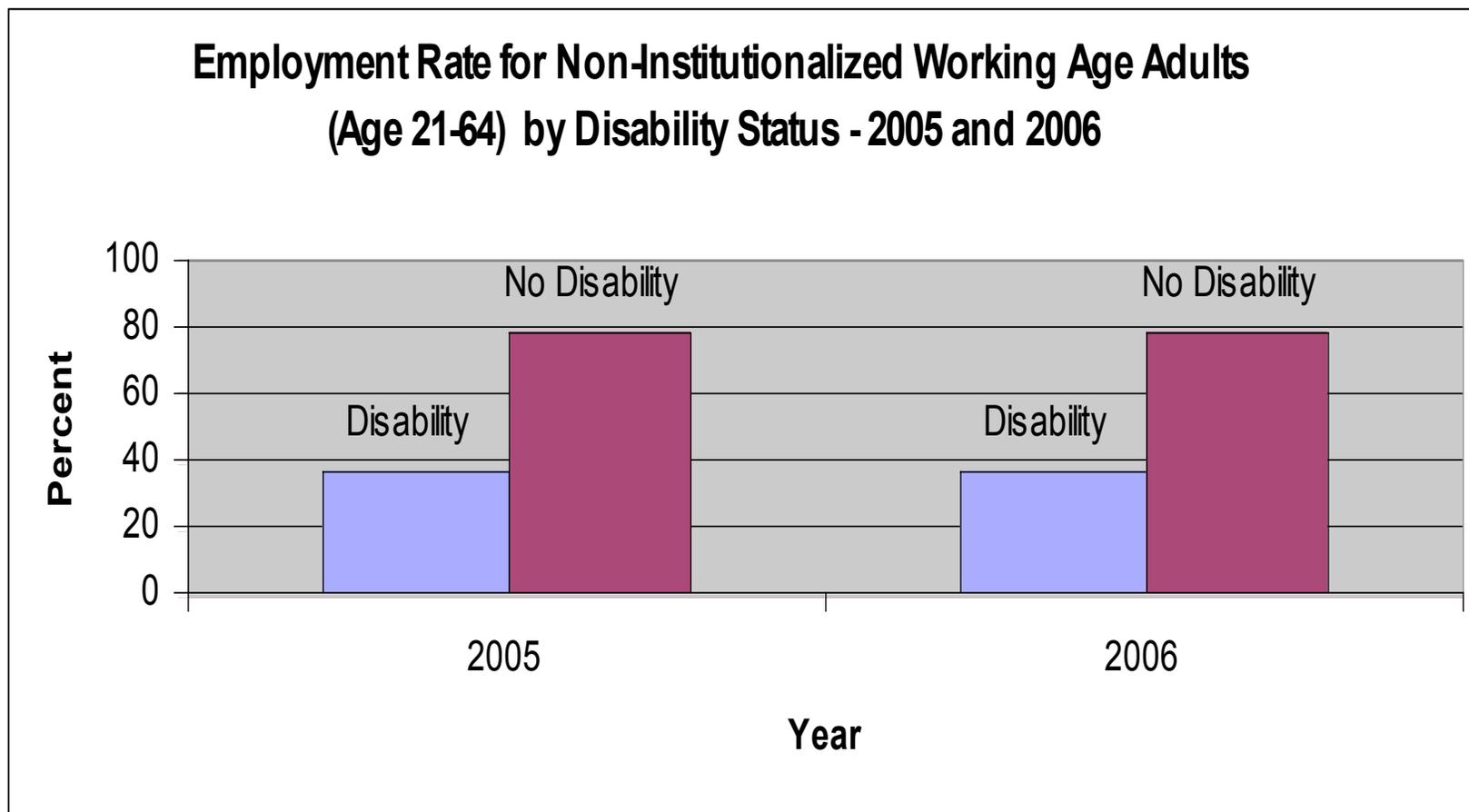# State Activities and Emerging Trends to Advance the Employment of