

Approved: February 25, 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 11, 2010, in Room 784 of the Docking State Office Building.

All members were present except:

Representative Owen Donohoe- excused  
Representative Don Hill- 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:

Colin McKenney, President, Multi Community Diversified Services, Cartridge King, McPherson  
Caleb Asher, Deputy Secretary, Workplace Services, Department of Commerce  
Anne-Marie Hughey, Legislative Policy Advocate, SKIL Resource Center  
Shelby Frye, Director, Industries/Employment Services, TARC, Topeka  
Mary Kay Schieffelbein, Employee, TARC, Topeka  
Stephanie Wilson, Senior Administrator, Community Living Opportunities

Others attending:

See attached list.

Chairman Bethell called the meeting to order and informed the Committee that **HCR 5033 - In memory of Bryce Miller; recommending that a future statewide mental health program be named the Bryce Miller Mental Health Program** was re-referred to the Aging and Long Term Care Committee. The Resolution was written and printed before incorrect language was discovered. Chairman Bethell asked for a motion to strike the paragraph containing the incorrect language in order to move ahead with the Resolution. Representative Phelps made a motion, seconded by Representative Furtado, to strike the incorrect language from the Resolution. The motion carried.

### **Continuation of discussion on workplace opportunities for developmentally disabled individuals.**

Colin McKenney, President, Multi-Community Diversified Services, Cartridge King, McPherson, testified before the Committee on his experiences in providing employment for persons with developmental disabilities (DD). (Attachment 1)

Cartridge King is a company created 15 years ago on the premise that persons with disabilities should have opportunities to work in an environment that offers a level of support they may not find in the average community job. Mr. McKenney told a story about an employee with DD who struggled in his position, but with program supports he became proficient in his job and eventually moved on to one of the community retailers. He minimized his need for program supports funded by the state and was giving back to the community as a dedicated employee and taxpayer.

Some difficulties with employment for persons with disabilities include: Employers scaling back due to the economy; individuals requiring long-term personal assistance have insufficient support programs in the workplace; and the ongoing difficulty for persons with DD to find acceptance in the workplace due to bias and misinformation that still exists.

Mr. McKenney suggested that there seems to be more concern for attracting new industry with new jobs than for creating new opportunities for those who could benefit the most from an employment opportunity. He proposed a win-win solution by tying incentives for development and expansion to creating work opportunities for persons with disabilities.

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Minutes of the House Aging and Long Term Care Committee at 3:30 p.m. on February 11, 2010, in Room 784 of the Docking State Office Building.

In response to questions, Mr. McKenney stated there is a 1-to-1 proportion of DD employees to other employees at Cartridge King, and the total workforce is 35-37 employees.

Caleb Asher, Deputy Secretary Workplace Services, Department of Commerce (DOC), testified on the Department's involvement with workforce services. (Attachment 2) The DOC administers the federally funded program and partners with the State Workforce Board, Local Workforce Investment Boards (LWIB), Kansas Department of Labor, Department of Corrections, Social and Rehabilitation Services (SRS), the Kansas Board of Regents, and the Department of Education.

KANSASWORKS.com provides job-seekers with the ability to upload resumes and businesses can post job openings and review training options. KANSASWORKS Virtual Services, a High-Definition video conference network expands outreach into communities without workforce centers, which reduces travel and cuts meeting costs for staff and partner agencies. These centers are located at community and technical colleges and libraries.

A Mobile Workforce Center deploys across the state to assist dislocated workers to find jobs or training after a layoff situation. The mobile center is equipped with 12 computers and two TV screens for training purposes.

The objective of the Disability Program Navigator (DPN) is to enhance job seekers' accessibility to all workforce services. Offered by KANSASWORKS. The Navigators and Navigator Initiative has been integrated in workforce centers and communities to provide support, information, and training to staff, partners, customers, and community service providers, employers, educators and other entities. DPNs collaborate with workforce center staff and resource partners to actively engage schools and target students with disabilities to encourage career planning through the Kansas Career Pipeline website.

All workforce centers are equipped with adaptive equipment and software and provided training to staff on its use. There are 19 virtual workforce centers across the state. The continued efforts of the Navigators and DPN Initiative has developed a positive, attitudinal shift for workforce center staff and the community toward assisting people with disabilities in their employment search.

The Kansas Commission on Disability Concerns (KCDC) provides policy recommendations to the State of Kansas on changes to laws, regulations and programs that affect people with disabilities, and develop awareness, understanding and collaboration with government, private sector, and social service organizations.

Anne-Marie Hughey, Legislative Policy Advocate, SKIL Resource Center, testified before the Committee on the necessity of providing support to parents of children with disabilities and education to children regarding employment opportunities. (Attachment 3) Ms. Hughey stated that every child, regardless of disability, has potential, and parents need to encourage them to be regular members of society and to be self-sufficient.

Kansas now has a Medicaid Buy-In program called Working Healthy. This program allows people with disabilities the opportunity to keep Medicaid coverage while on the job, and they pay the premiums. This allows them to earn more, save more, and still maintain their health coverage.

Ms. Hughey explained the various graphs and tables in her handout on eligibility criteria to be a participant in Working Healthy. Also included in her handout were comments of participants in Working Healthy. The Working Health Program supports a number of youth education and empowerment initiatives.

Ms. Hughey stated that when folks get the opportunity to work in integrated and competitive employment, it's a win-win for the person and for the state.

Shelby Frye, Director, Industries/Employment Services, Topeka Association of Retarded Citizens (TARC), Topeka, testified before the Committee on the employment services provided by her organization. (Attachment 4) TARC has provided service and supports since 1954 to adults and children in Shawnee County with developmental disabilities and delays, but its employment division allows the clients to work within the community in several different settings.

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TARC Industries provides training, skill development and wages for individuals working in the production warehouse, where they subcontract with various community business in such areas as boxing, labeling, sorting, sealing and other light manufacturing. In addition, TARC Industries has developed four other lines of business which include a full-service mailing program, an in-house print facility, packaging of military meal kits for the Kansas National Guard and other states, and secure, confidential and affordable document destruction services. In 2009, TARC industries became an authorized State Use Vendor for document destruction, mailing and janitorial services and has provided work training employment services to 114 individuals. TARC partnered with over 370 local, national and international companies to meeting subcontracting, mailing, printing and document destruction needs.

Assisting individuals with disabilities interested in working in the community but who may need support to be successful is another component of the employment program. This work performed in a group setting, or enclave employment services, affords employees the opportunity to experience on-the-job training while working on an enclave. TARC has contracted with local businesses to provide enclaves at several local hotels, the U.S. Post Office Distribution Center, Topeka Metropolitan Transit Authority, and the Kansas National Guard. In 2009, 29 individuals participated in TARC's enclave work programs.

Community Placement with job coaching includes working on resumés, job applications, developing interview skills, and locating appropriate jobs in the community. Program participants are paid directly by their community employer. The job coaches work to ensure the employee reaches and exceeds expectations but are not responsible for completing work required of the employee. TARC provided direct placement and coaching services to 23 individuals in 2009.

Community Placement with access to job coaching is for individuals with disabilities who have been successfully placed and are meeting the requirements of their job description without daily job coaching.

With continued support from community-based businesses, TARC's employment programs will continue to help individuals with disabilities earn paychecks. This, in turn results in money being redistributed into the community through paying rent, eating out, shopping and buying groceries. Individuals with disabilities are contributing members of society and complete necessary work that enables communities to grow and prosper.

Mary Kay Schieffelbein, TARC Employee, Topeka, told of her employment opportunities since working at TARC Industries. (Attachment 5) Mary Kay worked on the hotel enclave and was recently hired to work as breakfast hostess. She told the committee that she could stay home, but has this opportunity to work and make money because of TARC. She is independent, able to pay her bills and have her own apartment.

