

NEIL ABERCROMBIE
GOVERNOR



PATRICIA McMANAMAN,
DIRECTOR

PANKAJ BHANOT
DEPUTY DIRECTOR

STATE OF HAWAII
DEPARTMENT OF HUMAN SERVICES
P. O. Box 339
Honolulu, Hawaii 96809-0339

March 17, 2011

MEMORANDUM

TO: The Honorable John M. Mizuno, Chair
House Committee on Human Services

FROM: Patricia McManaman, Director

SUBJECT: **S.B. 125, S.D. 2 - RELATING TO PERSONS WITH INTELLECTUAL
AND DEVELOPMENTAL DISABILITIES**

Hearing: Thursday, March 17, 2011; 9:00 a.m.
Conference Room 329, State Capitol

PURPOSE: The purpose of S.B. 125, S.D. 2, is to establish an employment and training program for intellectually and developmentally disabled persons using Medicaid waiver funds, to be administered by the Department of Human Services, in cooperation with the Department of Education and the Department of Health. Makes an undetermined general fund appropriation.

DEPARTMENT'S POSITION: The Department of Human Services (DHS) opposes this bill. DHS does not believe this bill is necessary. DHS already has a Medicaid waiver with the federal Centers for Medicare & Medicaid Services (CMS) for persons with intellectual and developmental disabilities. One of the services included in the current Medicaid waiver is Supported Employment.

The Department of Health (DOH), in partnership with DHS, is in the process of renewing the current Medicaid waiver. The Supported Employment benefit will continue in the Medicaid waiver renewal.

Further, Supported Employment Services for persons with developmental disabilities is currently and more appropriately administered by the Department of Health's Developmental Disabilities Division, not the Department of Human Services.

The Department of Human Services (DHS) is very concerned about the cost implications generated by this proposal. Given the State's current fiscal situation and the significant shortfalls in our health care payments program (HMS 401), DHS cannot support increases in general fund appropriations beyond what Governor Abercrombie has proposed in the Executive Biennium Budget for 2012-2013 for DHS.

Thank you for the opportunity to provide testimony on this bill.



STATE OF HAWAII
STATE COUNCIL
ON DEVELOPMENTAL DISABILITIES
919 ALA MOANA BOULEVARD, ROOM 113
HONOLULU, HAWAII 96814
TELEPHONE: (808) 586-8100 FAX: (808) 586-7543
March 17, 2011

The Honorable John M. Mizuno, Chair
The Honorable Jo Jordan, Vice Chair
House Committee on Human Services
Twenty-Sixth Legislature
State Capitol
State of Hawaii
Honolulu, Hawaii 96813

Dear Representatives Mizuno and Jordan and Members of the Committee:

SUBJECT: SB 125 SD2 – RELATING TO PERSONS WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES.

The State Council on Developmental Disabilities (DD) **SUPPORTS THE INTENT OF SB 125 SD2.** The purpose of this bill is to establish an Employment Training and Placement Program to develop more effective employment systems for persons with intellectual and DD, and to require the Department of Human Services (DHS) to work in conjunction with the Department of Education and the Department of Health (DOH) to seek a Medicaid waiver for funding for the program.

The Council has the following comments and suggestions with respect to the bill:

- 1. We appreciate the consideration of placing the Employment Training and Placement Program under Chapter 333E, Hawaii Revised Statutes. However, the purpose of this chapter is to establish the State Council on DD as the State agency responsible for coordinating services to individuals with DD in Hawaii. Therefore, we must respectfully decline the placement as we are not a direct service providing agency.**

Furthermore, it states on Page 4, lines 20-21, “the DHS shall seek a Medicaid Waiver to provide funding for services under this section.” This provision may be more appropriate under Chapter 346, Social Services, as DHS is the designated Medicaid State Agency and has the responsibility to administer Medicaid Waiver programs.

- 2. We are actively working with the DOH DD Division, self-advocates, family members, service providers, and other stakeholders in the completion of a five-year renewal application for the Medicaid Home and Community-Based Services DD Waiver program to the Centers on Medicare and Medicaid Services (CMS). The DD Waiver program provides services and supports to over 2,500 individuals with DD to live in and be contributing members of the community.**

The Waiver application includes prevocational services, individual employment support services, and group employment supports to assist individuals to prepare, obtain and sustain employment, such as job development, job coaching, and training.

The waiver indicated in this bill may be duplicating the provisions of the current DD Waiver in the above mentioned areas relating to employment. Therefore, it may not be feasible and practical to seek another Medicaid waiver.

The Council's priority is to assure that the DD Waiver is approved by CMS and that DD Division has the necessary State match funds to fully implement the existing DD Waiver.

Overall, the Council supports initiatives to increase employment options and support for individuals with DD and the establishment of an Employment First policy. This is in keeping with one of the goals of the Council's Employment and Education Committee that persons with DD have supports to obtain and sustain employment of their choice.

To this end, the Council has participated in the Hawaii Medicaid Infrastructure Grant, Hawaii State Employment Leadership Network (SELN), and DD Division Provider Action Group on Employment that aim to address issues faced by individuals with DD in obtaining and maintaining employment. The DD Council's Employment and Education Committee serves in an advisory capacity to the Hawaii SELN on an as needed basis.

Thank you for your consideration of our suggestions and comments, and for the opportunity to submit testimony supporting the intent of SB 125 SD2.

Sincerely,



Liz Ann Salvador
Chair



Waynette K. Y. Cabral, MSW
Executive Administrator



HAWAII DISABILITY RIGHTS CENTER

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Phone/TTY: (808) 949-2922 Toll Free: 1-800-882-1057 Fax: (808) 949-2928

E-mail: info@hawaiidisabilityrights.org Website: www.hawaiidisabilityrights.org

THE HOUSE OF REPRESENTATIVES THE TWENTY-SIXTH LEGISLATURE REGULAR SESSION OF 2011

Committee on Human Services Testimony in Support of S.B. 125, SD2 Relating to Persons With Intellectual and Developmental Disabilities

**Thursday, March 17, 2011, 9:00 A.M.
Conference Room 329**

Chair Mizuno and Members of the Committee:

I am Louis Erteschik, Staff Attorney at the Hawaii Disability Rights Center, and am testifying in support of this bill.

The purpose of this bill is to establish an employment and training program within DHS for individuals with intellectual disabilities and to mandate the Department to establish a waiver to provide funding for the services.

