

# Access to Good Jobs for All: National Disability Employment Awareness Month and the Office of Developmental Programs



Welcome!



**pennsylvania**

DEPARTMENT OF HUMAN SERVICES  
OFFICE OF DEVELOPMENTAL PROGRAMS

The Pennsylvania Department of Human Services (DHS) and the Office of Developmental Programs (ODP) would like to welcome you to **Access Good Jobs for All: National Disability Employment Awareness Month and the Office of Developmental Programs.**

Presenting today are:

- Jamie Bonser
- Nolan Schaaf



## Question to Answer...

In today's presentation, we will answer the following questions:

- **What is National Disability Employment Awareness Month or NDEAM?**
- **What is Employment First?**
- **How does the Pennsylvania Office of Developmental Programs (ODP) include Employment First in its services and supports?**
- **What employment supports and services are currently available through ODP?**
- **How to learn more about ODP, our services, and employment?**



# What is NDEAM?

NDEAM stands for:

# National Disability Employment Awareness Month

NDEAM:

- Is celebrated each October.
- Acknowledges the progress that has been made to support individuals with disabilities in getting good jobs.
- Recognizes more work is needed to ensure workers with disabilities can achieve their employment goals.
- Is coordinated and led by the U.S. Dept. of Labor's Office of Disability Employment Policy (ODEP).



## Before NDEAM

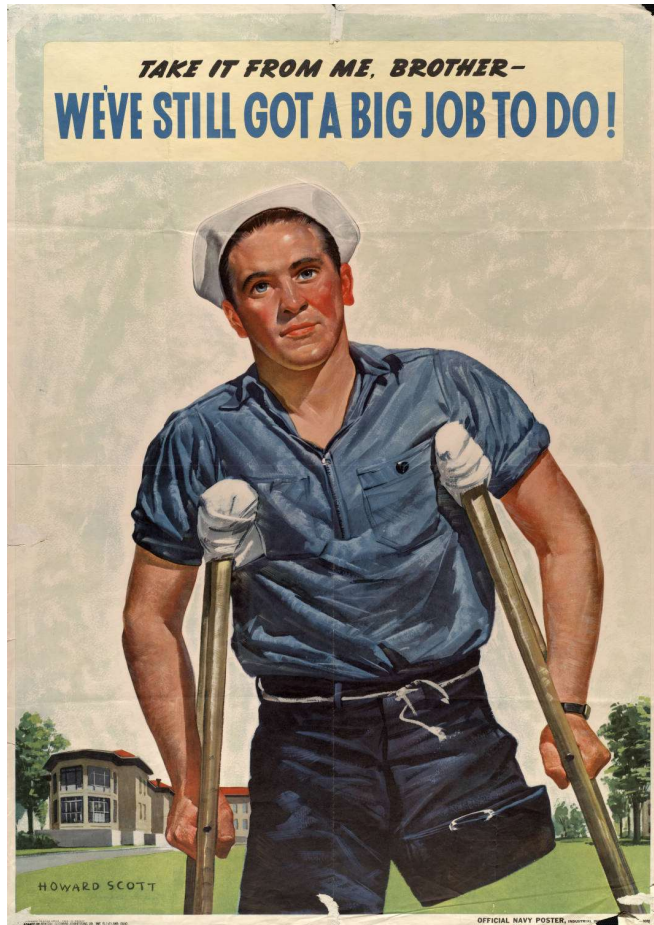
The roots of NDEAM can be traced back to World War II (WWII).

- During WWII there was a labor shortage as people in the workforce were called to serve in the military.
  - The labor shortage created employment opportunities for individuals who were previously considered “unemployable.”
  - From 1940 to 1945, Government employment agency placement of people with disabilities went from 28,000 to 300,000.
  - At the height of WWII, 80% of all industries employed people with disabilities.



Ineligible for the army because of physical handicaps, James C. Schneider (left) and John D. Arrowood are inspectors of airplane motor parts. Source Farm Security Administration/ Office of War Information Back-and-White Negatives, the Library of Congress Prints and Photographs Division.

# National Employ the Physically Handicapped Week



"Take it from Me, Brother- We've still Got a Big Job to Do!"  
Poster by Howard Scott, 1943. US Navy Industrial Incentive Division.  
Courtesy of the Hennepin County Library

The end of the war created a new population of workers with disabilities as many of the soldiers who fought in WWII acquired disabilities during their service.

