What’s Happening at National APSE

Erica Belois-Pacer and Wesley Anderson
National APSE
APSE and Employment First

• APSE is the ONLY national organization devoted to Employment First

• We promote E1 through:
  • Policy & Advocacy
  • Professional development
  • Sharing best practices and tools
Employment First is...

• A **movement** to deliver meaningful employment, fair wages, and career advancement for people with disabilities.
The Path to Employment

- Sheltered workshops; work activity centers
- Individual or group supported employment
- Competitive, integrated employment
Who Benefits from Employment First?

Employers: receive talented employees and specialized support for job acquisition and retention.

Taxpayers: spend less money than they would to support an individual with disabilities in a segregated day program and gain the economic contributions and tax revenue of fair wages.

People with Disabilities: gain employment, fair wages, benefits, and the dignity that arises from gainful employment.

Communities: feel the economic force of fair wages spent in the local economy and the valuable lesson of witnessing the many abilities of people with disabilities.

Families: see a family member in a fully competent role in the workplace.
Employment First States

Employment First Action
- Legislation & Directive/Executive Order
- Legislation
- Directive/Executive Order
- Other EF Activity
- No Activity
The Role of Federal Policy in Promoting E1

- Fair Labor Standards Act (1938)
- Rehabilitation Act (1973)
- Individuals with Disabilities Education Act (IDEA, 1975/2008)
- Americans with Disabilities Act (ADA, 1990)
- Workforce Investment Act (WIA, 1998)
- The Olmstead decision by the Supreme Court (1999)
- Home and Community Based Services (HCBS) Setting Final Rule (2014)
- Two landmark Department of Justice (DOJ) court cases (Rhode Island, 2014 and Oregon, 2015)
- Workforce Innovation and Opportunity Act (WIOA, 2014)
APSE’s Professional Development

• Sharing of Best Practices
• Sharing of Resources
• Learning Opportunities
• Increase training options for APSE Members
APSE’s Universal Competencies

Association of People Supporting Employment First’s
Universal Employment Competencies

"Competency" is defined as the ability to do something successfully and efficiently. These competencies, therefore, are designed to guide the successful and efficient implementation of services. Both knowledge and skill sets are necessary for practitioners and funders to understand the various domains of supported employment. These universal employment competencies represent the skills and standards of practice for providers of supported, customized, and self-employment services for all people with disabilities.

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APSE Universal Employment Competencies: Domains

• DOMAIN 1: APPLICATION OF CORE VALUES AND PRINCIPLES TO PRACTICE
• DOMAIN 2: DISCOVERY/INDIVIDUALIZED ASSESSMENT AND EMPLOYMENT/CAREER PLANNING
• DOMAIN 3: COMMUNITY RESEARCH AND JOB DEVELOPMENT
• DOMAIN 4: WORKPLACE AND RELATED SUPPORTS
• DOMAIN 5: LONG-TERM SUPPORTS AND SERVICES
APSE’s Public Policy Committee

Purpose:

- To provide support and guidance to APSE National staff (Policy Director, ED, and others) in a manner that positions APSE as THE Employment First public policy leader.
- To share knowledge and update members of what is happening with policies related to employment for people with disabilities, both at a National and state level.
- To provide material support and contribution toward fulfilling APSE’s strategic goals and objectives.
- To speak as one voice of APSE.

2\textsuperscript{nd} Thursday at 3pm EST
Current E1 Policy Activities

Federal
- Raise the Wage (HR 582 / S 150)
- Transformation to Competitive Employment (HR 873 / S 260)

State
- Newly passed legislation/EO:
  - KS, NJ, SC
- Legislation pending:
  - CT, HI, IL, KY, MT, NC, NY, OR, TX, WV, WA
Promoting Competitive, Integrated Employment

Competitive
Paid at least minimum wage and comparable to coworkers

# 14(c) certificates: 1,459
# individuals earning sub-minimum wage: 124,066

Integrated
In a setting that is both inclusive of people with and without disabilities and is in the community

Percentage of Individuals Served in Integrated Employment (IDD pop., N=638,568)
81%
19%
- Facility-based and non-work settings
- Integrated employment

Employment
A person with a disability applies for and is hired to fill an open position

Percentage of Working-Age Population Employed

<table>
<thead>
<tr>
<th>Disability Type</th>
<th>% Employed</th>
</tr>
</thead>
<tbody>
<tr>
<td>No disability</td>
<td>74%</td>
</tr>
<tr>
<td>Any disability</td>
<td>34%</td>
</tr>
<tr>
<td>Cognitive disability</td>
<td>25%</td>
</tr>
</tbody>
</table>

Data sources:
https://www.statedata.info
https://www.dol.gov/whd/specialemployment/crplist.htm
APSE’s National Conference

2019 National APSE Conference
Celebrating 30 years of APSE
June 18-20, 2019 | Pre-Conference: June 17, 2019
St. Louis, Missouri
Work with State Chapters

**APSE in Your Community**

APSE — the Association of People Supporting Employment First

- 3,000+ members and growing national non-profit membership organization
- Chapters in 39 states and the District of Columbia, with members from all 50 states and Puerto Rico, and several foreign countries
- Members include individuals with disabilities, families, disability professionals, and businesses
CESP Exam

What is Certification?

- Process by which individuals demonstrate **required knowledge and skill**
- Tool for identifying **minimally competent individuals**
- Usually **voluntary**, non-governmental (vs. licensure)
- **Time-limited**
- **Independent** of a specific class, course, or other education/training program (vs. certificate programs)
- Primary focus on **assessment**

*All professional certification programs have the same basic key components, regardless of the profession/industry*
WHO BENEFITS FROM CERTIFICATION?

The CESP™ Certification Program was created in response to increasing demand for a system to identify trained, experienced employment support professionals. CESP™ certification has many benefits for both programs and professionals.

FOR PROFESSIONALS

☑ Certifies your competency in the full array of skills needed to assist individuals to succeed in employment

💰 Opens the door for increased income opportunities

💼 Your certification is portable, meaning it is valid across all states. It can open the door to job options.
FOR SERVICE PROVIDERS

Communicates to funding agencies that your staff are competent in best practices
Feel confident your staff are using best practices
Use as a tool for succession and leadership planning

FOR EMPLOYERS

Have help hiring talented employees that are a fit for your company culture and needs
Receive specialized support for job acquisition and retention of diverse employees
Feel confident that professionals have your business interests in mind
<table>
<thead>
<tr>
<th>Certificate</th>
<th>Certification</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Usually at the conclusion of a training</td>
<td>• Evidence of competency</td>
</tr>
<tr>
<td>• Evidence of participation or completed coursework</td>
<td>• Examines skill/knowledge based on set benchmarks</td>
</tr>
<tr>
<td></td>
<td>• Not based on one specific training</td>
</tr>
</tbody>
</table>
How Can We Help?

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