no formal policy language per se. In terms of the effort to promote Employment First tasks, states like Georgia, Florida, and Kansas have put up websites to educate people about Employment First policies. These websites provide information, such as legislative updates, training materials, and committee meetings and workshops for individuals with ID/DD. By comparison, some other states have not designated a specific website to promote public awareness about Employment First tasks. In addition, many states have plans about

how to accomplish Employment First goals; one area where information is lacking across the board is how well states have implemented those plans.

In order to address this issue, we developed an email survey (see Appendix A for survey questions) to obtain the information on implementation and barriers to implementation of the Employment First initiatives. We emailed state Council on Developmental Disabilities (CDD) and state I/DD Agencies. We have gathered 21 responses, a 42% response rate. The report omits the states that do not have an Employment First Policy/Initiative in place, however, Nevada and Wisconsin are included in the report since they are either making an effort to make Employment First policy happen or they provide some valuable comments regarding the Employment First policy.

The survey revealed that, as with many policy initiatives, states pursuing Employment First policies have confronted a variety of implementation barriers. These range from ongoing opposition to Employment First as the priority employment strategy to resistance among service providers to conflicting policies and procedures among implementing agencies.

Kansas offered the most complete catalogue of barriers to implementation, including:

- Competing priorities within and between current systems
- Disincentives to integrated employment
- Lack of capacity for implementation (multiple elements)
- Lack of access to effective, professional, supported employment services statewide.
- Misperceived focus on developmental disabilities only and not all disability groups.
- Lack of information to agencies about Employment First Law
- Policies not fully in sync with Employment First Law within agencies.
- Mechanism not in place to assure congruency in policy across different service systems.
- Confusion among state agencies as to their role and responsibilities.
- Logistical challenges associated with liaison appointments and authority.
- Transportation is required to get and keep a job. However, this is lacking in most communities.
- Agencies lack clear and meaningful benchmarks to identify and track outcomes related to Employment First.
• Agencies use of minimum compliance to law and program requirements inhibits the effectiveness of services.
• Emphasis on the status quo and not establishing new goals and benchmarks.
• Stakeholder groups are inconsistently working together in a strategic manner for the purpose of implementing Employment First.
• Not all necessary constituency stakeholders are effectively engaged with state agencies regarding Employment First.
• All stakeholders are not receiving information in a useable and meaningful method and format.
• No viable method currently exists of consistently and systemically collecting, sharing, and tracking employment outcome data across systems and across relevant state agencies.
• Realignment of state agencies and other issues have made full implementation of the act difficult and limited the ability of all relevant state agencies to show concrete, measurable progress proving successful implementation of the act.
• Depending on the Goal or Objective, upwards of 50% of the relevant state agencies have not provided data or information to the Commission to prove successful implementation of the various Goals and Objectives established pursuant to this law. Until this happens, a significant barrier will exist to fully implementing the Employment First law.

Maryland identified several barriers:
• First, although DDA remains committed to Employment First, the vision is not translated into policy or practice.
• In addition, vacancies at DDA, especially the position responsible for employment and other pressing priorities at DDA that take precedence over employment have stunted the implementation process.
• Training and technical assistance is also in shortage.
• Low wages of support staff and high turnover rate of staff also create difficulties for implementing the policy.
• Lastly, best practices in job support and job development are not consistently implemented.

In Missouri, data collection, overcoming myths regarding the ability of people to work (in some areas only) and overcoming the fear people have of losing benefits – especially healthcare, have all been identified as barriers that DDD needs to hurdle.
Officials in Ohio identified one barrier in particular: the variance in policies and language that exists across state agencies.

Oklahoma noted that the negative perception that people with disabilities cannot work competitively is an ongoing barrier to implement Employment First.

Pennsylvania officials see the primary barrier as being lack of funding. They also noted that there is not clarity in what money is spent on employment services within certain funding sources.

In Utah, the biggest implementation challenge is coordination of the four agencies that vary significantly in terms of the services provided and the additional customers served. It is also a challenge to discuss the presence of sheltered work and recreation based day programs.

