

Improving lives THROUGH  
supports and services  
THAT FOSTER self-determination.



Promoting Employment First

**Empowering Through  
Employment: Taking Charge  
of Change**

***“It is deceptively easy to measure liberty by the relative lack of physical confinement. This is but one, and not always the most important, aspect of liberty. More fundamentally, liberty is freedom of choice within the general system of laws and social values. The individual's liberty is impaired when he is not permitted the same range of choices as his peers. Many people in our society....suffer from unauthorized or unsanctioned curtailment of their liberties.”***

(1963) John Kennedy's President's Panel on Mental Retardation

# 7 Pillars of HCBS

Is integrated in and supports access to the greater community

Ensures the individual receives services in the community to the same degree of access as individuals not receiving Medicaid HCBS

Ensures an individual's rights of privacy, respect, and freedom from coercion and restraint

Provides opportunities to seek employment and work in competitive integrated settings, engage in community life, and control personal resources

Optimizes individual initiative, autonomy, and independence in making life choices

Is selected by the individual from among setting options including non-disability specific settings

Facilitates individual choice regarding services and supports and who provides them

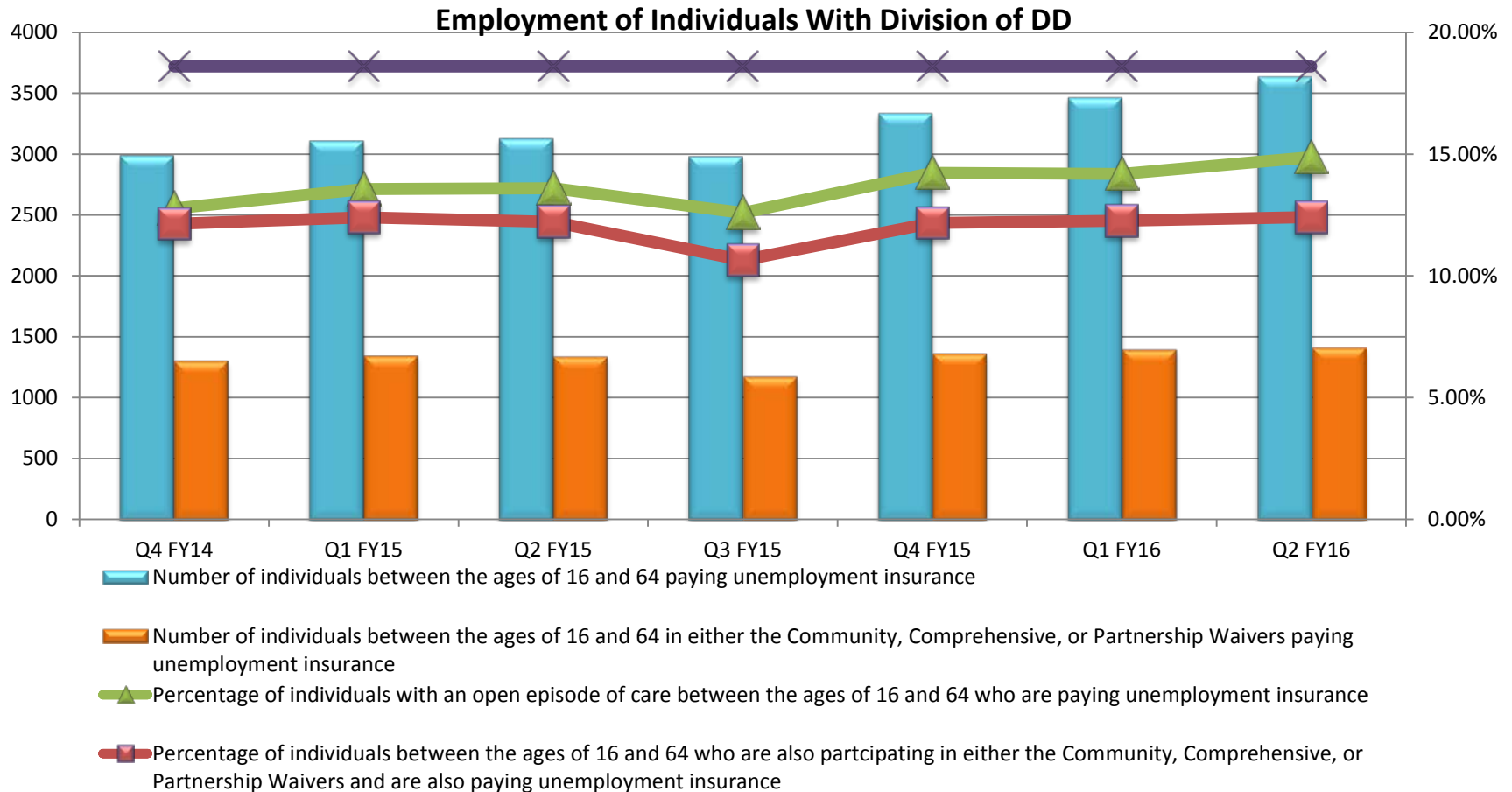
# National Employment Outcomes

## How many people are employed?

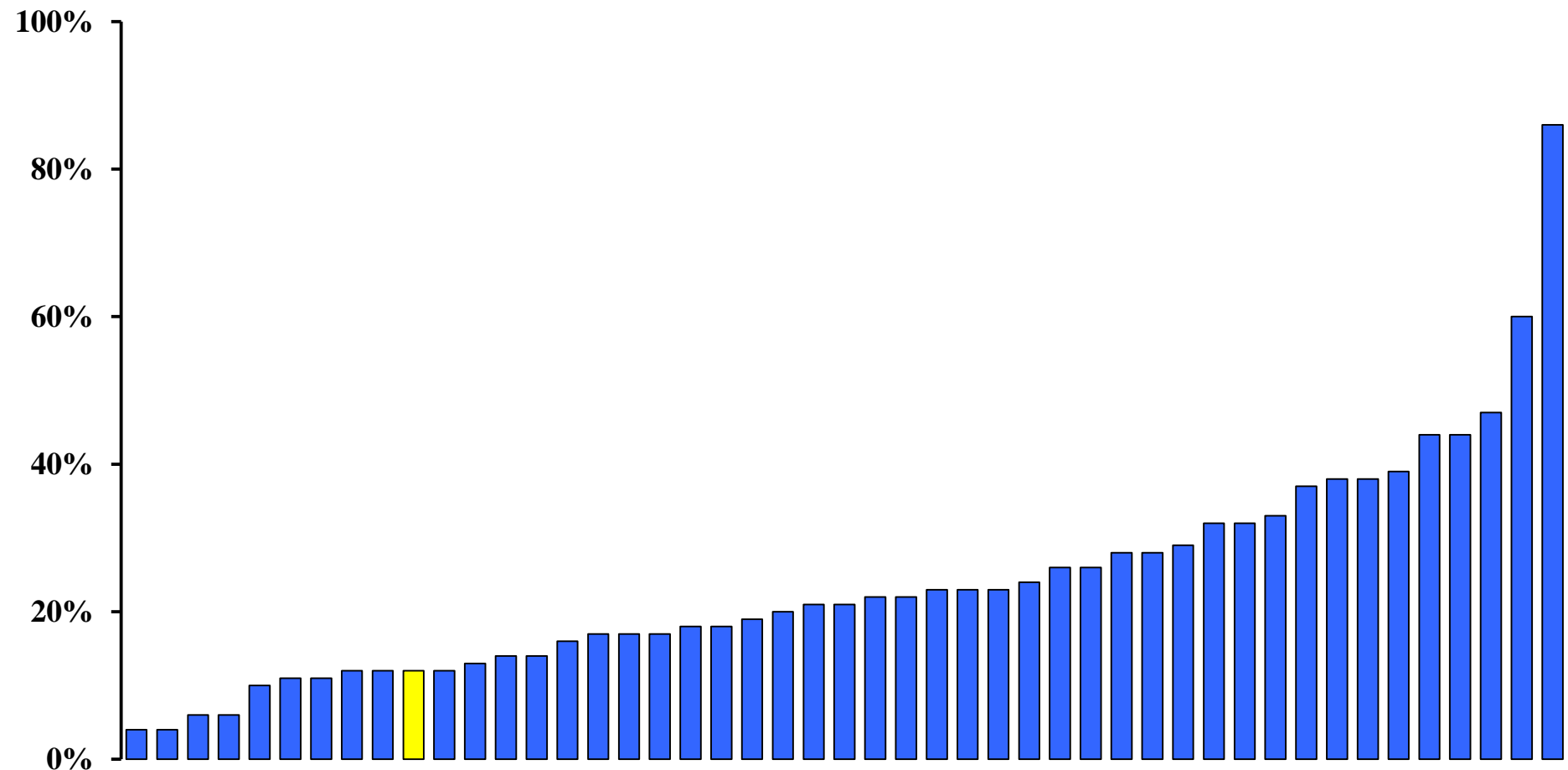
	No disability	Any disability	Cognitive disability	Cognitive disability with SSI	NCI 2014-2015	IDD Agency Survey 2014
A. Percent employed (Employ rate)	72.9%	33.7%	23.5%	8.2%	15.4%	19.1%
B. Percent unemployed	5.4%	6.3%	7.5%	3.0%		
C. Percent not in the labor force	21.7%	60.0%	69.0%	88.8%		
Total (A+B+C)	100.0%	100.0%	100.0%	100.0%		
Unemployment rate B/(A+B)	6.9%	15.8%	24.2%	27.1%		