Stephanie Wilson, Senior Administrator, Community Living Opportunities (CLO), provided an overview of her organization's services to persons with developmental disabilities. (Attachment 6) Some individuals served by CLO sack groceries, fold and toss newspapers on their own route, work in family businesses, and one is starting his own lunch and snack item shop. The work enclave includes groups who prepare food at restaurants, sort mail for the City of Lenexa, and provide document shredding for CLO and other businesses.

CLO operates the WalMart recycling center in Lawrence, employing persons with and without disabilities and curbside recycling service in Lawrence employing persons with disabilities. Last summer, they opened Midnight Farm, offering therapeutic horseback riding and other classes, and developing jobs for individuals with and without disabilities caring for the horses and other farm animals, and running growing operations in the spring.

Ms. Wilson stated one of her roles is talking with new families about the services and an increasing number of young people with disabilities are coming to CLO with the possibility of employment.

Challenges to employment are lack of job availability; doing a better job of educating employers to realize that individuals with disabilities are better and more reliable employees; providing transportation to individuals they serve to and from work; and covering the cost of job coaching which isn't covered by Medicaid. One solution to this is paying a non-disabled worker in a local business a few dollars to be the job coach for the individual they serve, which decreases the cost of job coaching and builds a relationship between

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disabled and non-disabled workers.

Ms. Wilson introduced Mike Young, who has worked through Community Living Opportunities at a local restaurant for 17 years doing food preparation. Mike came to CLO from Kansas Neurological Institute (KNI) in 1991. In addition to his employment at the restaurant, he volunteers with Meals-on-Wheels. Mike told the Committee he likes to work and makes good friends.

Ms. Wilson introduced Shawna Buller, who works through CLO in the Technical Services Department at the Lawrence library. Her duties include preparing books to be donated or sold when no longer needed at the library and putting DVDs back into plastic cases. She has worked there for nine years. She likes her work, the people she works with, and likes making money.

Ms. Wilson stated that both of these individuals work independently with natural assistance from supervisors and coworkers.

Chairman Bethell called the Committee's attention to two informational handouts in their packets: the 2009 Federal Poverty Guidelines (Attachment 7); and a report from Kansas Legislative Research Department, "Innovative Programs in Other States for the Employment of Disabled Individuals." (Attachment 8)

The next meeting is scheduled for February 16, 2010.

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

**AGING AND LONG-TERM CARE COMMITTEE  
GUEST LIST**

DATE: 2-11-2010

NAME	FIRM REPRESENTED
Kari Mack	Community Living Opportunities CLO
SHAWNA BULLER	CILIOI
Jim R. Beiter	CLO
MIK YOANIS	CLO
Stephanie Wilson	CLO
TED HOKEL	CS.
Delby Fry	TARC, Inc.
Mary Kay Schiller	TARC
Emma Eckert	intouch
Shannon Jones	SILCK
AL MARIE AGG	SKPL
Margaret Ziller	SRS
Suzanne Kelly	SKG
COLIN MCKENNEY	MCDS / CARTRIDGE KING
Ari Hyten	Topeka Independent Living Resource Center.

Please Sign in Black ink



**mcds**  
**Multi Community Diversified Services, Inc.**

DATE: February 11, 2010  
TO: House Aging and Long-Term Care Committee  
FROM: Colin McKenney, President  
Multi Community Diversified Services  
Cartridge King of Kansas  
RE: Workforce Development for Kansans with Disabilities

Good afternoon Chairman Bethell and members of the Committee. I am speaking to you today on behalf of Multi Community Diversified Services in McPherson, a community organization that has provided services for persons with developmental disabilities for more than 35 years. I also represent Cartridge King of Kansas, a company that was created 15 years ago with the idea that people with significant disabilities should have opportunities to earn an income in a work environment that offers them a level of support they may not find in the average community job.

In both of my roles I have the opportunity to experience the good and bad of employment experiences for persons with disabilities in Kansas. One of the good experiences I often refer to concerns a young man with autism who came to Cartridge King with a number of barriers that could have prevented him from being successful in his role as an assembly technician. His first couple of weeks on the job were challenging for both him and his supervisor, as his confidence in his capabilities prevented him from assembling more than one or two cartridges in a work day.

While I would like to be able to tell you that our supportive environment worked magic with him and he quickly developed the confidence he needed with our assistance, the real story is that he needed a team effort to help him reach his potential. His parent was one of the persons involved and offered the idea of capturing the entire process of building a toner cartridge in photos that he could use as a reference. When the book was created, it offered both a technical reference and a sense of security that allowed him to get past the confidence issues and become a strong performer. In most situations he really didn't need to refer to the picture book. It appeared to be sufficient for him to know that it was available if needed, and his production improved greatly.

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*Colin McKenney, CEO/President*

*Board of Directors: Carlton Spencer, Chairman; Larry Schmidt, Vice Chairman;  
Jean Anderson, Secretary/Treasurer; Members: Dr. Jerry Leopold, Ken Sims*

HOUSE AGING & LONG TERM CARE  
DATE: 2-11-2010  
ATTACHMENT: 1

Although we would have liked to have had him as a technician for years to come, the day did arrive when he was ready to take the next step and seek employment from one of our community retailers. I must admit that I was worried about his ability to adapt to all the different things that happen at a business that attracts hundreds or thousands of customers each day, but he adapted quickly and has experienced the same type of success that he had experienced at Cartridge King. It would have been nice if he could have been here with us today to help share his story, but he had to work.

The success that this young man has experienced with employment so far was possible in large part because he had support from his family, his case manager, our local transportation program, and more than one area employer that wanted to help him succeed. That may seem like a lot that needs to go right in order for him to live a success story, but the payoffs make all the effort worthwhile. He has a job that means a great deal to him. He has minimized his need for program supports funded by our state. And, he gives back to his community as a dedicated employee and taxpayer.

While most of us enjoy a success story, our current environment creates as many or more stories of difficulty and delay for persons with disabilities seeking employment:

- Some employers with good track records of creating work for persons with disabilities scaled back or discontinued that practice when the economy went bad and they were scrambling to find work to keep non-disabled workers busy.
- Individuals who want to work, but who require long-term, personal assistance to be successful, don't get the help they need. Many employers don't see the benefit in playing this role, so the individual is at the mercy of insufficient employment-support programs.
- There is an ongoing difficulty for many people with disabilities to find acceptance in the community. While we can demonstrate that our communities are more inclusive today than they were 30 years ago, a certain amount of bias and misinformation continues to slow our progress.

Unfortunately we really don't know what some of our clients can accomplish related to their employment goals because the opportunities just don't seem to exist. Our community, like many others, commits a lot of resources to attract new industry or to assist members of the current business community to expand. While it is not entirely accurate to suggest that any new industry is a desired industry, there does seem to be a sense that we are more concerned about the

general idea of creating new jobs than we are about creating new opportunities for those who have the greatest potential to benefit from an employment opportunity.