In Wisconsin, state agencies will not sign on to Employment First because they see it as being controversial and do not want to deal with the sheltered workshop culture and lobbying power. Beyond this, resistance to change and the “ease” for individuals and families of the one-stop-shop provided by workshops are huge barriers. Also, the provider network is ill-equipped to provide enough and evidence-based employment supports. Agencies each blame each other without really coordinating services.

V. State Specific Information – A National Update from APSE

South Atlantic/Gulf Coast Regional Update - submitted by Deborah Goins

Alabama APSE
Alabama APSE received grant funding from our DD Council to collaborate closely with Alabama VR and the Alabama Department of Mental Health to develop Employment First in our state. This is the second year of our grant. During year one, we held a one day Employment First conference in two locations in our state to provide a general overview of Employment First including Employment First philosophy. The overview was provided by the Washington Initiative on Supported Employment. Approximately 350 people attended these training opportunities. In July, Dr. Laura Owens presented more information at the Alabama APSE membership breakfast and how APSE can assist our state with our development and implementation. Approximately 270 individuals attended this event. We also have our Employment First website under development (www.employmentfirst-bama.org). Our plans for year two are to bring consultant(s) in from other states.

http://www.apse.org/employmentfirst/summary.cfm
that have successfully adopted Employment First policy and help us continue this movement in our state. The Department of Mental Health is strongly supporting this effort as we encourage people to move into the community into competitive employment and shift focus away from sheltered employment and day habilitation services.

By Byron White, Co-President Alabama APSE

DC APSE
The mayor of the Direct of Columbia issued a proclamation declaring DC an Employment First state on October 18th, 2012. We have had recent changes to the Home and Community Based waiver that provide incentives to providers to promote community integrated employment rather than segregated, non-productive alternatives. We have recently used MIG funds to train a cadre of trainers across the city in Customized Employment. With additional private grant funds we were able to sponsor an Employment First Summit on November 11, 2012. The chapter will provide support and momentum to the EF movement. The chapter will be the hub of the developing community of practice around EF and customized employment in the District of Columbia. We have a long way to go but we are on our way in DC.

By Genni Sasnett, DC Co-President Chapter in Development

Maryland APSE
Maryland APSE continues to participate as a member of Maryland’s statewide “Employment First” work group in partnership with Maryland Developmental Disability Administration (DDA), The DD Council, Department of Rehabilitation services, the State Employment Leadership Network, Maryland Public School System, family members, self advocates and other disability provider agencies in Maryland.

The work group has developed draft regulations for Employment First in Maryland and outcomes and definitions. Maryland Developmental Disability Administration has also developed a position statement based on the work of the collaborative statewide Employment First work group.

By Deborah Goins, MD APSE Chapter President

North Carolina APSE
In North Carolina the Employment First Initiative is gaining steam. NCAPSE has been hard at work with the NC Employment First Steering Committee to promote the Employment First Position Paper and an Employment First policy. We have gathered employment stories to highlight the successful employment of people with disabilities in North Carolina and have posted the publication on a dedicated
Employment First website. NCAPSE are partners in the development of new statewide policy and training/technical assistance processes to promote integrated employment for persons across all disabilities. Providers, the Business Leadership Network, State Vocational Rehabilitation staff, the Division of MH/DD/SAS staff, advocates, and the community have all been working together to ensure that employment is the first and preferred option for people with disabilities.

By Leigh Harrison, NCAPSE Board President

Georgia APSE
There have been many opportunities for GA-APSE members to engage in this state around EF initiatives. The State of Georgia, in conjunction with the Georgia Mental Health Consumer Network, obtained a grant to educate Certified Peer Specialists about the principals of Individual Placement and Support, and other SE basics. Over 150 individuals were trained in IPS, SE, and what EF means. Doug Crandell, GAPSE member, and I assisted with this process.

