

Vocational Services: Then and Now



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WELCOME!



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Part 1



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THE FOUNDATION

Mission: We help people with *developmental disabilities* live richer lives.

Vision: People with developmental disabilities enjoy **meaningful** relationships with friends, families and others in their lives, experience personal health and growth, and live in the home of their choice, and **fully participate in their communities**.

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Table 4. People Receiving OPWDD Medicaid Services by Primary Diagnosis (2021)

Primary Diagnosis Category	People	Percent
Autism Spectrum Disorder	29,942	24.2%
Cerebral Palsy	4,414	3.6%
Epilepsy / Seizure Disorder	1,336	1.1%
Intellectual Disability – Mild	41,734	33.7%
Intellectual Disability – Moderate	12,031	9.7%
Intellectual Disability – Profound	4,788	3.9%
Intellectual Disability – Severe	5,355	4.3%
Intellectual Disability – Unspecified	4,173	3.4%
Other Developmental Disorders / Delays	5,259	4.2%
Other Neurological Impairments	3,730	3.0%
Unknown / Unidentified	11,191	9.0%
Total	123,953	

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Developmental Disabilities

Examples of developmental disabilities:

Autism Spectrum

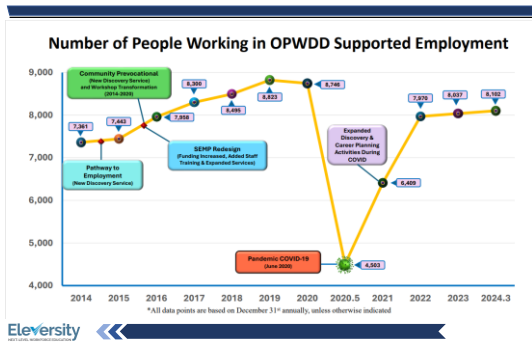
Cerebral Palsy

Epilepsy/Seizure Disorder

Intellectual Disability

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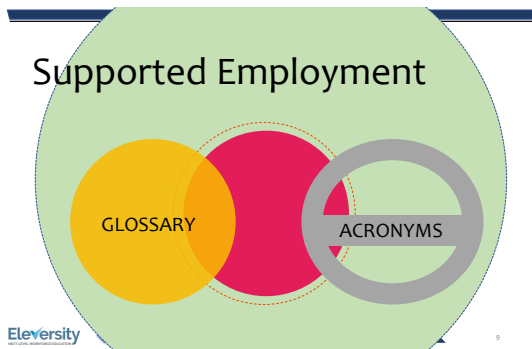


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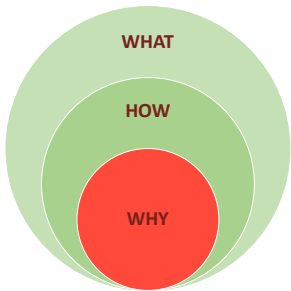
Part 2

Supported Employment Language

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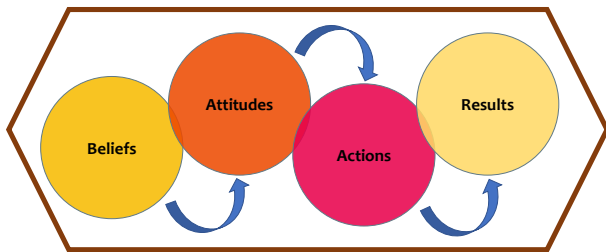


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BELIEF MATTERS



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Models of Disability



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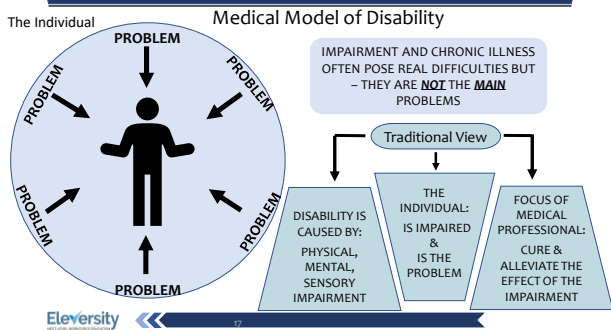
How do these models impact the community at large?