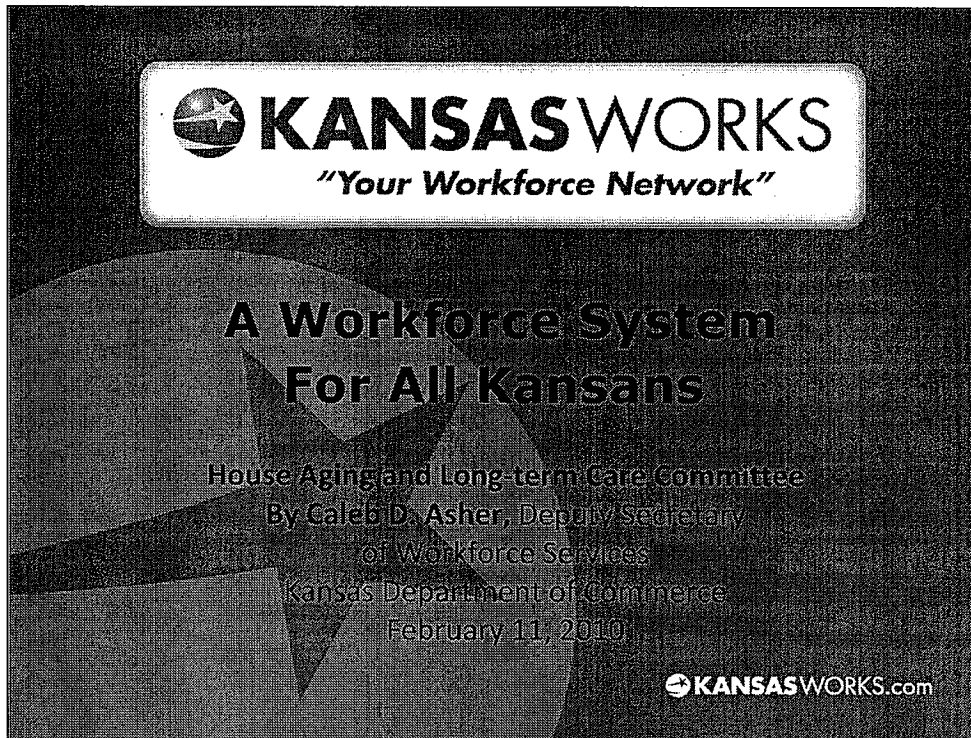
Much has been said about the need for our state to become a more enticing environment for industrial expansion by holding the line on taxes and creating affordable access to energy resources if we hope to work through the current economic recession. Although there is certainly merit to that point of view, does it also make sense that we should be proposing win-win propositions such as tying incentives for development and expansion to creating work opportunities for persons with disabilities?

This concept doesn't have to be as black and white as requiring new industry to set aside a certain percentage of jobs for people with significant disabilities, although that would be one helpful approach. It could also mean considering the amount of work for persons with disabilities that is created through new relationships with subcontractors and suppliers. To be more specific, if a partnership with an expanding industry creates a new job at Cartridge King, the expanding industry should be credited with creating work opportunities for persons with disabilities.

The message we should communicate when discussing economic development is that our state places a priority on work opportunities for persons with disabilities, just as we hope to create more jobs for the entire workforce. Our hope is that those who want to partner with our state and local communities to create successful economic development plans understand the benefits that go along with creating real work opportunities for persons with disabilities.

Thank you for taking the time to more fully explore this important issue that confronts thousands of Kansans each day. The fact that you have set aside two days this week to explore workforce opportunities for persons with disabilities gives me great hope that progress is within our grasp.





Chair Bethel and committee, thank you for the opportunity to provide information on our Disability Program Navigator program and other workforce activity within the department of Commerce and our partner organizations. I know you have been involved in the workforce system for some time, serving on the state board, etc. and look forward to sharing some of the exciting things we're currently working on with our partners.

HOUSE AGING & LONG TERM CARE  
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## Key Workforce System Partners

- Kansas Department of Commerce
  - Workforce Development (State Administrator)
- State Workforce Board
- Local Workforce Investment Boards (LWIBs)
- Kansas Department of Labor
- Other State Agencies
- Kansas Board of Regents
  - Technical Education Authority
- Kansas Department of Education

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The Department of Commerce is the official administrator of this federally funded program. While Commerce is the lead state agency for workforce services, it sees itself as only one component of a larger system. Other partners include: the State Workforce Board, Local Workforce Investment Boards (Kansas is divided into five regions), Kansas Department of Labor (they still oversee Unemployment Insurance and Labor Market Information) other state agencies such as the Department of Corrections and Social and Rehabilitation Services, the Kansas Board of Regents (specifically the Technical Education Authority), and we're building a stronger connection with Kansas Department of Education to begin growing our workforce at a much younger age.

## Workforce System Service Delivery

- Five Local Workforce Investment Boards
- 25 Workforce Centers
- **KANSASWORKS.com (online services)**
  - Job Postings (More than 13,000 jobs now posted)
  - Upload Résumés
  - Assessments
  - Training Options
- **KANSASWORKS Virtual Services**
- **KANSASWORKS Mobile Center**

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Workforce Services are delivered in a number of ways throughout the state. The State is divided into five local workforce investment boards (LWIBs). There are 25 Workforce Centers throughout Kansas where businesses and job seekers can receive a wide range of services.

KANSASWORKS.com provides businesses and job seekers online services without even leaving their business or home. There are currently over 13,000 jobs listed in the site. Despite higher than usual unemployment rates in various parts of the state, there are still great jobs available. In fact, much of western Kansas is experiencing underemployment. Job seekers can upload their resumes for businesses to take a look at and can review their training options. Businesses can post openings and view resumes.

One of the newest ways to provide services is through our **KANSASWORKS Virtual Services** – a High Definition videoconference network. This allows us to expand our reach into communities that do not have workforce centers. As many as 19 locations are being added throughout the state at community and technical colleges and libraries. In addition to providing services to more Kansans, the system is also proving to be a cost saver and is reducing travel and meeting costs for Commerce staff and other partner agencies/organizations. To date nearly \$30,000 has been saved.

A Mobile Workforce Center is also deployed throughout the state to assist dislocated workers find jobs or training after a layoff situation. By working with companies that are downsizing or closing, the mobile center can pull up to their facility rather than making the effected workers travel to a local workforce center. The mobile center is equipped with 12 computers and two TV screens for training purposes.

## **Objectives of Disability Program Navigator (DPN)**

- Enhance **all** job seekers' accessibility to **all** workforce services.
- Improve **KANSASWORKS** infrastructure, staff capacity and training and to strengthen partnerships with local and state-wide agencies.
- Provide excellent support and training to **all** workforce services staff to improve customers' accessibility to the programs and services offered by **KANSASWORKS**.

The overall objective for the Kansas Disability Program Navigator Initiative is to enhance all job seekers' accessibility to all workforce services. Our Navigators work to continuously improve **KANSASWORKS** infrastructure, staff capacity and training and to strengthen partnerships with local and state-wide agencies. We continue to provide excellent support and training to all workforce services staff to improve customers' accessibility to the programs and services offered by **KANSASWORKS**.

## **Disability Program Navigator Initiative**

- Integrated in all Workforce Centers and communities throughout the state
- Provide support, information, and training on a continuous basis to workforce center staff, partners, customers, and different community service providers, employers, educators, and other entities.
- Provide information and training that include disability news articles, interactive 30-second trainings on disability issues, and Disability Employment Resource Training Seminars.

The Navigators and Navigator Initiative has been integrated in the Workforce Centers and communities throughout the state, providing support, information, and training on a continuous basis to workforce center staff, partners, customers, and different community service providers, employers, educators, and other entities. Information and training that include disability news articles, interactive 30-second trainings on disability issues, and Disability Employment Resource Training Seminars.

## Collaborative Partners

- Key Workforce Center Staff
  - Veteran Representatives
  - Business Representatives
- Community Resources
- Service Providers
- Employers
- Educators

On a daily basis, Kansas Disability Program Navigators are available as a staff resource so that the Workforce Centers within Kansas can provide seamless services to anyone.

They collaborate with Workforce Center staff, such as Veteran Representatives and Business Representatives to help provide holistic outreach services.

Kansas DPN staff also present information to community resources and service providers, employers, and educators as we try to reach all potential customers.

Actively engage schools and target students with disabilities to encourage career planning through the Kansas Career Pipeline website. Provide students with an overview of the services available online with **KANSASWORKS.com**, and additional services available within the Workforce Centers.

