

Approved: February 16, 2010

Date

MINUTES OF THE HOUSE AGING AND LONG TERM CARE COMMITTEE

The meeting was called to order by Chairman Bob Bethell at 3:30 p.m. on February 9, 2010, in Room 784 of the Docking State Office Building.

All members were present except:

Representative Owen Donohoe- excused
Representative Scott Schwab- excused

Committee staff present:

Doug Taylor, Office of the Revisor of Statutes
Iraida Orr, Kansas Legislative Research Department
Kathie Sparks, Kansas Legislative Research Department
Terri Weber, Kansas Legislative Research Department
Judith Holliday, Committee Assistant

Conferees appearing before the Committee:

Matt Fletcher, Associate Director, InterHab
Ron Pasmore, President and CEO, Kansas Elks Training Center for the Handicapped, Wichita
Jeff Hader, Assistant Production Manager, UniFirst, Wichita
Linda Merrill-Parman, CEO, Envision, Wichita
Steve Gieber, Director of Business Development, OCK, McPherson

Others attending:

See attached list.

The minutes of the February 4 meeting were brought before the Committee for approval. Representative Hill made the motion to approve, seconded by Representative Furtado. The motion passed.

Discussion on opportunities for workforce development for the blind and disabled community.

The meeting began with a video regarding the Walgreen's distribution plant in Anderson, South Carolina, whose workforce includes 40% persons with disabilities. The plant manager began this program because his son was autistic, and he saw the need to employ the disabled so they can become self-sufficient. This plant has achieved a 20% higher efficiency rate than any other plant in the entire company. Absences were fewer and job satisfaction higher among those with disabilities than the other workers.

Chairman Bethell told the Committee that he hopes to work with the Legislature to transform the disabled community from being consumers of tax dollars to contributors of tax dollars. He stated the best way to do this is through the workforce where they can work to become productive citizens, make choices for themselves, and develop a positive self-image. All of these could help reduce healthcare costs in this segment of the population.

The next video was about the Kansas State Use Law Program (SUL). This program provides employment for the blind and disabled community, enabling them to earn money through payroll which returns money to the economy. This program allows the disabled individuals to move into other areas of the community.

The Kansas State Use Law, one of the oldest such laws in the United States, mandates that state agencies, school districts and regents universities purchase products and services manufactured by Kansans with disabilities. The quality is as good or greater than other companies producing the same goods and services. The pricing is competitive with others in the marketplace, and additional discounts for volume purchases, customer orders and special deliveries make the program work for the individual company or agency. Product catalogs are available online at www.ksstateuse.org.

Matt Fletcher, Associate Director, InterHab, addressed the Committee regarding the Kansas State Use Law. (Attachment 1) Mr. Fletcher represents not only the InterHab members, but is chair of the Kansas State Use Law Committee.

Mr. Fletcher stated that employment benefits everyone—the persons with developmental disabilities (DD) and

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Minutes of the House Aging and Long Term Care Committee at 3:30 p.m. on February 9, 2010, in Room 784 of the Docking State Office Building.

the communities in which they live. The work done by DD service providers is impressive considering the limited funding available, but only a fraction of those who want to work are able to work.

The State Use Law Committee, created as part of the language that amended the Kansas State Use Law, represents a venue for customers and vendors of the State Use program to communicate, air concerns, and work together to improve the program. The Committee has suggested adding a staff person within the Department of Administration tasked with promoting the State Use Program and to researching ways to match State government needs with State Use vendor resources. This could result in a dramatic increase of work opportunities for Kansans with disabilities.

Mr. Fletcher stated the need for increased funding for employment of DD individuals, and urged the Committee to support **HB 2669 -Disabilities, Kansas employment first initiative act.**

Chairman Bethell stated that it is the system of subsistence rather than assistance. He suggested to the Committee that they look at the wage limits currently in place whereby a person reaches a certain wage level and then they are kicked off, and suggested that perhaps this limit needs to be raised.

