



# EMPLOYMENT FIRST UPDATE

Michigan Employment First Conference  
July 11, 2018

YASMINA BOUROUOI, DrPH: Deputy Director  
Michigan Developmental Disabilities Council





# The Start: 2013 DD Council Position on Employment First

“Employment First in Michigan is a declaration of both philosophy and policy stating that individual integrated employment is the first priority and preferred outcome of people with disabilities.”

- Adopted 08-13-2013
- Available at:  
[www.michigan.gov/ddcouncil](http://www.michigan.gov/ddcouncil)

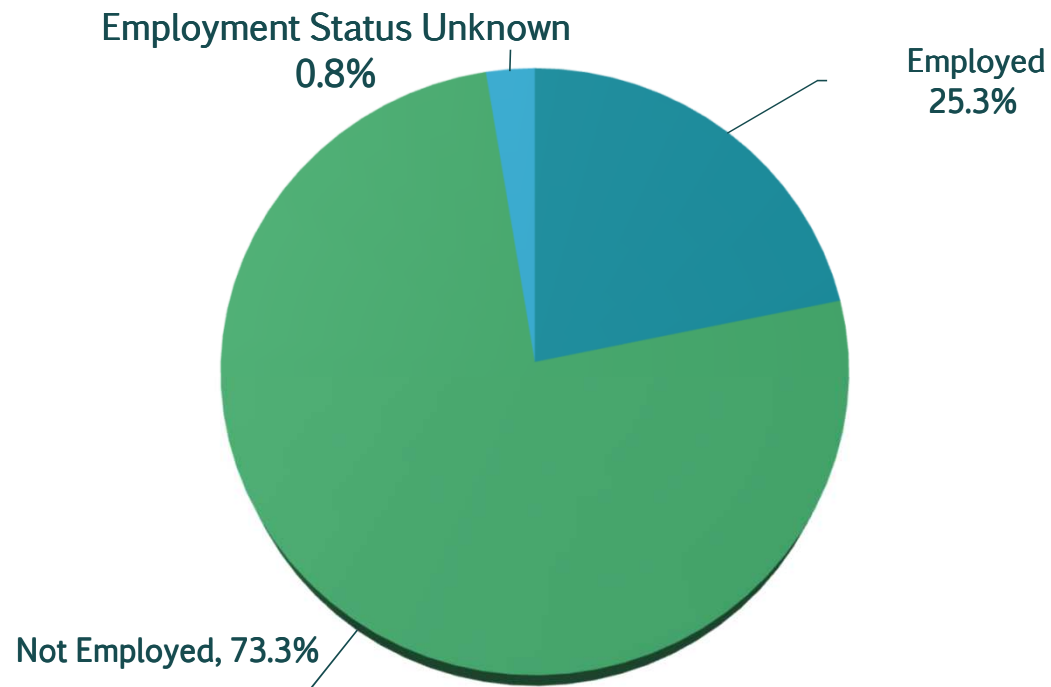


# The Start: DD Network Report 2014





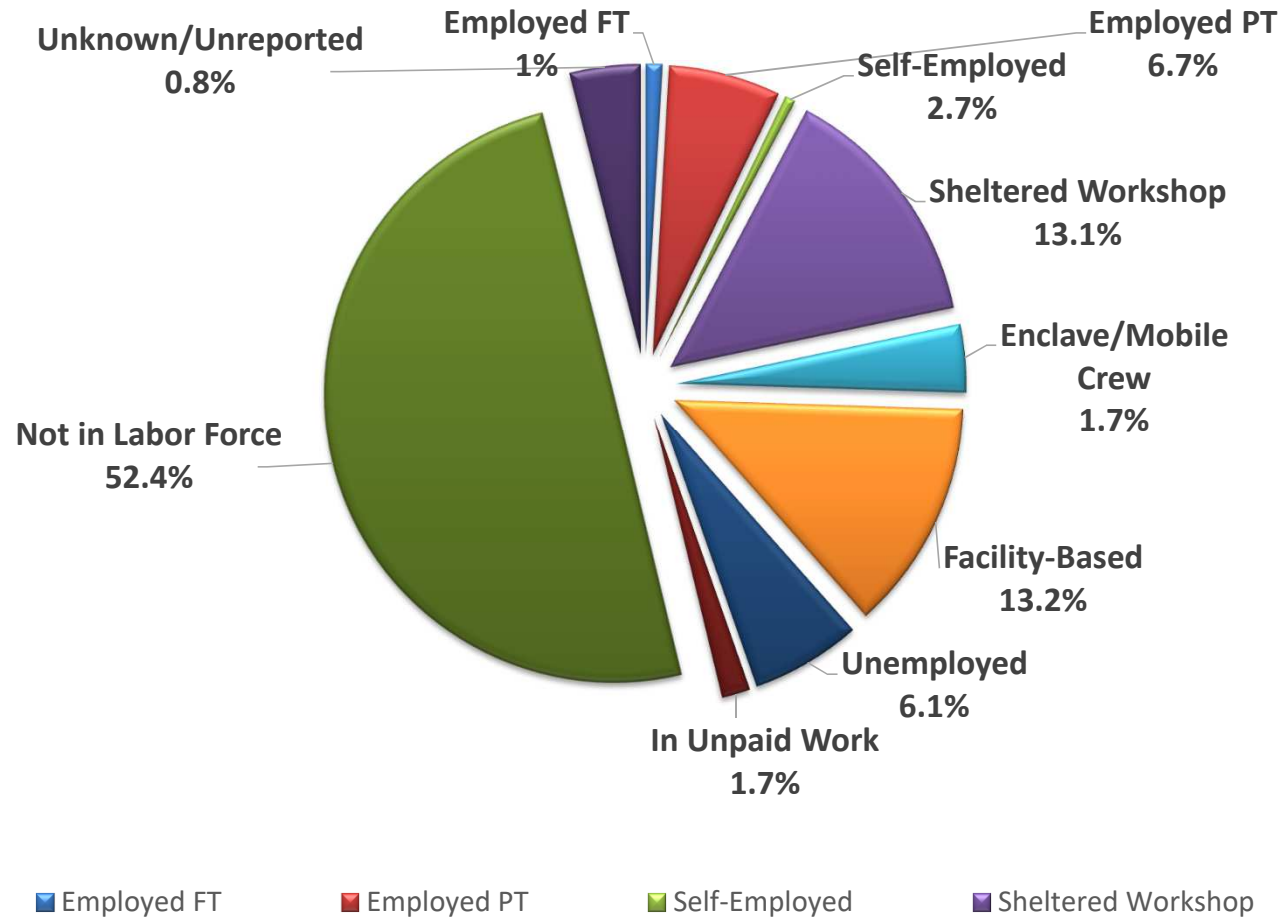
# The Start: DD Network Report 2014



35,461 Adults with Developmental Disabilities/Mental Illness Received Services in FY 2014

