

PRESENTATION

Increasing Employment in Oregon -- Collaboration brings success!

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Oregon Department of Education;
 Department of Human Services: ODDS & VR



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Presentation Outline

- History of Employment First in Oregon
- Outcomes and Data
- Innovative Projects
- Transition and Education Services
- Pre-Employment Transition (Pre-ETS)
- Find us after the presentation if you want more information



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History and Overview of Employment First in Oregon

Oregon Office of DD Services (ODDS)

Oregon's Employment First policy: integrated employment for people with I/DD is highest priority over not-working or working in segregated settings.

- Executive Order 13-04: 2013
- Executive Order 15-01: 2015
- Home and Community Based Services Rule: 2014
- WIOA: 2014
- Lane v. Brown Settlement: January 2016



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Employment First Outcomes

- A 45 percent increase in people with I/DD (ODDS services) in community jobs from 2016 to 2018; and
- A 38 percent decrease of people in sheltered workshops in 2018 from the previous year.

2012: 2,591 people in sheltered workshops.

2018: 664 people in sheltered workshops.

Vocational Rehabilitation (VR)

- In 2012, there were 274 people with I/DD who closed VR with jobs. In 2018, 684 people with I/DD closed VR with jobs in the community.



Linda Akagi got her first community job at the age of 62. She works at Portland State University's Universal Design Lab as a research assistant, helping people like her with communication barriers.



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Provider Transformation Efforts

- Since 2015, DHS has awarded grants to more than 30 service provider agencies in Oregon
- Providers receiving these grants must commit to providing community-based, integrated employment services
- Providers also were able to request specific technical assistance grants
- Current focus: provider-to-provider mentoring
- DHS recently issued RFA for provider agencies to apply to provide technical assistance to other providers on topics including Discovery, Job Development, Budgeting, Business Operation, Job Development Modeling, and more.



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Local efforts

- Statewide initiative with local focus
- Local Employment First teams in almost every Oregon county
 - Local focus helps with buy-in
 - Problem-solving and networking at local level
 - Regional specialists from DD/VR/Education support with training/technical assistance
- Multnomah County reverse job fair
- Employer engagement events and other local celebrations



Employee Jonathan (left) and his employer Brent with Brent Clapp Media/Anything 2 Digital at an employer engagement event in Hood River, Ore.



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Online Resources

- New I/DD Policy page, with DD/Education/VR policies by topic: https://www.oregon.gov/DHS/EMPL_OYMENT/EMPLOYMENT-FIRST/Pages/policy.aspx
- Powtoon videos exploring employment services
- Fact sheets and tools to guide employment conversation
- Provider resource materials: https://www.oregon.gov/DHS/EMPL_OYMENT/EMPLOYMENT-FIRST/Pages/provider-resources.aspx

How to become a Personal Support Worker Job Coach

What does a job coach do?
 A Job Coach assists a person with a disability of their job. This may include:
 • Helping to prepare them for the job
 • Supporting individuals to build relationships with coworkers
 • Learning about the rules of the business
 • Supporting the person to be successful at work
 • Providing care at work

What are the benefits of being a PSW Job Coach?
 Benefits include:
 • Earn higher wages while working as a PSW job coach
 • Get a career pathway in I/DD Employment Services
 • Job satisfaction knowing you are helping someone become more independent

Steps to become a PSW Job Coach

#1	#2	#3	#4
Complete a Core Competency Support Employment Review	Submit an application of the Core Competency to Employment/Training/Recovery/Disability Services	Final as a PSW Job Coach by working Community Development Disability Program or Services	Complete 12 hours of Support Employment Training every 2 years

More information:
https://www.oregon.gov/DHS/EMPL_OYMENT/EMPLOYMENT-FIRST/Pages/policy.aspx
https://www.oregon.gov/DHS/EMPL_OYMENT/EMPLOYMENT-FIRST/Pages/provider-resources.aspx
 Email: Employment@dhhs.oregon.gov

What is Job Development?

You may have heard of a service called job Development. But what exactly is job Development?

DHS | Oregon Department of Human Services

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Employment First initiatives

Employment Road Map

Your Employment Journey Starts Here

Welcome to your road map to a job!
 This tool will help people with Intellectual or Developmental Disabilities and their families plot a customized course to a job using available services and supports.
 Click on the Next button to get started.

[Next](#)

Employment Road Map: <https://road2work.oregon.gov/>

Tool to help a person with I/DD and their family/guardian create their own course to a job and navigate their way through the system

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Education/Transition Services

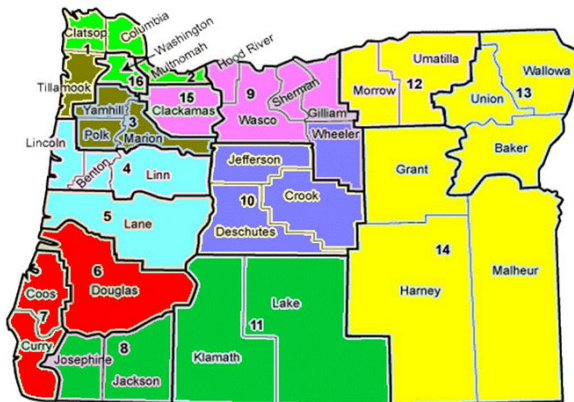
The overall vision of the Transition Technical Assistance Network will support alliances that will shift the perception of society and raise expectations for individuals who experience disabilities so they can live full lives integrated in Oregon communities based on choice.



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Transition Technical Assistance Network

- 1 Full Time Statewide YTP Coordinator
- 8 Full Time Transition Network Facilitators
- 3 Full Time Pre-Employment Transition Services Coordinators
- 3 Full Time Pre-ETS/TNF Support Specialists
- 1 Full Time OCB Transition Officer



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Pre-ETS: Success Story

- Meet Noah
- SWIFT Participant (Summer Work Internship for Transition)
- National representative for disabilities



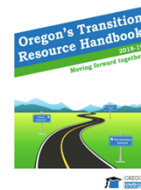
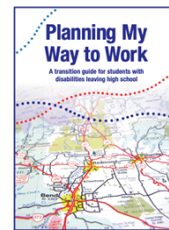
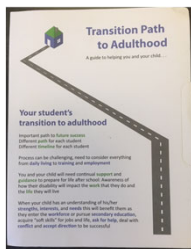
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Transition Education Resources for Collaboration

- Oregon Transition Podcast:
<https://oregontransitionpodcast.podbean.com/>
- Youth Transition Program:
<https://ytp.uoregon.edu/>
- Transition Resource Handbook:
<http://trivou.org/projects/tcn/resourcebooklet>
- Planning My Way to Work:
<https://www.ocdd.org/wp-content/uploads/2017/12/Transition-Guide.pdf>



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<https://oregontransitionpodcast.podbean.com/>

More Resources

Websites:
 Oregon Employment First <http://Iworkwesucceed.org>
 VR's Oregon Youth Transition Program (YTP) <https://ytp.uoregon.edu/>
 Oregon Vocational Rehabilitation <https://www.Oregon.gov/DHS/vr/>



YouTube: <https://www.youtube.com/user/ORGovDHS/> (Supported Employment Playlist)
https://www.youtube.com/watch?v=6N3_7E2jJbw (Autistic Boy - story board)

Facebook: <https://www.facebook.com/ORemploymentfirst/>

Podcasts: <https://feeds.blubrry.com/feeds/oregondhs.xml>
<https://oregontransitionpodcast.podbean.com/>

Twitter: <https://twitter.com/OregonODDS>

Email: employment.first@state.or.us

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Contact Information

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