Ron Pasmore, President and CEO, Kansas Elks Training Center for Handicapped (KETCH), Wichita, addressed the Committee regarding supported employment services for persons with disabilities. (Attachment 2) Mr. Pasmore stated that earning a living plays a pivotal role in defining quality of life. Employers find that persons with disabilities add value to the workforce, are a worthwhile investment, and that it is sound business to support and develop them as valuable resources.

Mr. Pasmore defined the barriers to employment for the developmentally disabled, such as fear of the unknown, stereotypes about disability, accessibility, and lack of information about the availability of employment services.

In the 1980s, Kansas implemented a program called supported employment, which began by first getting the job and then providing training and support to meet the employer's needs for that job. The workers were more motivated because they were employed from the beginning. The supported employment helped develop mechanisms to secure long-term employment. Supported employment is about supporting individuals in a career, not just an entry job.

Mr. Pasmore stated that Kansas Vocation Services is crucial to the success of the program, and that cutbacks to the vocational rehabilitation services ends up costing the taxpayer more to support persons with DD in less productive and less efficient programs.

Mr. Pasmore stated persons are selected for the job usually through referrals, then they research the community to see where that person fits.

Jeff Hader, Assistant Production Manager, UniFirst Wichita, testified before the Committee about the success of employing persons with disabilities at his plant. (Attachment 3) UniFirst is an industrial launderer servicing customers in four states and employing over 200 people. The decision was made to bring in someone from KETCH, which supported a program to help individuals with disabilities to find a career outside of KETCH.

Mr. Hader explained the benefit of having a job coach onsite to help the client settle into his new position, assist with transportation, and help them assimilate with the other employees. The on-site monthly follow-up KETCH does helps if changes need to be made in the job duties.

Mr. Hader told the Committee that the individual KETCH brought in was a loyal employee with a great attitude and excellent attendance, and this employee might never have been hired if it had not been for KETCH and their training and support.

Linda Merrill-Parman, CEO, Envision, Wichita, testified before the Committee on her company's dedication to secure employment opportunities for the vision impaired. (Attachment 4) Envision is a member of a non-

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profit group which has provided jobs for vision impairments, often accompanied by other disabilities, for over 75 years. They operate retail, printing, manufacturing, and rehabilitation businesses and employ 560 people. Of that number, 275 people are blind or low vision and hold positions in customer service, information technology, recruitment, and as managers, machine operators, and vice presidents.

Ms. Merrill-Parman told the Committee that their pay scales are competitive with attractive benefits and that Envision is located in ten states. People who are blind or low vision can relocate to any one of Envision's 18 locations, and 65% of new blind or low vision employees hired in 2009 came from outside Kansas. Some states pay moving costs, assistive technology needs and other expenses.

Ms. Merrill-Parman stated that Kansas Social and Rehabilitation Services (SRS) had made no referrals to Envision in 2009, and suggested that the Committee work on this issue if an increase is desired in employment opportunities for people with disabilities in Kansas.

Steve Gieber, Director of Business Development, OCCK, McPherson, addressed the challenges in providing employment for people with disabilities in Central Kansas. (Attachment 5) Mr. Gieber has served in various capacities over his career, all relating to increasing the earnings and employment of the people he serves.

Mr. Gieber referred to five points regarding workforce services for persons with disabilities: We need to make the system less confusing and to work for everyone; expect everyone to work and develop strategies so they can; stop the loss of talented placement staff; and create new inducements for business in order to accomplish the goal of full employment for people with disabilities.

There was discussion regarding barriers to employment, and one is transportation. Mr. Gieber told the Committee that Salina has 500 rides available daily, 40% to and from work, and of those a significant number are disabled individuals. He stated there are limited resources for transportation in surrounding areas. One solution to the transportation issue is to work out a fair fee structure and a workable ride schedule.

The next meeting is scheduled for February 11, 2010.