There is an office of Employment First in GA, and GAPSE has been very fortunate to have the Director of EF Georgia as a member of our Board. Nancy Brooks-Lane has been instrumental in assisting both individuals, and organizations to become aware of the principals of EF (G).

By Debbie Walker-Lass, President GA-APSE Chapter

Great Plains Regional Update-submitted by Chaz Nickolaus

New Mexico APSE
NM-APSE has promoted employment first by supporting people from diverse cultures and with a broad range of capacities to share their success stories. People in supported, customized and self-employment speak to job seekers, community members, families, human service professionals and businesses. We spotlight good employment outcomes and participants feel pride, self-empowerment and excitement about their work. Others are inspired and motivated to find the best possible job match. Well over 50 individuals have presented to audiences as large as 60 people.

By Robert Mazzola, NM APSE President

Nebraska APSE:
The Nebraska Alliance for Full Participation has been carrying the official "ball" involving employment outcomes for people with disabilities in Nebraska. Their stated goal is to double the employment rate for people with developmental disabilities by 2015.
Nebraska APSE is a member of this coalition & has collaborated by sharing members, employment data, & information about other states & national employment 1st efforts. NE APSE has acted as the fiscal agent for a grant from the NE DD Planning Council. The grant helped kick off the NE AFP & their employment mission. I have attached updates of the Alliance’s work, brochure, & webinars hosted.

I hope these documents are helpful in summarizing the work of the Alliance to advance employment outcomes for Nebraskans who experience developmental disabilities.

*By Linda Kallhoff, NE APSE President*

**Northeast Regional Update -submitted by Bryan Dague**

**Maine APSE**
The Maine chapter of APSE was a founding member of Employment First Maine (EFM) in August, 2011. Since that time, Maine APSE board members have been active members of a cross-disability coalition committed to realizing Employment First in Maine.

EFM is comprised of a wide range of members representing individuals with disabilities, including the statewide self advocacy network, Speaking Up For Us (SUFU) and the Consumer Council System of Maine; family members; representatives of the Maine Departments of Labor, Health and Human Services, and Education; Maine APSE; providers; the Maine DD Council; Disability Rights Center; Center for Community Inclusion and Disability Studies; and, Syntiro. Five of the most active members of EFM are Maine APSE board members!

Maine sent a large team to the Alliance for Full Participation in November 2011 following a series of planning meetings. Subsequently, the AFP team presented to the annual membership meeting of Maine APSE in January.

EFM has completed a number of activities designed to promote EF policies and practices in Maine. We completed the AFP scorecard and a formal action planning process facilitated by Maine Bureau of Rehabilitation staffer Karen Fraser.

EFM submitted a proposal to ODEP in the spring of 2012 to become a protégé state but we were not funded. However, EFM representatives have been active in the ODEP EF Community of Practice and three representatives from EFM will be participating in the ODEP Employment First meeting in Long Beach, CA on November 27-28, 2012.

EFM has been meeting at least monthly for over a year and a subcommittee on legislation has met frequently this summer and fall to draft legislation for submission to the Maine Legislature in January 2013. The initial draft legislation was widely distributed throughout Maine’s work supports, rehabilitation and advocacy communities via a website that accepted comments. The comments
received contributed to the final draft of the legislation for which we are currently seeking sponsors and co-sponsors.

The Employment First Maine Act would require that state agencies that provide or fund services and supports to persons with disabilities shall provide, as the first and priority service option, integrated, community-based and/or customized employment as a core component of the service delivery system.

The proposed act requires all relevant state agencies (Education, Labor {Bureau of Employment Services and Vocational Rehabilitation}, and DHHS {Medicaid, Aging and Disability and Substance Abuse and Mental Health}) to coordinate their efforts and share data whenever possible in order to track progress. State agencies shall, when necessary, adopt rules and regulations to implement the Act to assure that employment is a core component of services.