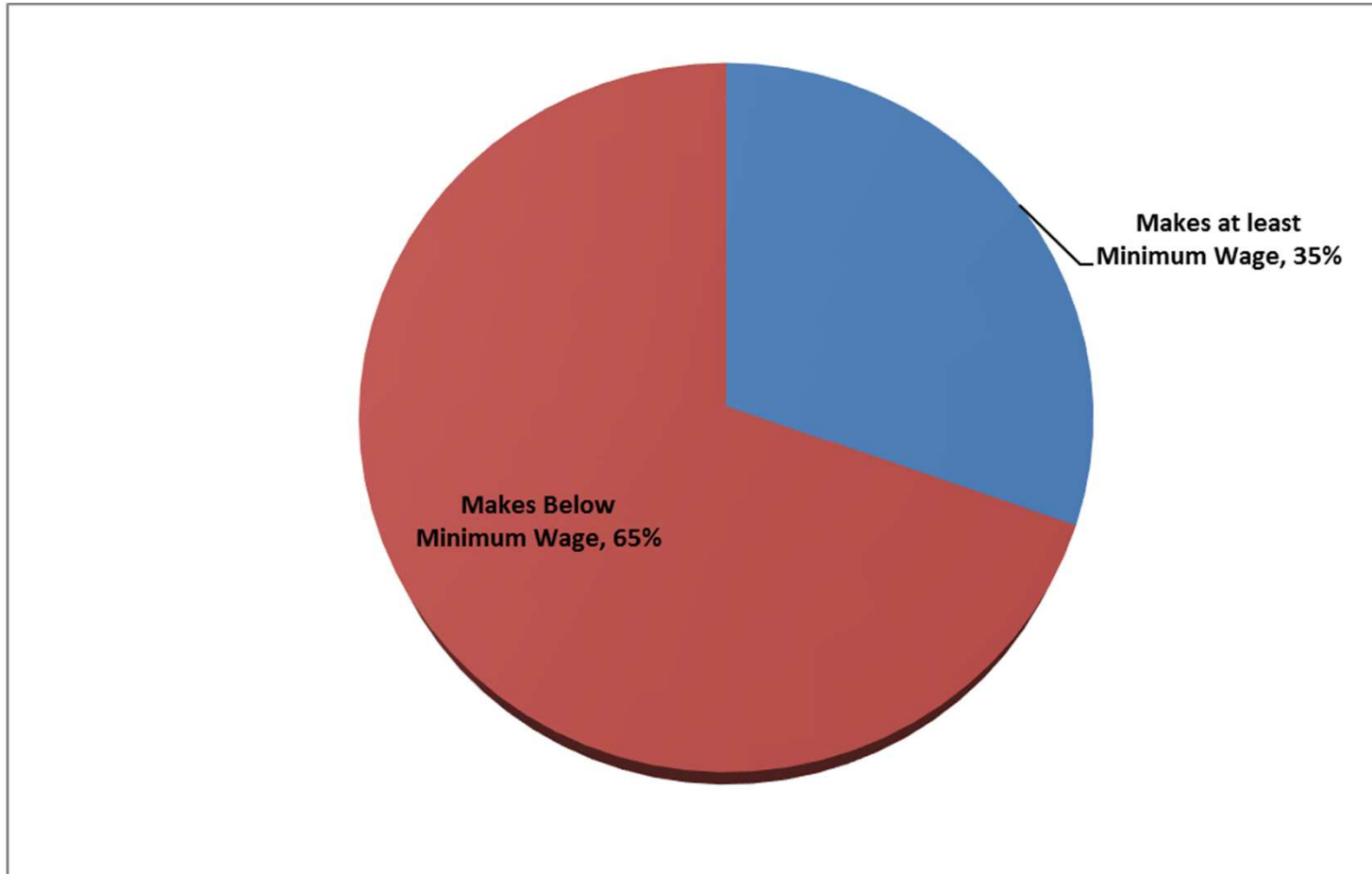


# The Start: DD Network Report 2014





# The Start: DD Network Report 2014



Data was reported on 8,844 individuals with developmental disabilities/mental illness



