

## Employment

Stakeholder Comments	I want to see Mayo Clinic and Minnesota [have as] our goal, to be a trail-blazer and employ people with disabilities.	<i>Hiyas Quelle</i>
	Employment is a critical gateway to the core goals of Olmstead and drives many individual choices associated with living and participating in the most integrated community setting. Without a competitive job, many of the goals of <i>Olmstead</i> are challenging, if not impossible to achieve.	<i>Don Lavin</i>
	Provide education to employers about how to improve their human resources practices about the benefits of hiring a diverse and inclusive workforce.	<i>Guy Finne</i>

### Description: What this topic means

Employment is about:

- Ensuring that people with disabilities have choices for competitive, meaningful, and sustained employment in the most integrated setting.
- Changing the prevailing attitudes, expectations, and beliefs about the integration of persons with disabilities into the competitive workplace.
- Making broad-based and significant system changes to ensure that persons with disabilities will be equitably represented in the competitive labor pool.

### Employment Statistics

According to the Cornell University Employment and Disability Institute's *Disability Status Report* (data for 2010, published in 2012):<sup>27</sup>

- The employment rate of working-age people (ages 21 to 64) with disabilities in Minnesota was 44.4%. For the general population it was 81.7%.
- The percentage of working-age people with disabilities who were unemployed and actively looking for work was 12.3%. For persons without a disability who were actively looking for work it was 33.5%.
- The percentage of working-age people with disabilities working full-time/full-year was 22.2% with average annual earnings of \$36,300. For working-age people without disabilities, 58.3% were working full-time/full-year with average annual earnings of \$45,300.

<sup>27</sup> Erickson, W., Lee, C., & von Schrader, S. 2010 *Disability Status Report, Minnesota*, Ithaca, NY: Cornell University Employment and Disability Institute (EDI), 2012.

According to the Minnesota State Rehabilitation Council—General 2012 annual report:<sup>28</sup>

- In 2012, 81% of 2490 vocational rehabilitation placements in Minnesota were in competitive employment without supports, 18% were in competitive employment with supports, and 1% were in self-employment.
- In 2012, the average hourly wage for people placed in competitive employment positions without long term job supports was \$11.13 per hour (the average wage for *all* job openings in Minnesota was \$13.74 per hour.)

### **Olmstead Plan goal: What we want**

People with disabilities will have choices for competitive, meaningful, and sustained employment in the most integrated setting.

We will know we are making progress towards meeting the goal when we see progress in these population-level indicators:

- Increase of the employment rate of persons with disabilities so that it is comparable to the employment rate of persons without disabilities.
- Increase of the employment earnings of persons with disabilities so that they are comparable to the earnings of persons without disabilities.

### **Strategic actions: What we'll do**

#### **Action One: *Expand integrated employment***

Expanding integrated employment opportunities begins with the individual with a disability. As discussed in the Overarching Strategic Actions (page 25), the state will begin all individual planning by asking the person what they want. In the employment context, students with disabilities will have the supports to help them transition from school to work, and adults with disabilities who seek competitive employment will have support to access employment and to succeed. Minnesota has identified strategies that work to increase integrated employment, and will build on those strategies.

#### ***Expanding opportunities for students with disabilities***

##### **Timeline:**

- By June 30, 2014 establish consistent baselines for measuring progress on increased employment of transition-age students; establish goals for annual progress.
- By June 30, 2014 establish a baseline for measuring how many students with disabilities have at least one paid job before graduation; establish goals for annual progress.
- By June 30, 2015 and each subsequent year, there will be a minimum of 20 additional schools per year adopting evidence-based practices that result in integrated competitive employment outcomes.

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<sup>28</sup>Minnesota State Rehabilitation Council — General, "2012 Annual Report." Accessed October 17, 2013, [http://www.positivelyminnesota.com/JobSeekers/People\\_with\\_Disabilities/PDFs/Annual\\_Report\\_2012.pdf](http://www.positivelyminnesota.com/JobSeekers/People_with_Disabilities/PDFs/Annual_Report_2012.pdf).

- By June 30, 2015, 14-21 year old transition age students on Supplemental Security Income (SSI)/Social Security Disability Insurance (approx. 1000) will receive benefit summary and Disability 101 (DB101) estimator sessions to inform employment planning choices and understand how integrated employment and benefits can work together.
- Beginning July 1, 2015, expansion of benefit summary and DB101 estimator sessions will occur, to include 14-26 year olds (approximately 2,500) entering transition-age services in public schools, on Home and Community Based Service (HCBS) Disability Waivers, or on Medical Assistance for Employed Persons with Disabilities (MA-EPD).
- By June 30, 2016 there will be an increase of five local education agencies adopting new and innovative practices to expand integrated employment for transition age youth.
- By June 30, 2017 there will be an increase of five local education agencies adopting new and innovative practices to expand integrated employment for transition age youth.

### *Expanding opportunities for adults with disabilities*

#### **Timeline:**

- By June 30, 2014 establish consistent baselines for measuring progress on increased competitive employment of adults with disabilities (including but not limited to people with mental illness and intellectual/developmental disabilities); establish goals for annual progress.
- By June 30, 2014 establish baseline plan (including identifying process for securing resources) for Extended Employment (EE) program rule change to cap enrollment in non-integrated and subminimum wage subprograms.
- By September 30, 2014 fully implement local placement partnership model<sup>29</sup> for providing professional employment services to Minnesotans with significant disabilities in the metropolitan area.
- By June 30, 2015 expand Individual Placement and Supports (IPS) employment for Minnesotans with serious mental illness in 17 additional counties, providing integrated employment for an additional 200 individuals.
- By June 30, 2015 establish plan to expand Individual Placement and Supports (IPS) employment for Minnesotans with serious mental illness statewide.
- By July 1, 2015 promulgated changes to the state rule governing the Extended Employment (EE) program will be effective that cap non-integrated and subminimum wage subprograms and define procedures that shift funding to integrated employment.
- By September 30, 2015 fully implement local placement partnership model for providing professional employment services to Minnesotans with significant disabilities with one northern area team and one southern area team.

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<sup>29</sup> The local placement partnership model is used by DEED-Vocational Rehabilitation Services. It is a unique collaboration of state, private, and non-profit placement professionals that work together in an agreed-upon service or geographic area to connect the needs of employers and job seekers in a defined partnership. More information is in the Definitions section (page 75).