As veterans began to return home, the government was faced with 2 questions:

- How to provide post-war jobs for a newly disabled population?
- How to continue to support the civilian workers who would be replaced by returning veterans?

# NEPH to NDEAM

To raise awareness and support, Congress created **National Employ the Physically Handicapped Week**. This annual awareness event eventually evolved into what we now celebrate as NDEAM!

In 1945 Congress declares the first week of October as National Employ the Physically Handicapped Week



In 1962 the word “physically” was removed to acknowledge the employment needs of people with all disabilities.



In 1988, Congress passed Public Law No. 100-630, title III, Sec. 301(a) which expanded the week into a month and the name to “National Disability Employment Awareness Month.”



## Recognizing the Importance of Workers with Disabilities

In 1945, President Harry S. Truman signed the first Presidential Proclamation to recognize NEPH. **“That hereafter the first week of October of each year shall be designated as National Employ the Physically Handicapped Week. During said week, appropriate ceremonies are to be held throughout the Nation, the purpose of which will be to enlist public support and interest in the employment of otherwise qualified but physically handicapped workers.” –Proclamation 2664**



4c Employ the Handicapped single stamp, August 28, 1960, National Postal Museum



# NDEAM Themes through the years...



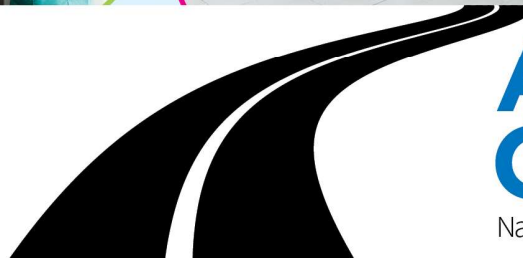
2007- “Workers with disabilities: talent for a winning team.”

2010- “Talent has no boundaries: Workforce diversity includes people with disabilities.”



2015- “My disability is one part of who I am: At work, it’s what people can do that matters.”

# NDEAM 2024!



## Access to Good Jobs for All

National Disability Employment Awareness Month

### NDEAM Video



# What is Employment First?

**According to the Office of Disability Employment Policy:**

**Employment First is “a national systems change framework centered on the premise that all individuals, including those with the most significant disabilities, are capable of full participation in Competitive Integrated Employment and community life.”**



## What Does that Mean?

**Employment First means that people with disabilities:**

- **Should be able to work if they want to.**
- **Should be able to work in the community, in the same places as non-disabled people.**
- **Should get the supports they need to work.**
- **Get the same wage that non-disabled people do.**
- **Should have real work for real pay as their first choice.**



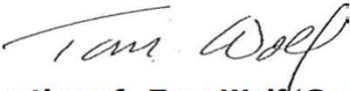
# What is Competitive Integrated Employment?

**Competitive Integrated Employment or "CIE" has an official legal definition; however, in plain language, CIE is:**

- **Work that is full or part-time (including self-employment) for which an individual:**
  - **Is paid the same wage as other employees without disabilities in similar jobs and have similar training, experience, and skills;**
  - **Is eligible for the same level of benefits as other employees;**
  - **Has the same opportunities for advancement as those in similar positions; and**
  - **Works in a location in the community where the individual interacts with other employees and people without disabilities.**



# PA is an Employment First State

<h2>Executive Order</h2> <p><b>Commonwealth of Pennsylvania Governor's Office</b></p>	
<b>Subject:</b> Establishing "Employment First" Policy and Increasing Competitive Integrated Employment for Pennsylvanians with a Disability	<b>Number:</b> 2016-03
 <b>By Direction of: Tom Wolf, Governor</b>	<b>Date:</b> March 10, 2016

In 2016, Governor Wolf signed Executive Order 2016-03 on "Employment First."

- The executive order recognized that "Pennsylvanians with a disability are valued members of society and all members of society deserve to have the opportunity to work.
- The executive order further mandated that state agencies make competitive integrated employment a priority in services.