# Missouri Outcomes



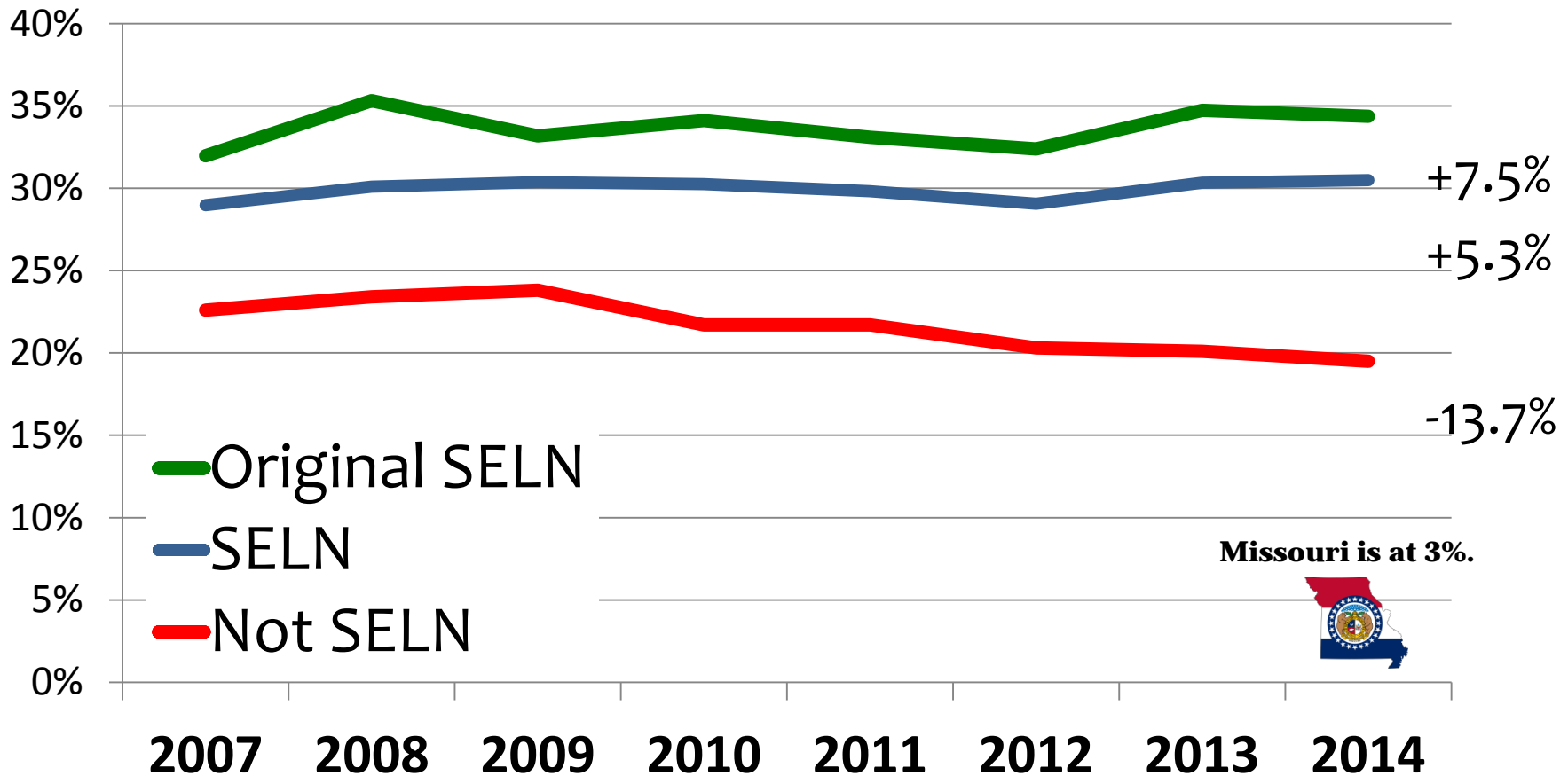
# Participation in integrated employment services