## **Resource Partners**

- Kansas Commission on Disability Concerns
- Working Healthy Benefits Specialists
- Vocational Rehabilitation
- Social Security Work Incentives & Benefits Specialists
- Independent Living Resource Centers
- Community Organizations
  - KS School for the Deaf in Kansas City
  - Rehabilitation Center for the Blind and Visually Impaired in Topeka

Furthermore, our Navigators utilize and work with different agency resources such as the Kansas Commission on Disability Concerns, Working Healthy Benefits Specialists, Vocational Rehabilitation, Social Security Work Incentives & Benefits Specialists, and Independent Living Resource Centers, in order to provide a Customer Centered approach for needed services.

In addition, our Navigators build relationships with community organizations like the Kansas School for the Deaf in Kansas City, and the Rehabilitation Center for the Blind and Visually Impaired in Topeka, to identify specific local needs for customers with disabilities.

## Infrastructure Improvements

- New adaptive equipment and software
  - JAWS – a screen reading program
  - MAGic – a magnification program
  - OpenBook – a document scanner
- In-depth training on the equipment, software, and online & community resources available
- Online video interpreting services
- Integration of Services
- Positive Attitudinal Shift

Have equipped all workforce centers throughout the state with needed adaptive equipment and software. Software that includes JAWS – a screen reading program, MAGic – a magnification program, and OpenBook – a document scanner.

Provided in-depth training to staff on the equipment, software, and online & community resources available to them.

Assisted the **KANSASWORKS** Virtual Services Task Force in providing online video interpreting services so deaf and hard of hearing individuals can utilize the HD Video Conferencing equipment throughout the state.

We have collaborated with state level resources to help develop a state wide policy within the workforce centers to request interpreter services and other accommodations.

Have helped promote the Integrated Resource Team model within the workforce centers approach to assist customers.

The continued efforts of the Navigators and Kansas DPN Initiative has developed a positive, ongoing Attitudinal Shift for workforce center staff and the community towards assisting people with disabilities in their employment search.



## **Kansas Commission on Disability Concerns**

- Provide Policy Recommendations
- Information and Training on ADA requirements, emergency preparedness, etc.
- Focuses on reducing barriers to employment and improving emergency preparedness planning for people with disabilities
- Develop awareness, understanding and collaboration with government, community, social service and private sector organizations

KCDC provides policy recommendations to the State of Kansas on changes to laws, regulations and programs that affect people with disabilities. They also provide information and training to the public on legislative activities, Americans with Disabilities Act (ADA) requirements and rights, and emergency preparedness for communities and people with disabilities. The Commission focuses its work on reducing barriers to employment and improving emergency preparedness planning for people with disabilities. We do this by developing awareness, understanding and collaboration with government, community, social service and private sector organizations.

The DPN's utilize the KCDC web page for references and information on services and service providers throughout the state. KCDC and the Kansas DPN initiative have collaborated on several state wide employment resource trainings and other events such as the Disability Mentoring Day events throughout the state.

# Workforce Development Opportunities For Kansans with Disabilities

Presented to the  
Aging and Long-Term Care Committee  
By  
Anne-Marie Hughey, Legislative Policy Advocate  
SKIL Resource Center  
February 11, 2010  
913-787-1862 cell  
annemarieh@skilonline.com

## Expectations vs. The Entitlement Trap

The first and most important measures that must occur are

- Provide parents with infants with disabilities, the community support services, and especially peer support with other parents with children with disabilities. This will help them learn about various services and that the current service system is not the only option.
- Parental peer support will also assist them in understanding that all children no matter what their disability have potential to be economically self-sufficient, as well as teach them how to avoid falling into the Entitlement Trap.
- Make sure that children with disabilities know that they need to have expectations for themselves, because if they don't no one else will.
- Begin the transition process for employment to youth with disabilities at an earlier age (currently it does not begin before 10th grade.) Fifty percent (50%) of teens without disabilities have their first job by the age of 12, 80% work part during high school.

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## **A Few Examples of Community Activities that Promote Success**

- Early Intervention
- Tiny K
- Assistive Technology
- Peer Support for Parents
- Education for health care/service providers on raising expectations
- Full inclusion for children/young adults in
  - School and school programs
  - Girl/Boy Scouts, 4 H, youth groups

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## **A Few More Activities that Promote Success**

- Continued parental peer support
  - Individual education plans advocates
  - Medical/Service provider systems
- Provide quality education
  - Increase expectations on learning
  - Increase family involvement
  - Earlier support for job readiness/secondary education
  - Assistive Technology
- THE WORKING HEALTHY PRGRAM

3

## Medicaid Buy-In Program – Infrastructure Change Project

- ❑ Kansas was one of the first states to apply for, and receive a Medicaid Infrastructure grant as a result of the passage of the federal Ticket to Work and Work Incentives Act of 1999. This program is known in Kansas *Working Healthy*. The *Working Healthy* program allows people with disabilities to work, and accumulate assets, while maintaining their Medicaid coverage.
- ❑ Many people with disabilities want to work but worry that doing so could jeopardize their vital health and long term care coverage. *Working Healthy* offers people with disabilities who are working or interested in working the opportunity to get or keep Medicaid coverage while on the job. Through *Working Healthy* people can earn more, save more, achieve their career goals, and still maintain their health coverage.

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## Current Opportunities Available in Kansas

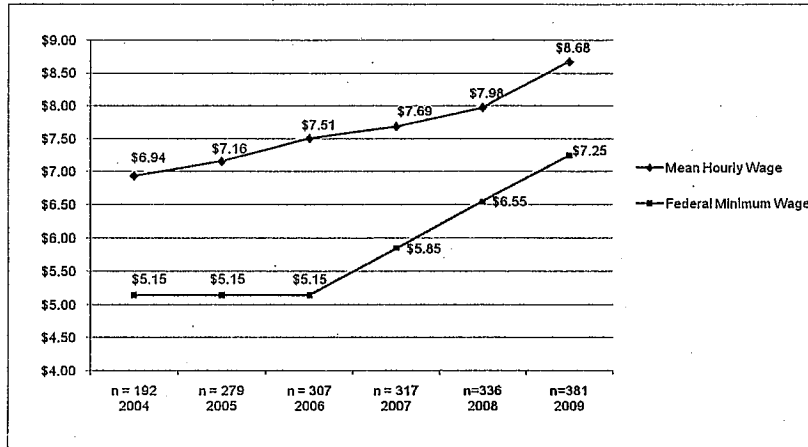
### The Kansas Medicaid Buy-In, *Working Healthy*

- ❑ Current enrollment of 1100+
- ❑ Eligibility:
  - Ages 16-64
  - Income up to 300% of federal poverty level
  - Payment of employment taxes
  - Assets up to \$15,000
  - Meet Social Security criteria for disability
  - Personal assistance services available through WORK

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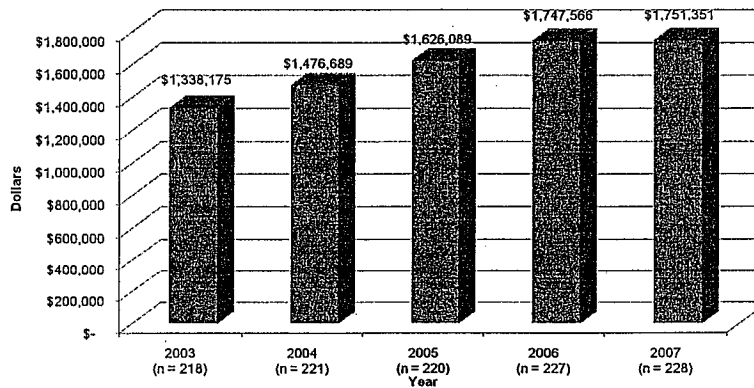
## Working Healthy Medicaid Participants, earning more, costing less