## PA is an Employment First State (2)

**Two years later in 2018, Governor Wolf signed PA Act 36 of 2018-“The Employment First Act” into law.**

- **Like the earlier executive order, the Employment First Act made CIE the preferred outcome for all individuals with disability, regardless of severity of disability and assistance required.**
- **For state agencies, employment should be the main focus for education, training, supports, or services for people with disabilities who are eligible and choose to work.**
- **As an office under the umbrella of the Department of Human Services, ODP must meet the mandates of the Employment First Act.**



## How Does ODP Include Employment First in Services and Supports?



Pennsylvania

**Department of Human Services**

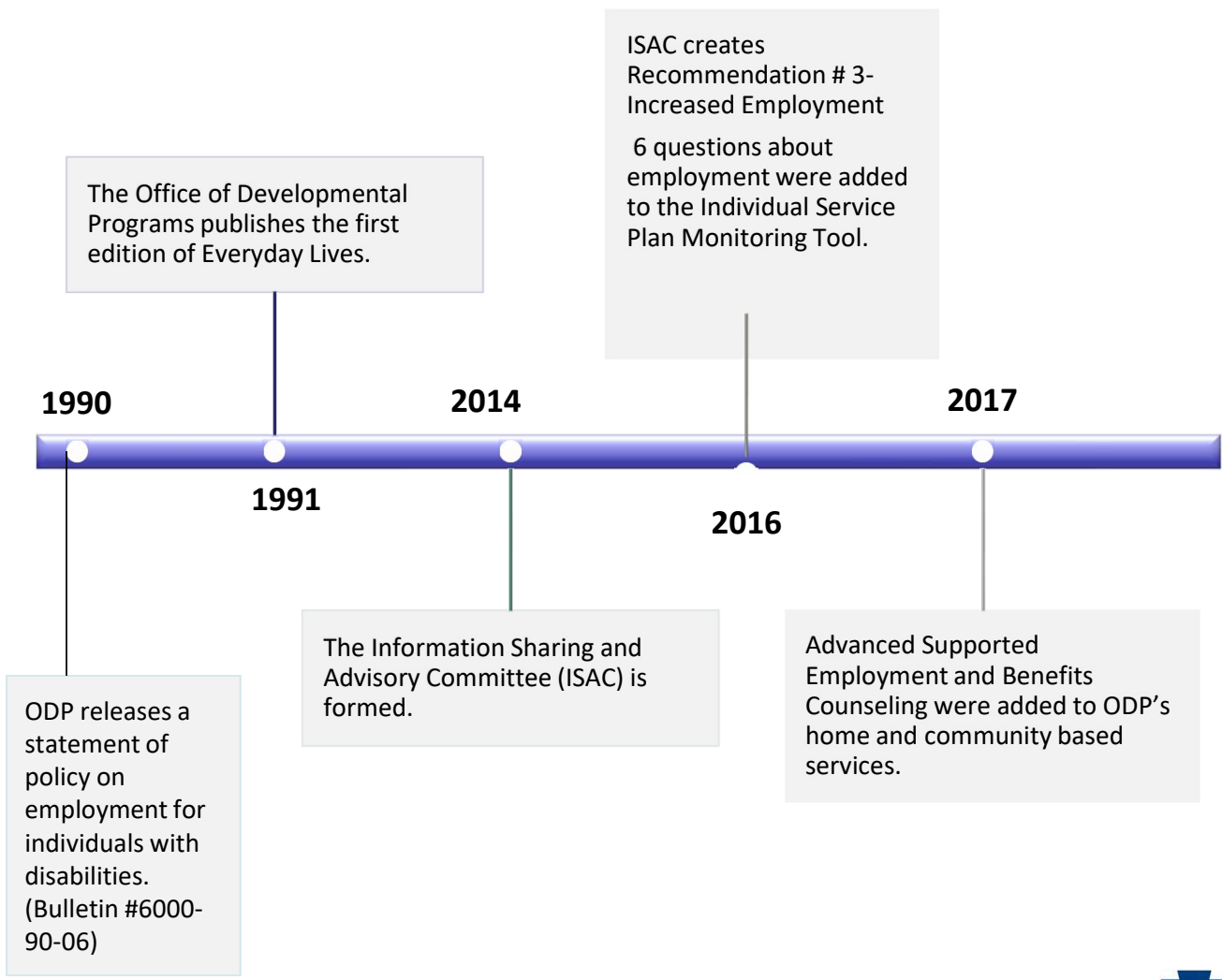
Office of Developmental Programs

Although the Employment First Act was enacted in 2018, ODP has included the spirit of “Employment First” into its services and supports for individuals with disabilities for over 30 years!