We support this bill because we believe that greater employment of individuals with disabilities represents the next step of their greater integration into the life of the community. In the wake of the Olmstead decision of the US Supreme Court, some progress has been made in terms of building capacity in the community to provide residential placement. However, very little has occurred in terms of developing employment opportunities.

This represents an area of untapped potential. While day programs and things of that nature have filled a void in the lives of many such individuals, we believe that if they were more gainfully employed at reasonable rates of pay it would maximize their sense of self satisfaction as well as their potential to lead a more fulfilled life and

reduce the demand for public services that would otherwise be required. Additionally, we note that transitional services from youth to adulthood have been very scarce and our hope is that this program would increase opportunities for individuals in that age group. There is no reason for an individual with an intellectual disability to be limited to a sheltered workshop or a menial job or a day program. Their untapped potential needs to be realized for the benefit of the individual and society as a whole, and this bill will help to accomplish that.

Thank you for the opportunity to testify in support of this measure.



Building Independence for Challenged Lives

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State of Hawaii
House Committee on Human Services
The Honorable John M. Mizuno, Chair
The Honorable Jo Jordan, Vice Chair

March 17, 2011; 9:00am
Room 329

SB 125, SD2, Relating to Persons with Intellectual
and Developmental Disabilities

Good afternoon, Chair Mizuno, Vice Chair Jordan and Members of
the House Committees on Human Services,

Lanakila Pacific supports measure SB 125, SD2 to develop more
effective employment systems for persons with intellectual and
developmental disabilities.

Our Lanakila Teaching & Learning Centers (TLC) program
currently provides Medicaid Waiver adult day services for more
than 125 people with disabilities each year.

Many of our TLC participants also want to work and become
taxpaying contributors to the economy. However, most of our TLC
participants do not qualify for the training and employment
services currently available.

The matching funding provided in this measure would provide
much needed training and employment opportunities for those who
are transitioning from formal education and waiver programs.
The far reaching impact includes self sufficiency, self confidence,
and enhanced living for participants, and in turn supports our
greater community.

Thank you for the opportunity to provide these comments.

Respectfully submitted,

Marian E. Tsuji
President & CEO

SB 125 SD 2

RELATING TO PERSONS WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES

This bill endeavors to create a new Medicaid waiver specifically for employment for people with intellectual disabilities. The bill assigns the implementation to the Department of Human Services. I am concerned that passing this legislation will have the effect of diluting the revenue currently available under terms of the 1915c-waiver to the State Plan Medicaid. Employment is already part of the existing waiver implemented by the Department of Health. If passed it would be create a duplicate system and reduce the resources available to the existing so that neither system would have the necessary funds to create success.



Gretchen Lawson, President/CEO

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Sent: Tuesday, March 15, 2011 6:00 PM
To: HUS testimony
Cc: chinheng@chinheng.com
Subject: Testimony for SB125 on 3/17/2011 9:00:00 AM

Testimony for HUS 3/17/2011 9:00:00 AM SB125

Conference room: 329
Testifier position: support
Testifier will be present: Yes
Submitted by: Chin Lee
Organization: Individual
Address:
Phone:
E-mail: chinheng@chinheng.com
Submitted on: 3/15/2011

Comments:

This Bill will help foster the environment that will support individuals with intellectual disabilities to seek employment, instead of going into the Medicaid Home and Community Based Service Waiver with no employment goals and no transition plan into the community.

Sent: Wednesday, March 16, 2011 8:55 AM
To: HUStestimony
Cc: sbernadette@gmail.com
Subject: Testimony for SB125 on 3/17/2011 9:00:00 AM

Testimony for HUS 3/17/2011 9:00:00 AM SB125

Conference room: 329
Testifier position: support
Testifier will be present: Yes
Submitted by: Susan Miller
Organization: Individual
Address:
Phone:
E-mail: sbernadette@gmail.com
Submitted on: 3/16/2011

Comments:

Despite best practices and CMS recommendations, the current DD/MR Medicaid funded waiver program doesn't promote employment first services, which is the most effective means of community inclusion and involvement for people with developmental disabilities. The current DD/MR waiver program and the proposed changes to occur in summer 2011, (5-year CMS renewal) as it is currently written, it still falls short of utilizing best practices in policy and implementation to more effectively integrate people with developmental disabilities in the community through employment - which is a national trend proven to reduce costs over time as people become more independence and self determined.

It appears that the DOH writers of the renewal proposal are still reluctant to fully embrace employment first. The proposed renewal language is a write over the former waiver program without the innovative policy and standards that give rise to the community expectation that everyone can work. The scopes abs standards are vague as is the means of accountability and measurable outcomes. The current budget is close to \$100 million!! Given this proposed renewal application, Hawaii is doomed to spend tens of millions of dollars with successful competitive employment outcomes unplanned or expected. This is so wrong, given that successful models are at the states' fingertips!!

Hawaii needs a clear and forward moving "Employment First" Policy to drive implementation. CMS allows for states to demonstrate Model waivers with 200 or less enrollees.

I respectfully and strongly recommend that this legislative committee request a review of the DD/MR waiver renewal to be submitted this month to CMS (which is a 5-year contract)

If in finding that the pending renewal application does indeed fall short of what could an "Employment First" program, I recommend that the UH Center on Disability Studies be extended the opportunity to develop an Employment First model, which is an accepted CMS transition practice to bring about change in services. Without this step, Hawaii will be stuck for another five years with programming that falls short of the Omstead Act mandate for financial independence and community inclusion.

Sent: Wednesday, March 16, 2011 12:03 PM
To: HUS testimony
Cc: mihalkewm@gmail.com
Subject: Testimony for SB125 on 3/17/2011 9:00:00 AM
Attachments: WA Supported Employment Program.pdf

Testimony for HUS 3/17/2011 9:00:00 AM SB125

Conference room: 329
Testifier position: support
Testifier will be present: No
Submitted by: William Mihalke
Organization: Individual
Address:
Phone:
E-mail: mihalkewm@gmail.com
Submitted on: 3/16/2011

Comments:

Attached is a link and screen shot of a YouTube video interviews of private sector employers of people with developmental disabilities in WA State.