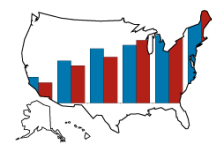
Source: ICI National Survey of  
State IDD Agencies 2014

# Percent in integrated employment svcs

## Mean of the states



Source: ICI National Survey of State IDD Agencies  
 SELN original states (continuous member for 10 years) n=6  
 SELN current states (member 2012-2014) n=16  
 Not SELN n=20



StateData.info

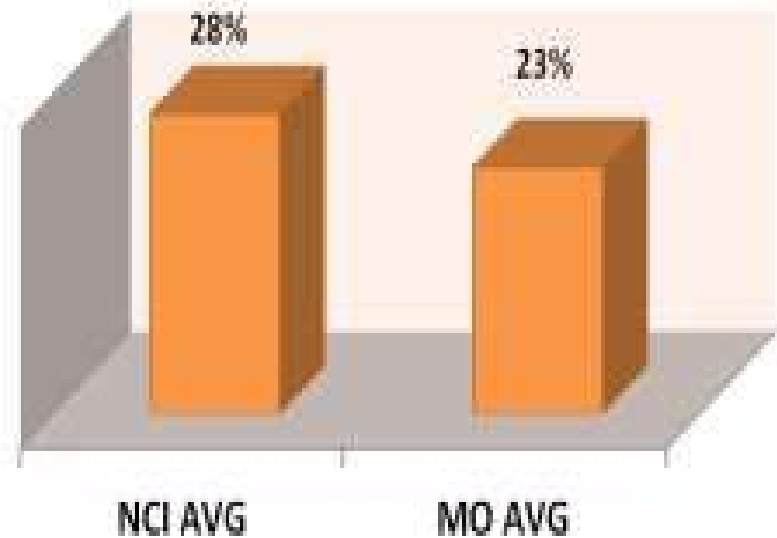


# National Core Indicators

Individual would like a job in the community (among those w/out job)