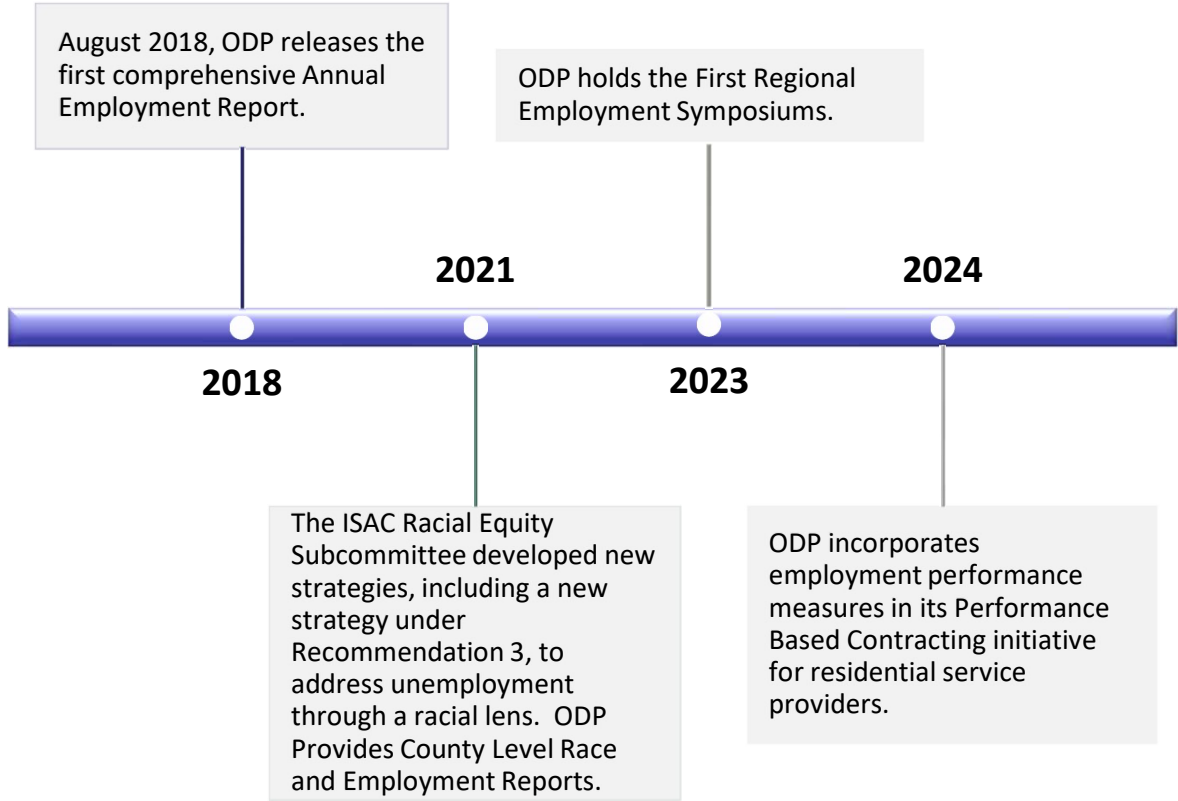


# ▶ ODP Makes Employment a Priority



“Our goal should be clear. We are seeking nothing less than a life surrounded by the richness and diversity of community. A collective life. A common life. An everyday life.”