Link is <http://www.youtube.com/user/WiSeMovies#p/c/8/NECQFosMmac>

LINK: <http://www.youtube.com/user/WiSeMovies#p/c/8/NECQFosMmac>

The image is a screenshot of a web browser displaying a YouTube channel page. At the top, the browser's address bar shows the URL <http://www.youtube.com/user/WiSeMovies#p/c/8/NECQFosMmac>. The YouTube navigation bar is visible, featuring the YouTube logo, a search bar, and links for 'Browse', 'Upload', 'Create Account', and 'Sign In'. Below the navigation bar, the channel's branding is displayed: the 'WiSe.e' logo on the left and the text 'WASHINGTON INITIATIVE for SUPPORTED EMPLOYMENT' on the right. The main content area shows a video player with a dark, grainy image. Below the video player, there is a progress bar and a list of menu items: 'Info', 'History', 'Music', 'Playlists', and 'Help'. The video title 'Costco Big Harbor' is visible, along with a 'Like' button and a comment icon. At the bottom of the browser window, the Windows taskbar is partially visible, showing several application icons and the system clock.

Sent: Wednesday, March 16, 2011 12:07 PM
To: HUS testimony
Cc: mihalkewm@gmail.com
Subject: Testimony for SB125 on 3/17/2011 9:00:00 AM
Attachments: RealWorkStories.pdf

Testimony for HUS 3/17/2011 9:00:00 AM SB125

Conference room: 329
Testifier position: support
Testifier will be present: Yes
Submitted by: William Mihalke
Organization: Individual
Address:
Phone:
E-mail: mihalkewm@gmail.com
Submitted on: 3/16/2011

Comments:

Attached is a link and screen shot of a website, RealWorkStories.org, which provides information on employment experiences of people with development disabilities across the country.

Link is <http://www.youtube.com/user/WiSeMovies#p/c/8/NECQFosMmac>

LINK: <http://www.realworkstories.org>

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- Career Advancement
- Self-employment
- Business of Business

Who are? This site highlights the employment success of people with Intellectual and Developmental Disabilities (IDD) who are working in paid jobs in their communities. Through the use of innovative, local and employment support practices, these individuals are earning money, forming networks, and contributing to their communities. Learn more about these people and the promising practices that led to their success.
[Here is a definition of Intellectual Disabilities.](#)
[Here is a definition of Developmental Disabilities.](#)

Scroll down this page for current featured stories, or use the menu at left to browse all stories by category.

Leading Stories

Britana: Using Vocational Rehabilitation and Self-Directed Funds for Job Development

Britana is 24 years old. She describes herself as a happy person, and enjoys competitive contracting in her free time. Britana works 38 hours a week, making \$9.40 per hour, at the Robin Restaurant in Igou, Oregon. She bus rides away from her home in Seaside. Her duties include taking orders, taking cash and orders, and preparing wrappers for burgers. Britana used funds through the Office of Vocational Rehabilitation (OVR) Services to hire a job coach to help her develop her job.

Read more...

Family Engagement and Involvement

Andy: Family Initiative and Involvement

Andy Owsen works in the print book area department at the City of Santa in Portland, Oregon. He is blind and committed to doing whatever he can to succeed. Andy has a career path without specific limitations by using a small number of OVR services including, but not limited to, social and job coaches. He will use his own initiative. Andy's employment success was due to the fact that he had a good relationship with his employer and was a good team player.

Transferring Role from Daytime...

2:00 PM

Sent: Tuesday, March 15, 2011 5:23 PM
To: HUS testimony
Cc: mihalkewm@gmail.com
Subject: Testimony for SB125 on 3/17/2011 9:00:00 AM
Attachments: 2010 Report - Employment in Washington State.pdf

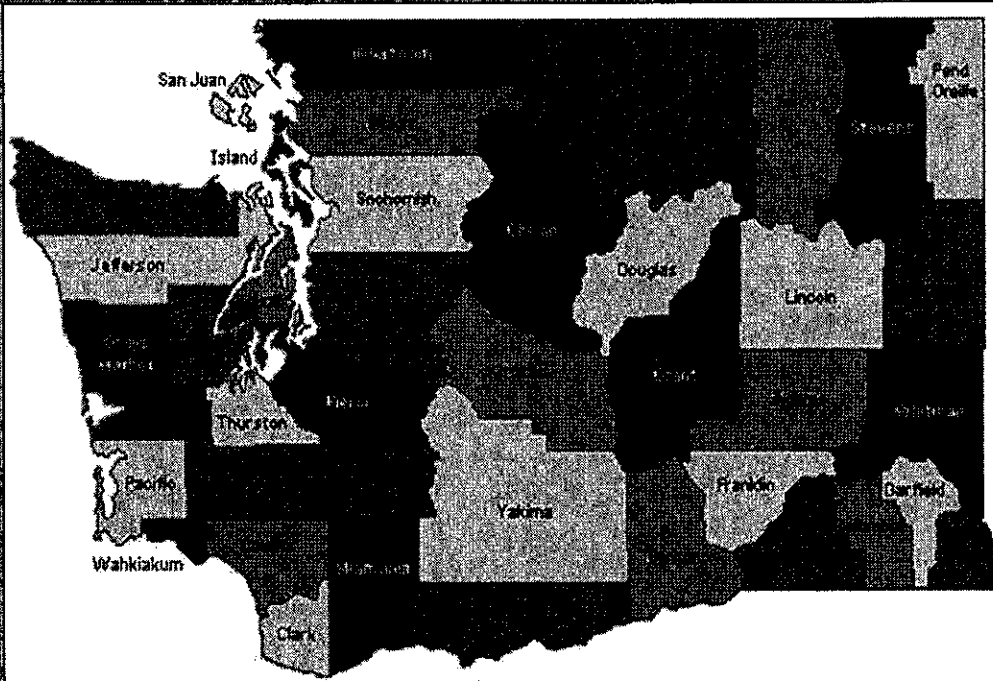
Testimony for HUS 3/17/2011 9:00:00 AM SB125

Conference room: 329
Testifier position: support
Testifier will be present: No
Submitted by: William Mihalke
Organization: Individual
Address:
Phone:
E-mail: mihalkewm@gmail.com
Submitted on: 3/15/2011

Comments:

Employment in Washington State

2010 Report





ACKNOWLEDGEMENTS

This report was organized by the Washington Initiative for Supported Employment (W.i.S.e.) with the assistance of those listed below. It summarizes the best of our history and reflects the dedication and commitment of countless people over 30+ years. The most recent input is from over 600 participants at six regional forums held throughout the state in the spring of 2010 with the assistance of local county hosts.