The meeting was adjourned at 5:00 p.m.



INDEPENDENCE
INCLUSION
INNOVATION

February 9, 2010

TO: Representative Bob Bethell, Chair, and
Members of the House Aging and Long-Term Care Committee

FR: Matt Fletcher, Associate Director, InterHab

RE: Workforce Development Issues for Kansans with Disabilities

Chairman Bethell, and members of the Committee, thank you for the opportunity to speak to you today regarding workforce development issues for Kansans with disabilities. I am here today, not only as a representative of InterHab's members, but also as chair of the Kansas State Use Law Committee.

Kansas is blessed to have some of the best quality employment services for persons with developmental disabilities anywhere in the country. Community developmental disability service providers believe strongly in employment as an outcome for the persons they support, and their efforts have shown that employment benefits everyone – persons with disabilities as well as the communities they live in.

DD service providers have constructed an impressive array of employment services that truly meet a person with a developmental disability at the level they are at, and build upon their abilities to help them reach self-identified employment goals. That array includes pre-vocational and vocational training, supervised work opportunities, job matching in the community, on-site job coaching and fading from successful job placements.

The work done in the employment arena by DD service providers is made even more impressive by the limited funding available for these outcomes. Unfortunately, because of limited funding only a fraction of those who want to work are able to. The resources simply don't exist to do more.

Supervised Work Opportunities

For some Kansans with developmental disabilities, a supervised work opportunity may be the beginning of an employment path; one that allows them to learn vital vocational skills that then can be transferred to other job settings. For others, a supervised work opportunity may represent the full extent of the work activities they are capable of. Having a job in one of these settings is an extremely important thing, and Kansans with developmental disabilities who work in these settings take pride in the work they do.

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Kansas State Use Law

The Kansas State Use Law (KSA 75-3317-3322) assists in the creation and maintenance of these supervised work opportunities by providing a customer base for the products and services that are produced. Kansas' State Use Law is one of the oldest such laws in the United States, and mandates that State agencies, school districts and regents universities purchase products and services manufactured by Kansans with disabilities. These are high-quality products and services that are delivered to the market at competitive prices. I encourage the Committee to review the State Use Program's offerings online at:

www.ksstateuse.org

The State Use Law Committee was created as part of language that amended the Kansas State Use Law several years ago, and represents a venue for customers and vendors of the State Use program to communicate directly, air concerns and work together on improving the program.

I have been fortunate to serve on the committee since its creation, and have seen the State Use Program improve as a result.

In addition to increasing participation among the law's mandated customers, the Committee has identified another means with which the State Use Program could grow.

The Committee has seriously explored the possibility of adding a staff person within the Department of Administration who would be tasked with promoting the State Use Program to customers as well as looking for innovative ways to match State government needs with State Use vendor resources. I believe that every day, a need of State government arises that could be fulfilled by a State Use vendor – if they could be made aware of that need.

What is needed to accomplish this is a person who could be plugged in to the constant stream of the needs of State agencies, and who would actively work to match those needs with State Use program resources. In my opinion, this could result in an explosion of work opportunities for Kansans with disabilities.

As an example, consider the plastic Kansas state seal plaques that hang on office walls across the state. Recently, the company that manufactured these for the State went out of business. These seals, while not a large contract for the State, are a needed item and represent a niche opportunity for State Use vendors.

If you were to add funds for a Department of Administration position devoted to seeking out these opportunities, it would be money well-invested – both for Kansans with disabilities, and for fulfilling the needs of State agencies.

Community Employment

Persons with developmental disabilities comprise the most likely unemployed population in America. Some estimates for unemployment are as high as 75% for this population. However, many Kansans with developmental disabilities want to work, make money, pay taxes and contribute to their communities. Businesses that have hired these individuals can attest to the fact that they almost always get the better end of this arrangement, as they gain dedicated, hard-working and enthusiastic employees. However, because of chronic underfunding of the Kansas DD system, there are relatively few employment specialists available to find jobs, match the right job to the right individual, and stay onsite with that individual to train and support.

