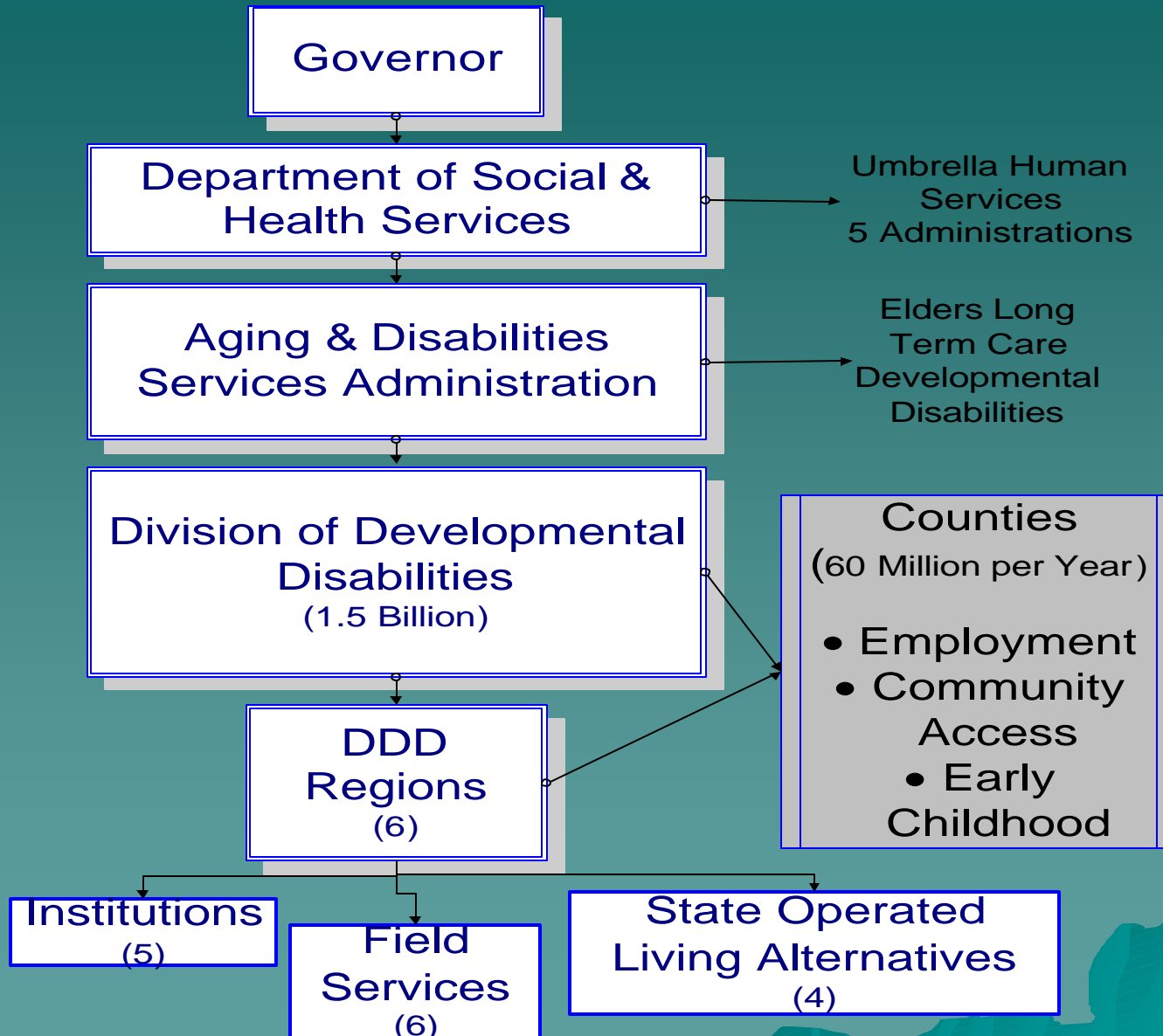




Washington State's Working Age Adult Policy

Getting Serious About
Employment for Persons with
Developmental Disabilities

State of Washington – Human Services State Agency



Washington Commitment

(includes working age people with very severe disabilities)

- ◆ Washington expects that working age people will pursue and maintain gainful employment.
- ◆ The “day” service option available to working age people is employment support.