Linda Rolfe

Director, WA State Division of Developmental Disabilities

Jane Boone

Program Manager, Division of Developmental Disabilities

Cesilee Coulson

Executive Director, W.i.S.e.

Lee Valenta

Consultant

Jim Corey

Program Manager, W.i.S.e.

Cathy Sacco

Program Manager, W.i.S.e.

Monica McDaniel

Program Manager, W.i.S.e.

Teri Johnson

Consultant

Jennifer White

Director, Able Opportunities, Inc.

Susan Tamfu

Graphic Design



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Sarah graduated from the Lake Stevens School District with a great job as an office assistant at the Northwest Weight Loss Surgery Clinic.



[Click to learn more](#)

Our Challenge

3,000 New Jobs by 2015 We'll *See* it As We *Believe* it

In August 2009, the Alliance for Full Participation, composed of teams from states nationwide dedicated to quality of life through employment, set a national goal of doubling the number of people with developmental disabilities employed in real jobs by 2015. During 2009, people earning wages in individual community jobs in the State of Washington numbered 3,000. Our goal for the State of Washington by 2015 is an additional 3,000 current jobseekers employed.

What are our chances of success? *Our history says it's possible.*



The Policy

Developed in 2004, with implementation beginning in 2006, Washington's Working Age Adult Policy was the first "employment first policy" established in the country. Built upon the community values and practices of more than three decades, the policy firmly establishes employment as the primary goal and establishes employment supports as the primary use of program funds for all persons with developmental disabilities of working age. Since its implementation other states have looked to Washington State for leadership and guidance, using us as a model as they define their priorities of services and resource investment.

Guiding the use of funds to support working age adults regardless of disability, the policy establishes the pursuit of employment and a living wage as the goal. Benchmarks include typical community workplaces, minimum wage or better, gainful employment and career development.

While bold in its implications the policy represents a logical step for our state, continuing us on a path that began over 35 years ago. Throughout that time the journey has been driven by a clear vision that challenged those connected to the pursuit of a better life for **all** people with developmental disabilities. The policy established an important standard for our state—**all means all**.



"My name is Addison. I am employed at Harrison Medical Center, where I work in the rehabilitation facility."

[Click to learn more](#)

How Did We Begin?

In looking back to the decade between 1970 and 1980 we can trace the underpinnings of our current employment infra-structure and philosophy to four significant “events”. They stand out as important foundational examples, *each playing a different but critical role in our development:*

- Education for All Handicapped Children Act
- Establishment of county government as a partner to the state
- PASS Training
- County Guidelines

While certainly not alone in their importance to who we are today, each of these early influences and experiences represents a critical aspect of a community service system determined to support and nurture people in their quest for employment.

The Spirit



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Signing of HB 90 in 1971, l to r: Janet Taggart, Katie Dolan, Cecile Linqvist, Governor Daniel Evans, Evelyn Chapman, and George Breck

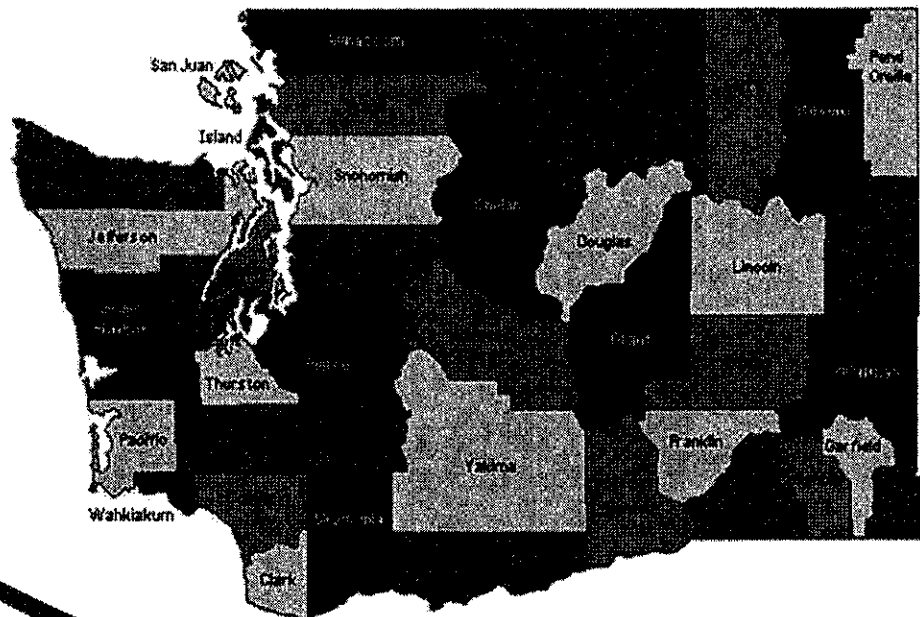
In the late 1960's and early 1970's while activist parents in Washington State as well as nationwide were banding together to advocate for and organize day programs for their adult children, a small group of Puget Sound parents had their goals set even higher. They were on a mission to change state and federal public policy that excluded children with developmental disabilities from attending public schools. With the passage of HB 90 in 1971 their efforts were rewarded when Washington became the first state to mandate legislation giving *all* children the right to free public education. And then in July 1975 with Washington as its model, Congress passed

Public Law 94-142 directing states to provide free public education for all students if they were to receive federal funding.

Having children with disabilities become an integral part of community life through presence and participation in public schools sent a powerful message about the value of all children and their place in the community especially in our state. The pioneer energy and spirit of these parents had established a precedent for those focused on employment just a few years later.

Structure

Much of the community service system was established in the mid-1970's, following the 1968 policy establishing counties as the state's partner in developing and overseeing community services. County government was given responsibility to develop and oversee day programs for children not yet of school age and for young adults over age 21. Over the years Washington's advancement around employment is due in large part to the leadership resulting from the state-county relationship. For over three decades that partnership has been based on the mutual respect for a more intimate knowledge of local resources and opportunities; the capacity to pool and leverage state and county funding to have the greatest impact; the ability to plan, create and invest in best practices tailored to local needs; and the ongoing contractual oversight of support providers. The creation, sustenance and improved quality of local organizations providing employment support have been due to county efforts over more than three decades.