# ▶ ODP Makes Employment a Priority (2)



“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 First Collaborations

**ODP collaborates with offices, agencies, and stakeholders across the Commonwealth to increase and improve our employment supports and services.**

**Important partners include:**

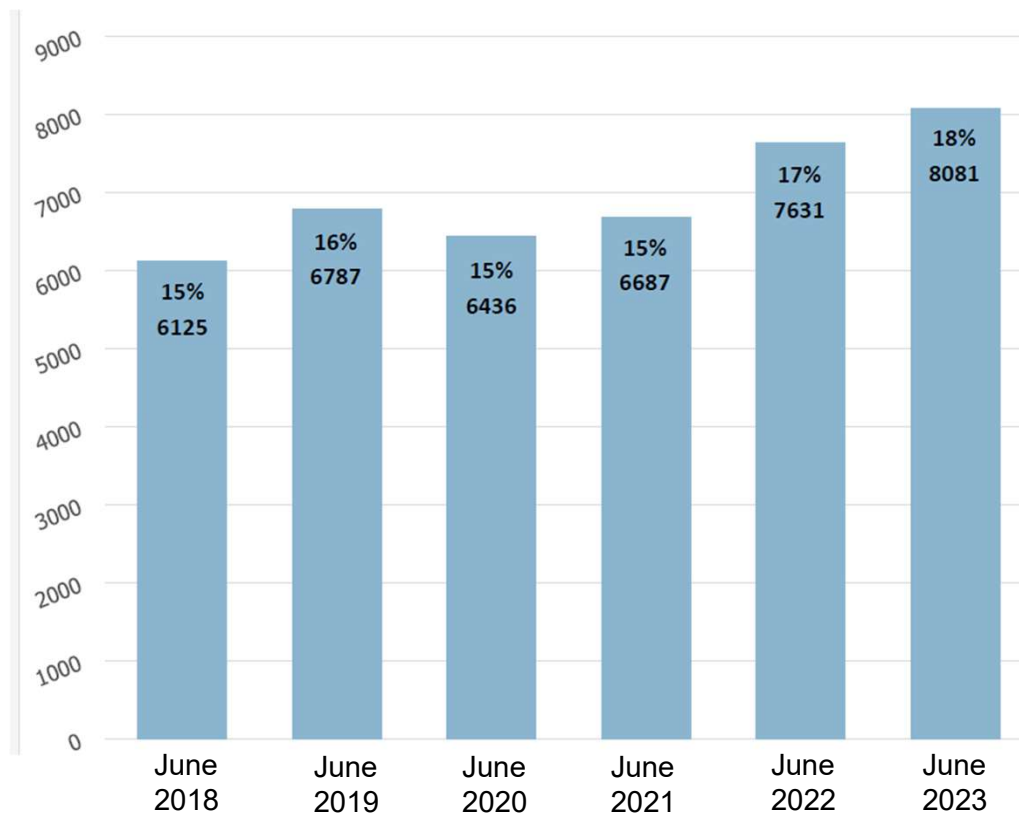
- **Other DHS offices, including:**
  - **The Office of Long Term Living (OLTL)**
  - **The Office of Mental Health and Substance Abuse Services (OMHSAS)**
- **Office of Vocational Rehabilitation (OVR)**
- **The Employment First Oversight Commission and Employment First Cabinet**
- **Pennsylvania Secondary Transition**
- **Self Advocates United as 1**
- **PA Family Network**



