

Competitive Integrated Employment Through Empowerment

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Empowerment

“The process of becoming stronger and more confident, especially in controlling one’s life and claiming one’s rights.”

-Oxford English Dictionary

Objectives

- Deliver an overview of the programs available from the Department of Human Services that support individuals with disabilities to obtain and maintain employment.
- Highlight the partnership between the Department of Human Services and the Pennsylvania Workforce Board.
- Provide learners with resources on the benefits of hiring people with disabilities.

We Want to Hear from You

Throughout the room, we have posted two questions for which we would like to receive your feedback.

1. What barriers do you see in your community for hiring people with disabilities?
2. What recommendations do you have for enhancing competitive integrated employment for people with disabilities?

Share your thoughts:

- We will have approximately 10 minutes at the end of the presentation for a group discussion; AND/OR
- Use the index cards at your table to write your comments – leave them on the table when you leave

Background

- On June 19, 2018, Governor Tom Wolf signed the Employment First Act.
- Under that Employment First Act, the **first consideration and preferred outcome** of publicly funded long-term services and supports for Pennsylvanians with a disability, among other things, shall be competitive integrated employment.

What is Competitive Integrated Employment?

The employee is:

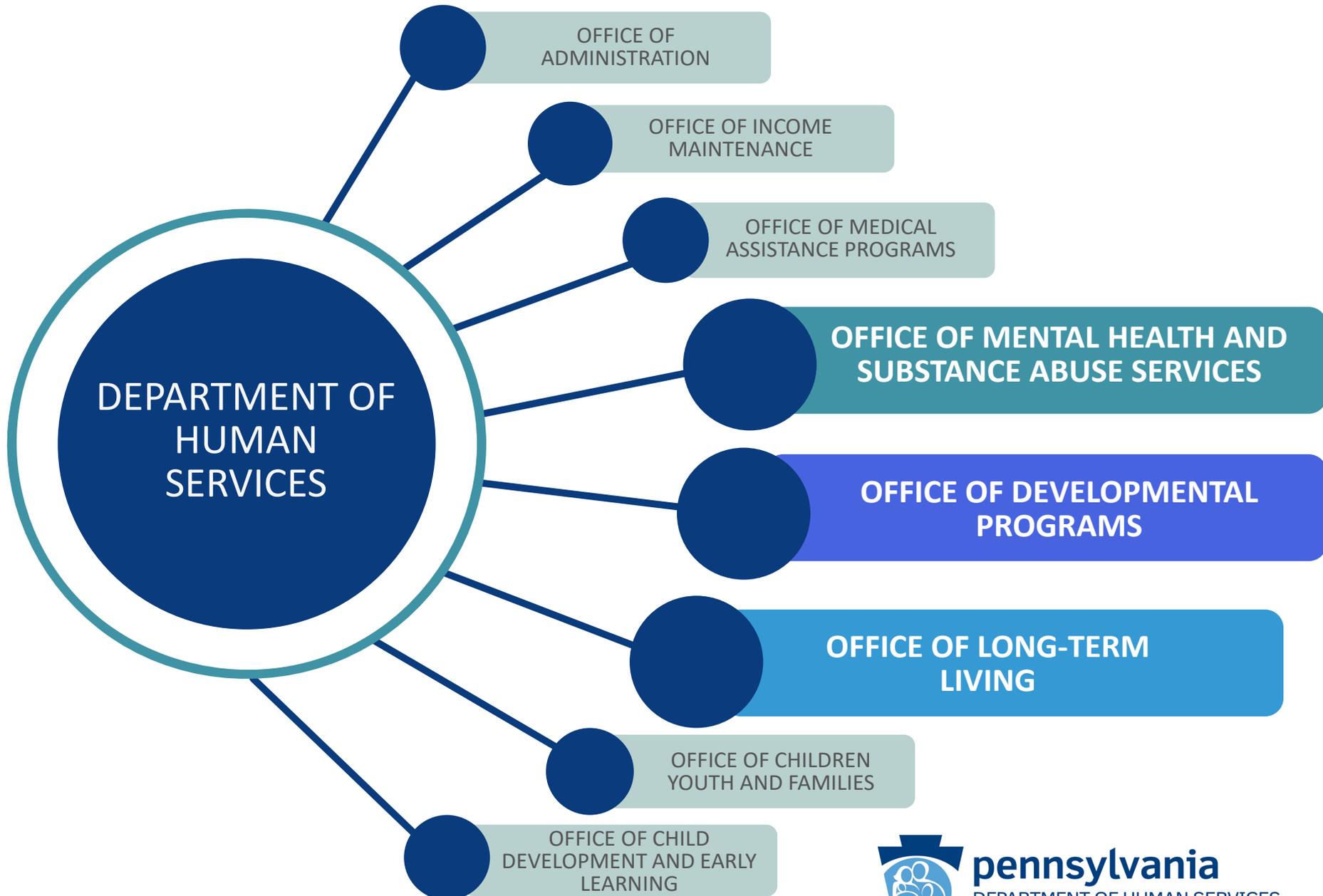
- ✓ Earning minimum wage or higher
- ✓ Paid at least the same rate that is paid to people without disabilities that perform the same work with similar training, experience, and skills
- ✓ Eligible for the same level of benefits provided to other employees
- ✓ Working in a setting where a person interacts with other persons who are not individuals with a disability
- ✓ Presented with opportunities for advancement that are similar to those for other employees who are not individuals with disabilities and who have similar positions.

