



Learning Together:

A Discussion of Employment Services offered by the Offices of Developmental Programs (ODP) and Long-Term Living (OLTL)

Nolan Schaaf, PA Office of Developmental Programs

Randy Loss, PA Office of Long-Term Living

Empowerment

“The process of becoming stronger and more confident, especially in controlling one’s life and claiming one’s rights.”

-Oxford English Dictionary

Objectives

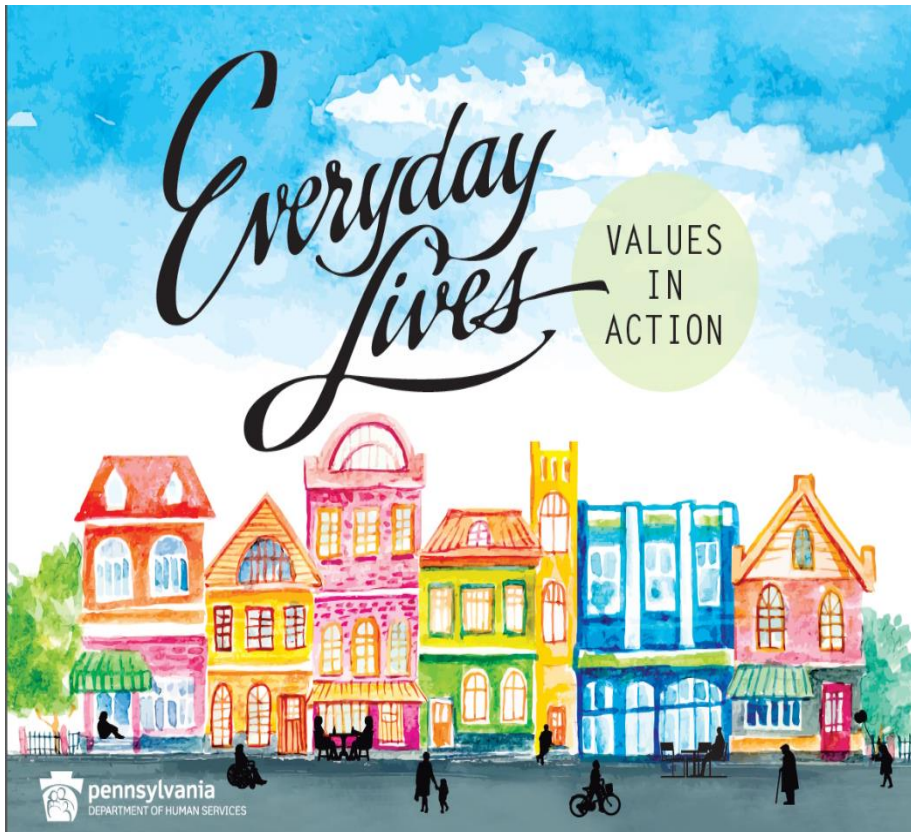
- Deliver an overview of programs available from the Department of Human Services (DHS) that support individuals with disabilities to obtain and maintain employment.
- Identify an employment services partner, the Pennsylvania Workforce Board.
- Provide learners with resources on the benefits of hiring people with disabilities.

Background

- On June 19, 2018, Governor Tom Wolf signed the Employment First Act.
- Under that Employment First Act, the **first consideration and preferred outcome** of publicly funded long-term services and supports for Pennsylvanians with a disability, among other things, shall be competitive integrated employment (CIE).

▶ Background- cont.

- Consistent with the Act, DHS agencies are committed to increasing employment opportunities and outcomes for participants interested competitive integrated employment
- DHS agencies will:
 - 1) Support participants interested in competitive integrated employment pursue their goal.
 - 2) Ensure competitive integrated employment is discussed with all participants.



3. INCREASE EMPLOYMENT



Employment is a centerpiece of adulthood and must be available for every person. The benefits of employment for people with disabilities are significant and are the same as for people without disabilities.

EMPLOYMENT IS:

- Feeling proud
- Meeting new people
- Having self-confidence
- Building new skills
- Getting a paycheck
- Paying taxes

[Everyday Lives – MyODP](#)

What is Competitive Integrated Employment?

