



agency for persons with disabilities
State of Florida

Agency for Persons with Disabilities: Employment Initiatives

Quality Council Meeting

March 14, 2019

Ron DeSantis
Governor

Barbara Palmer
Director



Why is Employment so Important?



“I really want to live in a world where disability is not the exception but the norm”

Stella Young



How Can an Individual Succeed?

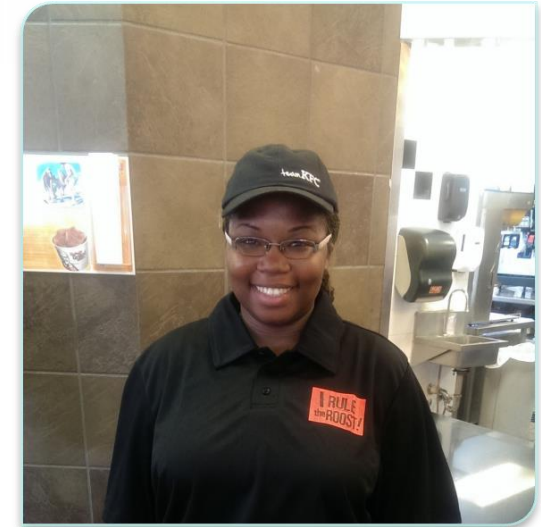


- ❖ Each individual has unique interests, strengths, and challenges
- ❖ On-the-job accommodations vary by person
- ❖ “Success” means a win-win outcome for both the individual and employer
- ❖ Common variables that lead to success:
 - ❖ Self-advocacy and awareness
 - ❖ Education and training opportunities
 - ❖ First-hand experiences
 - ❖ A collaborative support system
- ❖ APD works with state/community partners to promote these variables for individuals with intellectual/developmental disabilities (IDD)



What Support Options are Available?

- ❖ **Pre-Employment Education (VR/School System)**
 - ❖ Career exploration, work-based learning experiences, self-advocacy training, peer mentoring, etc.
- ❖ **Vocational Rehabilitation (VR)**
 - ❖ Skills assessment, on-the-job training, assistive technology, post-secondary training, etc.
- ❖ **Supported Employment (VR/APD)**
 - ❖ Intensive job development, on-going job coaching, customized employment, benefits planning, etc.
- ❖ **Adult Day Training (APD)**
 - ❖ Facility-based “sheltered” workshops, group-based work enclaves/mobile crews, life skills training, etc.





What is VR?

- ❖ Federal-state program administered within the Department of Education
- ❖ For individuals who present barriers to employment due to disability
- ❖ Collaborates with APD and others to fund Supported Employment (SE) services for individuals with most significant disabilities in 2 phases:
 - ❖ *Phase 1 – VR funds Intensive, time-limited support to obtain employment*
 - ❖ *Phase 2 – APD (or other entity) funds on-going support after “job stabilization”*