The Act further proposes to formally establish Employment First Maine, whose single purpose would be to ensure implementation of the Act. Employment First Maine, once passed, will review measurable goals and objectives as submitted to it by each relevant state agency to ensure implementation of the Act. Employment First Maine will track the measurable progress of relevant state agencies in implementing the Act and prepare an annual report that details progress made toward the goals and objectives as well as strategies, capacity building activities and policies to help realize greatly improved employment outcomes for Maine citizens with disabilities.

Employment First Maine will serve as an advisory council to and oversight of, the implementation of this Act by Maine Departments of Education, HHS, and DOL. The Disability Rights Center has agreed to host Employment First Maine and provide accessible space, resources, staff support and travel and accommodations for members with disabilities consistent with the priorities of their federally funded programs for which employment is a priority.

For more information on EFM, please contact Debbie Gilmer, President, Maine APSE at gilmer@maine.edu or Betsy Hopkins, VR Director at betsy.hopkins@maine.gov

By Debbie Gilmer, Maine APSE President

Pennsylvania APSE
The Pennsylvania Association of People Supporting Employment First, PAAPSE, is committed to jobs, careers and everyday lives for people. We’re a political voice, a voice of conscience, and a voice to advance outcomes based practice. We’re a voice of change.
Frustrated as we are with the state of the art of employment first in our state, we’re resolute in the struggles ahead. We know that employers, people and families, and the community need to step up. We’re tired of letting service systems define people’s lives and we’re committed to changing this.

The Pennsylvania APSE Board is planning a retreat and PATH planning process to establish our PATH for the next three to five years. We’ll be deciding how PAAPSE assists people realize the careers and job opportunities they deserve. Our PATH will be facilitated by Shauna Roman and Jill Gromen of Networks for Training and Development, Inc, both experts in this process and employment support. We’ll be expecting participation of 35 - 40 people, including 8 state officers/board members.

By PAAPSE Officers and Board

West Coast Regional Update - submitted by Jaimie Laitinen

Washington APSE
In Washington over the last legislative session, WA APSE and other disability organizations worked to get an employment first bill passed through the WA State Legislature SB 6384 this legislation requires that consumers access employment services for six months before accessing community access services. You can learn more about SB 6384 here: http://www.communityemploymentalliance.org/inthenews.html

We have worked with other employment providers in the state to create more supported employment options in our state. On the western side of the state In King County there is a model program with Seattle City Hall where fifty people with I/DD are currently working in different departments across city government. Seattle City Council has recently approved fifty more positions. Folks working in these jobs are working mostly full time and are making very competitive wages. http://mayormcginn.seattle.gov/50-new-positions-for-supported-employees/

On the eastern side of the state in Spokane County to support employment of people with I/DD, the 9th annual Hire Ability Day luncheon was held in October. Over 150 employers came to the luncheon this year and heard King County Executive Dow Constantine talk about supported employment. Also 23 employers participated in Morning on the Job, an event where consumers went out to a job site to shadow a job. Since its inception in 2004, Hire Ability day has led to 50 job placements in new business in our community. You can find more info on hire ability day at www.hireabilityday.org

By Jaimie Laitinen, Delegate Chair

Oregon APSE:
State Leadership/Interagency Collaboration Representatives of the State DD Office, VR, Education and the DD Council are the interagency leadership team for strategic planning and Employment First implementation with the support of an ODEP grant awarded in April 2012. This grant provides support and national
expertise as Oregon moves forward in 2013 with essential rule, rate, policy and practice changes. Additional focus in the last year has also been upon response to Lane vs Kitzhaber and the retirement of two ODDS employment leaders. Effective December 2, 2012, Julie Huber will serve as Oregon’s Employment First Coordinator. She brings to the position several years experience with Tennessee’s initiative.