### Enrollees' Self-Reported Hourly Wages, 2004-2009



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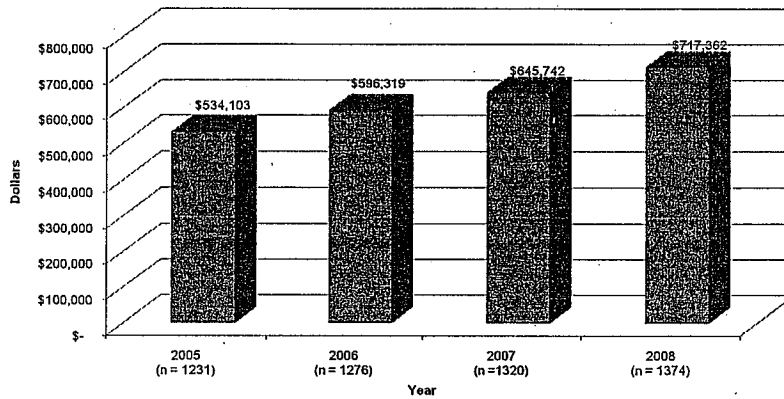
## Federal Adjusted Gross Income – Continuously Enrolled Participants



Data Source: Kansas Department of Revenue Income Tax Data

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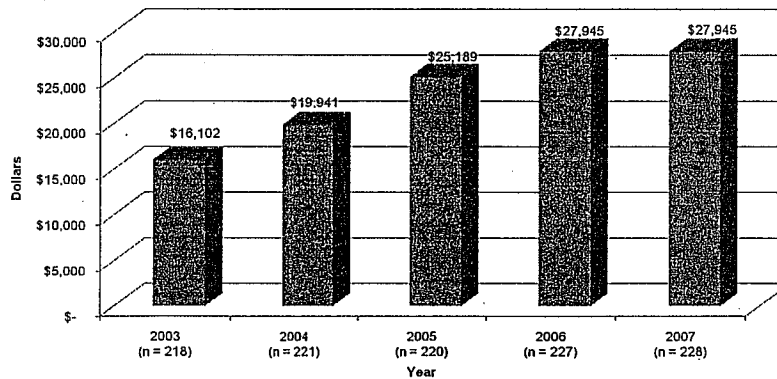
## Premiums Paid – All Enrollees



Data Source: Kansas Automated Eligibility Child Support Enforcement System (KAECSSES)

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## Aggregate State Taxes Paid – Continuously Enrolled Participants

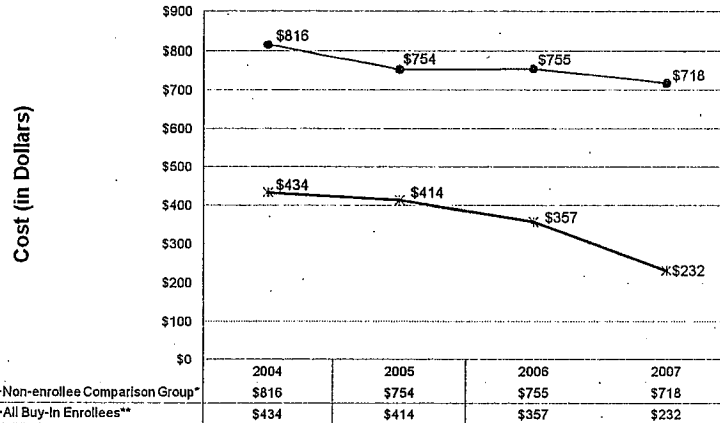


Data Source: Kansas Department of Revenue Income Tax Data

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## Medicaid Expenditure Trends

Outpatient per Member per Month Costs



Data Source: Kansas Medicaid Management Information System (IMMIS)

Notes: \* n's include persons with at least one eligibility month in a given year: 2004, n= 904; 2005, n=999; 2006, n= 1075; 2007, n=1152.

\*\* n's include persons enrolled in the Buy-in at least one month in a given year: 2004, n=1024; 2005, n=1230; 2006, n=1275; 2007, n=1319. Expenditures are adjusted to 2007 prices using the Consumer Price Index for outpatient medical services.

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## What The *Working Healthy* Participants Have to Say

- I don't feel useless, and I take pride in being a tax payer again.
- Being able to work gives me a sense of accomplishment and self worth. I strive not to be a bigger burden on my family than already am.
- My health has improved. My outlook on life has improved.
- I am able to take meds as prescribed rather than trying to make them last longer.

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## ACKNOWLEDGEMENT

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Thank you to Dr. Jean P. Hall, University of Kansas *Working Healthy* Evaluation Team, for the collection of Information and Data related to the *Working Healthy* Program.

For more information go to [www.workinghealthy.org](http://www.workinghealthy.org)



# Heartland Works Inc.

*Workforce Solutions Promoting Economic Growth*

## True Teamwork and Partnering

Keywana Simpson and Kynesha Lewis are two youth who really show what teamwork means. They are working at USD 475 in Junction City for the Technology Department. They are both 17 years old and are home for the summer from the Kansas School for the Deaf. Keywana has a hearing aid and can read lips and she signs for her friend Kynesha who is profoundly and bilaterally deaf.

This is the first work experience for both of them. They are included in the Technology department team meetings each week and have an interpreter that signs for them during this time. They work with a larger group of students that are on the technology crew for the summer and fit right in with the other students. Keywana and Kynesha help "clean up" computers by inserting disks which prepare the computers for the next school year. This process removes the information that is no longer needed on the desktop computer or laptop. Keywana and Kynesha enjoy all aspects of their jobs and are very glad to have this opportunity this summer.

Another part of the team has been Jeff Schroeder and Bryan Traylor, Disability Program Navigators from the Kansas Department of Commerce. They have provided a Ubi-Duo machine that the girls can use on the job to text back and forth with their supervisors. Kelley York, our Heartland Works Summer Youth Counselor, has been the coordinator between the workplace, the youth and their families, and the Disability Navigators to be sure that Keywana and Kynesha can communicate easily while on the job. It's been a great experience for everyone involved.



Keywana (left)

Kynesha (right)



"Charles in Charge" – A testimonial on Charles Scrivener



The collaborative efforts of the Wichita Workforce Center, Working Healthy Program and the Disability Navigator Program has been instrumental in providing Charles Scrivener, who is visually impaired, the opportunity to pursue his goals in the past year. He has been employed with Envision for the past two years.

Charles visited the Workforce Center last year to find out what was available for a person with a disability and quickly found out how willing staff was to help him. He was able to utilize the adaptive technology area where he could use the JAWS program, a software program to assist in helping persons who are blind. In that same time period, the Disability Navigator entered the Workforce Center and a partnership evolved with Charles. Charles was able to serve as a mentor on disability related issues.

The development of the Wichita Area Disability Mentoring Day Committee last year provided Charles the opportunity to become involved as a volunteer and he is now Co-Chair of the upcoming October 21, 2009 event. This event will provide a group of high school students, college students and young adult job seekers a chance to job shadow with a local employer matching their career interest. With the Disability Navigator, Charles also presented at the July 2009 Partners in Policymaking meeting on his experience in utilizing Workforce Center services, Working Healthy program and the Disability Navigator program. He encouraged the group, which included persons with disabilities, school district officials and community service providers, to seek the same type of services he pursued in the past year.

WHAT IS WORKING HEALTHY?

Working Healthy Program is Medicaid Coverage. It allows people with disabilities to return to or increase their work effort without losing critical Medicaid coverage. Working Healthy encourages people to work, increase their income and accumulate assets in order to reduce long term reliance on public supports.

WHAT IS WORK?

Personal assistance and other services for consumers eligible for Working Healthy whose functional limitations would make them eligible for the Developmental Disability (DD), Physical Disability (PD), and Traumatic Brain Injury (TBI) waivers. WORK is designed to provide eligible enrollees with optimum control of their lives.