Inspiration

There is little doubt that from early on in the late 1970's Washington state and local leaders have sought out the best ideas available to complement and support the energy and passion that were already forming in our young community system. In 1978 those state and local leaders were introduced to PASS (Program Analysis of Service Systems), a values-based way of evaluating and examining how community services and supports were organized and implemented. Based on principles of normalization as outlined by Sweden's Wolf Wolfensberger and introduced by John and Connie Lyle O'Brien, the week-long PASS experience gave the initial 45 participants a common approach to what typical community life could look like for people with developmental disabilities. The depth of the analysis crystallized the values that were already becoming established in the hearts and minds of those involved in the training. The PASS workshops continued across the state and articulated a vision for working age adults that included paid jobs in typical community settings as part of valued community lives, and gave further direction to those looking to build a solid foundation of respectful community support.

Values

The publication of the County Guidelines in the early 1980's established the first and clearest policy regarding the purpose, direction, and content of community day programs for adults. Based on the data and experiences of pioneers like Marc Gold, Tom Bellamy, Paul Wehman, and Jim Moss, the state of Washington formally established typical community employment as the primary outcome for adults, and through the guidelines, supported counties to pursue local programs that invested in that outcome. The state and counties revised the guidelines in 1992, further articulating the values that had been guiding their contracts, training and technical assistance around community employment: **Power and Choice, Relationships, Status/Contribution, Integration, Competence, and Health and Safety**. In the early 80's these values had sparked the establishment of new individual employment options for adults and in 1992 they continued to serve as a clear guide to existing programs in their evolution and development. Today, they are the essence and foundation of the Working Age Adult Policy.

What Got Us Here?

Factors that were essential in furthering progress to support people with developmental disabilities to move out of poverty and into good paying jobs can be categorized in three major areas: *gathering on a regular basis, the development of powerful leaders, and holding ourselves accountable.* The practices in these three areas helped us to “stay on the same page” while creating an environment conducive to change and growth.

Gathering as a community

For over thirty years it has all been about relationships and the intentional creation of opportunities, formal and informal, that bring us together to remind us what we’re all about. The best example is the **Ellensburg Employment Conference**. First held in 1978, the annual conference is the oldest employment conference in the country, serving a special role in our state for those connected to the advancement of employment for adults with developmental disabilities. Due to budget restrictions, the conference was suspended in 2009 and 2010. From its inception the conference offered presentations about the best programs nationally and statewide, giving participants the most powerful inspiration and information available to guide their work. Unique to the annual gathering is an anticipated sense of community and celebration. The estimated 13,000 participants over 30 years included advocates, self-advocates, employment specialists, state and county bureaucrats, teachers, employers, and elected officials. Among them were those new to the work, that got to hear *about* the best *from* the best and were welcomed into an expanding community focused on employment and full participation.

Annual statewide and regional forums focused on employment-related issues bring stakeholders together to identify and confront what is standing in the way of employment for more people. Over time these discussions have focused on policies, attitudes, innovation, skills, and collaboration—whatever we can and do less of to advance the possibility of community employment. It has often been through these challenging discussions that the ingredients for future growth and change have emerged, good relationships are formed and solidified, and a mutual respect for people’s roles and contributions is reinforced.



The ongoing availability of training and technical assistance has been the glue that has held together the vision, the values, and the practices for our expanding community focused on employment. In the mold of the Ellensburg Conference, national and local “experts”—those who have something to teach us—are made available to regions, organizations, and sometimes individuals, responding to needs and helping us all get better at what we do. Any good ideas considered helpful in the effort to promote more and better jobs are shared. These learning opportunities have been part of our collective practice for all 30 years, especially integral to our ongoing efforts to create opportunities for individuals with more significant challenges.

Developing leaders

Creating and supporting people in jobs only happens in an environment that has leadership at every level—state and local, public and private. We have been intentional in identifying, nurturing and supporting leaders in every domain, including advocates and self-advocates, bureaucrats and employers, teachers, support providers, and elected officials—anyone interested in taking a leadership role in the realm of employment. When those leaders come together they anchor our shared values and goals in a set of common experiences. And when they return to their work and advocacy, their leadership is strengthened as they continue to hold the vision.

Families focused on valued lives for their children have organized into powerful parent coalitions across the state, articulate and effective in communicating their dreams and goals. *Self-advocates*, anxious to speak on their own behalf, continue to discover their voice, no longer settling for exclusion, isolation and poverty. Several *employers* have taken a leadership role, beyond creating and providing job opportunities. Their participation at forums and conferences have afforded employers the opportunity to teach and learn, strengthening the partnership with employment support organizations. Their presence and leadership on the team reinforces the value of our work and furthers the collective effort to create welcoming workplaces.

Matt works at Seattle Children's Hospital as an administrative assistant for three programs: Neurodevelopmental, Endocrinology and Genetics.

[Click to learn more](#)



*Kenny working at a Walmart
in Spokane.*

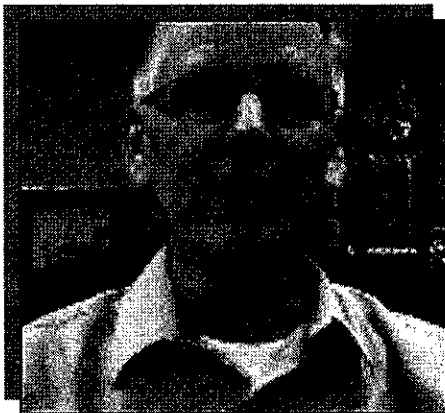
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For the past 10 years we have especially focused time, resources and energy on *emerging leaders*, primarily younger people with the dedication and commitment to employment who will be able to carry on and build upon past accomplishment. With an eye on sustainability mentoring relationships are evolving, built on our history and values while clearly focused on present realities and future possibilities.



Holding ourselves accountable

The clear goal of 3,000 additional people working in individual jobs for a total of 6,000 by 2015 is our latest challenge, easily tracked with our statewide data collection system that has been in place since the mid-1980's. With a priority of accountability for the public investment in employment supports for persons with developmental disabilities, we have been continually aware of our progress through good and bad economies, measuring job gains and losses, hours worked, wages, and public benefit ratios. Knowing this information at the provider, county and state levels has given further clarity to our overall purpose, while letting us know how we're doing. While it is the foundation of county planning and service provider contracts, the data also creates a cohesiveness around our collective responsibility, sharpens the visibility of our work, and broadcasts the value and contribution of our efforts.



Wayne Harris, Manager, Gig Harbor Costco Wholesale, "We find that these individuals are tremendously reliable, always available for work, and very rarely sick. They come in and are very focused on the job at hand, and overall it's a win."

[Click to learn more](#)

Where Are We Now?