# ODP Employment by the Numbers

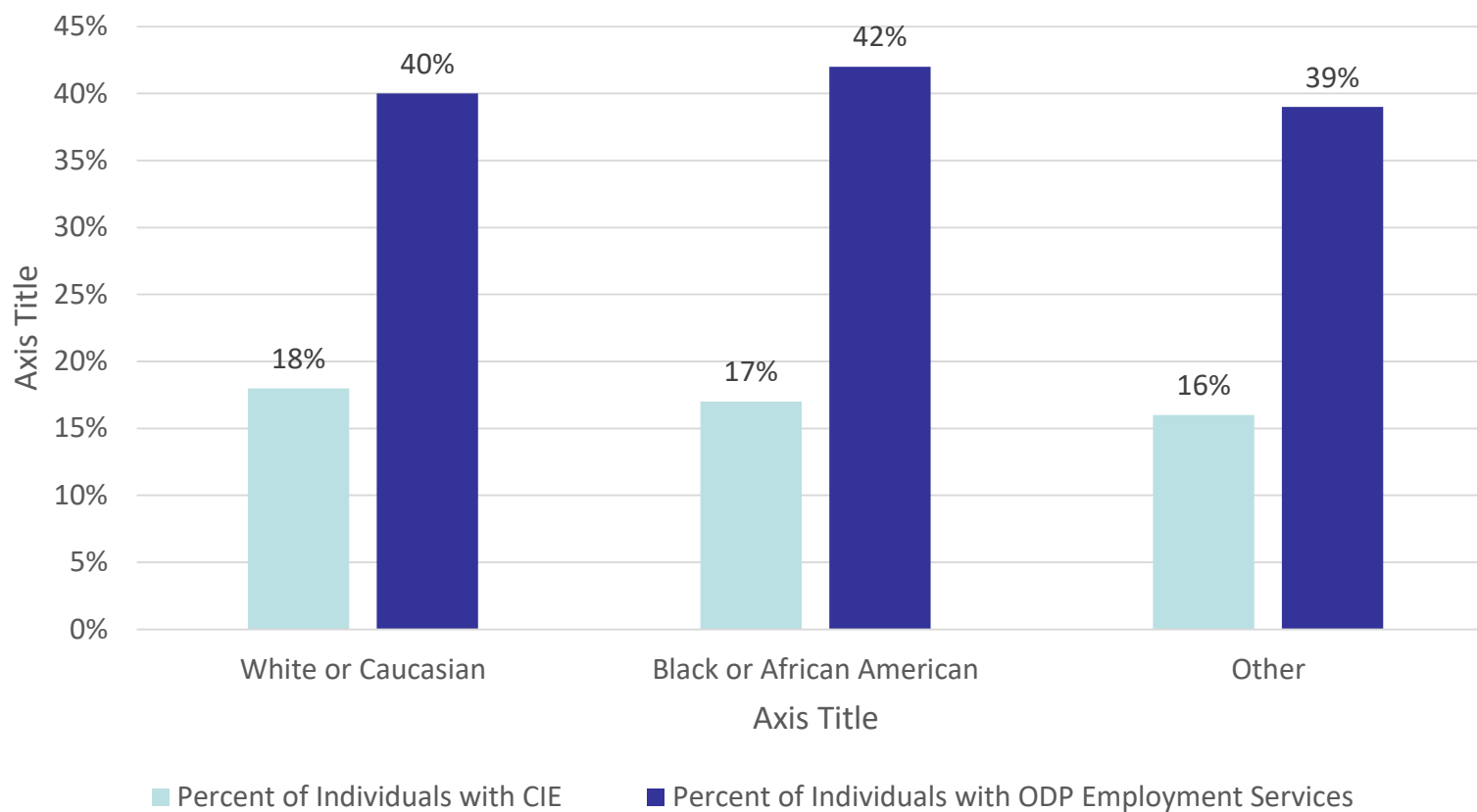
**ODP serves approximately 50,000 individuals, and is continually working to increase capacity to serve more individuals.**

**Percentage & Number of Individuals enrolled w/ODP who have CIE**



# ODP Employment by the Numbers (2)

Percent of Individuals Enrolled with ODP with CIE and Employment Services, by Race, as of 6/30/2023



## ODP Employment by the Numbers (3)



**ODP's most recent employment data continues to reflect steady growth in employment rates.**

**In the first 2 quarters of FY 23-24, the number of ODP enrollees who are competitively employed increased by an additional 420 individuals.**

## What Employment Supports and Services are Available?

- **It is important to remember that any of ODP's supports and services can be used to help someone achieve their employment goals.**
  - Examples:
    - Transportation
    - Assistive Technology
    - Education Support Services
- **However, ODP does offer services specifically designed to support employment.**
  - Current Employment Services are:
    - Advanced Supported Employment
    - Supported Employment (for this presentation includes Career Planning in the Adult Autism Waiver)
    - Small Group Employment
    - Benefits Counseling

# ODP's Current Employment Services

	<b>Advanced Supported Employment</b>	<b>Supported Employment</b>	<b>Small Group Employment</b>	<b>Benefits Counseling</b>
<b>What should this service accomplish?</b>	<ul style="list-style-type: none"> <li>•Aid the participant with limited or no experience in seeking or keeping a job with a three-pronged service approach (Discovery, Job Acquisition, Job Retention) that is expected to result in competitive integrated employment.</li> </ul>	<ul style="list-style-type: none"> <li>•Provide the participant with the ability to meet the goal of obtaining and sustaining competitive integrated employment.</li> </ul>	<ul style="list-style-type: none"> <li>•Enable the participant to transition to competitive integrated employment through one of four service options.</li> </ul>	<ul style="list-style-type: none"> <li>•Support the participant in understanding how they can be employed in a competitive integrated job and maintain needed benefits through available work incentives.</li> </ul>