System Assets

- ◆ Leadership 1970's - Present
- ◆ Self Advocates
- ◆ Parents and Families
- ◆ Committed, Skilled Providers
- ◆ Data Driven Performance Measures
- ◆ Quality Assurance
- ◆ Technical Assistance & Training
- ◆ Regular employment conferences

Getting Started

- ◆ 1970's and 1980's set priority for employment with wage and hour outcome goals
- ◆ Development of agencies that focus on individual supported employment

Getting Wage Results!

Category of Employment	KING COUNTY	WA STATE	NATIONAL
<i>Individual Supported</i>	\$1,022.88	\$699.13	\$241.46
<i>Group Supported</i>	\$383.54	\$284.86	\$187.79
<i>Facility Based</i>	\$134.81	\$117.08	\$101.13

National Average is based on self-report form from a survey of consumers in United States. WA State and King County data is reported by providers into a state CHRIS data system.

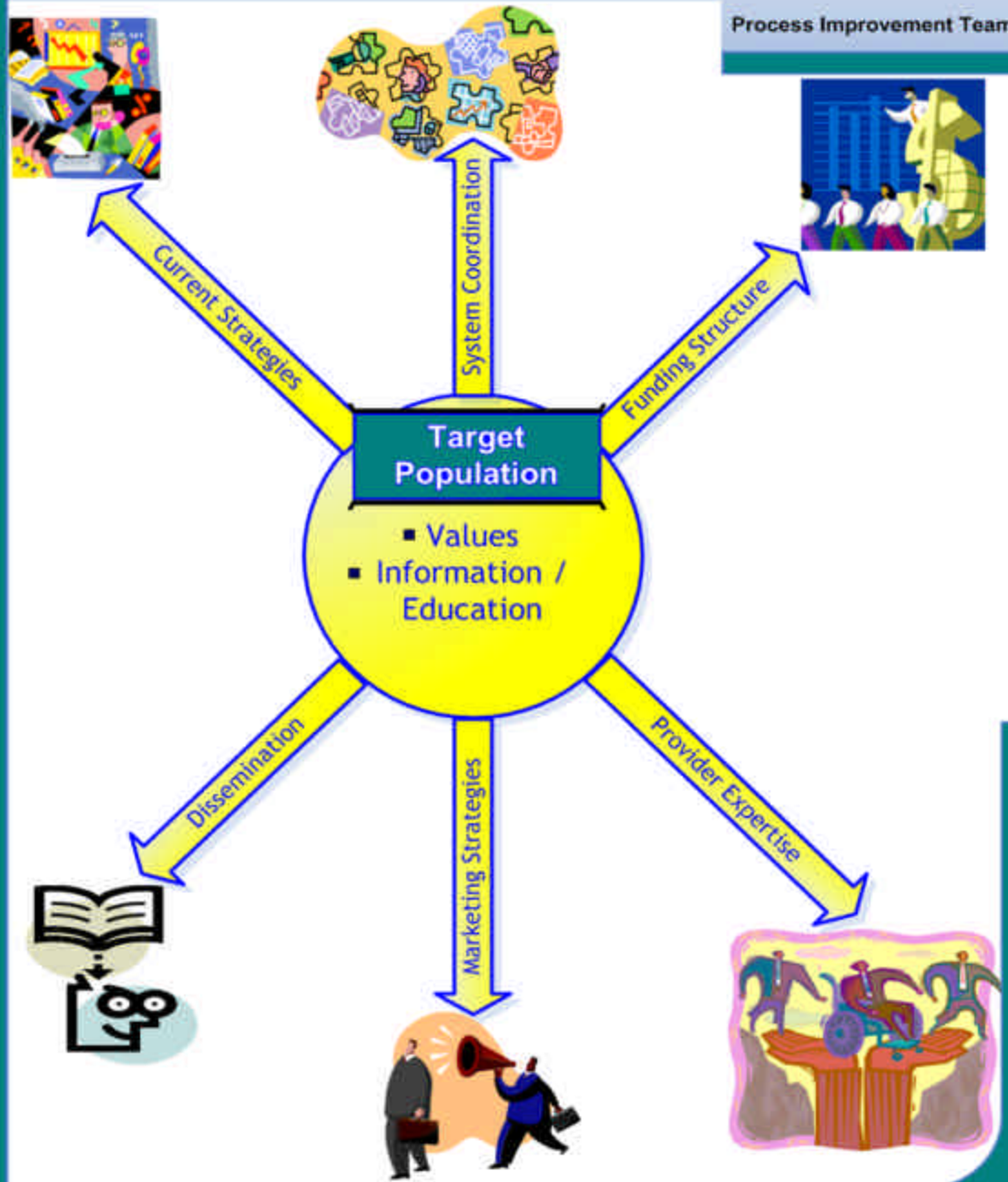
Source: National Core Indicators, FY 2002/2003. For more information see www.hsri.org/nci/