Over the five years since the introduction of the Working Age Adult Policy, discussions and actions have focused on the personal and collective leadership required of all of us to make inclusive communities a reality.

Several organizations have eliminated or are in the process of eliminating their sheltered workshop programs. Formal and informal networks of employers and employment organizations are collaborating to hire and maintain good employees. Two former service provider organizations, Rehabilitation Enterprises of Washington and Partnership 2020, have combined to form the Community Employment Alliance, (www.communityemploymentalliance.org), a single powerful statewide force advocating with one voice for community jobs for people with developmental disabilities. In addition, the new APSE WA Chapter is forming as an affiliate of CEA connecting national efforts to statewide efforts. Stakeholders at conferences and regional forums are consistently challenging each other about what it will take to move forward and create more job opportunities, especially for people with significant barriers to employment.

Public sector employment

In 1990 the King County Council set a tone and laid the foundation for employment in the public sector in Washington State that would eventually be an example for the rest of the country. With the cooperation of their employees' union, King County committed to developing county jobs designed for individuals with developmental disabilities. Beyond the initial opportunities, the policy established a precedent within county government for further job development, demonstrated the potential labor-management cooperation in job creation, and set a standard of responsibility for the public sector employers in Washington State and beyond.

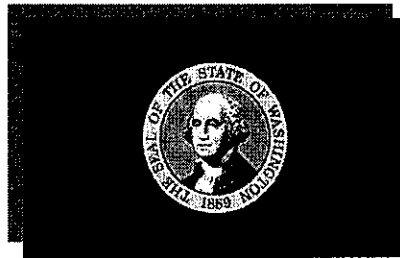
Larry has worked at King County Metro as a Rider Information Specialist full time for 17 years.

[Click to learn more](#)



What followed were efforts at the City of Seattle to make similar commitments and eventually other Washington counties, cities, universities, and school districts began considering ways to include people with developmental disabilities in their work forces. And in 1997 through legislative leadership and the advocacy of employment advocates, Governor Gary Locke signed legislation creating a policy that facilitated the hiring of people with developmental disabilities in state jobs. By early 2007 there were 60 individuals working for King County, 45 for the City of Seattle, and over 100 in state government as well as in other public sector jobs across the state.

“People with disabilities are a very important part of our diversity as a country and to ignore them is not only counterproductive in the workplace, it also makes no sense in the marketplace.” **Neil Romano, Former Assistant Secretary, U.S. Department of Labor, keynote at HireAbility Day 2010, Spokane**



2010 Legislature

In March 2010, in the midst of a deep recession, the Washington State Legislature passed and the Governor signed a biennial budget allocating \$6.4 million to invest in job creation for over 1,000 young people with developmental disabilities that completed high school in 2009 and 2010. This forward-thinking move said a lot.

- It epitomized the value of 18 years of investment in special education for these young adults.
- It reflected the need and desire of the community to support people in getting jobs and keeping them.
- It said that as we struggle out of a deep recession, the recovery will include and rely on *all of us*.

Agency Collaboration

While the state Division of Developmental Disabilities has historically taken a leadership role on behalf of its clients, the Division of Vocational Rehabilitation has been a partner from early on. DVR supported several of the early pilot projects in the early 1980's with start-up funding, helping newly-formed organizations demonstrate that people with significant challenges could work in community jobs. That cooperative funding arrangement with DDD through the counties became a model nationally for the federally-funded state employment initiatives five years later, featuring the combination of DVR's shorter-term investment in evaluation, job placement and training, with DDD's commitment to long-term support. That arrangement remains today.

The DDD-DVR relationship continued in the oversight of the Washington Supported Employment Initiative from 1986-1991, the federal systems-change grant to our state that featured employer leadership and eventually evolved into the Washington Initiative for Supported Employment (W.i.S.e.). While the Initiative is now a non-profit organization providing technical assistance and training statewide on behalf of DDD and the counties, DVR continues to play a critical role by investing in these efforts and encouraging staff to participate in regional trainings and forums throughout the state. The development of cooperative employment opportunities and the shared leadership required to advance those opportunities continue to be a priority for DVR.

The Private Sector

Private sector employers, both large and small, remain the backbone of our efforts to employ people with disabilities. Over the decades they have led the way and grown along with the rest of us in the efforts to seek new and better ways to hire and keep employees. Today's employers are more apt to have attended school with classmates with disabilities in their classes. With growing numbers of people working and contributing in public settings, hiring someone who happens to have some obvious challenges is becoming a more typical part of their human resource efforts. Over time, the increased flexibility of employers has also led to improved arrangements that accommodate the needs of the employee while enhancing the requirements of the workplace. In numerous instances a willingness to hire someone with a disability has led to an analysis of workplace flow, re-allocation of tasks and responsibilities

and the creation of new opportunities and greater efficiency. We have learned from employers that the immediate involvement of coworkers in the training of the new employee maximizes the skilled services of the agency and creates a more lasting investment in the coworkers and the culture of the workplace. As we collectively advocate for increased opportunities for people with disabilities in the work force, we are taking our lead from employers who recognize the intrinsic value of employees with disabilities—their inclusion makes good business sense, it enriches the workplace environment, and there is an invaluable contribution to the quality of life and well-being of the community.

Employers "get it"...

It makes as much business sense to hire a person with a developmental disability as it does to hire anyone else if they are qualified to do the job."

Deb Ferguson, The Buzz and Bee Danded, Sequim

"It is a tremendous success for both the individuals and the employer."

Peggy Mangiaracina, Executive Director, Sacred Heart Children's Hospital, Spokane

"To be honest, when I look at Liz I don't see someone with a disability. I see somebody with a great deal of ability. . . Liz is very much an integral part of the utility."

Matt McCudden, Director of Customer and Communication Services, Clark Public Utilities, Vancouver

"I can set my watch on him being here. He's pulling his weight."

Sean Schwender, Facility Manager, Washington Square, Bellevue

"It's also created a culture of diversity in our stores which is an advantage over our competitors."

Peter M. Ogg, Operating Partner, Papa John's Pizza, Puyallup

"It's been a great thing for our business and for me personally as well."

Matt Storey, President, Direct Interactions, Seattle

[WATCH THE SEYMEN HALL EMPLOYERS VIDEO](#)

[WATCH THE GREAT STORES VIDEO](#)

Washingtonians with developmental disabilities in individual jobs earned over \$24 million in wages in 2009.