**Increased Capacity/ Training and Technical Assistance** The Oregon Employment First Policy is being supported through a variety of implementation activities including: initiation in September 2012 of the Oregon Employment Learning Network (OELN) - a cohort of over 50 Employee Specialists and 30 Organizational Change Leaders. They will be meeting through FY 2013 to learn skills, discuss, plan, and strategize on how to increase the numbers of individuals in community employment. In addition to the training for Employment Specialists built into the OELN, there are over 20 webinars and in-person open training events scheduled through June 2013. Beyond what the State is doing, the Oregon Council on Developmental Disabilities is sponsoring training to teach families how to facilitate person centered planning. We also now have 11 Employment First Local teams including advocates, VR, schools, family members, provider agencies, and community members that discuss and engage in projects and activities locally to promote employment. Employment First email messages go out statewide at least monthly with information, resources, stories, and news. And, finally, we have a new website, [www.employment-first.org](http://www.employment-first.org) which is currently being developed to share information about all of the above and more.

*By Tara Asai, OR APSE President*

**Colorado APSE:**

Colorado has been an Employment First state since February, 2001 when Colorado Division for Developmental Disabilities (DDD) Rules and Regulations governing day services stated “Integrated employment should be considered as the primary option for all persons...” What we have found since then is that an Employment First policy is inadequate to assure the expansion of integrated employment opportunities. Colorado has continuously declined in the percentage of and actual numbers of people with IDD employed in integrated settings over the past decade. Adequate technical assistance and training is also essential. We have had access to technical assistance and training. Our problem has been inadequate rates. Our average VR cost per closure into supported employment for people with IDD is 47% of the national average according to our SELN Colorado findings report. The Colorado DDD also requires face-to-face follow along services, which does not cover the cost of doing business. These are problems that supersede the issue of Employment First in Colorado.

*By Bob Lawhead, CO APSE Member*

In addition to those information provided by APSE, the Department of Labor also funded an Employment First Leadership Mentor Program (EFSLMP).
Washington state has been selected to participate in the EFSLMP as the mentor state for protégé states Iowa, Oregon and Tennessee.

Each state will receive funding to assist them to develop and implement their strategic plan and will have access to on-site, customized technical assistance from national subject-matter experts to help them achieve their goals. In addition the states will be able to discuss their progress with other states who are working in this area through regularly scheduled Community-of-Practice teleconference calls.

More information is available from Department of Labor's website, [http://www.dol.gov/odep/media/newsroom/employmentfirststates.htm#UN4hflbOaj](http://www.dol.gov/odep/media/newsroom/employmentfirststates.htm#UN4hflbOaj)
Appendices: General and State Specific Information on Employment first


Appendix A: General Information on Employment First

1. APSE PUBLICATIONS
   a. APSE Employment First Website Section: Section of website devoted to Employment First with array of information and resources - www.apse.org/employmentfirst
   b. APSE Employment First Statement: Statement outlining principles of Employment First - www.apse.org/employmentfirst/statement.cfm
   d. APSE Connections-Employment First: Article from JTPR APSE Connections advocating a national Employment First agenda

2. Alliance for Full Participation: The Alliance for Full Participation (AFP) site contains a number of Employment First documents and updates from various states on their Employment First activities - www.allianceforfullparticipation.org


7. ODEP-USDOL
   b. Employment First Memo: January 2009 memo from the US Department of Labor Office of Disability Employment Policy stressing importance of Employment First


**Appendix B: State Specific Information**

1. **ARKANSAS:** Governor’s 2010 Executive Order establishing the Arkansas Employment First Initiative - www.arkdisabilityrights.org/doc/eo_1017.pdf

2. **CALIFORNIA:**
   b. CA Legislation (passed): Text of AB 287, California’s legislation on Employment First, signed into law in October 2009, establishing Employment First Committee, and calling for the establishment of an Employment First Policy - www.leginfo.ca.gov/pub/09-10/bill/asm/ab_0251-0300/ab_287_bill_20091011_chaptered.pdf
d. **CA Legislation (proposed):** Information on AB 254, legislation that would establish an Employment First policy in California, including original legislation introduced in 2011, amended bill from 2012, and analysis -
www.legislature.ca.gov/cgi-bin/port-postquery?bill_number=ab_254&sess=CUR&house=B&author=beall

3. **COLORADO:** Colorado Division for Developmental Disabilities rule 16.626 stating that integrated employment is considered the primary service option for adults Day Habilitation Services and Supports -