# Employment supports for individuals with I/DD

## OLD WAY:

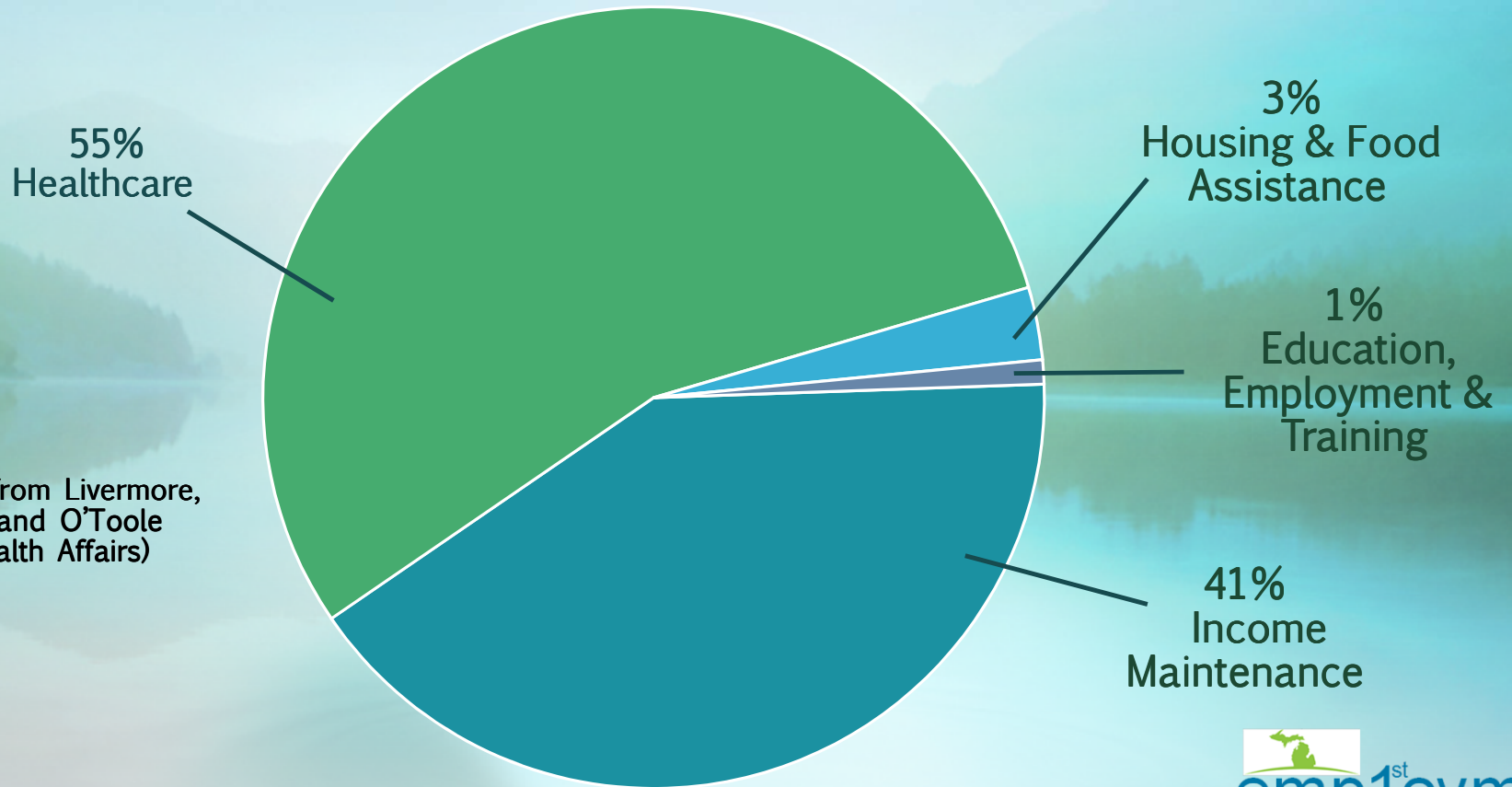
- ✓ Segregated: separate from the general public
- ✓ Subminimum wage: piece rate
- ✓ Groups: enclaves
- ✓ Availability based: fitting people into available slots





# History of Investing in Unemployment and Poverty

Working Adults \$357 Billion in FY 2008



[1] Adopted from Livermore, Stapleton and O'Toole (2011 Health Affairs)



## National Core Indicators (NCI) Survey, Michigan, 2014-2015

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- 45% want a community job
  - 14% have a community paid job
  - 22% have it in their Person-centered Plan (PCP)
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## Research on supported versus sheltered employment:

- Since the 1980s:
  - Wages earned by supported employees have increased 31.2%
  - Wages earned by sheltered employees have decreased 40.6%
- Supported employment appears to be more cost-effective than sheltered workshops over the entire “employment cycle” and returns a net benefit to taxpayers.

*Cimera, R.E. (2012). The economics of supported employment. Journal of Vocational Rehabilitation, 28, 109-112.*



## Research on supported versus sheltered employment:

- Cumulative costs generated by supported employees are much lower than for sheltered employees (\$6,618 versus \$19,388).
- Cost-trend of supported employees - downward
- Cost-trend of sheltered employees - upward
- Costs of supported employment declines as workshop costs have increased

*Cimera, R.E. (2008)*



## NEW WAY: Employment First

- ✓ Individual: not in a group or an enclave
- ✓ Integrated: alongside individuals without I/DD with opportunities to interact
- ✓ Employment: a job in the general workforce and the person is included in the payroll of the business or is self-employed
- ✓ Minimum wage: or higher is the expectation





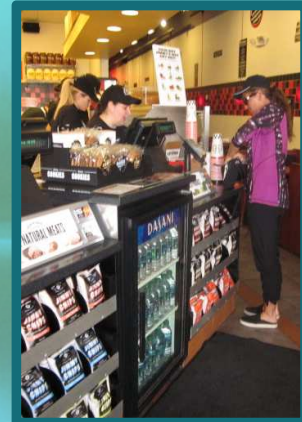
# Changes in federal laws that have contributed to changes in employment supports:

## Workforce Innovation and Opportunity Act (WIOA)

- ✓ VR- pre-employment training for youth
  - 15% of their budget
- ✓ Minimum wage must be paid
- ✓ Integrated settings

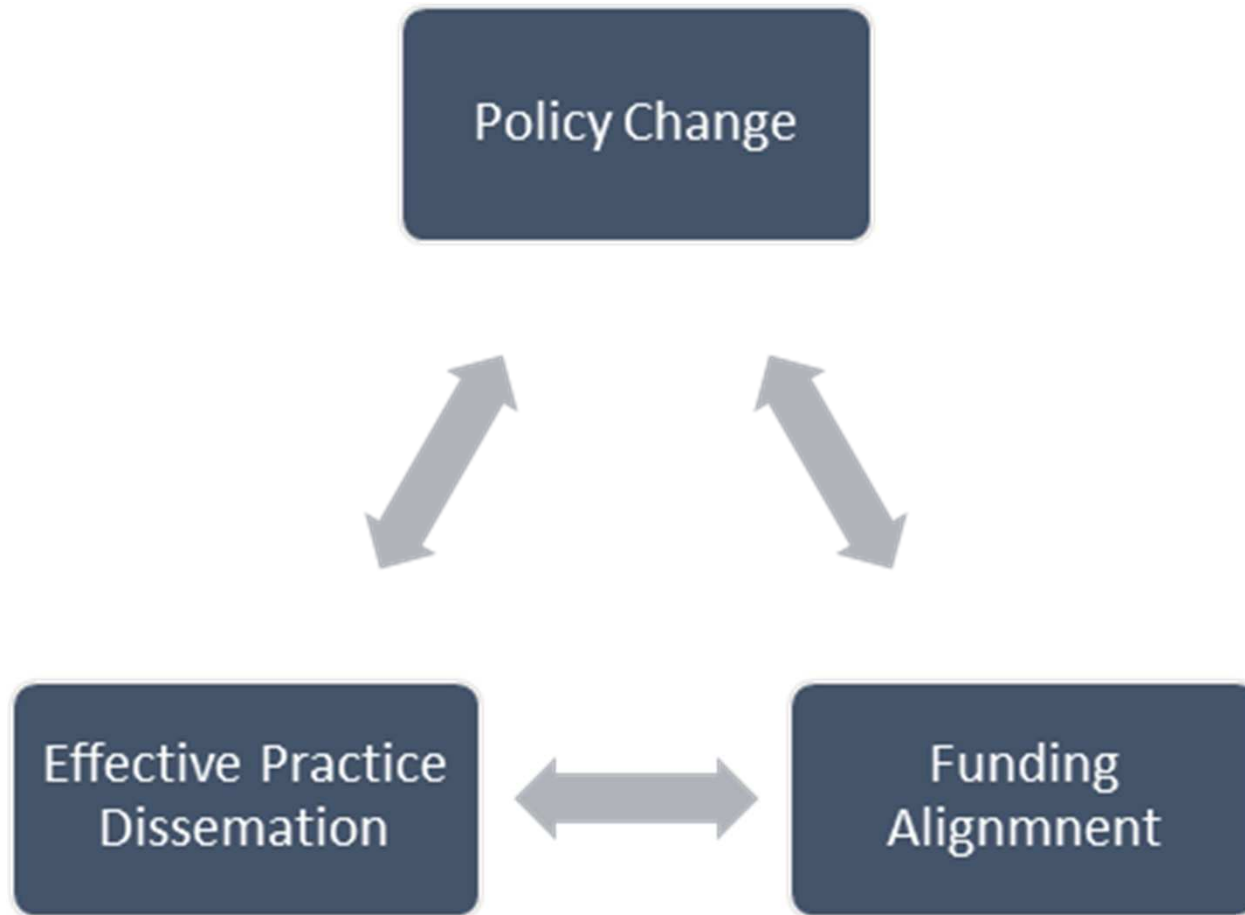
## Home and Community-based Waiver Rule changes (HCBS)