VR Outcomes in FY 2017-18

7,680 (21%) of VR customers received SE services

\$23,781,758 (24%) of VR funds spent on SE services

4,617 of SE recipients have an IDD

4,752 of VR customers obtained or kept employment

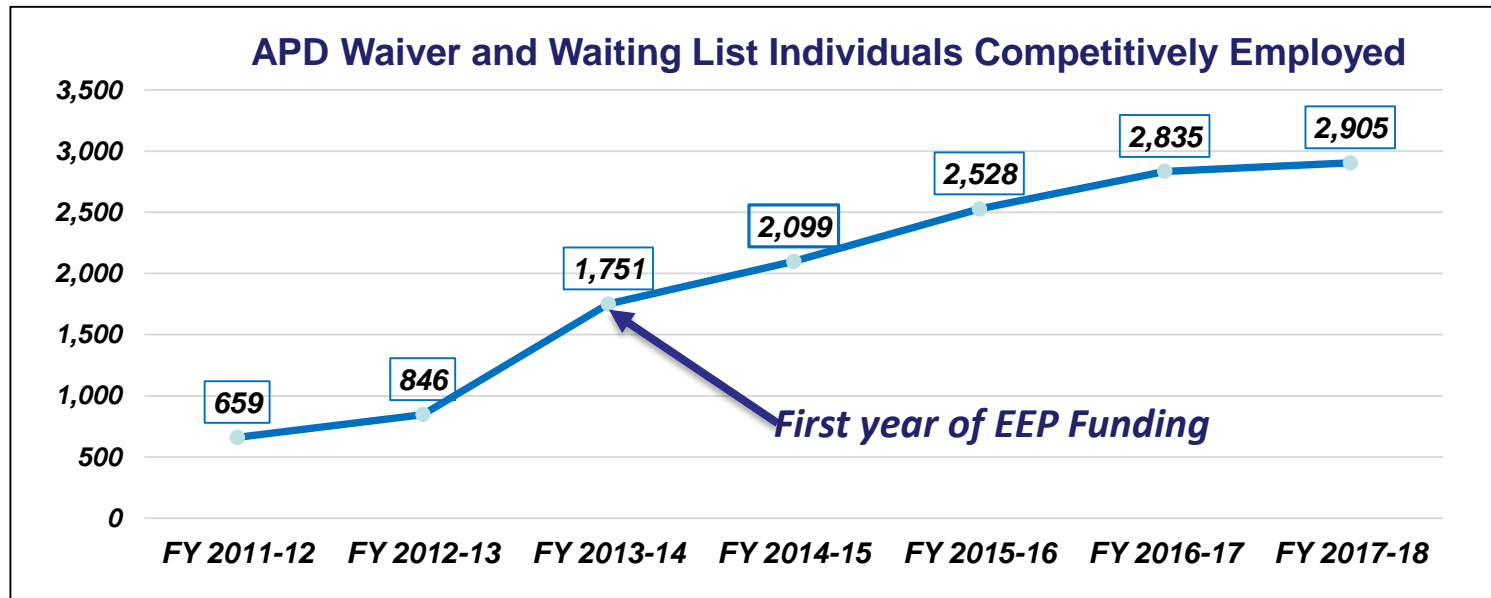
908 (19%) of employed VR customers have an IDD



What is the State of the State?

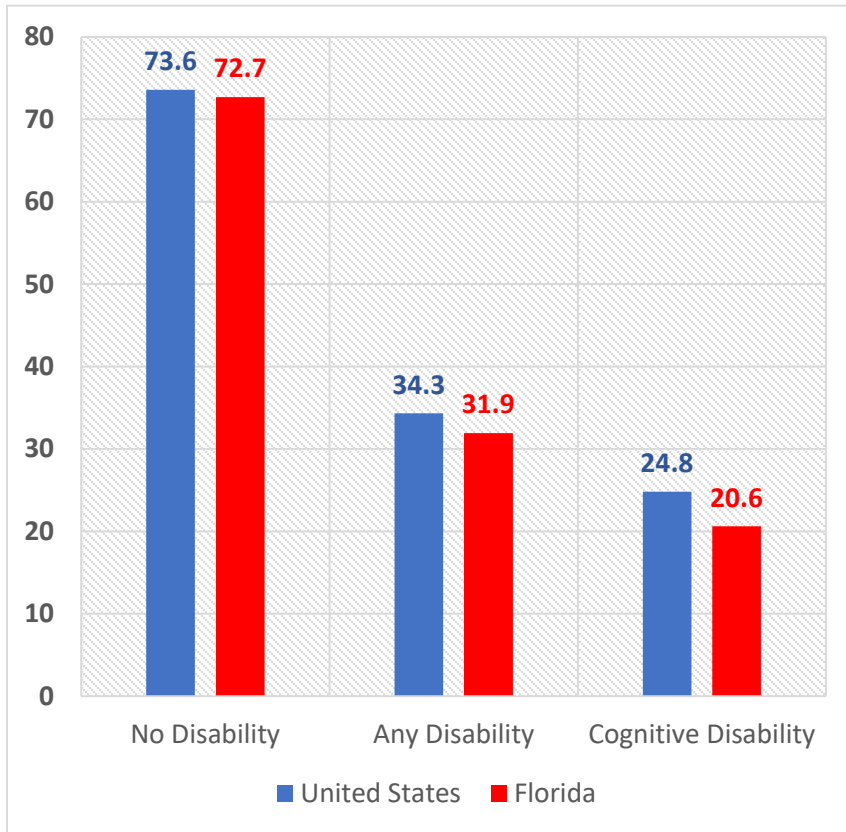
Florida's leaders have worked to increase employment outcomes:

- ❖ The Florida Employment First Act of 2016
- ❖ The Employment Enhancement Program (EEP) for individuals on the APD waiting list
- ❖ Employer outreach initiatives, such as the "Abilities Work" Help Desk
- ❖ Other collaborative efforts, such as Career Counseling and Information Referral (CCIR) for individuals in subminimum wage employment