Adults with Disabilities
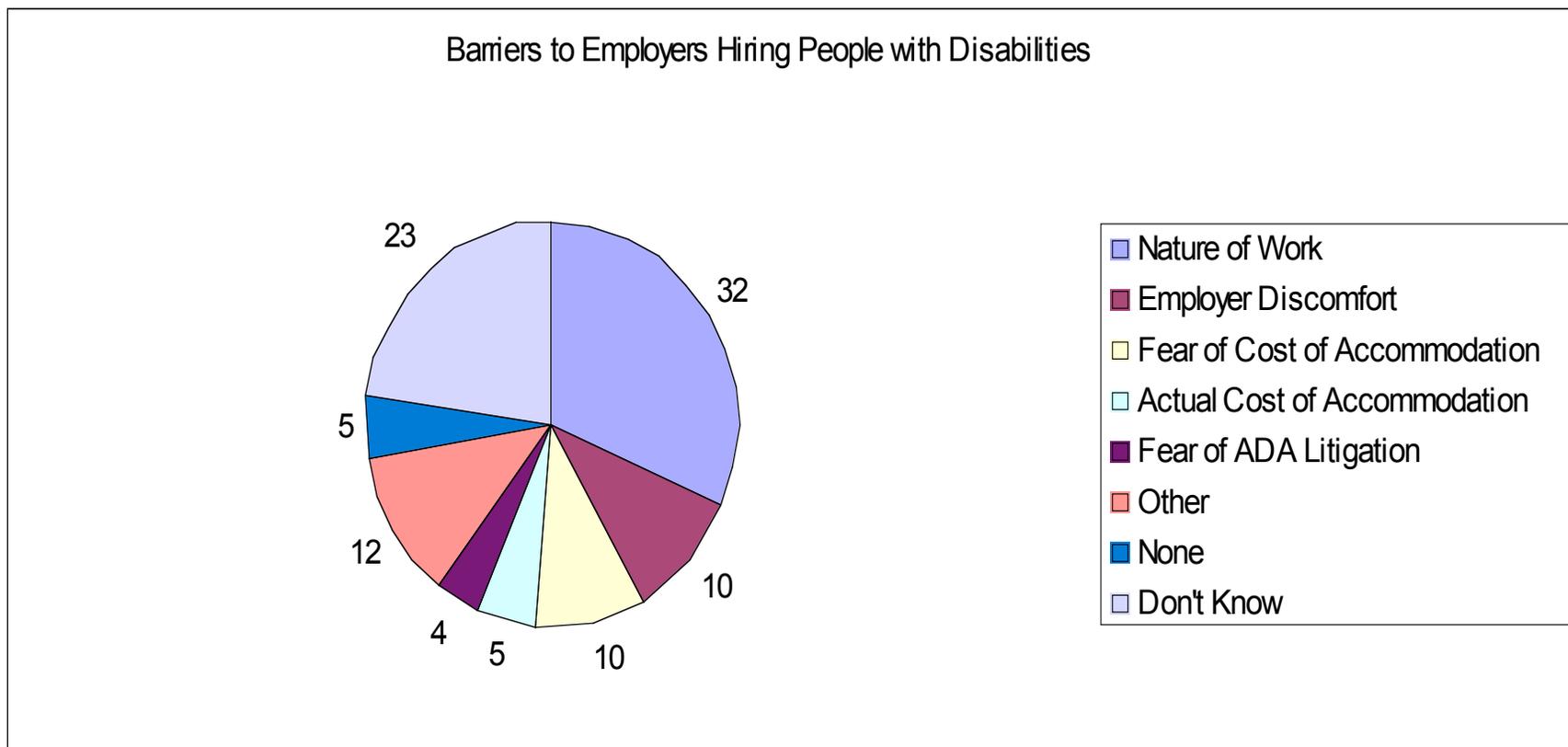
New Jersey Adults with Autism Task Force