- ✓ Integrated settings
- ✓ Interaction with non-disabled people
- ✓ Sheltered workshops not integrated settings





# ODEP: 2015 - 2018 Employment First Framework





# Employment First Executive Order (EO)

- Signed November, 2015

RICK SNYDER  
GOVERNOR

STATE OF MICHIGAN  
EXECUTIVE OFFICE  
LANSING

BRIAN CALLEY  
LT. GOVERNOR

## EXECUTIVE ORDER No. 2015 - 15

### EMPLOYMENT FIRST IN MICHIGAN

WHEREAS, Section 1 of Article V of the Michigan Constitution vests the executive power of the state of Michigan in the Governor; and

WHEREAS, the state of Michigan recognizes that an individual's employment and work result in tangible and intangible benefits, including the enhancement of independence and economic self-sufficiency, as well as purpose, dignity, self-esteem, and a sense of accomplishment and pride; and

WHEREAS, an individual's employment and work also promote inclusion in other community activities; and

WHEREAS, the state of Michigan recognizes that a diverse workforce enriches local communities and enhances economic development; and

WHEREAS, the state of Michigan recognizes that competitive employment within an integrated setting is the first priority and optimal outcome for persons with disabilities, regardless of level or type of disability; and

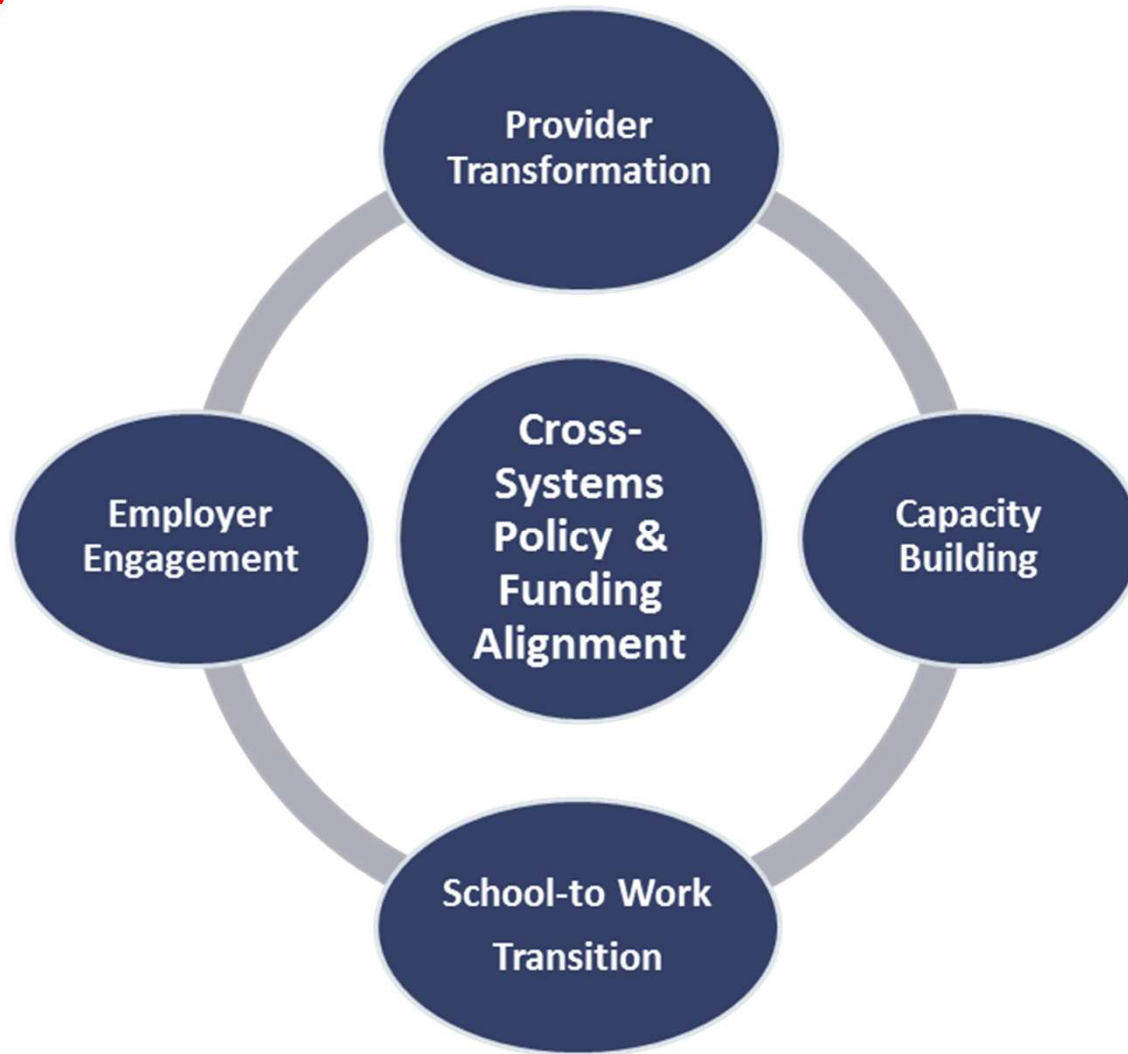
WHEREAS, the state of Michigan recognizes intermediate steps and services may be needed to assist persons with disabilities along the path to the optimal outcome or to honor the choices and goals of the individual; and