Individual has community employment as a goal in service plan







# Program Design

Service definitions

ISP Guidelines

Provider capacity

Statewide initiative

# How does Missouri overcome the employment svcs authorization performance deficit?



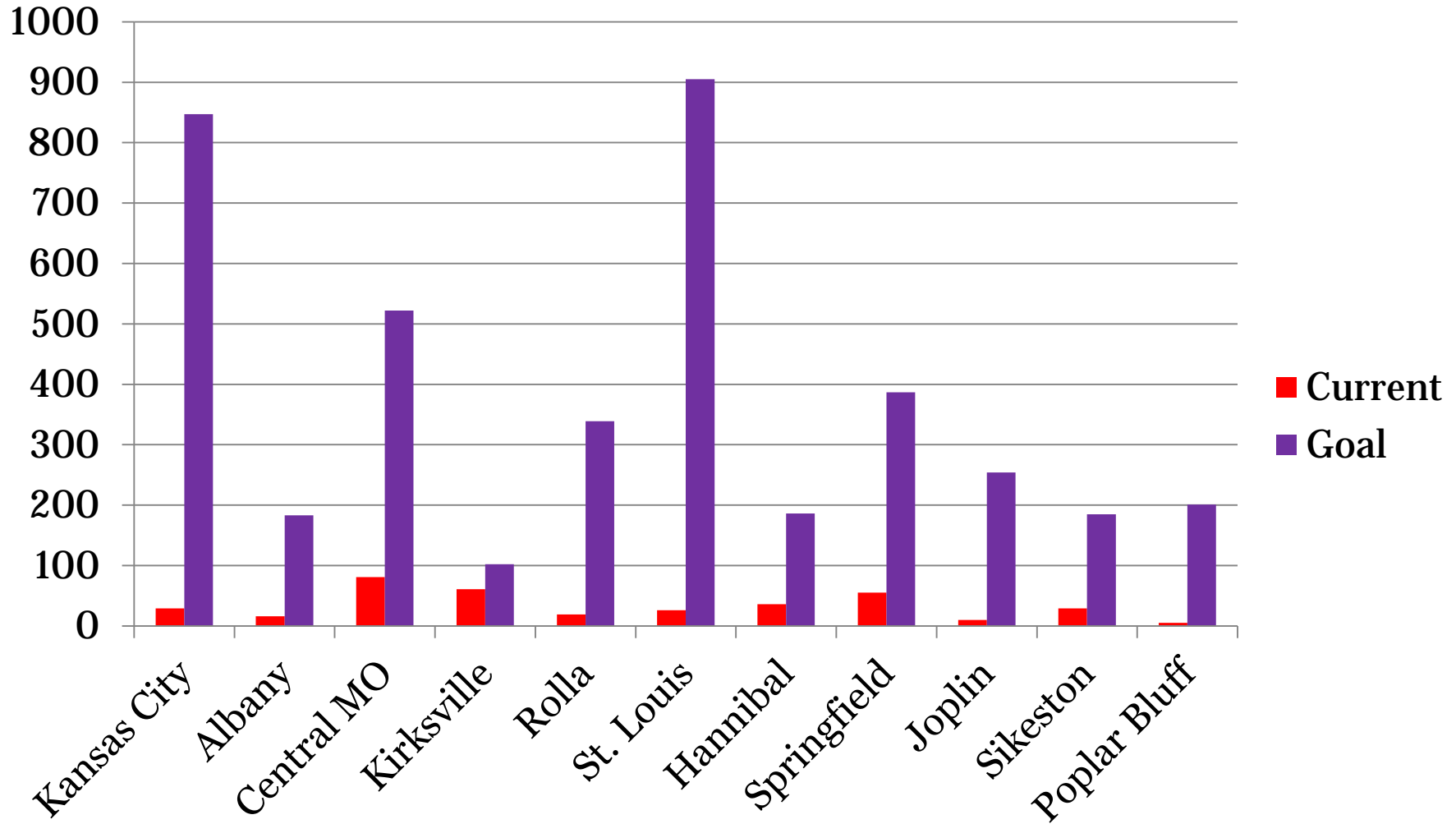
👤 Set a goal

👤 Instead of **3%** of individuals with employment service authorizations,

👤 The Division wants **35%** of individuals with employment service authorizations.