Competitive Integrated Employment can be full time, part time, and/or self-employment

Department of Human Services

Our mission is to assist Pennsylvanians in leading safe, healthy, and productive lives through equitable, trauma-informed, and outcome-focused services while being an accountable steward of commonwealth resources.

Our vision is that all Pennsylvanians live safe, healthy, and independent lives, free of discrimination and inequity.



	Programs	Eligibility	Age
Office of Long-Term Living (OLTL)	Long-term services to older adults and adults with physical disabilities	Participants must meet both financial and functional eligibility requirements to qualify for services.	Ages 18+
Office of Developmental Programs (ODP)	Intellectual and developmental disability services	Participants must meet both financial and functional eligibility requirements to qualify for services.	Any age
Office of Mental Health and Substance Abuse Systems (OMHSAS)	Services offered by the counties to individuals with Serious Mental Illness (SMI) and Serious Emotional Disturbance (SED)	Participants must meet both financial and functional eligibility requirements to qualify for services.	Any age

Services Funded by OLTL and ODP

Through a series of contractual relationships, individuals enrolled with OLTL and ODP receive services from a qualified service provider.

Employment services can be provided in a variety of community settings for the purpose of supporting participants in obtaining and sustaining **competitive integrated employment, including self-employment.**

Career Assessment (OLTL and ODP)

An individualized assessment used to assist in the identification of potential career options based on the interest of the participant.

Job Finding (OLTL and ODP)

Identifies and/or develops potential jobs and assists the participant in securing a job that fits the participant's skills and preferences as well as employer needs.

Discovery and Customized Employment can be delivered under these options.

Job Coaching (OLTL and ODP)

Individualized services providing support to a participant to learn a new job, maintain job skills, and achieve performance expectations in a job that meets definition of competitive integrated employment.

Advanced Supported Employment (ODP)

An enhanced version of Supported Employment services. Eligibility is limited to participants whose preferences, skills, and employment potential cannot be best determined through traditional, standardized means due to the impact of their disability.

Employment Skills Development (OLTL)

Services that provide learning and work experience including volunteer work, where the participant can develop strength and skills that contribute to employability in paid employment in the integrated community setting. Services are aimed at furthering rehabilitation goals that will lead to greater opportunities for competitive and integrated employment and career advancement at or above minimum wage.

Small Group Employment (ODP)

Services that support participants in transitioning to competitive integrated employment through work that occurs in a community location. Small Group Employment service options include mobile work force, work station in industry, affirmative industry, and enclave.

Benefits Counseling

- A service designed to inform and answer questions about competitive integrated employment and how and whether it will result in increased economic self-sufficiency and/or net financial benefit through the use of various work incentives.
- Some people may be able to get Benefits Counseling through the Social Security Administration's [Work Incentives Planning and Assistance program](#).