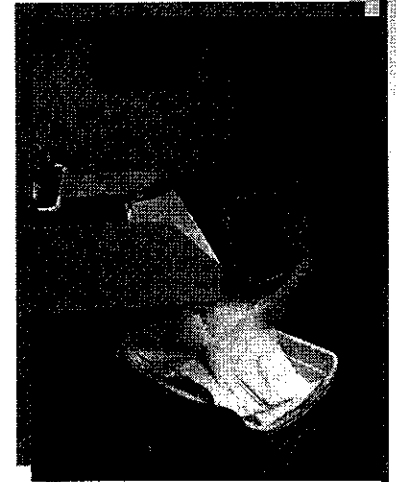
Self-employment

As in the broader employment arena some individuals in Washington have chosen to start their own businesses. Operating as micro-enterprises these opportunities offer another choice to people for whom typical employment is not currently a viable option. Geographic location, complex support needs, or personal skills and talents are among the reasons why some individuals are drawn to business ownership.

There are currently more than 40 people statewide who have established themselves as “entrepreneurs” in their communities, involved in the making, promotion and selling of products they have created or in the promotion and selling of their services. Most have been assisted with a business plan, and they have, along with their families/advocates, received some small business consultation. Support is provided through community organizations as it would be provided to employers. In the micro-enterprise approach, there is typically additional support needed from friends, families, and advocates. For people with developmental disabilities a key element of self-employment is that the business being pursued creates ongoing opportunities for the individual to be present and participating with others in the community.

Jeff, once considered ‘unemployable’, now works at his own business Doc Destruction supported by Highline Community College and his family

[Click to learn more](#)

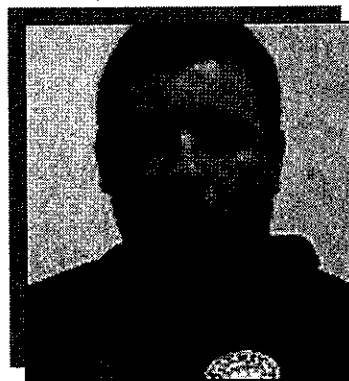


Where Are We Going?

Community Leadership

Daunting even in the best of times, the pursuit of an additional 3,000 jobs in the near term will be affected by the uncertainty of the economy and the reliability of government funding. Both factors are always present but are not excuses for avoiding the challenge. With the current reduction in government funding affecting the capacity of the service system infrastructure, the leadership effort for innovation and job creation clearly rests with families, schools, and community networks.

Beyond the economic challenges, continued job opportunities in the next several years will fundamentally rely on a deeper expectation that younger people with disabilities *should be active in their communities and an integral part of the workplace*. Success at that level starts with families and schools that continue to expect a life of quality, participation and contribution. It will build upon a continued strong effort of employment support providers to seek broader community leadership in the job development effort—moving from the primary responsibility of a few to a shared responsibility of families, friends, and community advocates. Ultimately, success will be defined when individuals with developmental disabilities expect to get a job, and when employers expect to include employees with disabilities in their workplaces and take a leadership role in their inclusion and accommodation.



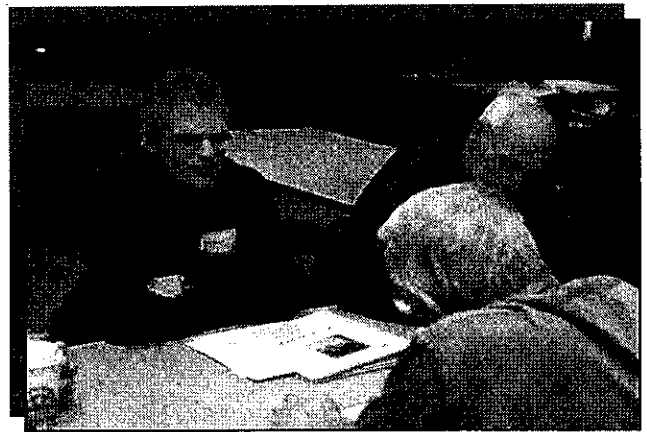
[Click to learn more](#)

Mark Sjolund, Manager, Bellevue Dunn Lumber, "From a business perspective I would say the investment is relatively low but the return is extremely high."

JOB DEVELOPMENT

Be bolder and even more creative in identifying jobs. Challenge ourselves and our employer colleagues to explore new possibilities in the workplace, creating new ways for people to add value. Continue to re-think and evolve our business model.

- Pursue the Human Resources approach of Project Search that focuses on businesses looking to actively include people with disabilities in their work force.
- Facilitate employers as job creators and developers like Rotary's Partners for Work.
- Engage satisfied and enthusiastic local employers as advocates and spokespersons in educational presentations to Chambers of Commerce and other civic groups.
- Consider a cost analysis/ benefits analysis presentation in promoting employment to specific businesses.
- Pursue the self-employment business model with individuals when it is a viable alternative.
- Expect young adults with developmental disabilities to begin working at the same age as their peers, and pursue typical leads to first jobs – through family networks, neighbors, school assistance and friends.
- Expand personal networks and job leads through social media, posting portfolios, resumes, stated job interests and career aspirations.
- Encourage young adults to clearly state job goals and pursue Career and Technical curriculum opportunities as part of their Individual Education Plans.



Ryan in a practice interview with Kent Rotarians

TRAINING & TECHNICAL ASSISTANCE

Protect our long-term investment by identifying and promoting good ideas through training and technical assistance. Host forums to share knowledge and skills and disseminate best practices.

- Create gatherings similar to our issues forums at a local level to encourage broader involvement and test the level of commitment.
- Re-introduce the annual Ellensburg Employment Conference to reinforce the spirit and energy of an inclusive community. Expand the participants beyond the developmental disabilities community.
- Continue gathering at regional and local forums to develop and implement strategies for reaching the state's employment goals.
- Expand the successful employment specialist training curriculum currently available through Highline Community College to other communities.

"The thinking about employment for people with developmental disabilities can be summarized in this way -

-From impossible to possible

-From possible to beneficial

-From beneficial to allowed

-From allowed to preferred

-From preferred to expected

-From expected to required.....

.....to the same standard as everyone else."

Alderbrook 2007, David Mank, Ph.D., Indiana University

[Click here to read the "Alderbrook Paper"](#)

TECHNOLOGY

Use 21st century technology and methodology for efficiency and effectiveness—to save time and energy and to reduce costs.