The employee is:

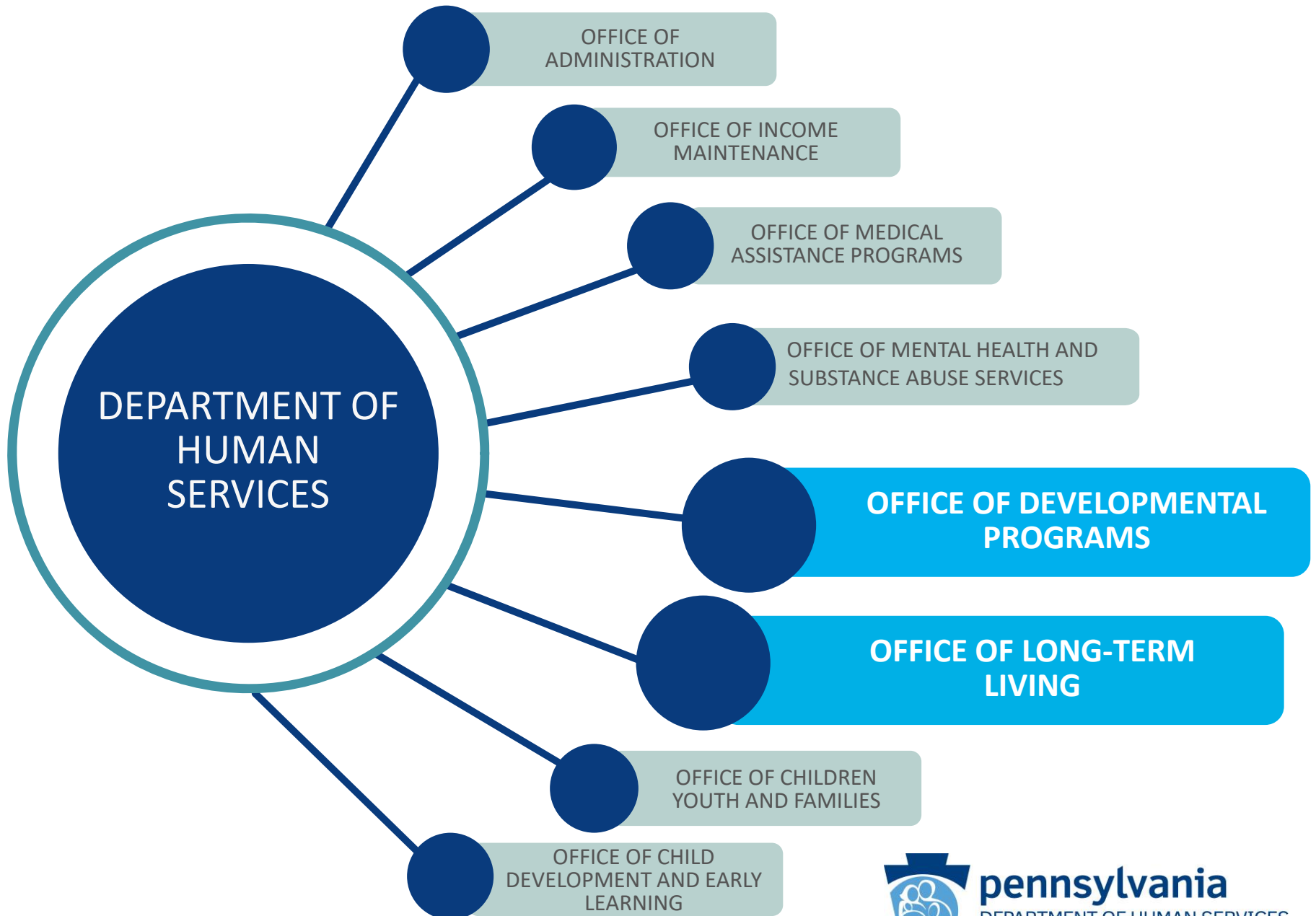
- ✓ Earning minimum wage or higher
- ✓ Paid at least the same rate that is paid to people without disabilities that perform the same work with similar training, experience, and skills
- ✓ Eligible for the same level of benefits provided to other employees
- ✓ Working in a setting where a person interacts with other persons who are not individuals with a disability
- ✓ Presented with opportunities for advancement that are similar to those for other employees who are not individuals with disabilities and who have similar positions.