MORE INFORMATION?

You can go to [www.workinghealthy.org](http://www.workinghealthy.org)

Recently Charles has been chosen by CPRF to be part of the new Americorps program as a Financial Support Services member. He will be learning income tax preparation, disability benefits counseling, financial education and asset development for low income workers, many with disabilities. Jody Voils, Americorps Program Manager stated, "Charles is a person who has enthusiasm, creativity and the ability to work with people. I believe with his input he will learn how to motivate and help persons to a path to financial freedom."

Lisa Langley, Working Healthy Benefits Specialist, was instrumental in helping Charles improve his quality of life and continuing career/community volunteer goals by placing him in the WORK program. Charles now has a personal assistant who is able to help him with transportation, reading assistance and the other needs that help balance his life.

Charles commented, "I have been very fortunate to be able to meet people who are concerned about my well-being and want to help me to improve my quality of life-the efforts of Lisa (Working Healthy) and Veronica (Disability Navigator) have totally turned my life around. I also feel very confident walking in the Workforce Center as the staff has been so helpful since my first visit".

Veronica Triana  
Area IV Disability Program Navigator

**Subject:**

FW: Thank You

Jeff/Susan,

Below is an email I received this morning. This is another testimonial of what the DPN initiative and the partnerships developed has helped in improving the quality of life for a person with disabilities. Kimmer is the local IRS Tax Specialist and we both serve on a committee that focuses on assisting persons with disabilities (BEST Coalition of South Central Kansas).

**Veronica Triana**

Disability Program Navigator  
Wichita Workforce Center  
150 N. Main, Suite 100  
Wichita, Kansas 67202 - 1321  
Phone: (316) 771-6849  
[vtriana@kansasworks.com](mailto:vtriana@kansasworks.com)



---

**From:** Parks Kimmer M [mailto:Kimmer.M.Parks@irs.gov]  
**Sent:** Thursday, March 26, 2009 12:08 PM  
**To:** Veronica A. Triana  
**Subject:** Thank You

Veronica,

I just wanted to let you know how elated I am with the programs that you have referred my son Ryan to and the services that he has received. For an update, your referral to Vocational Rehabilitation gave us a starting point, the counselor was great and stayed in touch with Ryan then he was assigned a job coach who was marvelous. Now Ryan is working at Center Industries and is feeling quite confident that he has found employment that is just for him. Yesterday I visited Center Industries and met his boss and got a tour of the facility, his boss said Ryan was just great and was progressing quite nicely. Your referral to Working Healthy was a Godsend!!! Ryan was no longer receiving medicare because his earnings were too high to receive SSI so they eventually cut off his medical card. I was having to purchase his medicine at \$135 a month because without it he would not be able to focus enough to be successful on an 8 hour a day job. Also we are going to be signing up for WORK which will help Ryan with assisted living when he moves into his own place, which thanks to Public Housing he should be moving into an apartment within the next month. I am so grateful that there are programs such as yours that support the notion of working instead of "just getting a check" All of Ryan's life my husband and I have provided all of Ryan's supportive services and now I am relieved that you have let us know that there are programs out there that will help him now and once we are no longer able to. And ALL of this is because of YOU Veronica!! Thank you VERY, VERY much!!!!!!

*Kimmer M Parks*

# TARC

Service. Support. Advocacy.

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Leadership Team

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**Marcia Dechand**  
*Human Resources*

**Shelby Fry**  
*TARC Industries/  
Employment Services*

**Olga Hennessey**  
*Day Services/  
Senior Services*

**Cathie Huckins**  
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## House Committee on Aging and Long Term Care Testimony on Employment Supports for those with Developmental Disabilities

Shelby Fry  
February 9, 2010

Members of the Committee:

My name is Shelby Fry and I am the Director of TARC Industries/Employment Service for TARC located here in Topeka, Kansas. Thank you for the opportunity to testify before this committee regarding the employment supports and services that we provide.

Since February 8, 1954, TARC has provided service and supports to adults and children with developmental disabilities and delays in the Shawnee County area. As we celebrate our 56<sup>th</sup> year, TARC continues to look towards avenues to ensure that those with disabilities within our community receive appropriate services to ensure a quality of life. TARC provides community based services in a variety of ways. However, today I want to share with you information about the employment services that TARC provides. TARC's employment division is called TARC Industries/Employment Services, TIES for short. TARC feels strongly that adults, regardless of disability, should be working members within their communities. In order to achieve this, TIES provides employment services utilizing a four-part system.

Part one begins with our production warehouse located here in Topeka. TARC Industries provides work training, skill development and wages for those individuals choosing to work within this setting. TARC Industries collaborates with various community businesses to complete sub-contracted work; in return, those we serve complete sub-contracted work to high quality standards. Work performed includes boxing, labeling, sorting, sealing and various other light manufacturing components. In addition to these sub-

*TARC's Mission*  
*Enhancing the lives of people with developmental and*

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contracts, TARC Industries has also developed four different lines of business. These businesses were developed to provide a variety of work skill training, increase the diversity of work available to those we support and to allow TARC Industries to become less reliant on businesses that sub-contract work. Our internally controlled lines of business include a full-service mailing program, an in-house print facility, packaging of military meal kits for the Kansas National Guard (and other states) and secure, confidential, and affordable document destruction services. Early in 2009, TARC Industries also became an authorized State Use Vendor for document destruction, mailing and janitorial services. Through these efforts, TARC Industries provided work training employment services to 114 individuals during 2009. TARC Industries also partnered in 2009 with over 370 local, national and international companies to meet their sub-contracting, mailing, printing and document destruction needs.

Part two of our employment program focuses on assisting individuals with disabilities, in a group setting, who are interested in working within their community but who may need significant support and service in order to be successful. This group work performed in the community, or enclave employment services, has proven to be a successful training program over the last 25 years. Employees are afforded the opportunity to experience on-the-job training in the community while working on an enclave. Although individuals continue to receive training wages through TARC Industries, they must meet the work criteria established by the community employer and adhere to their work policies and procedures. The benefits of the program are numerous. Individuals who are hesitant about working in the community can experience community-based work without fear of failure. For many, this program can boost training skills, enhance confidence and lead to individualized employment later in life. TARC has forged many productive relationships with community-based businesses located in Shawnee County. Over the last ten years, TARC Employment Services has contracted with local businesses to provide enclaves at several local hotels, the United States Post Office Distribution Center, Topeka Metropolitan

Transit Authority and with the Kansas National Guard. In 2009, 29 individuals participated in TARC's enclave work programs.

Community job placement with job coaching is the third part of TARC's employment program. TARC Employment Services works with individuals every step of the way as they achieve community job placement. This includes working on resumes, job applications, developing interview skills and locating appropriate jobs in the community. Participants of this program are employed and paid directly by their community employer. As an employee, the individual is expected to follow and learn their job description, follow company policy and procedure and work well within the community-based job environment. In order to facilitate success, individuals are assisted by a job coach employed by TARC. Job coaches function as liaisons between the community employer and their employee and assist the individual as they learn all aspects of their job. Job coaches work to ensure that the employee reaches and exceeds expectations. Job coaches are not responsible for completing work required of the employee; rather they assist the individual to develop the necessary skills to ensure that their work life is successful. During 2009, TARC provided direct placement and coaching services to 23 individuals.

The final and fourth part of TARC's Employment Program involves community job placement with access to job coaching. Within this model, individuals with disabilities have been successful placed and are meeting the requirements of their job description. Regular, daily job coaching services are no longer necessary for long-term success. Within this program, individuals receive regular follow along services from their job coach. The job coach will check in periodically – daily, weekly, or monthly to ensure that the employee is meeting the requirements of their job. At any time, either the employee or the employer can request that the job coach re-enter to facilitate improvement on the job. This is typically seen when management changes have occurred or when work methods have changed. Once the employee is back up to the standards required by the employer, the job coaches will once again phase out and remove themselves from the work site.