Further, Kansas Rehabilitation Services (VR) has only limited funding to assist in helping Kansans with developmental disabilities find and keep jobs. The result of this short-sidedness in funding is thousands of Kansans with developmental disabilities who could work, but don't have the necessary support to do so.

Kansas could, and should, set a goal to become the nation's leader in employment for persons with developmental disabilities. We can do that by getting all players in employment for persons with developmental disabilities together to work on improving employment outcomes. House Bill 2669, the "Employment First" initiative, is a good first step in that effort, and we urge your support of the bill.

However, if we really want to improve employment outcomes for Kansans with developmental disabilities, more resources must be invested. Increased funding for employment outcomes equals more job coaches. More job coaches equals more Kansans with developmental disabilities in jobs. It's just that simple.

Conclusion

The members of InterHab greatly appreciate the Committee's focus on workforce development issues facing Kansans with developmental disabilities. The Kansas Legislature can be the catalyst for increased employment outcomes, if it chooses to make workforce development for Kansans with disabilities a priority this session.

We urge this Committee to take a leadership role on this issue within the legislature, and propose solutions that provide the resources needed to increase employment outcomes for Kansans with disabilities.

To: Honorable Bethel, Chairperson
Honorable Dan Claitor, Vice Chairperson
Honorable Amy Klobuchar, Member
Honorable Mark L. Latta, Member
Honorable Robert L. Williams, Member
Honorable Tom Blum, Member
Honorable Tom Blum, Member

February 9, 2010

To: House Long Term Care and Aging Committee
From: Ron Pasmore, President/CEO
RE: Elimination of Barriers to Employment of Persons with
Developmental Disabilities

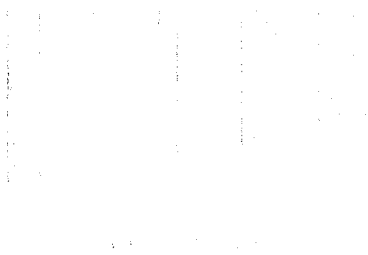
Thank you Chairman Bethel and members of the committee for devoting the time to hear testimony on a subject that is important to individuals who strive to live regular lives in our community. My name is Ron Pasmore. I am the President and CEO of KETCH, a community service provider based in Wichita, KS which has specialized in providing supported employment services for persons with severe disabilities.

The ability to earn a living plays a pivotal role in defining our quality of life. One's career is an integral part of the overall life experience. Community services to integrate persons with developmental disabilities in their community should seek to strive for real jobs, the same as for anyone else including pay at the going rate, equal employee benefits, safe working conditions and opportunities for career advancement. A job often activates the drive within individuals we serve towards self-realization and the expression of new skills and talents. Supervisors and co-workers develop the desire to help persons with disabilities on the job as it is very rewarding to contribute towards change in another person. Harnessing the goodwill, energy and talent of these people helps us to achieve the long term goal of securing stable employment and career progression. Over and over employers find that persons with disabilities add value to the workforce, are a worthwhile investment and that it is sound business to support and develop them as valuable resources.

The path to employment is full of many barriers for persons with developmental disabilities. Among the most daunting, are fear of the unknown, the stereotypes about disability, accessibility, and lack of information about the availability of employment services. In the mid 1980's Kansas participated in a national

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*The Kansas LIR - training Center is a
model support center that provides
independent living services to people
through intensive training experiences
that support individual's hopes for working,
living and playing in their communities*



startup program to implement a then new model called supported employment. This model proposed to improve employment outcomes for persons with the most severe disabilities. The heart of the model was to start with getting the job, and only then provide training and support to meet the employer's needs for that job. Up to till then, vocational rehabilitation focused on a readiness model of training first, then finding employment. Persons with the most severe disabilities rarely graduated from the training phase of the program. By starting with the job, we overcame the "job readiness" obstruction. It made the training relevant and increased people's motivation significantly because they were employed from the beginning. Rather than trying to sculpt the consumer into becoming the "perfect worker" through extensive prevocational assessment and training, individuals are offered help finding and keeping jobs that capitalize on their personal strengths and motivation.