September 24, 2008

Kathy Krepcio, Executive Director

John J. Heldrich Center for Workforce Development

US Employment Rates in 2005 and 2006

**Employment Rate for Non-Institutionalized Working Age Adults
(Age 21-64) by Disability Status - 2005 and 2006**

What US Employers Report as Barriers to Employment

Barriers to Employers Hiring People with Disabilities

- Nature of Work
- Employer Discomfort
- Fear of Cost of Accommodation
- Actual Cost of Accommodation
- Fear of ADA Litigation
- Other
- None
- Don't Know

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Work Trends: Restricted Access 2005

US Labor Market and Workplace Trends for Adults with Disabilities

Bad News

- Occupational Projections – Workers with disabilities are underrepresented in the fastest-growing occupations (i.e., white collar, professional jobs) and overrepresented in the occupations that are declining (i.e., blue collar production jobs)

Good News

- Growing importance of computers and new information technologies – have special benefits for workers with disabilities and help them compensate for impairments
- Increasing use of telecommuting and flexible work arrangements
- Growing attention to workplace diversity

National Council on Disability: Empowerment for Americans with Disabilities:
Breaking Barriers to Careers and Full Employment (2007)

National Systems Change Efforts

- **Centers for Medicare and Medicaid (CMS)**
  - Support systems change in Medicaid agencies to improve employment supports
    - Medicaid Buy Ins (allows states to expand Medicaid coverage to working individuals with disabilities whose income and assets would otherwise make them ineligible)
    - Personal Assistance Services
    - Comprehensive Employment Supports (MIG)
  - 41 States currently have a Medicaid Buy-In program (90,000 participants nationally)
  - 20 states have expanded personal assistance services since 2001
  - 40 States currently have a Medicaid Infrastructure Grant (MIG) program
  - Comprehensive MIG grants are intended to connect broader employment services and supports with Medicaid
  - Examples of Activities:
    - Engaging private businesses and employers
    - Supporting coordination between public agencies
    - Benefits and work incentive planning
    - Education, outreach and training about employment
    - Research and data gathering and publication

- For more Information: www.cms.hhs.gov/TWWIIA

Center for Workers with Disabilities, 2008

National System Change Efforts

- Social Security Administration
  - Ticket to Work Program
    - An employment program that is available to most Social Security beneficiaries with disabilities who meet certain criteria
    - Goal is to increase opportunities and choices for Social Security disability beneficiaries to obtain employment, vocational rehabilitation and other support services from a network of public and private providers, employers and other organizations
    - Services are provided to beneficiaries through an Employment Network (EN) provider
    - Ticket currently has about 213,000 participants or about 2% of the total eligible population of beneficiaries *(Source: ETR 9-22-08)*
- For more information: www.socialsecurity.gov/work/aboutticket.html

  www.yourtickettowork.com

National Systems Change Efforts

- Substance Abuse and Mental Health Services Administration (SAMHSA)
    - Evidence Based Practices – Helping to Shape Mental Health Services Toward Recovery
        - Supported Employment

- For more information: www.mentalhealth.samhsa.gov

National Systems Change Efforts

- US Department of Labor
  - Employment and Training Administration (ETA)
    - Disability Program Navigators in State One Stop Centers
    - Disability Perspective in Regional WIRED Economic Development and Workforce Development Collaborations
  - Office of Disability Employment Policy (ODEP)
    - Pilots with States on Customized Employment Activities and Self-Employment Activities
    - NTAR Leadership Center – pilot State Leaders Innovation Institute (3 states) and State Peer Leaders Network (16 states) – located at the Heldrich Center

- For more information: www.doleta.gov ~ www.dol.gov/odep

State Activities and Efforts – Emerging Trends

- Employment First Policies – making integrated employment the preferred outcome in DD/MR systems
- Financial Incentives and Funding Diversions to Support Integrated Employment
- Engagement with Workforce Development and Economic Development
- Industry-focused Skills Training and Placement
- Customized Employment and Supported Employment
- Asset Building and Development
- State (and County) as Model Employer
- Self Employment and Entrepreneurship Initiatives
- Socially Responsive Business Ventures

New Jersey Labor Market and Trends

- Overall employment has grown by only 2.5%
  - Jobs in manufacturing continues to decline (-11% from 2002-2006)
  - Jobs in knowledge industries continues to increase (+9.2% in professional, scientific and technical services; +14% in management of companies; and +4 in financial services from 2002-2006)
  - Service industry jobs are playing a more significant role in NJ's economy
- Largest employment sectors in NJ (2006)
  - Health Care and Social Assistance (+ 509,000)
  - Retail (+465,000)
  - Educational Services (+343,000)
  - Manufacturing (+332,000)
- NJ LWD projects that three industry sectors will account for nearly 70% of job growth in NJ between 2004 and 2014 – health care and social assistance; professional, scientific and business services; and leisure and hospitality.

DiscoverAbility NJ (2007)

Employment Rates for Non-Institutionalized Working Age Adults (Age 21-64) by Disability Status – Regional Comparison - 2006

	Percentage (%)	
	Disability	No Disability
Maryland	43.5%	82.9%
Connecticut	42.3%	81.5%
Delaware	38.7%	80.6%
New Jersey	**38.1%**	**80.0%**
United States	37.7%	79.7%
Pennsylvania	34.9%	80.5%
New York	33.5%	77.9%

Cornell University RRTC 2006 Disability Status Report - NJ

New Jersey Efforts

- "DiscoverAbility: New Jersey's Strategic Plan for Creating a Comprehensive Employment System for People with Disabilities (www.dhs.state.nj.us/humanservices) ~ New Jersey's MIG Effort

- Forthcoming COSAC-Heldrich Center *"Employment Guide for Adults with Autism Spectrum Disorder"*

- Major Public Employment Programs and Funding Streams
  - State Vocational Rehabilitation (NJ LWD and NJDHS/CBVI)
  - NJ's Medicaid Buy-In Program ~ NJ WorkAbility
  - One Stop Career Centers and Disability Program Navigators (NJ LWD)
  - Employment Services and Training through the NJ Department of Human Services (NJDHS)
    - Developmental Disabilities
    - Mental Health Services
    - Disability Services
    - Commission for the Blind and Visually Impaired

Questions