WHEREAS, the mission of Employment First in Michigan is to establish the expectation and promote opportunities for all working-age individuals with disabilities in Michigan to gain competitive employment within an integrated setting, with or without supports, and to engage businesses and organizations that value the contributions of employees with disabilities; and



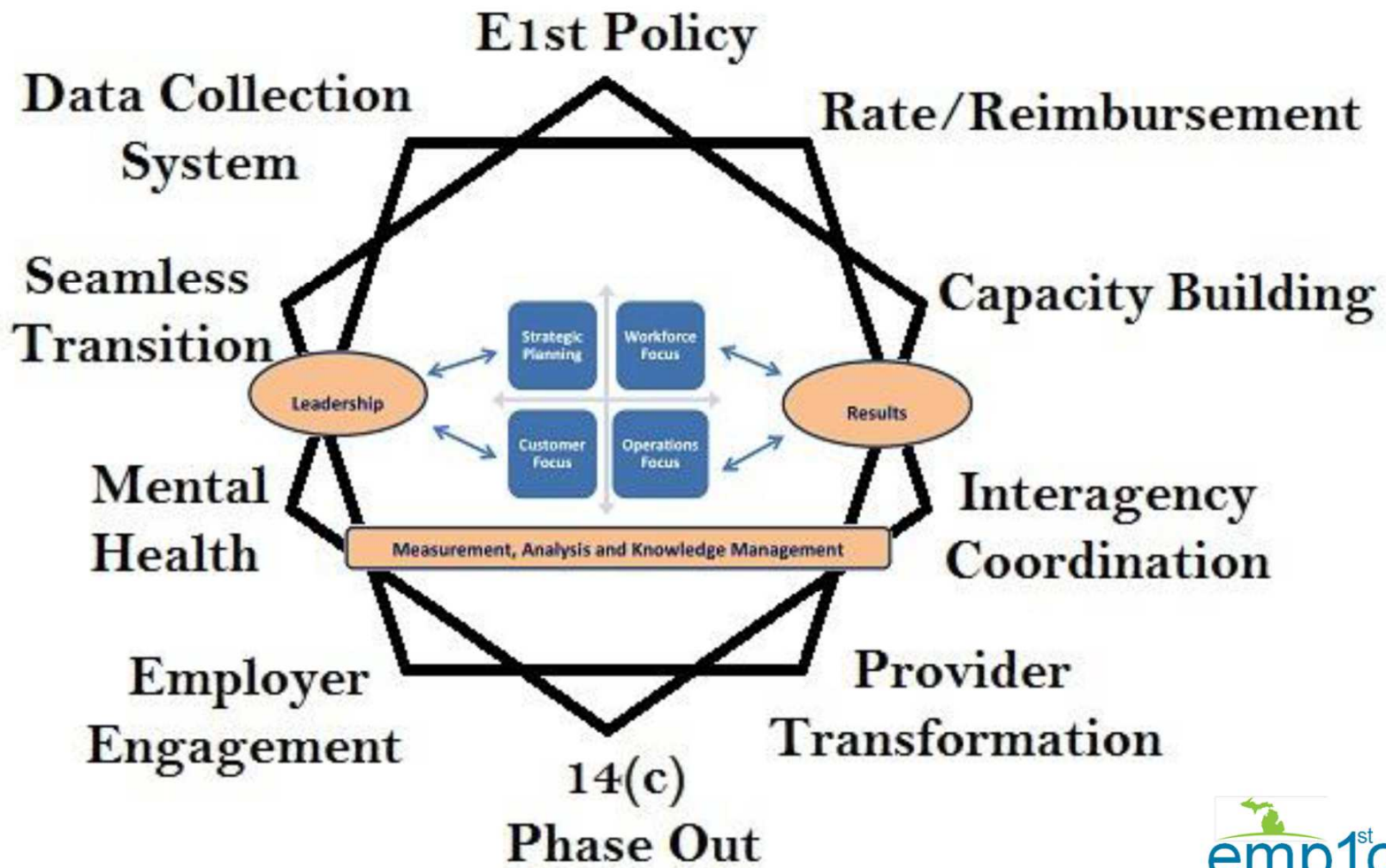


# Employment First Framework





# Employment First Framework – S.T.A.R.





# State General Fund Budget Allocation– July 2017

- State invests \$500,000 to support Employment First implementation for FY 18
- Statewide Capacity Building
- Provider Transformation
- Rate Restructuring
- Blending and Braiding Resources
- School-to-Work
- Employer Engagement
- Outreach
- Benefits Coordination and Planning





## State General Fund Budget Allocation– June 2018

- State invests \$500,000 to support Employment First implementation for FY 19

➔ Keep building a strong foundation !!!!