Competitive Integrated Employment can be full time, part time, and/or self-employment

Department of Human Services

Our mission is to assist Pennsylvanians in leading safe, healthy, and productive lives through equitable, trauma-informed, and outcome-focused services while being an accountable steward of commonwealth resources.

Our vision is that all Pennsylvanians live safe, healthy, and independent lives, free of discrimination and inequity.



Agency	Programs	Eligibility	Age
Office of Long-Term Living (OLTL)	Long-term services to older adults and adults with physical disabilities	Participants must meet both financial and functional eligibility requirements to qualify for services.	Ages 18 years and up
Office of Developmental Programs (ODP)	Intellectual and developmental disability services	Participants must meet both financial and functional eligibility requirements to qualify for services.	Any age
Office of Mental Health and Substance Abuse Services (OMHSAS)	Services offered by the counties to individuals with Serious Mental Illness (SMI) and Serious Emotional Disturbance (SED)	Participants must meet both financial and functional eligibility requirements to qualify for services.	Any age

What is a “Waiver?”

- Institutional requirements are “waived” for home and community-based services (HCBS).
- Medicaid home and community-based services are authorized in Section 1915c of the Social Security Act.
- Programs are funded by federal and state dollars.
- The Center for Medicare and Medicaid Services (CMS) is the federal agency that approves and provides oversight of waivers.
- States must apply to CMS for approval and renewal of waivers.

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Services Funded by OLTL and ODP

Through a series of contractual relationships, individuals enrolled with OLTL and ODP receive services from a qualified service provider.

Employment services can be provided in a variety of community settings for the purpose of supporting participants in obtaining and sustaining competitive integrated employment (CIE), including self-employment.

Career Assessment (OLTL and ODP)

An individualized assessment used to assist in the identification of potential career options based on the interest of the participant.

Job Finding (OLTL and ODP)

Identifies and/or develops potential jobs and assists the participant in securing a job that fits the participant's skills and preferences as well as employer needs.

Discovery and Customized Employment can be delivered under these options.

Job Coaching (OLTL and ODP)

Individualized services providing support to a participant to learn a new job, maintain job skills, and achieve performance expectations in a job that meets definition of competitive integrated employment.

Advanced Supported Employment (ODP)

An enhanced version of Supported Employment services. Eligibility is limited to participants whose preferences, skills, and employment potential cannot be best determined through traditional, standardized means due to the impact of their disability.

Employment Skills Development (OLTL)

Services that provide learning and work experience including volunteer work, where the participant can develop strength and skills that contribute to employability in paid employment in the integrated community setting. Services are aimed at furthering rehabilitation goals that will lead to greater opportunities for competitive and integrated employment and career advancement at or above minimum wage.

Small Group Employment (ODP)

Services that support participants in transitioning to competitive integrated employment through work that occurs in a community location. Small Group Employment service options include mobile work force, workstation in industry, affirmative industry, and enclave.

Benefits Counseling

- A service designed to inform and answer questions about competitive integrated employment and how and whether it will result in increased economic self-sufficiency and/or net financial benefit through the use of various work incentives.
- Some people may be able to get Benefits Counseling through the Social Security Administration's [Work Incentives Planning and Assistance program](#).



Pennsylvania Workforce Development Board

[https://www.dli.pa.gov/Businesses/Workforce-
Development/wdb/Pages/default.aspx](https://www.dli.pa.gov/Businesses/Workforce-Development/wdb/Pages/default.aspx)

Why Workforce Board Exists

Federal Law: Workforce Innovation & Opportunity Act

- Signed July 22, 2014
- Replaced Workforce Investment Act of 1998

State Law: Pennsylvania Workforce Development Act

- Signed December 18, 2001
- Most recently amended in July 2012

Executive Order 2018-04: Pennsylvania Workforce Development Board

- Signed July 11, 2018
- Purpose, Composition, Priorities, etc

What is a State Workforce Development Board?

- The Governor
- State Legislators
- 50%+ business members
- At least 20% of a combination of:
 - Labor
 - Registered apprenticeship program
 - Community Based Organizations
 - Youth Organizations
- Balance of:
 - Lead State officials
 - One-Stop Partners (Job Centers & CareerLink)
 - Indian Tribe or Tribal Organizations
 - Leaders of Higher Education



Working Together – Initiatives and Collaboration

Initiatives and Collaboration

The goal of our collaboration is to ensure that workforce and human services are familiar with each other's systems, contact persons, and have the united goal of Employment First for Pennsylvanians with disabilities.

