



NYS Office For People With Developmental Disabilities

Putting People First

Employment First

A Platform for Employment and
Community Contribution

NY Association for Independent Living
October 5, 2010



OUR MISSION...

is to help people with
developmental disabilities
lead richer lives





NYS Office For People With Developmental Disabilities

Putting People First

A Platform for Community Contribution

Employment First!

A national movement that promotes employment for all people with disabilities



The Employment First Agenda

Employment First is OPWDD's vision to increase the number of people with developmental disabilities working and volunteering in their communities





Person Centered Discovery and Planning

For each person, Employment First means:

- Identification of a chosen goal for community contribution
- Employment is the first choice when possible
- If employment is not the outcome for today, planning develops a path to achieving work in the future
- Employment First occurs in partnership with the whole community



Key Values of Employment First

- People with developmental disabilities enjoy the same rights and expectations as all citizens, including the right to be productive
- Everyone has the capacity to be a contributing member of his or her community



Objectives of Employment First : Work

- Increasing the number of people who are working by 15% over the next two years
- Building capacity in our network of employment specialists
- Developing strategic partnerships with community businesses



Employment First: Where are We Today?

- 55,000 people receive employment and day supports
- 8,500 people are employed in their communities
- Employment often has to “fit in” with a person’s day program schedule



Employment First: Why Change?

Our constituents and their families want more:

- The unemployment rate is 85%
- Many young adults leave high school unprepared for work or a career
- Many people would like the chance to explore employment opportunities



Building System Capacity

- Analyze data and evaluate pilot
- Build on our successes
- Align policy and funding
- Create incentives for employment as an outcome



Building System Capacity

New Supports:

- Pathways to Employment
(projected launch date 2011/2012)
- Students Work, Too
(projected launch date 2010/2011)
- Community Habilitation
(projected launch date 2010/2011)



Employment First: Why Now?



- Even during a weak economy, opportunities can be found in emerging business trends
- As the economy recovers, we are positioned to meet employers' workforce needs



Engaging the Business Community

Employment First is promoting a workforce strategy for business by:

- An employer marketing kit that will be available on our website
- Showcasing our talented workforce through the “Works for Me” event
- Collaborating on the “Think Beyond the Label” marketing campaign



Engaging the Business Community

Web Launch - Phase 1:

- A county based listing of Employment Services Providers
- Helps employers directly connect with agencies who have qualified applicants for their hiring needs
- Provides local resources for questions on ADA regulations, tax incentives, etc.



Supported Employment Collaboration

OPWDD, OMH, VESID and CBVH are working to improve:

- Employment
 - Referral and Intake
- Transition
 - Eligibility and Waiver



Employment Collaborations

Developmental Disabilities Planning
Council : Project Search

Most Integrated Setting Coordinating
Council (MISCC):

Promoting employment for all New
Yorkers with disabilities



Employment Collaborations

Medicaid Infrastructure Grant (MIG):
NY Makes Work Pay

Department of Labor

Cornell University

Syracuse University



Person Centered Systems Transformation



New Yorkers with developmental disabilities will use their personal goals and informed choices to build a career path in emerging sectors of the economy



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OPWDD's Employment First Challenge

Please offer your comments &
suggestions via e-mail to:

[Centerforemploymentexcellence](mailto:centerforemploymentexcellence@omr.state.ny.us)
[@omr.state.ny.us](mailto:centerforemploymentexcellence@omr.state.ny.us)