

Guinn Center Presentation.pdf

Colorado Office of Employment First

Colorado's Employment First Journey

5/26/2022

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Today's Presenters

Patricia Henke, MS, CRC

Director of the Colorado Office of Employment First

Tiffany D. Cron, PhD

Curriculum Developer / Person

Centered Thinking Trainer

Headshot of Tiffany Cron, a white adult female with long dark brown hair, smiling at the camera.

Headshot of Patricia Henke, white adult female with shoulder-length blond hair smiling at the camera.

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decorative dark blue background

The Colorado Office of Employment First (COEF) is a collaboration between the Division of Vocational Rehabilitation & CU Anschutz Medical Campus to implement

recommendations from the Employment First Advisory Partnership.

Our Vision

A culture of inclusive, meaningful, and competitive employment for all people.

Our Mission

Leading Colorado toward equitable employment for all people with disabilities through collaboration, systems innovation, and training excellence.

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What is Employment First?

list of 3 items

- A belief & value that all individuals regardless of level of disability are capable of full inclusion and working in Competitive Integrated Employment

(CIE).

- CIE is the first and preferred outcome, regardless of level of disability in businesses found in the community, with regular compensation, equal advancement

and equal interaction with non-disabled co-workers.

- Systems Change & Culture Shift efforts in state agency employment-related policies, service delivery practices, and alignment of service funding structures

to increase CIE outcomes.

list end

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Guiding Legislation

Key Moments for Employment First

Snowy Colorado mountain range

National Employment First Foundations

Workforce Innovation and Opportunity Act (WIOA)

Law designed to help job seekers, including those with disabilities, to succeed in the labor market.

Americans with Disabilities Act (ADA)

Civil rights law that prohibits discrimination based on disability.

Olmstead Ruling

Supreme Court decision that unjustified segregation of people with disabilities constitutes an ADA discriminatory violation.

Final Settings Rule

Requirement for Medicaid-funded Home and Community Based Services to be provided in integrated, community settings by 2022.

Individuals with Disabilities Education Act (IDEA)

IDEA requires transition planning for students receiving special education services to prepare them for further education, employment, and independent

living.

Colorado Employment First

Senate Bill 16-077 (2016)

Colorado's Employment First legislation creating the Employment First Advisory Partnership (EFAP).

Senate Bill 18-145 (2018)

Implemented Employment First provider competencies, Discovery funding, and data collection.

2019 Budget Appropriation

The Colorado Legislature approved funding to initiate the state's Office of Employment First.

Two male and one female retail worker talking with each other as one male employee shows them data

A male engineer working with mechanical equipment

A female worker in a hard hat and holding a clipboard looking into the distance while working in a warehouse facility

Man, who is blind walking with another man in crosswalk

Senate Bill 21-095 (2021)

Sunset review of the EFAP -continuing the partnership indefinitely.

Senate Bill 21-039 (2021)

Eliminates the use of subminimum wage certificates and addresses structural & fiscal barriers to successful implementation of CIE.

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SB16-077

Employment First Advisory Partnership

Picture graphic shows the organizational structure of EFAP starting with CDLE at the top, then Colorado DVR who partners with the SRC, under which the

Employment First Committee is housed that oversees EFAP.

About the EFAP

Purpose

EFAP focuses on the multi-stakeholder leadership, collaboration and passion needed to make systems change for the benefit of people with disabilities,

businesses and the Colorado economy.

EFAP Vision Statement: All Coloradans with disabilities are included in the workplace and recognized for their interests, strengths, and contributions.

Mission: Develop a strategic plan to expand competitive integrated employment outcomes for persons with disabilities through Employment First policies

and practices.

list of 2 items

- Consider revisions to the plan
- Provide advice and expertise relating to the subsequent implementation of the strategic plan

list end

Man in wheelchair working on computer and high-fiving another man across the table.

About the EFAP

Beliefs

list of 5 items

- Real work for real pay contributes to living well and builds a diverse and thriving economy.
- All people with disabilities have the right to information, effective quality supports and the opportunity to obtain real work for real pay in their chosen

career path.

- Innovation and continuous improvement practices are utilized to realize a more prosperous and equitable future, ending historic and persistent injustices

against people with disabilities. We value cultural awareness and recognize that cultural differences impact employment opportunities and outcomes.