SOCIAL MODEL vs MEDICAL MODEL

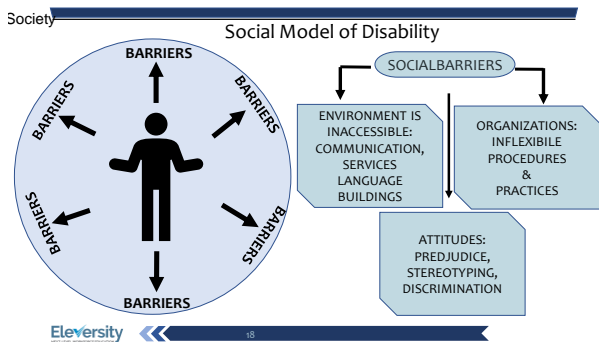
What can we do to support people?



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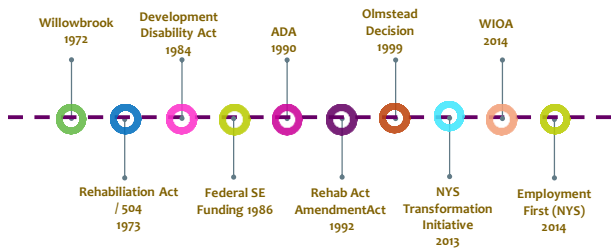
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Part 4

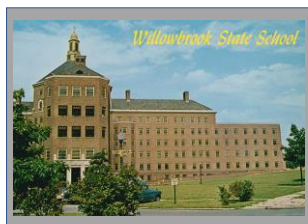


Impacting
Events

Events that Impacted Vocational Services



Willowbrook State School



The Rehabilitation Act of 1973

Section 504 of the Rehabilitation Act of 1973 prohibits discrimination based on disability in any program or activity operated by recipients of federal funds.

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Developmental Disabilities Act 1984

The 1984 amendments articulated the goals for services for people with developmental disabilities “to achieve their maximum potential through increased independence, productivity, and integration into the community ...”



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The Rehabilitation Act Amendments 1986

Supported employment was initiated through the Rehabilitation Act Amendments of 1986 specifically to assist persons with the most significant disabilities to successfully achieve and retain competitive employment

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Americans with Disabilities Act 1990

The Americans with Disabilities Act (ADA) prohibits discrimination against people with disabilities in several areas, including employment, transportation, public accommodations, communications and access to state and local government programs and services.

  <https://www.ada.gov/>

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The Olmstead Decision



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Rehabilitation Act Amendments of 1992

Supports the actual service systems through which employers can find assistance and expertise in identifying and completing the reasonable and appropriate job accommodations called for in the ADA.

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Workforce Innovation & Opportunity Act 2014

Establishes a coordinated system of Federal aid programs for vocational education, adult education, and job training at State and local levels.

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OPWDD Transformation 2013

OPWDD's initial goals outlined five specific areas of system reform:

1. Making the system more person-centered
2. Restructuring to provide better integrated, holistic support
3. Establishing transparent and sustainable funding
4. Measuring the quality of the system based on the outcomes
5. Serving people in the most integrated settings possible

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Employment First: NYS Executive Order 2014

Employment First is a movement to deliver meaningful employment, fair wages, and career advancement for people with disabilities.



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Part 5



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PREVOCATIONAL

VOCATIONAL

Community Based
Prevocational Services [CBPV]

Employment Training Program
[ETP]

Pathway to Employment
[Pathway]

Supported Employment [SEMP]

Career Specific Vocational
Training [CSVIT]

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Community-Based Prevoc (Waiver Service)

- Ⓞ Assesses for and develop foundational skills for employment / Non-job task specific
- Ⓞ Participation in employment activities in a variety of settings
- Ⓞ Individualized activities to support career exploration via community-based activities of discovery, work-based experiences, volunteer opportunities and career planning
- Ⓞ Activities are either unpaid, volunteer or may be paid at subminimum wage rate under a 14(c) certificate issued under the Fair Labor Standards Act.

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Pathway to Employment (Waiver Service)

- ⦿ Allows an individual to explore the idea of employment
- ⦿ If the individual wants to work, it supports the development of a vocational goal
- ⦿ Structured activities with a time frame of 278 hours or 365 days, whichever some first
- ⦿ Activities are unpaid or volunteer to support the completion of a Discovery Report that includes:
 - File Review
 - Interviews
 - Observations
 - Community based, worksite assessments

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Career Specific Vocational Training

- Time limited – no more than 5 months
- Community vocational experiences & supplemental classroom, job-specific skill training
- Referring agencies provide community vocational experiences
- This required combination is intended to:
 - Increase the marketable skills of people enrolled in HCBS Waiver services
 - Increase the number of people in competitive integrated employment
 - Fast-track to OPWDD's Employment Training Program