Reference: *Consumer Outcomes; Phase V Final Report Fiscal Year 2002-2003 Data*. (February 2004). Cambridge: Human Services Research Institute; Alexandria: National Association of State Directors of Developmental Disabilities Services.

Results in Monthly Work Hours

Category of Employment	KING COUNTY	WA STATE	NATIONAL
<i>Individual Supported</i>	109.0	83.2	56.7
<i>Group Supported</i>	76.7	74.6	70.1
<i>Facility Based</i>	91.3	64.8	75.4

Employment for People with Severe Disabilities



Implementation

(How to Eat an Elephant)

- ◆ Common Objective = Employment
- ◆ Partnerships– Working Age Adults
Employment Security Programs
Work Source Centers
School Transition Programs
SSI and SSA
Vocational Rehabilitation
Current Providers
Families
- ◆ Technical Assistance and Training
- ◆ Business and Industry

School to Work

Partnership Focus

- ◆ Students
- ◆ Families
- ◆ Counties/DDD
- ◆ School Districts
- ◆ Vocational Rehabilitation
- ◆ Employment Vendors
- ◆ Work Source

Expected Results

- ◆ Permanent, paid employment before school ends or a robust portfolio of work experience
- ◆ Established connections to employment agencies
- ◆ Work Experience happens through the Partnership
- ◆ Data-driven, Evidence-based practice establishing a reason to invest

A Few WA Strategies

- ◆ Families, students, employers and communities expect employment
- ◆ Best Practice School Transition Programs
- ◆ Vocational Rehabilitation
- ◆ Employment transition coordinator in schools
- ◆ Work Source center job clubs
- ◆ Celebrations, story telling and transition fairs

Make Strategic Investments such as:

◆ Training and Technical Assistance

- Vendors
- Families
- Employment
- Self Advocates
- Schools

◆ Build Community Partnerships

- Business: Rotary, Chamber, Economic Development, etc..
- Public Sector Employment:
City, County, State, and Federal
- Schools
- Transit

◆ Develop Supplemental Funding Streams

- PASS/IRWE
- Employment Network
- SSI Savings

Building To the Future

- ◆ **Transition Cadre**
 - influence changes in the model of transition from birth to 3 services through high school
- ◆ **Create an education/information DVD for students, families and teachers**
 - show different stages and layers of the educational pathway and linkages to the community system with the ultimate outcome of employment
- ◆ **Build Portfolio**
 - support the student to gain the most out of her/his educational experience by making job experience an integral part of transition—may result in a job upon leaving school
- ◆ **Training Series**
 - build teacher expectation and skill
 - implement precision teaching curriculum for job coaching

Links

- ◆ <http://www1.dshs.wa.gov/ddd/index.shtml>
- ◆ <http://www1.dshs.wa.gov/ddd/counties.shtml>
- ◆ <http://www.seattleu.edu/ccts/index.asp>
- ◆ <http://www.informingfamilies.org/index.htm>