- When feasible and depending on the content, hold web-based training seminars to reach more people.
- Disseminate stories, experiences and information and best practices more easily through interactive websites.
- Introduce people with communication barriers to state-of-the-art, low- and high-tech devices and methodologies to ensure successful interactions at work and in the community.
- Explore electronic portfolios and videos as tools to demonstrate a person's skills and capacities to an employer.
- Explore social networking as a potential tool to connect to the greater community.
- Improve the use of technology within community organizations, including data systems and communication.



Scott Palm of Palmtree Enterprises consults with families, educators, and speech professionals on how to use the latest assistive communication devices.

[Click to learn more](#)

FOCUS ON SCHOOL-TO-WORK TRANSITION

Continue to discover and articulate the ingredients of supportive school experiences and supportive post-school experiences for young adults. Reinforce the expectation that graduation from high school will be followed by a job.

- Encourage and assist young parents in becoming advocates for their children's employment future as early as elementary and middle school.
- Emphasize the emerging data around cost-efficiency and greater success when young adults are expected to work while in school and graduate with a job.
- Support schools to engage in curriculum practices focused on employment outcomes for young adults with intellectual disabilities.
- Encourage counties, DVR and employment providers to expand collaboration with schools around community-based transition programs.
- Expand the practices of embedding community employment specialists within school districts and pooling resources on behalf of graduating students.
- Ensure that community-based school transition programs are followed by employment support in adult services by investing in qualified, well-trained employment specialists.
- Assist school districts in meeting the federal *IDEA* requirements and *State Performance Plan* requirements. These requirements establish and measure the extent of post-secondary employment outcomes in the Individualized Employment Plans of 16 to 21-year-old students and measure the extent to which students who are graduating are competitively employed and/or are enrolled in post-secondary education.

Reuban got his job at Fred Meyer through the Kent School District transition program. He was so excited he used his first paycheck to tattoo the word "money" on his forearm!



[Click to learn more](#)

RELATIONSHIPS & COLLABORATION

Build on the strength of our relationships. Keep employment and community inclusion as the primary goals. Continue to practice what it means to be in community.

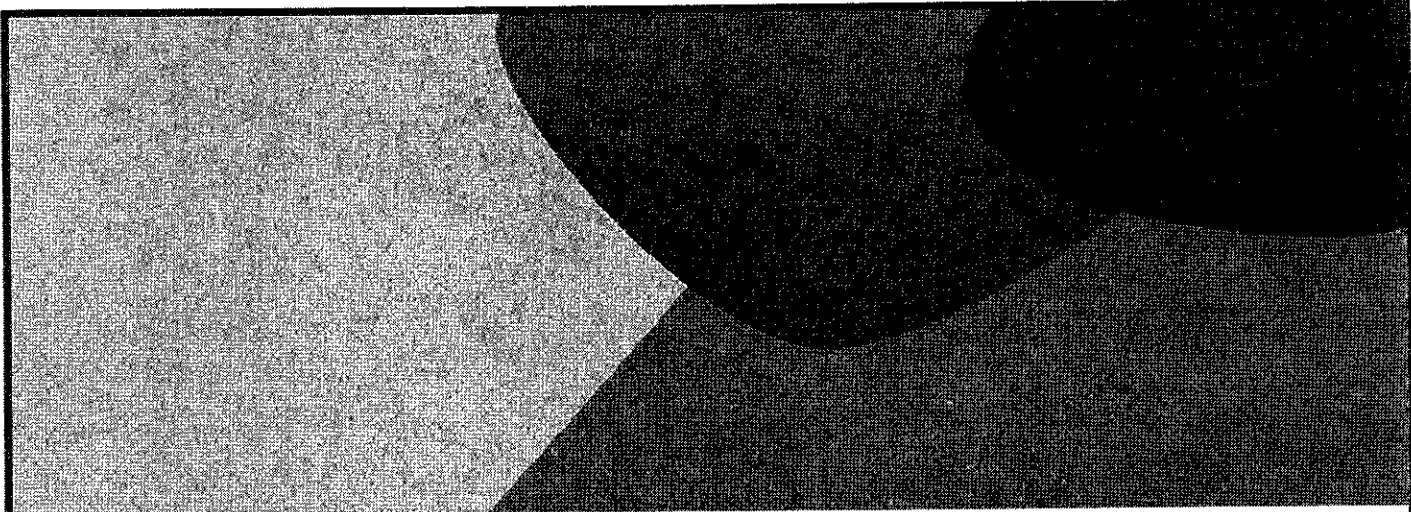
- Seek new and better ways of doing business with our primary allies: Division of Vocational Rehabilitation, residential support organizations and their staff, employers, and schools.
- Continue to look for additional allies to help further advance employment: friends, neighbors, legislators, and local elected officials.
- Continue to provide encouragement, support and resources to people with disabilities and their families on their pathways to employment.
- Seek out, respect and engage diverse points of view.

3,000 NEW JOBS BY 2015
WE HAVE TO BELIEVE IT TO SEE IT
WE HAVE TO BELIEVE IT TO LEAD IT



Chris Miller, President, Miller Sheet Metal, "It was cost effective almost immediately."

[Click to learn more](#)



“We all need jobs and we are
people with disabilities, but
we are just people,
that want employment like
anyone else.”

Eric Matthes, Seattle

*[Click here to watch a video of
Employment Advocacy Day 2011](#)*

The State of Washington



Proclamation

WHEREAS, the state of Washington has a long history of leadership in protecting and promoting equal opportunity for people who have disabilities; and

WHEREAS, citizens with disabilities continue to experience unemployment and poverty at rates substantially higher than those without disabilities; and

WHEREAS, Washington State's Working Age Adult Policy recognizes that all individuals, regardless of their disability, will be afforded an opportunity to pursue competitive employment; and

WHEREAS, Washington is recognized nationally for its excellence and success in providing supported employment services to people with disabilities; and

WHEREAS, employees with disabilities require assistance to ensure job success and should have access to supports necessary to succeed in the workplace;

NOW, THEREFORE, I, Christine O. Gregoire, Governor of the state of Washington, do hereby proclaim February 9, 2011, as

Employment For All Day

in Washington State, and I urge employers to join me in fighting perceptions keeping people living with disabilities from joining the workforce, and encourage employers to hire people with disabilities as an integral part of their workforce.

Signed this 26th day of January, 2011

Christine Gregoire
Governor Christine O. Gregoire