## ODP's Current Employment Services (2)

	Advanced Supported Employment	Supported Employment	Small Group Employment	Benefits Counseling
<b>For whom is this service appropriate?</b>	<ul style="list-style-type: none"> <li>•People interested in competitive integrated employment (including self-employment) who:</li> <li>•Have never had job skills training or development; or</li> <li>•Have never had any work experience; or</li> <li>•Have used Supported Employment services and were unable to secure a job or keep a job for more than 6 months.</li> </ul>	<ul style="list-style-type: none"> <li>•People interested in competitive integrated employment (including self-employment) who may or may not have work experience; or</li> <li>•People who are currently employed but need extended supports to maintain their current job; or</li> <li>•People who are currently employed but are interested in finding a new job.</li> </ul>	<ul style="list-style-type: none"> <li>•People who need to gain work skills to achieve competitive integrated employment and are interested in and would benefit from experience in a mobile work force, a work station in industry, affirmative industry or enclave to learn those skills.</li> </ul>	<ul style="list-style-type: none"> <li>•People who are considering or seeking competitive integrated employment, currently employed, or interested in career advancement and who need more information about how working impacts benefits programs.</li> </ul>

# ODP's Current Employment Services (3)

	Advanced Supported Employment	Supported Employment	Small Group Employment	Benefits Counseling
<p><b>What is covered in this service?</b></p>	<ul style="list-style-type: none"> <li>•<b>Discovery Portfolio:</b> Comprehensive, targeted analysis of participant's strengths, skills, interests and conditions for success in preparation to pursue competitive integrated employment.</li> <li>•<b>Job Acquisition:</b> Matching an employer's needs with the participant's assessed skills, strengths, needs and interests</li> <li>•<b>Job Retention:</b> Intensive job coaching and support to assist the participant in stabilizing a job.</li> </ul>	<ul style="list-style-type: none"> <li>•<b>Career Assessment:</b> Service used to identify career options based on the skills and interest of the participant.</li> <li>•<b>Job Finding or Development:</b> Variety of activities and services to match the participant with a potential employer.</li> <li>•<b>Job Coaching and Support:</b> Training the participant on specific job assignments and providing periodic or ongoing support as needed.</li> </ul>	<ul style="list-style-type: none"> <li>•<b>Mobile Work Force:</b> Teams of individuals, supervised by a training/job supervisor, working away from an agency or facility (i.e. maintenance, lawn care, etc.)</li> <li>•<b>Work Station in Industry:</b> Individual or group training of participants at an industry site.</li> <li>•<b>Affirmative Industry:</b> A business that sells products or services and at least 51% of the employees do not have a disability.</li> <li>•<b>Enclave:</b> Participants with a disability are employed in a business or industry alongside those without a disability.</li> <li>•Transportation, if it is an integral component of the service; i.e. to the worksite.</li> </ul>	<ul style="list-style-type: none"> <li>•Inform and educate participants on the impact of employment on publicly funded and Social Security Administration benefits such as Supplemental Security Income (SSI) and Social Security Disability Insurance (SSDI).</li> <li>•Inform participant on work incentives that enable individuals who work to maintain their SSI, SSDI, Medicaid, Medicare, food stamps and other benefits.</li> <li>•Inform participant on income reporting requirements for Social Security Administration and public benefit programs.</li> <li>•Inform participant on work incentives counseling and planning services.</li> </ul>