- Collaboration and leadership are fundamental in changing the culture to ensure all people with disabilities have the opportunity to prosper and thrive.

- We believe in zero exclusion –everyone, including people with significant barriers to employment associated with disability, has the right to equal opportunity

for real work and real pay.

list end

Woman with a prosthetic leg walking down a hallway

About the EFAP

C.R.S. 8-84-304 -Duties

list of 6 items

- Make recommendations to ensure that competitive integrated employment is the primary objective and preferred outcome for all working age persons with disabilities regardless of level of disability
- Identify barriers to competitive integrated employment for persons with disabilities
- Identify unnecessary, inefficient or conflicting agency rules and regulations that make it more difficult for employers to hire persons with disabilities
- Identify training and knowledge gaps among agency staff, agency vendors and individuals with disabilities and their families that may create obstacles or perceived obstacles
- Identify the data available and gaps in data collection that prohibit the measurement of Colorado's progress toward compliance with Olmstead v. L.C.
- Make recommendations relating to pre-vocational services to ensure that the services are time-limited and reasonably lead to competitive integrated employment.

list end

Image of a man wearing dark glasses and reading braille from the book on his table.

Composition

Stakeholder Participation From:

list of 4 items

- Representatives of a national association of persons supporting the implementation of employment first policies
- Advocates for persons with intellectual and developmental disabilities
- Persons with disabilities who have secured or are seeking competitive integrated employment
- Members of the community who are not connected to any service agency

list end

Group of men and women sitting around a conference table smiling for a picture

list of 6 items

- The Department of Healthcare Policy and Financing (HCPF)
- The Department of Education (CDE)
- The Department of Higher Education (CDHE)
- The Department of Human Services (CDHS)
- The Department of Labor and Employment (CDLE)
- Colorado Office of Employment First

list end

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2019 Budget Appropriations

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Colorado Employment First

2019 Budget Appropriation

list of 1 item

- Provided funding for 1.8 FTE to implement the Health Care Policy and Financing Incentive Based Pilot that has a new payment structure

list end

list of 1 item

- Provided funding to begin the Colorado Office of Employment First within the University Center of Excellence for Developmental Disabilities

list end

list of 1 item

- Provided funding for 4.0 FTE within the Division of Vocational Rehabilitation to implement Employment First Initiatives

list end

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Colorado Employment First

2019 Budget Appropriation

list of 2 items

- Employment First Initiatives had a total appropriation of: \$2,865,644

list of 2 items nesting level 1

○ \$2,255,262 Federal Funds

○ \$610,382 General Fund

list of 1 item nesting level 2

- Related to a refinance in Health Care Policy and Financing that spends down funds in the Individuals with Developmental Disabilities Services Cash Fund

list end nesting level 2

list end nesting level 1

- Appropriation was for 3 years

list of 3 items nesting level 1

○ FY 19-20

○ FY 20-21

○ FY 21-22

list end nesting level 1

list end

Notepad with the word Budget written in blue marker

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Sustainability beyond FY 21-22 and Lessons Learned

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Sustainability

list of 5 items

- Colorado Office of Employment First funding for FY 22-23 is through several interagency agreements

list of 1 item nesting level 1

- Project based to move Employment First forward

list end nesting level 1

- Grant Funding

- Donations

- Providing paid training

list of 2 items nesting level 1

- ACRE Supported Employment training

- ACRE Customized Employment training

list end nesting level 1

- Building relationships for new work both at a state and national level will be key to sustaining our efforts

list end

Bar chart of varying heights and a large dollar sign illustrating varying revenue sources as part of a total sustainability package

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Lessons Learned

list of 7 items

- Advocacy is critical -parents, individuals with disabilities, community organizations,

- Have relationships with state agency leadership

- Growth can be hard and can impact priorities / agendas, any time there is additional funds people have lots of opinions of how to spend it

- Share leadership and celebrate successes for all partners

- Communication, success stories, continued visibility and presence in communities is key

- Awareness of advantages and disadvantages of pandemic impacting communication

- Prepare for succession planning when key leaders retire or leave unexpectedly

list end

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Questions / Comments / Contact Us

Rainbow colored Question mark

Contact Us QR Code

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THANK YOU.