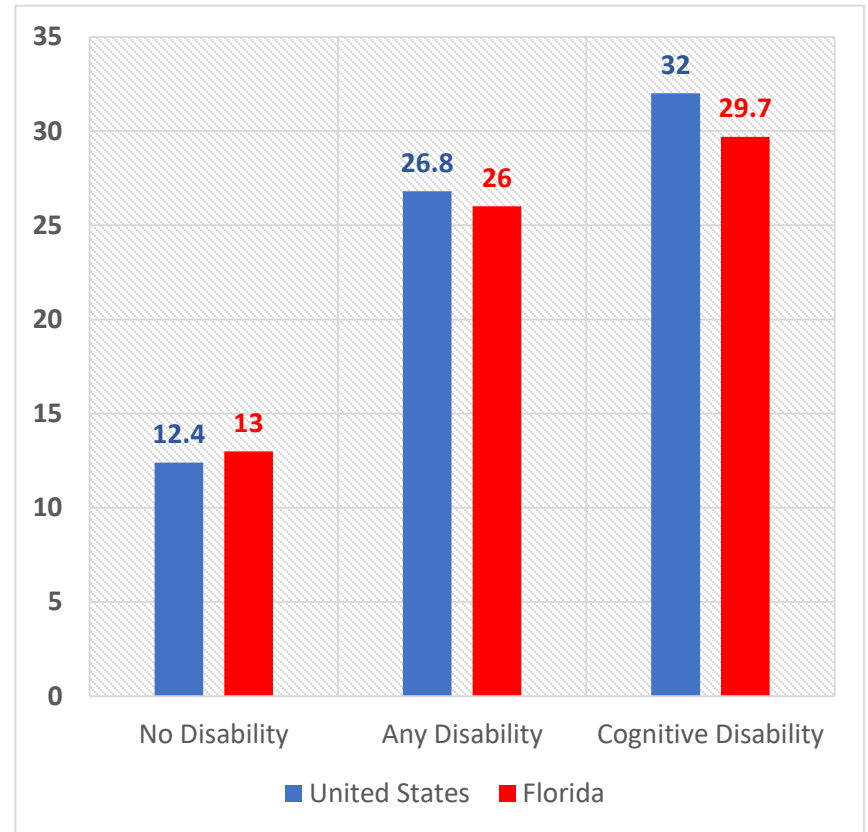


The National and State Disparity

Percent Employed



Percent Below Poverty



American Community Survey, 2016

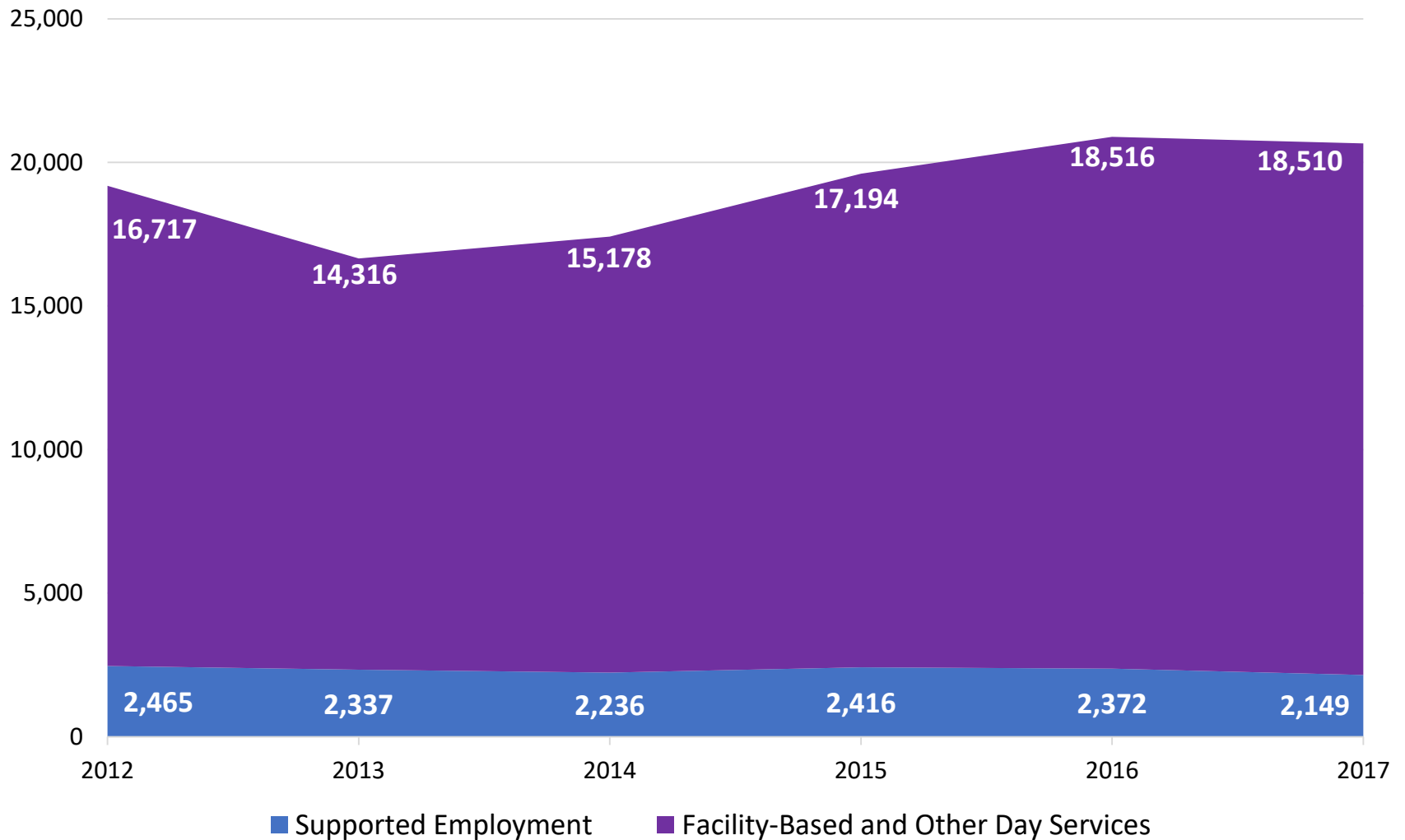
Barriers Contributing to the Disparity

- ❖ Myths and misperceptions of the “limitations” of working with a disability
- ❖ Fear of losing health benefits from public assistance programs due to income and resource limits
- ❖ Historic trend of employment not being a priority within the disability service systems
 - ❖ 41% of adults served by APD want to work in their community, but only 19% have employment as a goal on their service plan (National Core Indicators Survey, 2016)

Floridians with Disabilities Receiving SSI Benefits in 2016	
Total Recipients	439,184
Total Employed	12,673
Percent Employed	2.6%
Total Receiving an SSI Work Incentive	338
Percent Receiving an SSI Work Incentive	<0.01%

Social Security Administration, “SSI Disabled Recipients Who Work”