**Mary Kay Schiffelbien**

House Committee on Aging and Long Term Care

Written Testimony

February 11, 2010

I first started working at TARC Industries in 1985. Since that time, I have worked at several different places including Burger King, World Cup Coffee and three TARC enclaves: AmeriSuites, Courtyard by Marriott and Residence Inn.

I am now an employee of Residence Inn. Because I had worked on the hotel enclave and the managers knew I was a hard worker, they hired me directly to work as the Breakfast Hostess. I know that I got this opportunity to work and make money because of TARC.

I could stay at home, but I choose to work at TARC and Residence Inn to make money.

Because of TARC, I would not be as independent. I am able to support myself, have my own apartment and pay my own bills.

Thank you for your time and I am happy to answer any questions you may have.

February 11, 2010

**To:** House Aging and Long Term Care Committee

**RE:** Employment of Persons with Developmental Disabilities

Chairman Bethell and members of the committee, thank you for the opportunity to talk with you today about employment of persons with developmental disabilities. My name is Stephanie Wilson and I am a Senior Administrator with Community Living Opportunities. CLO is a provider of services to approximately 400 persons with developmental disabilities in Northeast and Southeast Kansas.

CLO provides employment and day services to approximately 200 individuals. We serve a few persons with competitive jobs within the community, we have work enclaves that we have created with local businesses, and we operate our own businesses which employ both persons with and without disabilities.

Individuals we serve have jobs sacking groceries at Dillons, folding and tossing newspapers on their own route, working in their family's business, and we have one individual who is starting his own lunch and snack item shop. The work enclaves CLO currently manages include groups of individuals who complete food preparation at Carlos O'Kellys, sort mail for the City of Lenexa, and provide paper shredding of confidential documents for CLO and other businesses.

CLO operates the WalMart recycling center in Lawrence, employing persons with and without disabilities and also provides a curbside recycling service in Lawrence employing persons with disabilities. Last summer we opened Midnight Farm, six miles south of Eudora. Currently we offer therapeutic horseback riding and other classes, but we are in the process of developing jobs for individuals with and without disabilities working with and caring for the horses and other farm animals, and running our growing operations this spring.

One of my roles at CLO is talking with new families about our services. Within that role, I'm happy to say that more and more young individuals with disabilities and their families come to CLO with the expectation that employment is a possibility.

Some of the challenges the individuals we serve face with becoming employed are:



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Phone: 913-341-9316  
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**In Douglas County:**

2113 Delaware Street  
Lawrence, Kansas 66046-3149  
Phone: 785-865-5520  
Fax: 785-865-5695

**In Southeast Kansas:**

118 W. Madison Street  
P.O. Box 748  
Iola, Kansas 66749-0748  
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- Availability of Jobs- we have many individuals we serve, especially in rural areas in Southeast Kansas who apply for several jobs a week and are struggling to find one
- Education of Employers- individuals with disabilities many times are better, more reliable employees, however we still need to do a better job of making employers aware of that
- Transportation- CLO provides transportation to each individual we serve who is employed, if public transportation is not available or cannot be used for some reason. Medicaid doesn't cover this expense.
- Cost of Job Coaching- many individuals with developmental disabilities need 1:1 support to learn their job and help increase their independence with the job. The current tiered Medicaid rates don't cover this up front support, although the investment can be valuable as the person becomes more independent.

We have found ways to overcome some of these barriers by thinking outside the box. For example, we have had agreements in the past with local businesses that allow us to pay one of their non-disabled workers a few dollars more per hour to be the job coach for the individual we serve. This kind of partnership not only decreases the cost of job coaching, but also builds a relationship between disabled and non-disabled co-workers.

With me today are two individuals we serve, Mike Young and Shawna Buller, who are both employed in Lawrence . Mike has been working at Teller's restaurant in Lawrence for over 17 years providing food preparation services. He is their longest term employee. Shawna has been working at the Lawrence Public Library for over nine years. She works in the Technical Services Department getting books ready to be sold or donated when they are no longer needed at the library. Both work independently with natural assistance from their supervisors and co-workers. I would like for each of them to tell you a little about their jobs and I'm sure they would be happy to answer any questions you have.

Thank you again for this opportunity.

## 2009 Federal Poverty Guidelines\*

Federal Poverty Percentage	Household Size				
	1	2	3	4	5
30%	\$ 3,249	\$ 4,371	\$ 5,493	\$ 6,615	\$ 7,737
37%	4,007	5,391	6,775	8,159	9,542
50%	5,415	7,285	9,155	11,025	12,895
75%	10,153	13,659	17,166	20,672	24,178
100%	10,830	14,570	18,310	22,050	25,790
125%	13,538	18,213	22,888	27,563	32,238
130%	14,079	18,941	23,803	28,665	33,527
133%	14,404	19,378	24,352	29,327	34,301
150%	16,245	21,855	27,465	33,075	38,685
185%	20,036	26,955	33,874	40,793	47,712
200%	21,660	29,140	36,620	44,100	51,580
225%	24,368	32,783	41,198	49,613	58,028
250%	27,075	36,425	45,775	55,125	64,475
300%	32,490	43,710	54,930	66,150	77,370

For each additional person in the household add \$3,740 for 100% of FPL.

\* from U.S. Department of Health and Human Services ([www.aspe.hhs.gov](http://www.aspe.hhs.gov)) Figures are for the 48 contiguous states and D.C.

Note: The HHS poverty guidelines, or percentage multiples of them (such as 125 percent etc.) are used as an eligibility criterion by a number of federal programs including Head Start, Food Stamps, National School Lunch Program, Low-Income Home Energy Assistance, Children's Health Insurance Program and some parts of the Medicaid program. In general, cash public assistance programs do not use these poverty guidelines in determining eligibility. A more detailed list of programs that use or do not use these guidelines can be found at [www.aspe.hhs.gov](http://www.aspe.hhs.gov).

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## 2008 Federal Poverty Guidelines\*

Federal Poverty Percentage	Household Size				
	1	2	3	4	5
27.5%	\$ 2,860	\$ 3,850	\$ 4,840	\$ 5,830	\$ 6,820
37%	3,848	5,180	6,512	7,844	9,176
50%	5,200	7,000	8,800	10,600	12,400
75%	9,750	13,125	16,500	19,875	23,250
100%	10,400	14,000	17,600	21,200	24,800
125%	13,000	17,500	22,000	26,500	31,000
133%	13,832	18,620	23,408	28,196	32,984
150%	15,600	21,000	26,400	31,800	37,200
185%	19,240	25,900	32,560	39,220	45,880
200%	20,800	28,000	35,200	42,400	49,600
225%	23,400	31,500	39,600	47,700	55,800
250%	26,000	35,000	44,000	53,000	62,000

For each additional person in the household add \$3,600 for 100% of FPL.

\* From U.S. Department of Health and Human Services ([www.aspe.hhs.gov](http://www.aspe.hhs.gov)). Figures are for the 48 contiguous states and D.C.

Note: The HHS poverty guidelines, or percentage multiples of them (such as 125 percent etc.) are used as an eligibility criterion by a number of federal programs including Head Start, Food Stamps, National School Lunch Program, Low-Income Home Energy Assistance, Children's Health Insurance Program and some parts of the Medicaid program. In general, cash public assistance programs do not use these poverty guidelines in determining eligibility. A more detailed list of programs that use or do not use these guidelines can be found at [www.aspe.hhs.gov](http://www.aspe.hhs.gov).