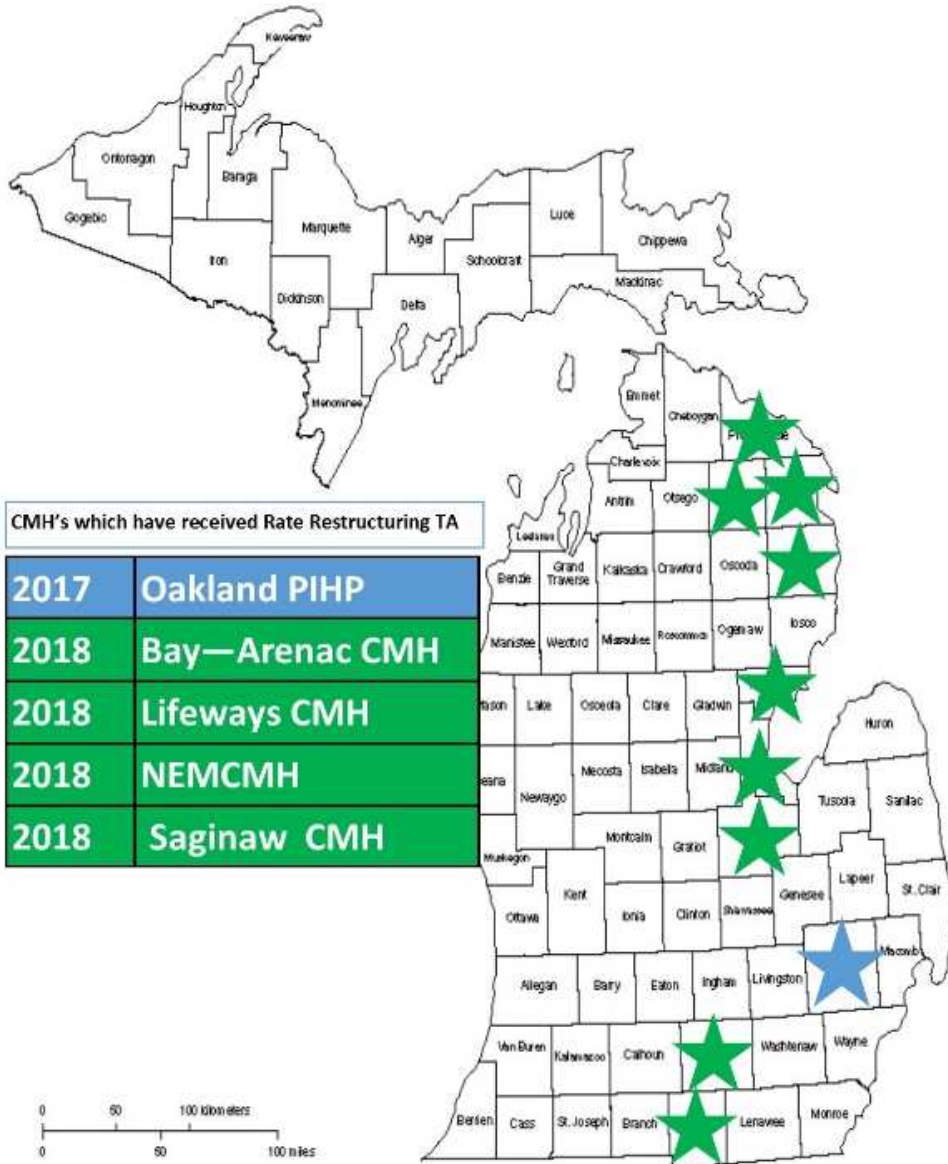


## Employment First Policy –

- 2015 – Recommendations for Systems Transformation Report
- 2016 – ‘Super’ MOU for Transition to Employment for Students and Youth with Disabilities
- 2017 – MRS- BHDDA MOU - addressing the on-going/follow-along supports/services



# Rate Restructuring – 2018





# Capacity Building - 2018

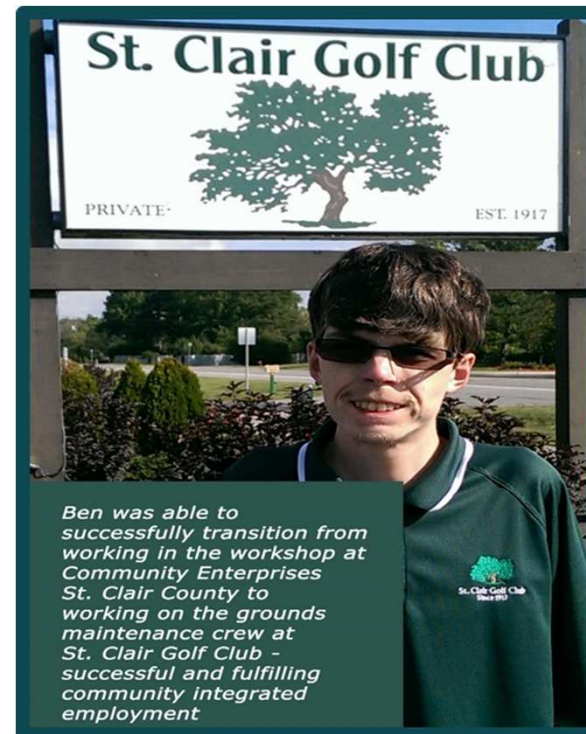
- IMPLEMENTATION:

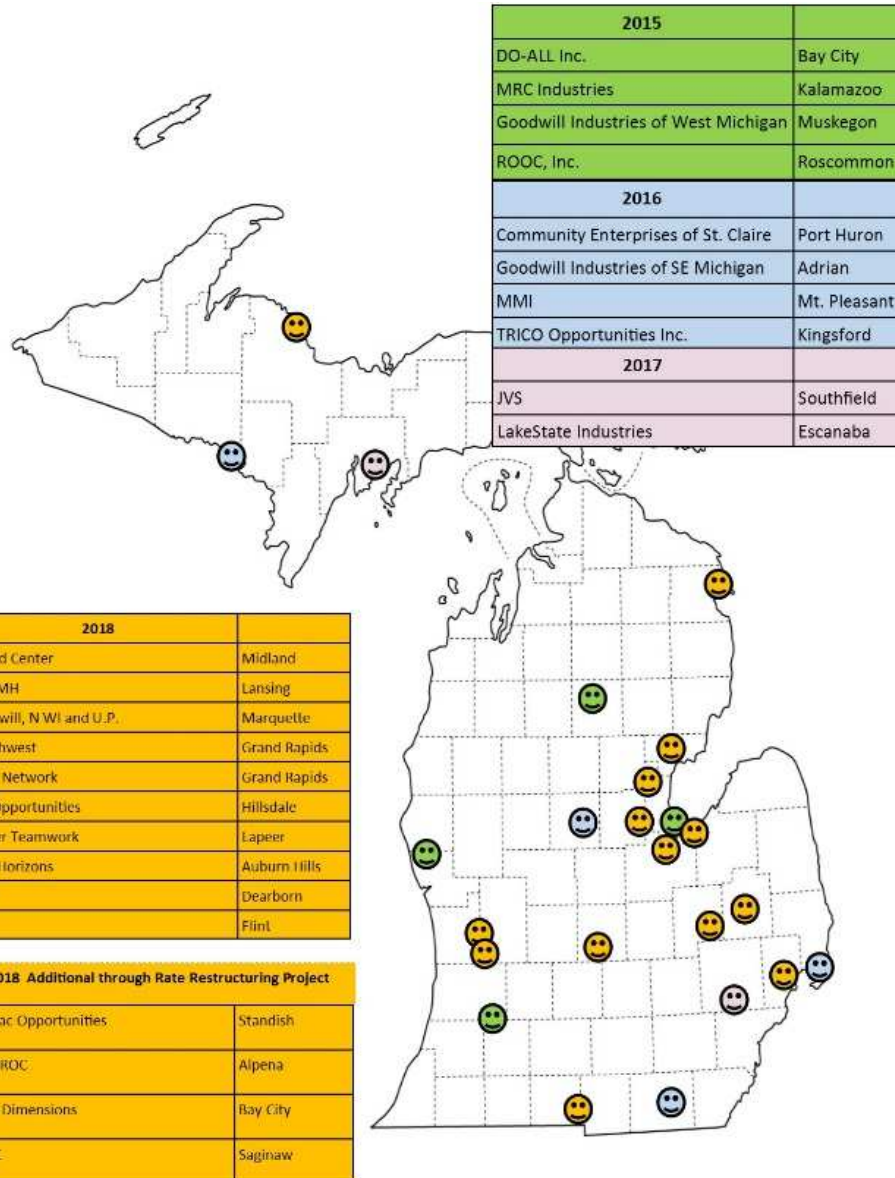
- ACRE Employment Services Certificate Course
  - Train the Trainer
  - Two-day Course: - Offered 3 times, 25 person capacity each
    - + Option for 'Hybrid' On-Line: - offered once, capacity for 25 to complete additional 28 hours of training
  - Customized Employment Training: 3 days, 35 individuals