Getting the job first resulted in employers and co-workers being exposed to workers with more severe disabilities. Employers are equal partners in the process, which is essential to establish positive relationships, focusing on the employer's business needs and delivering a service that meets them. Employers want and need good employees. Our programs are most successful when we our goals work within the context of the employer's business needs and the support the worker to meet those needs. Support is individually tailored and targeted where it is needed most ensuring a cost effective use of resources. Supported Employment is equally applicable to supporting job retention. The underlying purpose of supported employment services is the development and integration of adequate mechanisms to secure long term sustainable employment.

Kansas experienced much success from its early work in Supported Employment. Supported Employment programs grew to the point where these programs were available pretty much statewide. Many of the persons served in the early projects are still working today. Unfortunately, we have not kept up in our support of employment for persons with developmental disabilities. Over time I believe we have slipped away from the supported employment model towards the model that didn't work which required assessment and training prior to job placement. Persons with developmental disabilities do not fair well under that model. The primary goal of supported employment is not to change the consumer, but to find a natural "fit" between the consumer's strengths and experiences and a job in the community. I would recommend that we focus our programs back to what we know works within the Supported Employment model.

Kansas did not develop policies regarding employment of persons with disabilities. The disability service community operates under the overarching goals set by Kansas for state funded services. Goals that come to my mind that have been communicated over years include, closure of state operated institutions, providing for choice, and supporting families. I am not aware of any goal emphasizing that people becoming more productive, although this is stated within the DD Reform Act and is a stated mission of SRS. I applaud the focus of this committee on employment and would recommend that you find a way to help Kansas and the disability service committee re-focus its energies behind employment.

Kansas Vocational Services is crucial to the success of this program. Over the years there have been times when demand exceeded resources requiring waiting lists. More recently, funding cutbacks within SRS has required staffing shrinkage, resulting in excessively high VR Counselor caseloads. I believe some of the most efficient dollars the State of Kansas spends are those that achieve an employment outcome for persons with disabilities. When needing to cut back revenue, cuts to vocational rehabilitation services ultimately comes at a cost back to the taxpayer of having to support persons with disabilities in less productive and less efficient programs.

Finally, supported employment is about supporting individuals in a career, not just an entry job. I would guess that not one of us in this room today work for the same employer, same job or same career path from where we started. The same is true for persons with disabilities. Not all workers will reach the productivity, quality and social standards set by the employer. Sometimes it takes multiple job placements to discover the right match. A job that once worked well can become a poor match for the person as their preferences and goals change. More frequently, companies change or are bought out resulting in elimination of jobs. I strongly recommend that the committee support the notion that the supported employment needs to continue its services long term. Most individuals with disabilities benefit from long-term support after successful job attainment. I recommend avoid imposing unrealistic time limitations on services, while focusing on helping consumers become as independent and self-reliant as possible. Support from the job coach needs to continue for as long as the consumer and employer want the assistance and contributes to long term successful employment.



February 8, 2010

To: House Committee on Aging and Long Term Care

RE: Employment for persons with disabilities

I would like to start off by saying thank you for allowing me to speak to you today.

My name is Jeff Hader and I am the Assistant Production Manager for UniFirst Corporation in Wichita, Kansas. UniFirst Corporation is an industrial Launderer with two plants in Kansas as well as 3 branches within the state. We service customers in four states and employ over 200 people. Of these employees there is one in particular named Mike and he is autistic.