# How to learn more about ODP

**The Gold Book is the best place to begin learning more about ODP, our services, and our work.**

## Gold Book

Understanding the Office of Developmental Programs

3rd edition  
July 2023



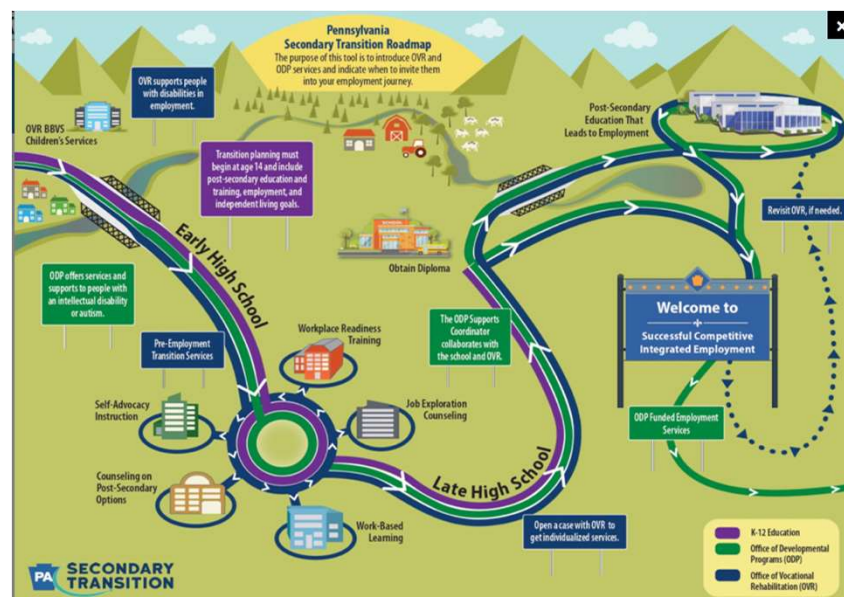
Supporting People  
with Intellectual and  
Developmental  
Disabilities, Complex  
Medical Conditions,  
Autism, and Their  
Families



# Resources to Support Secondary Transition

## PA Secondary Transition: Connecting For Employment

- Graduating from school is a time when everyone begins to think about next steps.
- ODP collaborates with the Office of Vocational Rehabilitation, Pennsylvania's Bureau of Special Education, PA Training and Technical Assistance, and others to help individuals with disabilities to navigate the human services delivery system when seeking supports and services for competitive integrated employment.



# How to learn more about employment?

There are a lot of factors which may influence a person's decision to pursue employment. If you or someone you know is considering employment there are resources to help. The [Charting the LifeCourse](#) framework has many planning tools to help:

- Have conversations
- Discover possibilities
- Identify supports
- Set goals
- Make a plan

The image shows the cover of a guide titled "Charting the LifeCourse" with a yellow background. At the top, it says "Charting the LifeCourse". In the center is a white sun icon. Below the sun, it says "Daily Life & Employment". The text below the sun reads: "Before you know it, school will be ending and adult life beginning. Transition is a time to think about what adult life will look like and explore what you will be doing as part of daily life when the school bus stops coming! You will likely make choices based on what you like and what you want to do. This guide is designed to help you and your family think about questions to ask, things to do, and resources to lead you to a job, career, volunteering, college or continuing education, and ultimately, the life you want." At the bottom, it says "UMKC INSTITUTE FOR HUMAN DEVELOPMENT, UCEDD". To the right of the main cover is a sidebar with a white background. It has a "LIFE DOMAIN" section with icons for various life domains, and a "LIFE STAGE" section with icons for different life stages. The "LIFE STAGE" section is currently selected, showing "Transition" with the description "Transitioning from school to adult life (14-22)". At the bottom of the sidebar, it says "DEVELOPED BY MISSOURI FAMILY TO FAMILY UMKC INSTITUTE FOR HUMAN DEVELOPMENT | UCEDD" and "IN PARTNERSHIP WITH SHOW-ME-CAREERS".

## Resources

For additional resources about employment supports and services, Employment First, or NDEAM please visit:

[My ODP- Employment](#)

[Pennsylvania Office of Vocational Rehabilitation](#)

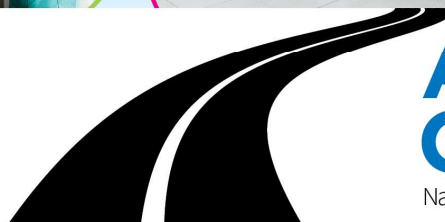
[Pennsylvania Department of Labor and Industry:  
Employment First](#)

[Office of Disability Employment Policy: National Disability  
Employment Awareness Month](#)



Thank you!

Thank you for joining us today  
and  
Happy National Disability Employment Awareness Month!



**Access to  
Good Jobs for All**

National Disability Employment Awareness Month