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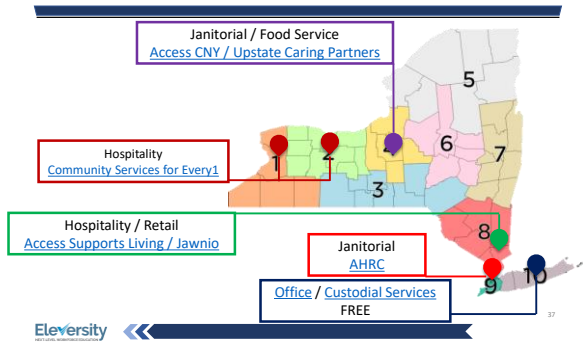
Candidate Selection

- Enrolled in SEMP
- Unemployed
- Stated interest in CSVT topic
- Completed Discovery
- Written career and vocational plan
- Enrolled in CBPV or Pathway to Employment



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Employment Training Program (PROGRAM)

- ⦿ Interns complete an application to participate in ETP
- ⦿ Discovery Report that includes:
 - File Review
 - Interviews
 - Observations
 - Community based, worksite assessments
- ⦿ Internship at targeted site based on Discovery Report with wages paid by OPWDD
- ⦿ Once intern reaches the standard of the business, they transition to being a paid employee.

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Supported Employment (Waiver Service)

Supported employment is the provision of on-going supports to individuals to:

- Gain and maintain integrated, community-based employment
- The individual is compensated at or above minimum wage
- Working along side of workers without disabilities

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How Do OPWDD Employment Services Flow?

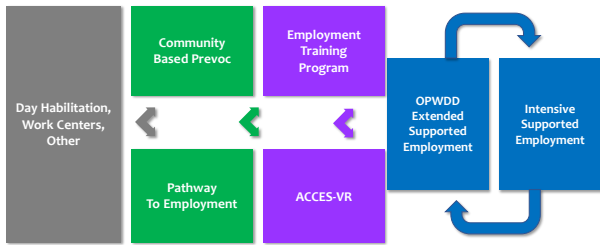


Chart is designed for illustrative purposes only. An individual may apply for services in the order that makes sense based on individual circumstances



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Part 6



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KEY ELEMENTS OF THE HCBS SETTINGS RULE

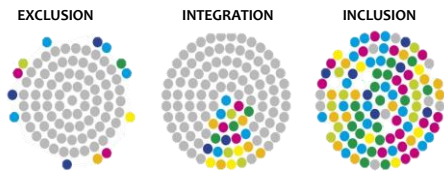
- Integrated in, and supports full access to, the greater community;
- Selected by the individual from among setting options;
- Ensures individual rights of privacy, dignity and respect and freedom from coercion and restraint;
- Optimizes autonomy and independence in making life choices; and
- Facilitates choice regarding services and who provides them.



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Establishing connections key to inclusion for people with disabilities



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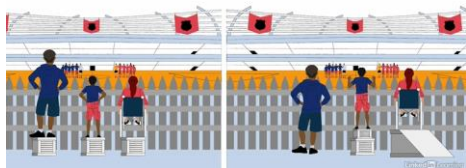
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Inclusion, Equity, Equality

Equality vs. Equity

Treating everyone the same versus responding to specific barriers



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Inclusion, Equity, Equality

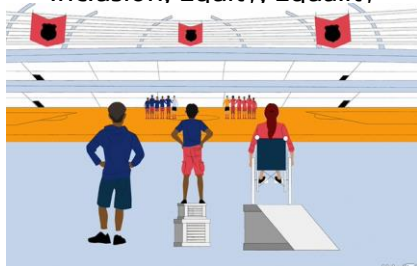


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Inclusion, Equity, Equality



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Diversity is a fact.
Equity is a choice.
Inclusion is an action.
Belonging is an outcome.

- Arthur Chan

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Part 7



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Vocational Development

What does it look like for a child that does not have a disability?

What does it look like for a child that does have a disability?

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Applying Super's theory to all stages of career development

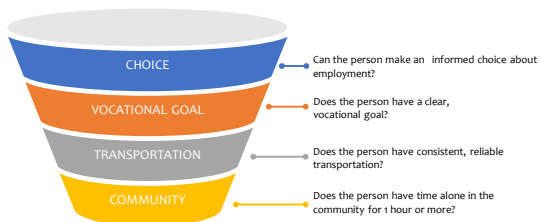


- Someone that is starting a career
- People who need a new challenge
- A person in Extended Supports who wants to change careers

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IS THE PERSON READY FOR EMPLOYMENT?



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NEXT-LEVEL WORKFORCE EDUCATION



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