

What is My Role in implementing the Employment First Initiative in Virginia?

Advocates

(VAULT, NAMI, CIL, self advocates and family)

Outreach, education, and training on work incentives and benefits planning

Educate people with disabilities and their families

Promote Employment First with consumers, politicians, businesses communities – employers, vocational rehabilitation, state agencies, schools

Intakes should include benefits planning

Advocate for funds

Employment Service Organizations

My Role

- Helping individuals achieve desired outcomes
- Informed choice
- Establishment of goals/models
- Provide employability assessment
- Only provider of pre-voc that are CARF/DRS accredited
- Train case managers on employment
- Be at the table to figure out funding
- Ensure integrity of employment programs by mandating CARF accreditation and DRS vendorship
- Service management
- Employer-liaisons
- Provide work opportunities
- Part of the process
- Balanced perspective
 - “dose of reality”
 - Realistic solutions
- Protect employment first for All including caregivers
- Provide quality services to consumers

Vocational Rehabilitation (DARS)

- Provide services according to Rehab Act
- Have an infrastructure for WISA services
- Work with providers to expand options for services
- Increase regional capacity for Supported Employment
- Working with the schools in the transition process earlier
- Shift focus/evolve based on needs of the population ie: Autism-MSD
- Working closely with employers
- Work alongside DBHDS in relation to Ticket-to-Work
- Help develop choice of vendor where there isn't any
- Utilize AT/Autism speaks/ CSServices

Community Service Boards

- First step evaluate and then incorporate policy into my policies
- Educate case managers on Employment First
 - Residential programs
- Non-waiver- trying to figure out
- Clubhouse – funding
- Take to local funding sources
- Client choice “ethically and morally right” by client base
- Continue to follow the progress- learn the details
- “priority” – this changes my response
- Progressive program for those who want employment
- Concentrate of transition
- Waiver reform- be at the table
- Working on Logisticre
- How can impact the barrier of transportation
 - Advocate for changes to the rfp to support “living” not just medical appointments
 - Change mindset of clubhouse members/ philosophy
- Advocacy – levels of accountability across all levels of the system
 - CSB
 - Providers
 - Etc
- Case managers – advocate vs. protector of choice

- Choice
- If no?
 - o will there be funding options for them
 - o how will state “pay for” or penalize the choice of non-employment
- if yes
 - o how do we pay for the extra ongoing support
- How do we pay for or support other options like customized, innovative...
- big question about how this plays out in Mental Health side
- look at barriers and try to come up with solutions
- question- job retention

state agencies

- waiver to incentivize integrated employment as well as integrated day options
- identify outcomes
 - o barriers
- with national guidance shape dollars and policy structures
- training for case managers/Tech assistants
- families and schools
- involve all agencies/people with disabilities