# Provider Transformation





# Provider Transformation – 2015- 2018





## Subminimum wage aka 14(c) Phase Out

Number of organizations with 14(c) certificates (according to data available on the DOL website):

June	2013	83 (Date of DD Network report request)
April	2018	41

Decline of 50% of organizations holding a 14(c) in Michigan over the course of 4.5 years

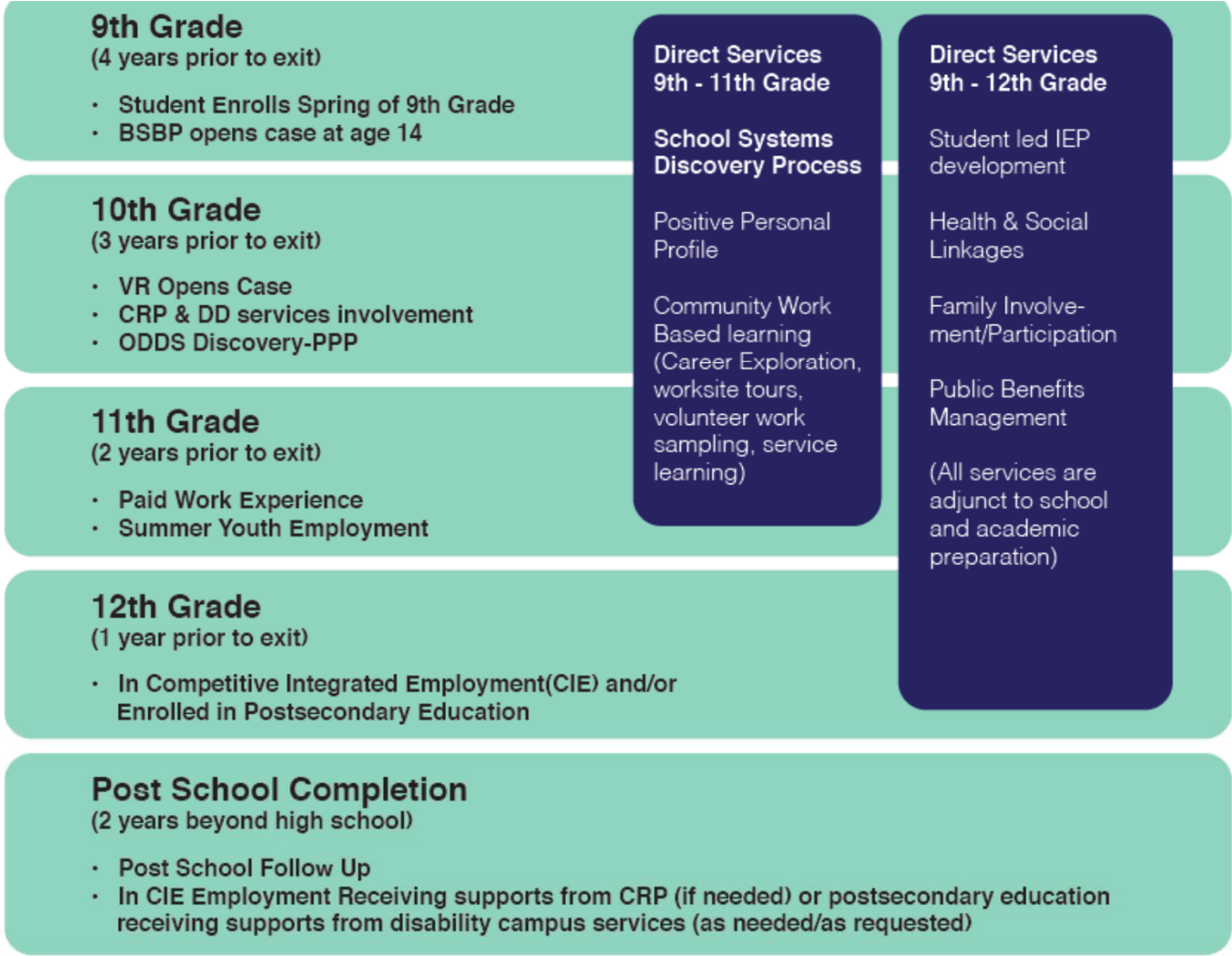


## 14(c) Phase Out

Number of individual 14(c) (according to data available on the DOL website):

June	2013	8226 (Date of DD Network report request)
April	2018	5025

Decline of 39 % of individuals under 14(c) certificates in Michigan over the course of 4.5 years