Almost three years ago I was in need of an additional custodian for my 85,000 square foot plant. I needed to have someone that I could trust to stay on task as this would be a position that would have very little to no supervision. My first thought was to look through all of my applications to see if anyone would fit my requirements but thought better of it a short time later. The Plant Manager and I had a lengthy discussion about the possibility of bringing in someone from KETCH (Kansas Elks Training Center for the Handicapped).

I have been familiar with KETCH for a number of years through my involvement with the Elks and as such was very aware of the Community Employment program that they have to help individuals with disabilities find a career outside of KETCH. I was also aware of the specific job coaches that they have who come on site to help the client get settled into their new position.

After KETCH did their initial evaluation of the job with two separate clients we decided to hire Mike. I cannot even begin to tell you as an employer how valuable it is to have a job coach on site for a few weeks in order to help the new employees settle into their new career, help them with transportation and help them assimilate with the other employees. In addition, KETCH does a monthly follow-up and will come on site to assist me if some changes need to be made to their job duties.

Over the past three years since Mike has been employed by us we have had several changes to his job as well as being sold to a new company. He has truly blossomed into a great employee learning several different jobs and how to use several different pieces of equipment. Mike comes to work everyday with a great attitude and a fire inside to do a great job. Mikes attendance is second to none and I have to beg him to take vacation. As an employer this is a great attribute.



None of us at UniFirst Corporation could imagine our company (family) without Mike. Mike has made himself into an invaluable employee and I have often said that I wish all of my employees were as good as Mike.

The unfortunate reality of it all is that if it were not for KETCH with their training and support Mike probably would not have ever been hired. As an employer it is difficult enough to hire, train and supervise new employees let alone one that needs extra attention. So much of my time is taken up by other things that supervising employees is just a small fraction of what needs to be done. This is where KETCH and their job coach's really becomes a valuable asset. I know that if I need help with anything relating to Mike I can call them and they will be right over.

I often wonder what would have happened to Mike if we had never hired him. It is a little disheartening to think that without KETCH he would probably still be a strain on society and his parents instead of making a living, paying taxes and living in his own apartment.

Thank you,

Jeff Hader

Testimony
of
Linda K. Merrill-Parman
CEO, Envision, Inc.
before the
House Aging and Long-Term Care Committee
February 9, 2010

Envision, Inc. and its family of member nonprofit Kansas corporations has created and provided jobs for people with vision impairments, often accompanied by other disabilities, for over 75 years. Jobs found at Envision today have kept pace with technology and are similar to jobs found in their respective sectors.

With a social entrepreneurial management philosophy at Envision, we strive to merge, acquire, or otherwise enter new sectors that will (1) create employment opportunities for people who are blind or low vision and (2) generate profitable revenue to help support the rehabilitation corporation. As such, we operate retail, printing, manufacturing, and rehabilitation businesses. Envision corporations employ 560 people. Of that, approximately 275 are people who are blind or low vision. These blind or low vision employees are found in positions such as customer service, information technology, manager, machine operators, vice presidents, recruitment, etc.

Pay scales are benchmarked against similar for-profit industries in their respective geographical areas. As such, all positions are reimbursed competitively with an attractive benefits package that includes personal time off, health insurance, dental insurance, life insurance, vision insurance, and retirement. Envision locations can be found in Kansas, Nebraska, Colorado, Washington, Wyoming, North Dakota, California, Idaho, Tennessee and Missouri.

People who are blind or low vision relocate from all over the country to one of Envision's 18 locations. In fact, sixty-six percent of Envision's new blind or low vision employees hired during 2009 came from outside Kansas to take a job at Envision Wichita. In many cases, the originating state Vocational Rehabilitation program pays moving costs, assistive technology needs, and other expenses. Why? Because the unemployment rate among people with disabilities still hovers around seventy percent and the Vocational Rehabilitation offices in other states consider Envision jobs as competitive and integrated.