Some joint initiatives include:

- Implementation of the Employment First Oversight Commission (EFOC) and Employment First Cabinet's Recommendations
- Align service definitions and staff qualifications in our programs, when possible. Example: Job Coaching certification.
- Statewide Community of Practice on Secondary Transition with the Pennsylvania Training and Technical Assistance Network (PaTTAN)

Joint Initiatives (continued)

- WIOA Combined State Plan Goals Sub-Committees
- National Governor's Association – State Exchange on Employment and Disability, Action Lab Series
- Monthly calls with local WDBs
- Data sharing Memorandum of Understanding between the Department of Human Services and the Department of Labor and Industry

Benefits of Hiring People with Disabilities

- Hiring People with Disabilities is:
 - A way to add value to your organization
 - A strategic way to strengthen your workforce
 - An informed business decision
 - An achievable goal
- [Seven Reasons Why Hiring People With Disabilities Is Good For Business](#)

Resources on Hiring People with Disabilities

[Inclusion@Work Framework](#)

An internationally award-winning multimedia policy tool that outlines seven core components of a disability-inclusive workplace, along with a menu of strategies for achieving them.

[Building an Inclusive Workforce](#)

A Four-Step Reference Guide to Recruiting, Hiring, & Retaining Employees with Disabilities.

[TalentWorks](#) — An online resource that helps employers and human resources (HR) professionals make their eRecruiting technologies accessible to all job seekers, including those with disabilities.

Resources on Hiring People with Disabilities

[Employer Assistance and Resource Network on Disability Inclusion \(EARN\)](#)

Federally-funded service that helps employers recruit, hire, retain and advance workers with disabilities. Includes information on finding job candidates with disabilities and creating inclusive workplaces.

[EARN's Employer Financial Incentives Webpage](#) This webpage explains the various financial incentives available to assist employers in capitalizing on the value and talent people with disabilities bring to the workplace. Learn about Federal and State tax incentives, veteran-specific incentives, incentives for implementing Return-to-Work/Stay-at-Work programs, and more.

Resources on Hiring People with Disabilities

[Disability:IN](#)

Tools and programs to bridge inclusive companies with people and organizations within the disability community.

[Job Accomodation Network's Workplace Accommodation Toolkit](#)

Online toolkit provides guidance related to the reasonable accommodation process and creating disability-inclusive workplaces. The toolkit includes sample accommodation procedures, examples of policies and forms from leading U.S. businesses, training presentations, videos, checklists, and best practices for creating an inclusive workplace for people with disabilities. The toolkit also provides inclusive practices at various phases of the employment life cycle for recruiters, hiring managers, and supervisors; human resource professionals; accommodation consultants; and allies of employees with disabilities.

Resources for Employees

[Connecting for Employment](#)

The "Connecting for Employment" page on the PA Secondary Transition website focuses on helping individuals with disabilities secure competitive, integrated employment as part of Pennsylvania's "Employment First" policy. It aims to create a seamless support system for individuals and their families seeking formal services to maintain long-term employment opportunities.

[Vocational Rehabilitation Home \(pa.gov\)](#)

The Pennsylvania Office of Vocational Rehabilitation (OVR) provides services to help individuals with disabilities find, maintain, or advance in employment. These services include vocational counseling, job training, assistive technology, and job placement assistance, with support tailored to each individual's needs.

Employment Resources for People with Disabilities and Their Families | ACL Administration for Community Living

The Administration for Community Living (ACL) provides employment resources for people with disabilities and their families. It offers tools and information on finding job opportunities, obtaining vocational training, and accessing services that support competitive, integrated employment. The website also highlights federal programs and legal protections designed to ensure equal employment opportunities for individuals with disabilities.

Questions



Contact Information

Nolan Schaaf

Statewide Employment Lead
Office of Developmental Programs

nschaaf@pa.gov

(717) 787-8605

Randall Loss

Employment First Lead
Office of Long-Term Living

rloss@pa.gov

(717) 214-3718