# Seamless Transition

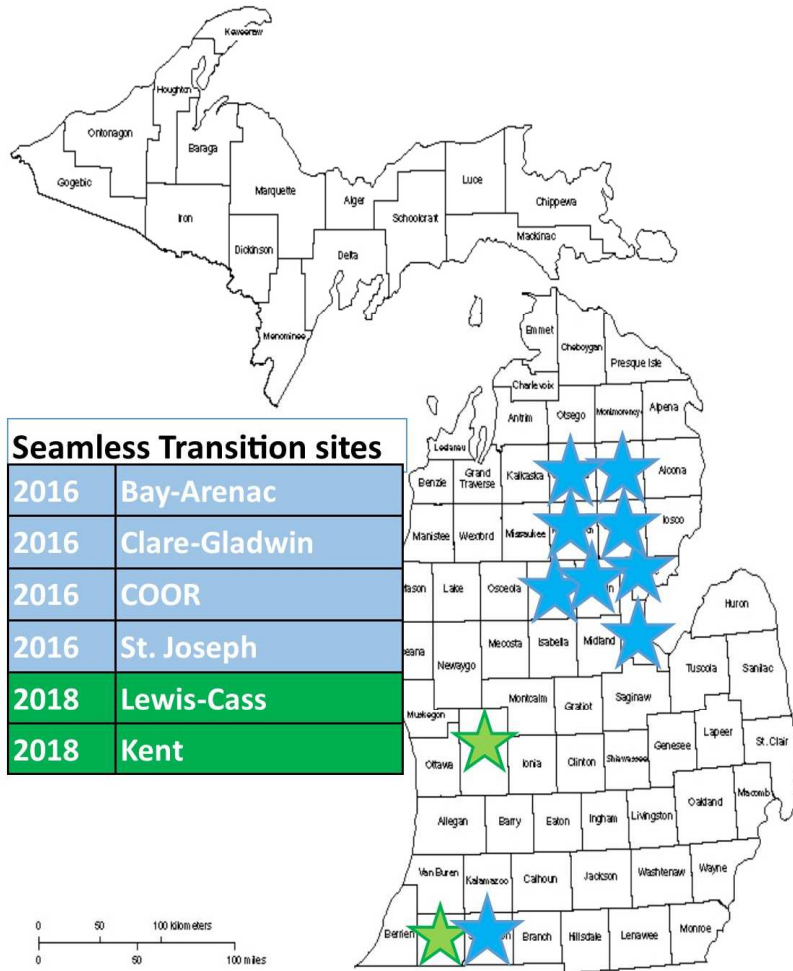
Revised January, 2016

Adapted from: Luecking, D.M. & Luecking, R., 2015 Translating Research into a Seamless Transition Model, *Career Development and Transition for Exceptional Individuals*, 38, 4-13.





# Seamless Transition sites – 2016 & 2018





## Do Transition Services Matter? (Rates of Employment—ASD)

	<i>By Age 14</i>	<i>By Age 16</i>
2006	80.8%*	58.9%
2007	77.9%*	60.4%
2008	75.2%*	52.4%
2009	69.1%*	52.2%

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# Outreach – 2018 – Family Engagement

**ALLOWED IN**



**BUY-IN**







## Outcomes – MRC Industries, Kalamazoo

**Pre-ODEP stats (2015)**

**Current (04/01/17-03/30/18)**

Employment Training Specialists on staff	1	5
Referrals with open cases for job development	44	148
Individual placements made for the year	19	54





# Outcomes – MRC Industries, Kalamazoo

**Pre-ODEP stats (2015)**

**Current (04/01/17-03/30/18)**

Retention rate > 90 days	23%	84%
# referred from skill building to CE	10	36
# advancing from work crews to CIE	13	27



## Outcomes – MRC Industries, Kalamazoo

**Pre-ODEP stats (2015)**

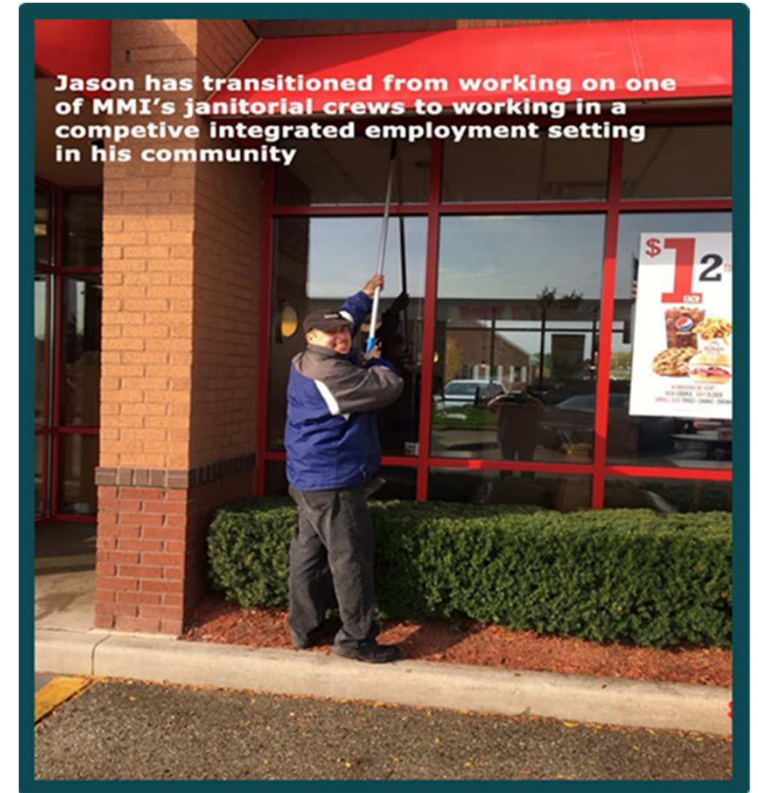
**Current (04/01/17-03/30/18)**

Retention rate > 90 days	23%	84%
# referred from skill building to CE	10	36
#advancing: work crews to CIE	13	27
# placed within 90 days of job development	1	34% 31/91



# Outcomes – Provider Transformation 2016-March 2018

Individuals in Supported Employment	665
Individuals in Customized Employment	275
Individuals in Self-Employment	46





# Employment First Partners

## State Partners:

- Michigan Department of Education- Office of Special Education
- Michigan Department of Health & Human Services –
  - Behavioral Health and Developmental Disabilities Administration
  - Medical Services Administration
  - Michigan Rehabilitation Services
- Michigan Department of Licensing and Regulatory Affairs, Bureau of Services for Blind Persons
- Michigan Department of Transportation
- Michigan Developmental Disabilities Council
- Michigan Economic Development Corporation
- MI Works!
- Lt. Governor Brian Calley
- Talent Investment Agency
- Workforce Development Agency





# Employment First Partners

## Other stakeholders:

- Arc Michigan
- Community Mental Health Association of Michigan
- Developmental Disabilities Institute-Wayne State University
- Disability Network/Michigan
- MARO
- Michigan Council for Rehabilitation Services
- Michigan Family Voices
- Michigan Protection and Advocacy Services
- Statewide Independent Living Council



How can **YOU** help employment supports keep heading in a good direction?

That's what we will focus on during this conference!!!





# Contact

YASMINA M. BOUROAUI, DrPH

Developmental Disabilities Council of Michigan

(517) 284-7291

[bouraouiy@michigan.gov](mailto:bouraouiy@michigan.gov)