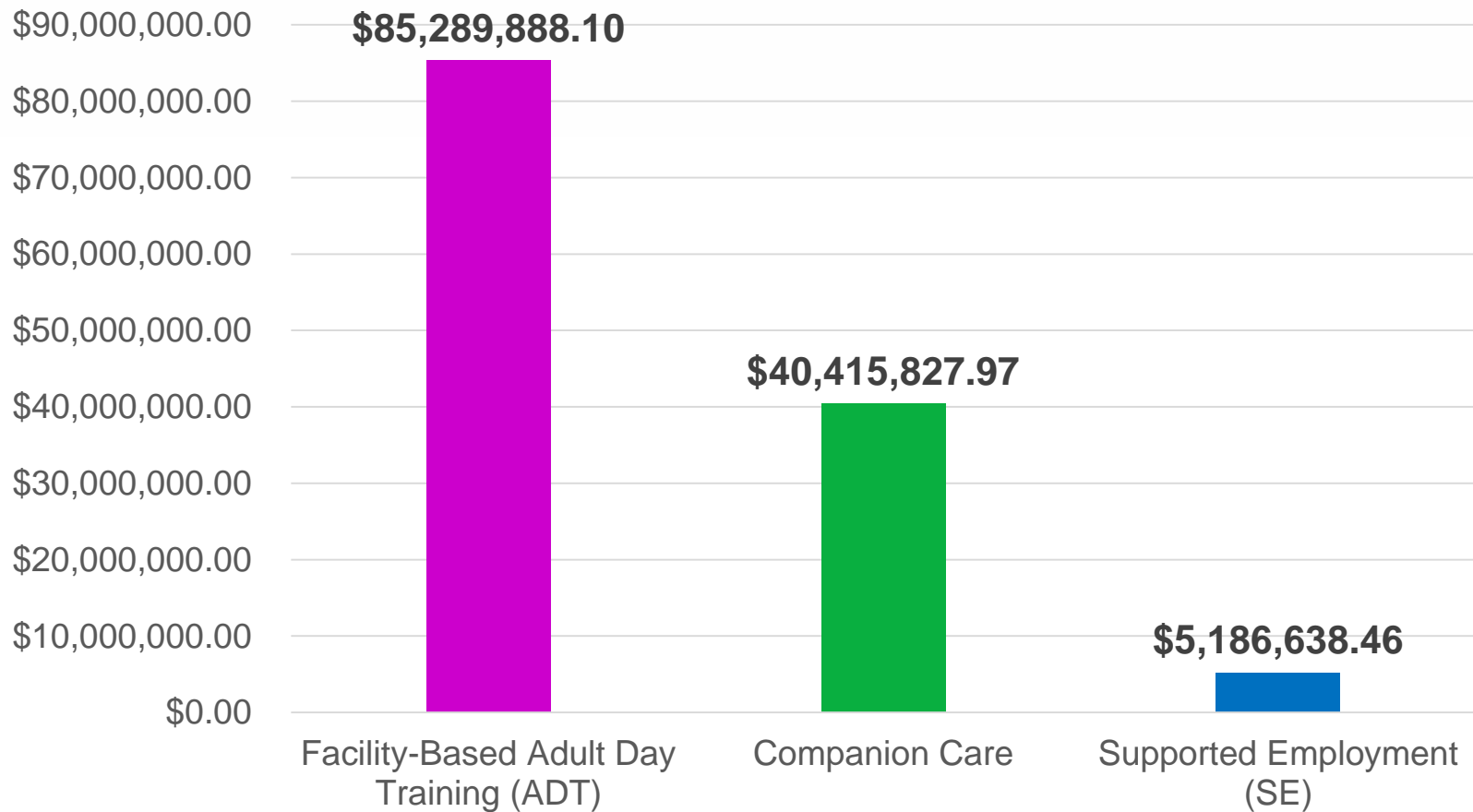
APD Employment and Day Services



Institute for Community Inclusion (ICI), UMass-Boston, "The National Survey of IDD Agencies' Day and Employment Services," 2017



iBudget Expenditures on Life Skills Development
Fiscal Year 2017-18



Breakdown of iBudget Expenditures in Life Skills Activities in FY17-18

<u>Life Skills Participant</u>	<u>Spend in ADT Facility</u>	<u>Spend in SE</u>	<u>Spend in All Life Skills</u>
Average Billable Hours	1041.61	80.85	
Average Spend in ALL Life Skills Activities	\$6,441.35	\$3,001.53	\$7,161.84
Average Spend if in BOTH ADT and SE	\$3,291.92	\$2,473.35	\$6,479.15
Average Spend if NOT in SE	\$6,508.15		\$6,987.75
Average Spend if NOT in ADT		\$3,101.49	\$3,798.68

Variables Contributing to Successful Employment Outcomes

Analysis of iBudget data found multiple variables contributing (positively or negatively) to whether an individual is competitively employed:

- ❖ **Geographic Region** – Individuals living in certain regions, such as Northwest, have a higher probability of success
- ❖ **Living Setting** – Individuals receiving Supported Living or IL have a higher probability
- ❖ **QSI Scores** – Individuals with lower physical scores have a higher probability
- ❖ **Adult Day Training** – Individuals in a facility have a lower probability
- ❖ **Service Plan Amount** – Individuals with a higher amount have a lower probability
- ❖ **Age** – Individuals who are older have a higher probability until peaking at 44, then a lower probability each subsequent year





NEXT STEPS...



How Are We Addressing these Challenges?



- ❖ Educating state leaders about the importance of employment for individuals with IDD
- ❖ Improving collaboration with VR to support individuals in ADT settings who want to work
 - ❖ VR served 4,780 through CCIR training for those in subminimum wage jobs in FY 2016-17
- ❖ Working with national experts to identify improvements in iBudget SE/ADT services
- ❖ Engaging stakeholders to develop strategies that will improve employment outcomes
- ❖ Providing training and technical assistance to APD staff to address barriers and gaps



Questions?

For More Information,
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