4. **CONNECTICUT:**
   a. **CT Employment First Policy:** Employment First Policy issued by Connecticut Department of Developmental Services issue in April 2011 -
   
   b. **CT Policy Regarding Employment as a Priority:** Companion to April 2011 Employment First policy regarding implementation steps in individual planning process:
   
   c. **CT DDS Newsletter:** Connecticut Department of Developmental Services self-determination newsletter discussing state’s Employment First efforts -

5. **DELAWARE:**
   a. **Delaware Legislation (passed):** Text of House Bill 319, Delaware’s legislation on Employment First, signed into law in July 2012 -
   
   b. **Delaware Employment First Statement:** Statement from Delaware Division of Developmental Disabilities Services on Employment First -
www.dhss.delaware.gov/ddds/emp_first.html
   
   c. **Delaware DDDS Newsletter:** Newsletter from Delaware DDDS with further details on Employment First -
www.dhss.delaware.gov/ddds/files/learn_curve_june09.pdf

7. **GEORGIA**: Employment First Georgia Website - [www.employmentfirstgeorgia.org](http://www.employmentfirstgeorgia.org)

8. **ILLINOIS**:

9. **INDIANA**:

10. **IOWA**:
    b. **Iowa Employment First Initiative Summary Points**: One-page summary of rationale for Employment First in Iowa

11. **KANSAS**:

b. **Kansas Employment First Website:** Website with information on Employment First efforts in Kansas - [http://employment1st.org](http://employment1st.org)


d. **Kansas Employment First Initiative Work Group Information:** Information from the work group that undertook the initial Employment First efforts in Kansas - [http://www.apse.org/docs/aaaemployment_first_work_group_initial_report.pdf](http://www.apse.org/docs/aaaemployment_first_work_group_initial_report.pdf)


f. **Kansas Executive Orders:** Executive orders from the Governor of Kansas issued August 2010, related to employment of individuals in the community


13. **MARYLAND:**


   b. Employment First Overview: Overview of Maryland’s Development Disabilities Administration Employment First initiative - [www.reinventingquality.org/docs/ColleenGauruder-08.pdf](http://www.reinventingquality.org/docs/ColleenGauruder-08.pdf)


14. **MAINE:**
a. Employment First Maine Act: Draft Employment First legislation -
www.employmentforme.org/employment_first/index.html

b. ME Employment Policy: 2010 Maine Department of Health and Human Services Employment Policy, indicating that all individuals are presumed able and have the opportunity to work -

15. MASSACHUSETTS:

a. MA Employment First Policy: 2010 policy issuance from Massachusetts Department of Developmental Disability Services -

b. MA DDS RFQ: Excerpts from 2009 Massachusetts Department of Developmental Disability Services service provider solicitation, highlighting a shift in Massachusetts to an Employment First Policy

16. MICHIGAN:

June 2011 Bureau of Community Mental Health Services Employment Works! Policy placing priority on integrated employment for individuals with serious mental illness and development disabilities, intended to form the basis for a future Employment First policy -
http://www.michigan.gov/documents/mdch/FY09-10MAContractwithallattachments_312218_7.pdf (pp.310-312 - Attachment C6.8.7.1)

17. MINNESOTA:

a. MN Employment First Summit Reports: Reports from MN Employment First Summits I, II, III, IV, -
   www.mnapse.org/employment-first

b. Minnesota Employment Policy Initiative Website: www.mn-epi.org/main

18. MISSOURI: January 2011 Employment First Policy, issued by the Missouri Department of Mental Health, Division of Developmental Disabilities –
www.dmh.mo.gov/docs/dd/employmentpolicyfinal.doc

19. NEW MEXICO Webinar: “Making Employment First a Reality in NM” webinar and text -
www.health.state.nm.us/DDSD/meaningfullife/EmployFirstRsrcs.htm

20. NEW JERSEY Governor’s April 2012 press release announcing that New Jersey is an Employment First state -
http://lwd.dol.state.nj.us/labor/lwdhome/press/2012/20120419_employment_first.html
21. NEW YORK:


22. NORTH CAROLINA:


b. NC APSE Article: Article from North Carolina APSE calling for an Employment First Policy


24. OHIO:


include waiver (Employment First reference on p. 76), Employment First Form, and PowerPoint providing overview of SELF Waiver - http://odmrdd.state.oh.us/medicaid/Pages/Self-Empowered-Life-Funding-(SELF)-waiver-.aspx

25. OKLAHOMA DDS Employment Policy: Oklahoma Developmental Disabilities Services employment policy, stating that the optimal goal of waiver services is full-time employment in the community - www.okdhs.org/library/policy/oac317/040/07/0001000.htm

26. OREGON:
   b. Oregon DDS Employment First Initiative: Includes information on Oregon’s Employment First Initiative - www.dhs.state.or.us/dd/supp_emp/initiative.html
   d. Oregon Employment First Plan: Plan developed for implementation of Employment First in Oregon - https://www.sidestreetshop.com/stores/195/libraries/articulate/wise_or_ef_recommendations_paper_1_28_2011_final_w_o_copyright_notice_1_.pdf
   e. Oregon Employment First Initiative Website: http://employment-first.org

27. PENNSYLVANIA:
   c. PA Employment Policy – ICFs/MR: 2005 policy document from Pennsylvania Department of Public welfare on supporting community employment for individuals living in Intermediate Care Facilities for
Individuals with Mental Retardation, indicating community employment as a priority without regard to level of disability –
www.temple.edu/thetrainingpartnership/resources/mrBulletins/icf/00-06-08.pdf

d. PA Employment Policy – 1990: 1990 policy document from Pennsylvania Office of Mental Retardation directing that community employment be considered as a service option before less integrated, more restricted options –
www.temple.edu/thetrainingpartnership/resources/mrBulletins/misc/6000-90-06.pdf

28. RHODE ISLAND:

a. Employment First Summit Report: Report of Employment First Summit held in March 2010 -
www.rhodestoindependence.org/docs/final%20summary%20report.pdf

b. Employment First Policy White Paper: November 2010 paper discussing options for Employment First legislation in Rhode Island -

c. 1115 Waiver Group Report: September 2009 paper which contains initial proposal for Rhode Island to be an Employment First state -
www.ohhs.ri.gov/documents/documents09/Employymt_Wkgp_recs.pdf

29. TENNESSEE:


b. TN DMRS Employment First Statement: 2003 statement of support from the Tennessee Division of Mental Retardation Services in support of Tennessee’s Employment First! Initiative -
www.onestops.info/resources/TN_CEP/Employment_First_Final.doc


d. TN DMRS Provider Manual Excerpt: Excerpt from 2005 Tennessee Division of Mental Retardation Services provider manual regarding Employment First, and requirements for vocational evaluation (situational assessment) every three years. To find this excerpt, go to the full manual and search for “Employment First” –
www.state.tn.us/dids/provider_agencies/Provider%20Manual.pdf
e. TN Employment First Overview: Publication from the Institute for Community Inclusion providing an overview of Tennessee’s Employment First policy - www.communityinclusion.org/article.php?article_id=202


32. VIRGINIA – Legislation (passed): Joint Virginia and Senate House Resolution, passed in 2012, encouraging the Secretary of Health and Human Resources and the Superintendent of Public Instruction to adopt and implement Employment First practices in providing and coordinating services to Virginians with disabilities - http://lis.virginia.gov/cgi-bin/legp604.exe?121+sum+SJ127

33. WASHINGTON:


34. WISCONSIN:


c. **WI Managed Care and Employment Task Force:** Recommendation that managed care long-term care system should support integrated employment as the preferred employment option (pp.6-8) - [www.dhs.wisconsin.gov/wipathways/pdf/MCETF%20Final%20Report.pdf](http://www.dhs.wisconsin.gov/wipathways/pdf/MCETF%20Final%20Report.pdf)