

# 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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What do you believe is the most prevalent disability/primary diagnosis, served by OPWDD?

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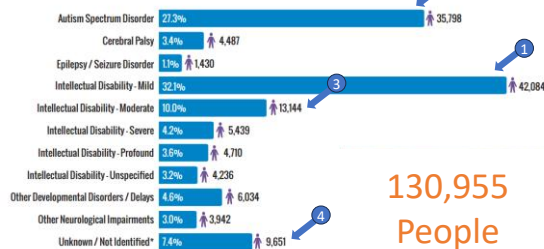
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People by Primary Diagnosis



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## Developmental Disabilities

Examples of developmental disabilities:

Autism Spectrum

Cerebral Palsy

Epilepsy/Seizure Disorder

Intellectual Disability

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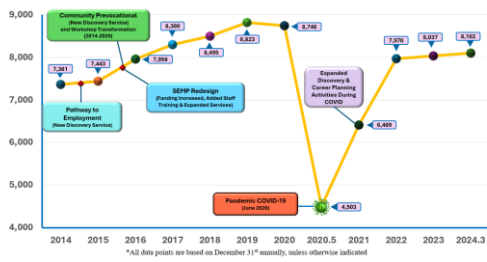
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### Number of People Working in OPWDD Supported Employment



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## Part 2



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Part 3



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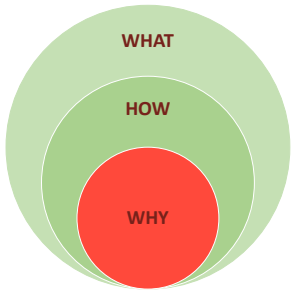
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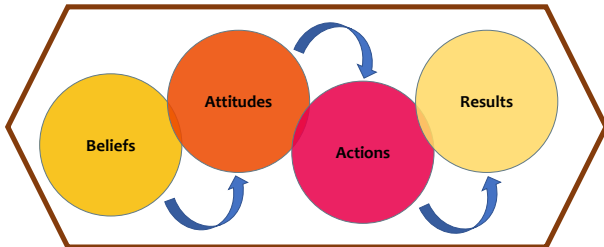
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**BELIEF MATTERS**



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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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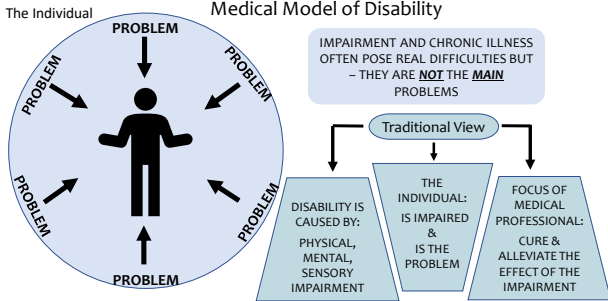
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### Medical Model of Disability



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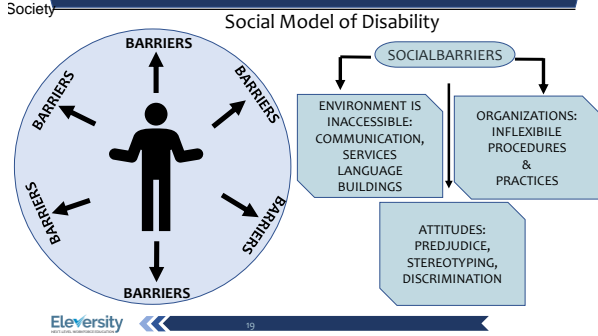
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## Part 4



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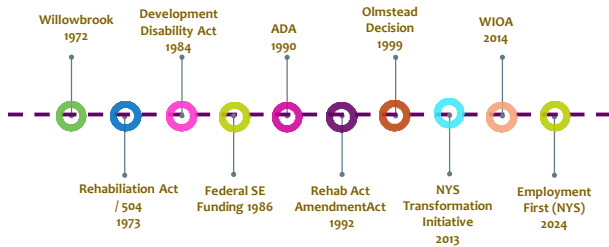
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### Events that Impacted Vocational Services



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## Willowbrook State School



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## 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 2024



Employment First is a movement to deliver meaningful employment, fair wages, and career advancement for people with disabilities. In September 2024, Governor Hochul signed Executive Order 40, committing New York to be an Employment First State. This pledge will increase **competitive, integrated employment** for New Yorkers with disabilities.

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## Part 5



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### PREVOCATIONAL

<p>Community Based Prevocational Services (Prevoc / CBPV)</p>	<p>Pathway to Employment (Pathway)</p>
<p>Employment Training Program (ETP)</p>	<p>Supported Employment (SEMP)</p>

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VOCATIONAL

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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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### 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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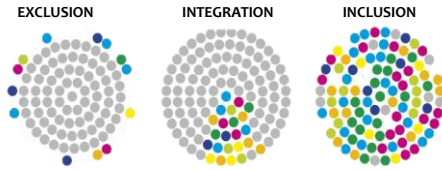
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Establishing connections key to inclusion for people with disabilities



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Diversity Kids

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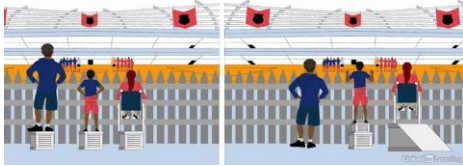
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## Inclusion, Equity, Equality

### Equality vs. Equity

Treating everyone the same versus responding to specific barriers



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## Inclusion, Equity, Equality



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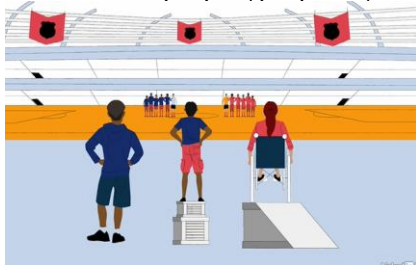
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## Inclusion, Equity, Equality



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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



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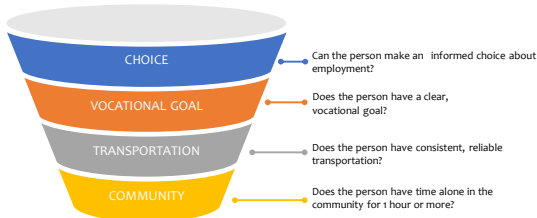
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### IS THE PERSON READY FOR EMPLOYMENT?



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