- Community mental health services are administered through county Mental Health and Developmental Services (MH/DS) program offices. These offices are part of county government and are overseen by a county MH/DS administrator.
- The county MH/DS office determines a person's eligibility for service funding, assesses the need for treatment or other services, such as employment support services, and makes referrals to appropriate programs to fit treatment and/or other service needs
- In order to determine if a county MH/DS office provides employment support services, please contact that office. The following link provides a complete list of county MH/DS office contact information: [County Mental Health System \(pa.gov\)](https://www.pa.gov/county-mental-health-system)

OMHSAS Employment Initiatives

- **Certified peer specialists**
- **Supported education efforts**
 - **Supported employment**

Certified Peer Specialist (CPS)

- A Certified Peer Specialist (CPS) is a person living with a mental illness who provides mentoring, guidance, and support services and offers their skills to others who are experiencing psychiatric disabilities and receiving mental health services
- Peer Support Services are Medicaid fundable, so employment opportunities (for individuals with SMI who can become certified) are available statewide through peer support service providers
- Certification in Pennsylvania can only be obtained through the PA Certification Board (PCB)

CPS Resources

- [Certified Peer Specialists - PA Peer Support Coalition](#)
- [Jobs Bank - PA Peer Support Coalition](#)
- [Certified Peer Specialist | Pennsylvania Certification Board \(pacertboard.org\)](#)

Supported Education

- **Supported Education** is an evidence-based practice for assisting students with mental illnesses in achieving their personal education goals.
- **Example: POWER program, Montgomery County**
 - The Partnership on Work Enrichment and Readiness (POWER) program is open to Montgomery County Community College students who:
 - have been diagnosed with a mental health issue, or
 - participates in services offered by the Montgomery County Office of Mental Health and is ideally able to complete college-level work.
 - College level course about the experience of college to prepare those with SMI on how to deal with the stresses of college life.
 - There is no cost to POWER students for tuition, textbooks or materials.

Supported Education Resources

- [Supported Education Offers Hope and Possibilities | SAMHSA](#)
- [FINAL-DRAFT-campus-engagement-oriented-supported-education.pdf \(tucollaborative.org\)](#)
- [POWER Program - Student Success - Montgomery County Community College \(mc3.edu\)](#)

Clubhouse/Supported Employment

- Clubhouse members, individuals with mental illness, access opportunities to rejoin the worlds of friendships, family, **employment** and **education**, and to the services and support they may individually need to continue their recovery
- Participation is voluntary, but each member is always invited to participate in work which includes clerical duties, reception, food service, transportation management, outreach, maintenance, research, managing the employment and education programs, financial services and much more.
- **Work Ordered Day (WOD):** Members work side by side with staff as colleagues to run the program, to learn or teach skills, and to offer support and resources needed to achieve a satisfying and improved quality of life in the community
 - Supported employment services are available to members who are successful with the WOD and indicate a desire to gain community- based employment

Clubhouse/Supported Employment continued

- **Example: Wellspring Clubhouse**
 - The Clubhouse operates as a “work-ordered day,” 8:30 am – 4:00 pm, M to F
 - Members choose to work in one of three units:
 - Member Services: Focuses on building administrative skills, welcomes new members, and maintains records and statistics
 - Career Development: Focuses on return to school or work, offers tutoring, and publishes a monthly newsletter on member accomplishments
 - Health and Wellness: Prepares daily lunches, maintains the Clubhouse Café, and manages exercise, recreation, and environment of Clubhouse
 - Members who desire community-based employment are able to access supported employment services offered by Clubhouse staff who are job coaches that support them in the community

Clubhouse Resources

- [Quality Standards | Clubhouse International \(clubhouse-intl.org\)](https://clubhouse-intl.org)
- [Wellspring Clubhouse - Penn Foundation](#)



Pennsylvania Workforce Development Board

[https://www.dli.pa.gov/Businesses/Workforce-
Development/wdb/Pages/default.aspx](https://www.dli.pa.gov/Businesses/Workforce-Development/wdb/Pages/default.aspx)

Why We Exist

Federal Law: Workforce Innovation & Opportunity Act

- Signed July 22, 2014
- Replaced Workforce Investment Act of 1998

State Law: Pennsylvania Workforce Development Act

- Signed December 18, 2001
- Most recently amended in July 2012

Executive Order 2018-04: Pennsylvania Workforce Development Board

- Signed July 11, 2018
- Purpose, Composition, Priorities, etc.

What is a State Workforce Development Board?