**WHY?**

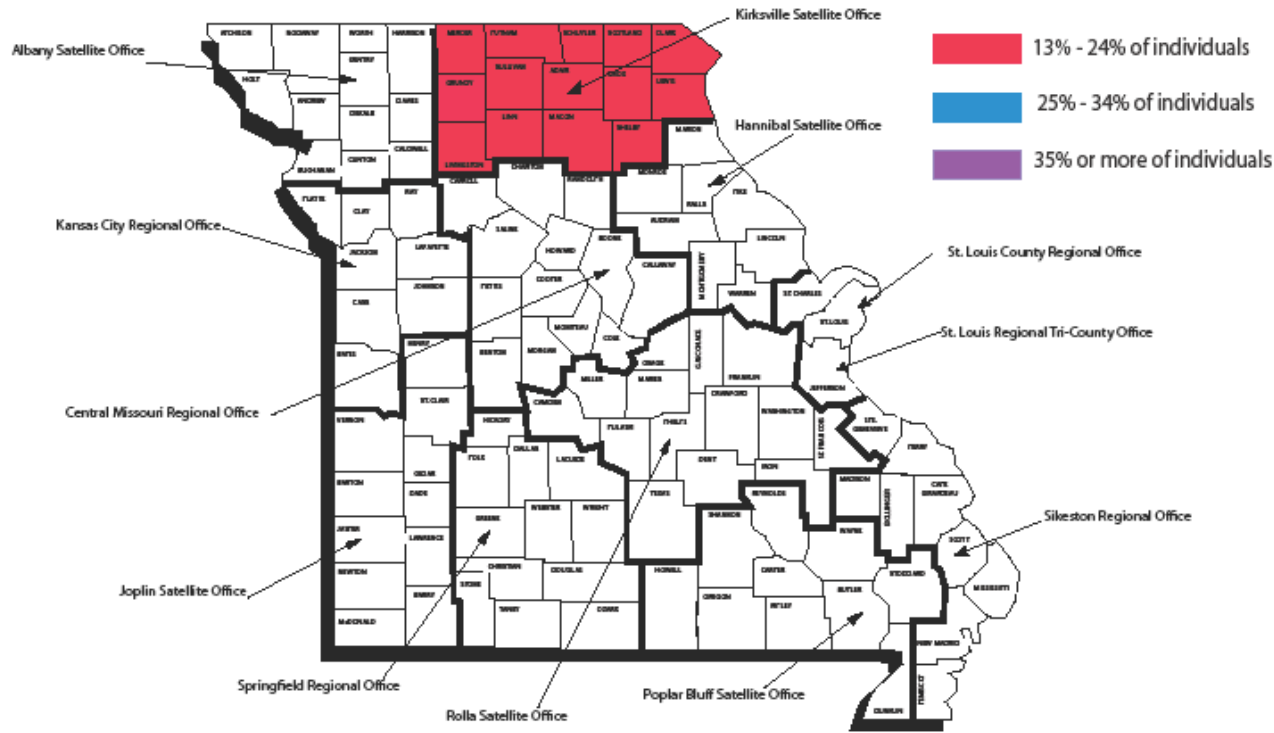
# How does my area look in terms of meeting this new goal?



# But this is how we will really show it...every month



## Empowering Through Employment



Employment First

10/16



# What do the colors mean?



35% or more individuals with employment service authorizations....like the grand champion at the fair, this is the ribbon you want.



25% - 34% of individuals with employment service authorizations....blue ribbons are a good place to be, but who doesn't want to be the grand champion.



13% - 24% of individuals with employment service authorizations....red ribbons are positive...they are the first ribbon you get.

# Coming to see you





# What is our role?

- 👤 WE are empowered to work with everyone and anyone we need to in order to get our area's employment authorizations increased.
- 👤 Central office is here to help. We will visit all regional offices between now and Christmas to help kick this off...of course Kirksville gets the first visit, they get red ribbons. Invite your partners for success to these meetings.
  - 👤 Creating an employment services tools, resources and myths document to help everyone answer questions.
- 👤 This is a win-win ...we can't get fewer employment authorizations.
- 👤 Blue and purple ribbon winners will get some media blitzing and other opportunities for recognition for their area, Central Office will assist.



# Contact

Duane Shumate, M. Ed.  
Director, Youth Transition/Employment  
[duane.shumate@dmh.mo.gov](mailto:duane.shumate@dmh.mo.gov)  
573.526.8214

**DD website:**  
[dmh.mo.gov/dd/](http://dmh.mo.gov/dd/)

**DD Youth Transition and Employment website:**  
[dmh.mo.gov/dd/progs/employment.html](http://dmh.mo.gov/dd/progs/employment.html)





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