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February 9, 2010

**To:** Representative Bob Bethell and  
Long Term Care Committee Members

**From:** Terri Weber, Principal Analyst and  
Iraida Orr, Legislative Fellow

**Re:** Innovative Programs in Other States for the Employment of Disabled Individuals

The following information is being provided in response to your request for information regarding innovative programs in other states for the employment of disabled individuals. Included are a sampling of national and state programs which provide job assistance to persons with disabilities. National programs are listed first, followed by regional or state programs.

## AbilityOne

This program is administered by a federal agency, the Committee for Purchase from People Who Are Blind or Severely Disabled. They oversee the AbilityOne Program to sell products and services to the federal government. The Committee designated two central groups to assist with implementing the program: National Industries for the Blind (NIB) and NISH—Creating Employment Opportunities for People with Severe Disabilities. More than 600 local programs are associated with these two central agencies. One such program is:

- Contact Center Services is a program within AbilityOne which provides federal and Department of Defense customers with contact center, help desk, and switchboard solutions. According to its website, the center's customer satisfaction scores and productivity levels are unmatched within the contact center industry. When compared to commercial contact centers, AbilityOne exceeds in performance in the following areas:
  - Average Speed of Answer;
  - Abandon Rate;
  - Service Level;
  - 1<sup>st</sup> Call Resolution; and
  - Service Quality Score.

## Goodwill Industries International

Goodwill services vary from one community to the next. Some Goodwill locations specialize in services for children and adults with disabilities including, but not limited to, vision or hearing impairments, mental health issues, brain injuries, substance abuse, and autism. Services provided may include:

- Job placement and support services;
- Assistance in job search, resume writing, and job interview skills; and
- Rehabilitation programs for physical recovery.

### **Community Options, Inc.**

This nationally based nonprofit organization is headquartered in Princeton, New Jersey, with offices in Connecticut, Kentucky, New Jersey, New Mexico, New York, Pennsylvania, South Carolina, Tennessee, and Texas. This organization places people with disabilities in jobs in the competitive marketplace. Its technology department works with employers to use technological adaptations to enable persons with disabilities to work as effectively as possible. Activities at Option Quest, their community-based alternative to the traditional day programs, include:

- Employment;
- Volunteer Opportunities;
- Continuing Education; and
- Civic, Community, and Recreational Activities.

### **Lift, Inc.**

This national organization works with major corporations to recruit, train, and place individuals with physical disabilities in information management and information technology positions.

### **Project SEARCH**

Cincinnati Children's Hospital Medical Center, a not-for-profit hospital and research center in Cincinnati, Ohio, established this program to provide employment and education opportunities for individuals with significant disabilities. They were awarded the 2004 Secretary of Labor's New Freedom Initiative Award which recognizes individuals and businesses that have demonstrated exemplary and innovative efforts in furthering the employment and workplace environment for people with disabilities. Programs available in Project SEARCH include:

- *Adult Employment Program* - employment, job retention, and career advancement services;
- *High School Transition Program* - a one-year, worksite-based school-to-work program available to young persons with physical or developmental disabilities, or both, during their last year of high school eligibility;
- *Vocational Education Clinic* - addresses the vocational, educational, training, and employment goals of its patients with disabilities or chronic illness (ages 14 and older); and
- *Program Replication and Dissemination* - provides tours, individual consultations, and group workshops for supported employment and special education professionals.

## **Opportunity Village Employment Resource Center**

This program operates in Henderson and Las Vegas, Nevada, to serve persons with intellectual and developmental disabilities by supervising and evaluating their clients as they progress through a development program. This allows them to assess capabilities and thereby provide employment suited to their abilities. Once clients achieve a pre-determined level of proficiency, they may move to employment in the community. Products and services offered by the program include:

- Shredding and document destruction;
- Mailing services;
- Product packaging and assembly;
- Sewing of coin bags, aprons, banners, flags, and other items;
- Producing promotional buttons and other items; and
- Poly-bagging and shrink-wrapping.

## **STAR Center**

This West Tennessee non-profit organization serves children and adults with all types of disabilities, as well as their families and care givers; professionals in health, education, and rehabilitation; and employers. It can match local contributions four-to-one with state and federal grants for all services that are employment related. Programs provided by the Center include:

- *Art Therapy* - used to impact clients' cognitive, physical, communication, and emotional outcomes;
- *Assistive Technology Evaluations and Training* - provides technology and software options to help with effective learning, to work, or to live independently;
- *Augmentative Communication Evaluation and Training* - assists individuals with communication disorders by finding the appropriate evaluation device and providing customization and training on the device;
- *Employment Services* - provides soft skill training, follow along services, and may include job coaching services, if needed, to help disabled persons prepare for and obtain employment;
- *Job Tracks/Computer Application Training* - provides training in the use of workplace software using self-paced training materials which target basic computer skills and intensive soft skills development;
- *Pre-vocational Training* - provides introduction to the computer, software skills and academic training;
- *Receivables Management Training* - provides training for disabled persons to become collectors, skip tracers and data entry, and check collection pre-certification assistants in cooperation with members of the collection industry; and
- *Vocational Assessments* - used to identify job-related strengths, aptitudes, and interests.

## CCI Enterprises

This Portland, Oregon, non-profit organization offers opportunities through rehabilitation services, community-based and on-site business environments, personal services, and community activities through the use of community and business partnerships. They provide skills assessment, training through a combination of classroom session, hands-on experiences and internships, and direct placement services for individuals who are placement-ready. Its programs include:

- *At Your Service* - a ten-week training program which prepares individuals for careers in the hotel and hospitality industry;
- *Project Support* - provides, as a means of ensuring job retention, a minimum 12 month follow-up service which moves participants from intensive 1:1 case management to a peer mentorship model where they mentor those new to the job;
- *Bulfinch Triangle Streetscape Improvement Project* - participants are involved in a beautification and revitalization project by performing year-round maintenance of the neighborhood's sidewalks and watering of seasonal planting during spring and summer months;
- *Spaulding Rehabilitation Hospital Internship Program* - exposes individuals to careers in the health care industry in positions such as stock positions, kitchen utility, data entry, and cafeteria operations; and
- *Assistive Technology* - helps individuals with significant disabilities by identifying the hardware, software, and input devices that will help them reach their employment goals; and by installing and providing individualized training to ensure mastery of the assistive equipment.

## State of Nebraska Initiatives

Nebraska is using American Recovery and Reinvestment Act funds to fund projects which create jobs for 300 individuals with disabilities. Organizations receiving funds include:

- *Employment Works, Inc. in Norfolk* - provides supported employment services to persons with acquired brain injury;
- *Career Solutions, Ollie Webb Center in Omaha* - provides supported employment services to persons with acquired brain injury;
- *North Platte's Goodwill Industries of Greater Nebraska* - delivers supported employment to individuals with cognitive impairments resulting from an acquired brain injury;
- *Associated Builders and Contractors of Omaha* - establishes a forklift operator training program;
- *St. Francis Hospital in Grand Island* - provides a job coach for implementing Project Search, a program that uses a hospital setting to develop job skills and training for transition-age students that will lead to employment in the community;

- *Good Samaritan Hospital in Kearney* - provides a job coach for implementing Project SEARCH;
- *Autism Center of Nebraska* - supports employment services to individuals with autism; and
- *Goodwill in Grand Island* - provides work incentives planning and assistance to individuals in the Behavioral Health Program, and provides supported employment services to individuals with acquired brain injury with a goal of competitive employment.

### **State of Oklahoma Employment Resources**

Programs providing employment and training services for the disabled include:

- *Experience Works* - provides general and community specialized training to seniors who meet eligibility requirements;
- *Lighthouse Transitional Center* - provides training and practice for participation in the community for young adults with autism and other developmental disabilities; and
- *Transition School-to-Work Program* - helps students with disabilities who are eligible for vocational rehabilitation services to prepare for employment and life after high school.

In addition to these listed programs, there are numerous entities which provide job listings, information resources, and internship opportunities for individuals with disabilities.

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