- The Governor
- State Legislators
- 50%+ business members
- At least 20% of a combination of:
 - Labor
 - Registered apprenticeship program
 - Community Based Organizations
 - Youth Organizations
- Balance of:
 - Lead State officials
 - One-Stop Partners
 - Indian Tribe or Tribal Organizations
 - Leaders of Higher Education

Workforce Innovation & Opportunity Act Partners

Core

- Title I
 - Adult
 - Dislocated Worker
 - Youth
- Title II – Adult Education and Literacy
- Title III – Wagner-Peyser
- Title IV – Vocational Rehabilitation

Partner

- Career & Technical Education
- Temporary Assistance for Needy Families
- Trade Adjustment Assistance
- Jobs for Veterans
- Senior Community Service Employment
- Community Services Block Grant
- Reintegration of Ex-Offenders
- **Supplemental Nutrition Assistance Program (new)**

What does a state WDB do?

- Develop 4-year state plan
- Policy & Program review of state workforce system
- Continuous Improvement of the Workforce Development System
- Performance and Accountability
- *Development of policies that promote **statewide objectives***

▶ How does Pennsylvania do this?

- Committees
- Workforce Operations
- Interagency Workgroups
- Local Boards
- *PA Combined State Plan*

▶ Pennsylvania Goals

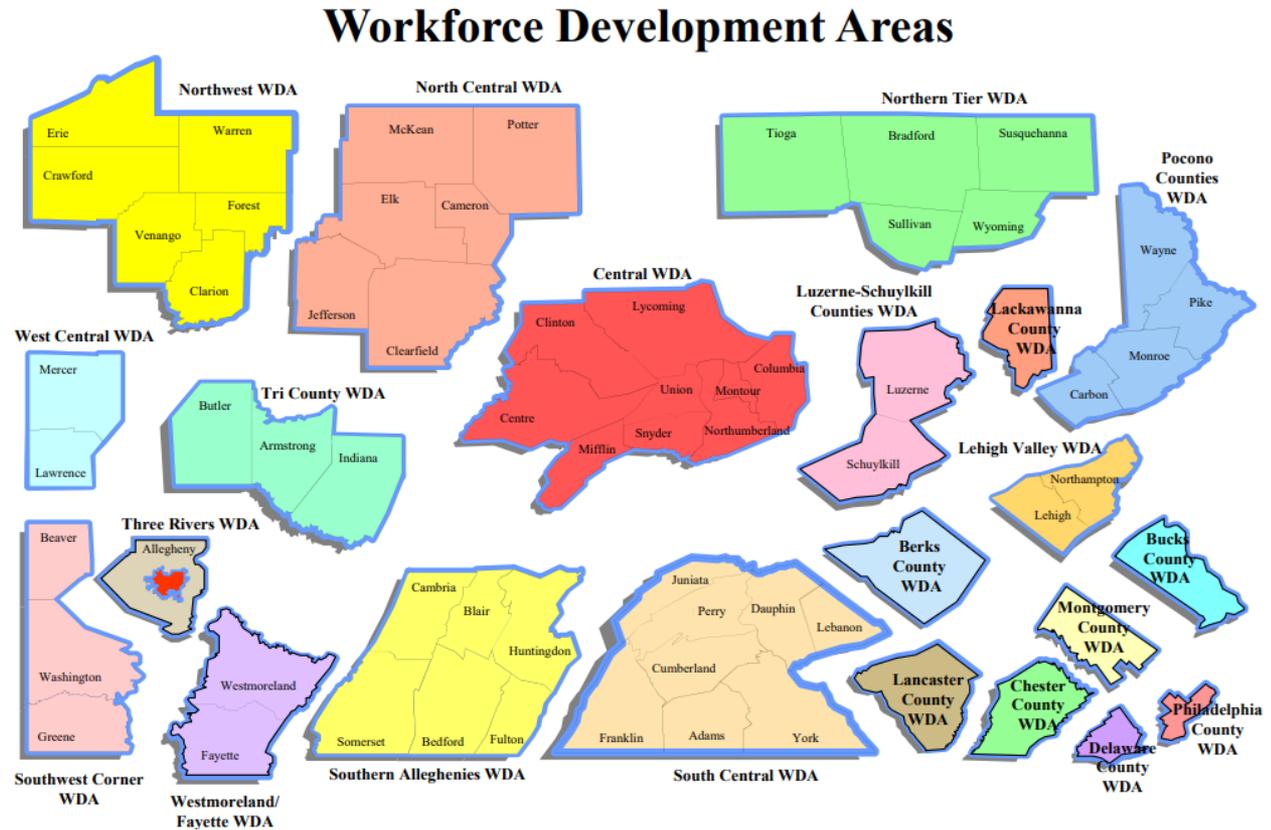
5 Broad Goals:

- Career Pathways & Apprenticeship
- Sector Strategies & Employer Engagement
- Youth
- Continuous Improvement of the Workforce Development System
- Strengthening the One-Stop Delivery System

Local Workforce Development Boards

While the Pennsylvania Workforce Development Board makes recommendations on policy development and helps to set priorities, service delivery occurs at the **local level**

Pennsylvania has 22 local workforce development boards, which oversee 62 PA CareerLink[®] offices.



Local Workforce Development Boards (continued)

- Customers are served at each of the PA CareerLink® sites.
- Building a strong relationship with your Local Workforce Development Board and your Local PA CareerLink® allows both parties to benefit from referrals and leveraging of resources:
 - Your customers can gain access to training funds and other services provided by the CareerLink® offices, and
 - CareerLink® customers can take advantage of the support and resources of your organizations.

Local WDBs – Additional Information

- Contact information for your local WDBs can be found here:

<https://www.dli.pa.gov/Businesses/Workforce-Development/Pages/lwdb.aspx>

- Find your local PA CareerLink® office here (bottom of page): <https://www.pacareerlink.pa.gov/jponline/>



Initiatives and Collaboration

The goal of our collaboration is to ensure that workforce and human services are familiar with each other's systems, contact persons, and have the united goal of Employment First for Pennsylvanians with disabilities.

Some joint initiatives include:

- Implementation of the Employment First Oversight Commission and Employment First Cabinet's Recommendations
- Align service definitions and staff qualifications in our programs, when possible
- Statewide Community of Practice on Secondary Transition

Joint Initiatives (continued)

- WIOA Combined State Plan Goals Sub-Committees
- National Governor's Association – State Exchange on Employment and Disability, Action Lab Series
- Monthly calls with local WDBs
- Data sharing Memorandum of Understanding between the Department of Human Services and the Department of Labor and Industry

Benefits of Hiring People with Disabilities

- Hiring People with Disabilities is:
 - A way to add value to your organization
 - A strategic way to strengthen your workforce
 - An informed business decision
 - An achievable goal
- [Seven Reasons Why Hiring People With Disabilities Is Good For Business](#)

Resources on Hiring People with Disabilities

[Inclusion@Work Framework](#)

An internationally award-winning multimedia policy tool that outlines seven core components of a disability-inclusive workplace, along with a menu of strategies for achieving them.

[Building an Inclusive Workforce](#)

A Four-Step Reference Guide to Recruiting, Hiring, & Retaining Employees with Disabilities.

[TalentWorks](#) — An online resource that helps employers and human resources (HR) professionals make their eRecruiting technologies accessible to all job seekers, including those with disabilities.

Resources on Hiring People with Disabilities

[Employer Assistance and Resource Network on Disability Inclusion \(EARN\)](#)

Federally-funded service that helps employers recruit, hire, retain and advance workers with disabilities. Includes information on [finding job candidates with disabilities](#) and [creating inclusive workplaces](#).

[EARN's Employer Financial Incentives Webpage](#) This webpage explains the various financial incentives available to assist employers in capitalizing on the value and talent people with disabilities bring to the workplace. Learn about Federal and State tax incentives, veteran-specific incentives, incentives for implementing Return-to-Work/Stay-at-Work programs, and more.

Resources on Hiring People with Disabilities

[Disability:IN](#)

Tools and programs to bridge inclusive companies with people and organizations within the disability community.

[Job Accomodation Network's Workplace Accommodation Toolkit](#)

Online toolkit provides guidance related to the reasonable accommodation process and creating disability-inclusive workplaces. The toolkit includes sample accommodation procedures, examples of policies and forms from leading U.S. businesses, training presentations, videos, checklists, and best practices for creating an inclusive workplace for people with disabilities. The toolkit also provides inclusive practices at various phases of the employment life cycle for recruiters, hiring managers, and supervisors; human resource professionals; accommodation consultants; and allies of employees with disabilities.

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