Does Kansas Rehabilitation Services consider Envision jobs as competitive and integrated? If you consider the fact SRS Rehabilitation Services referred zero people to Envision in 2009, I would say no. Kansas Rehabilitation Services apparently has a need to interpret the Department of Education's regulations stricter than most other states, yet this strict interpretation does not seem to apply to all. A discussion among Kansas nonprofits providing employment for people with disabilities reveals SRS referral practices differ by nonprofit.

At this point, Envision employs a full-time recruitment person to work with other states. We have completely exhausted our efforts to work with SRS on this subject. If you want to see employment opportunities for people with disabilities increase in Kansas, please work on this issue.

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Date: Feb. 5, 2010

Fr, Steve Gieber Director of Business Development OCCK Inc.

Re: Employment for people with the most significant barriers

Good afternoon I work for OCCK Inc. a service provider for people with disabilities in Central Kansas. I have worked for OCCK in a variety of different roles during the last 30 plus years. All of my work has been related to increasing the earnings and employment of the people we serve.

One of the challenges we face is understanding the employment systems in Kansas. I would direct you to the handout material. There are 100's of different programs, tools, and services that are available for people to help them become employed. My depiction of the system is to illustrate how confusing the system is. It has taken me the past 30 years to understand it. And I do understand it.

I have served as the chair of the Interhab Employment Resource network for nearly 2 decades. I have served as a board member and executive board member for the Local Workforce Investment Board serving the 62 counties of western Kansas for 10 years. OCCK was the successful bidder and operated the Workforce Center in Salina for a year. I have earned the right to have an opinion on Workforce Services as it relates to people with disabilities. I have five points to make.

My first point is the workforce system doesn't work for people with the most significant disabilities. It requires staff with specialized training and the ability to develop long term relationships with businesses. However we should still push this system to develop the skills to work for everyone.

My second point is we have people in services that have a variety of skills, talents, and barriers to competitive employment. We need all different types of services to meet the variety of needs. Because of our understanding of the employment systems we have been able to bridge the gaps between some of these various programs. But we still need to simplify the process and encourage all of the entities to work together.

My third point is everyone in our society should not only have a right to work but also an obligation to work. People who chose work should be better off than those that chose not to work. Legislation in the last few years has made good progress in this area but we are not there yet.

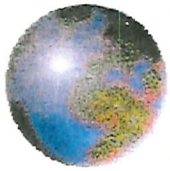
My fourth point is sometimes the individual skills, and talents don't overcome the barriers to employment and we need skill trained staff that are paid enough that they can afford to work in this field. Sometimes it takes extremely creative and talented staff to come up with the solutions to the barriers people with disabilities face.

Because of the recent Medicaid cuts many of the organizations that provide community placement for people with the most significant disabilities are being forced to cut their placement programs because most of the organizations have been supporting these programs depleted discretionary revenue. In addition, the limited revenue sources available don't cover the actual cost of the service and do not reward the development of successful employment opportunities.

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My fifth point is that staff and organizations can do everything to the best of our ability but we still need additional incentives to encourage businesses to employ people with barriers to employment. Businesses that employ people with the most significant barriers need more significant inducements to level the playing field. In order to increase the number of businesses employing people with significant disabilities we need to ensure that they are not putting their business success at risk by taking the risk of employing someone with barriers to employment.

In summary we need to make the system less confusing and for it to work for everyone. We need to expect everyone to work and we must stop the loss of talented placement staff and we must create new inducements for business if we are to accomplish the goal of full employment for people with disabilities.



Workforce Investment Act

Workforce3000

Vocational Rehabilitation



Working Healthy

WorkforceOne

Sierra Group Work Keys

Federal Department of Labor

Supported Employment

WIRED

Solution Out Reach Center

K

DVOP



One Stop Workforce Center

E

Ticket to Work

O*net

Registered Apprenticeship Program

SER USBLN

Kansas Department of Social Rehabilitation Services

WOTC

P

Kansas Department of Commerce

Department of Corrections

Career Ladders

Kansas Department of Labor