

APPENDIX THREE

Annotated Bibliography Included in the Report of the Employment First Advisory Partnership to the General Assembly

1. Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities (2016). *Final Report.*, Washington, D.C. Retrieved 07/24/2017 at: https://www.dol.gov/odep/topics/pdf/ACICIEID_Final_Report_9-8-16.pdf . As provided for by section 609 of the Rehabilitation Act of 1973, as amended by section 461 of Workforce Innovation Opportunity Act (WIOA), Congress has directed the Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities (the Committee) to prepare and submit a Final Report to the Secretary of Labor and to Congress. The Final Report summarizes the findings, conclusions, and recommendations of the Committee on ways to increase competitive employment opportunities for individuals with intellectual or developmental disabilities or other individuals with significant disabilities as well as the use and oversight of the certificate program as carried out under section 14(c) of the Fair Labor Standards Act of 1938. As required by law, the Committee submitted the Final Report to the Secretary and Congress on September 15, 2016.
2. Association of People Supporting Employment First (2010). *APSE Statement on Employment First.* Rockville, Maryland. Retrieved 07/24/2017 at: <http://www.apse.org/wp-content/uploads/2014/04/APSE-Employment-First-Statement.pdf>. A well-reasoned statement supporting the idea that employment in the general workforce is the first and preferred outcome in the provision of publicly funded services for all working age citizens with disabilities, regardless of level of disability.
3. Cimera, R. (2014). *Is Supported Employment a Good Investment for Taxpayers?* Collaboration to Promote Self-Determination, Washington, D.C. Retrieved 07/24/2017 at: <http://www.rudermanfoundation.org/wp-content/uploads/2014/12/CPSD-Is-Supported-Employment-a-Good-Investment-for-Taxpayers.pdf>. This paper debates the fiscal merits of supported employment vs. sheltered workshops.
4. Commonwealth of Pennsylvania (2016). *EXECUTIVE ORDER 2016-03: RECOMMENDATIONS Establishing 'Employment First' Policy and Increasing Competitive-Integrated Employment for Pennsylvanians with a Disability.* Harrisburg, Pennsylvania. Retrieved 07/24/2017 at: <http://www.dli.pa.gov/Documents/EstEmpFirstPolicy-for-Pennsylvanians-with-a-Disability.pdf> On March 10, 2016, Governor Tom Wolf signed Executive Order 2016-03, entitled "Establishing 'Employment First' Policy and Increasing Competitive-Integrated Employment for Pennsylvanians with a Disability" (see Appendix A). The executive order establishes policy for agencies under the Governor's jurisdiction, requiring competitive-integrated employment be the first consideration and preferred outcome of all publicly-funded education, employment and training, and long-term supports and service programs for working-age Pennsylvanians with a disability. The executive order defines competitive-integrated employment (see Appendix A). The executive order directed the departments of Labor and Industry, Human Services, and Education to obtain stakeholder and business input and work with other agencies as appropriate to develop a plan within 120 days to implement the executive order. The order defines standards against which progress will be measured. An interagency workgroup was convened to solicit input and develop a plan.
5. Coulson, C. (2015). *Washington Initiative for Supported Employment (WISE) Annual Report*, July 2014 through June 2015, Seattle, Washington. Retrieved 07/24/2017 at: <http://gowise.org/wp->

<content/uploads/2016/12/WISE-Annual-Report-2014-2015.pdf> WISE continues to focus on community capacity building through innovative pilot projects, training and technical assistance. There were many highlight activities in Fiscal year 2014-15 delivered in partnership with a range of key stakeholders and community members. WISE strives to deliver quality services across Washington and Oregon in partnership with leading national subject matter experts, employment organizations, families, individuals with disabilities and public and private funders. This report summarizes the scope and range of activities that were delivered to increase competitive integrated employment for people with intellectual and developmental disabilities and other significant disabilities, with a focus on the unwavering belief that employment for all is a vital ingredient for independence and inclusive communities.

6. Coulson, C. (2016). *Washington Initiative for Supported Employment (WISE) Annual Report*, July 2015 through June 2016, Seattle, Washington. Retrieved 07/24/2017 at: https://drive.google.com/file/d/0B_Vgf2zJ51yUdzJKSHU3S0t1bnc/view This WISE Annual Report focus continues to be on community capacity-building through innovative pilot projects, training and technical assistance to advance competitive integrated employment.
7. Griffin, C., Hammis, D., Keeton, B., Sullivan, M. (2014) *Making Self-Employment Work for People with Disabilities*, Second Edition Baltimore, Maryland. Brookes Publishing. As self-employment becomes a viable option for more and more adults with significant disabilities, give them realistic, practical guidance and support. Updated with a new and improved assessment approach, more self-employment success stories, and the latest on policy changes and online opportunities, this step-by-step guide will help adults with disabilities get a small business off to a strong start. Includes person-centered business planning, and step-by-step strategies for business plans, marketing and finances.
8. LEAD Center (2017) [**Technical Brief #1: Connecting the Dots: Using Federal Policy to Promote Employment First Systems-Change Efforts**](#), Washington, D.C., Office of Disability Employment Policy, U.S. Department of Labor. Retrieved 07/24/2017 from http://www.leadcenter.org/system/files/resource/downloadable_version/Employment_First_Technical_Brief_1_0.pdf Prepared by The National LEAD Center with funding from Office of Disability Employment Policy, U.S. Department of Labor The National Center on Leadership for the Employment and Economic Advancement of People with Disabilities (LEAD) is a collaborative of disability, workforce, and economic empowerment organizations led by National Disability Institute with funding from the U.S. Department of Labor's Office of Disability Employment Policy, Grant No. #OD-23863-12-75-4-11. Provides a robust summary and overview of public policy, regulations, rules and informational bulletins that support employment outcomes and employment first for youth and adults with disabilities. The information is organized into four categories: Effective School-to-Work Transition, Utilizing Workforce Development Programs, Engaging Employers and Federal Contractors, and Ensuring Successful Long-Term Supports that Incentivize Work.
9. LEAD Center (2017) [**Technical Brief #2: Federal Legal Framework that Supports Competitive, Integrated Employment Outcomes of Youth and Adults with Significant Disabilities**](#), Washington, D.C., Office of Disability Employment Policy, U.S. Department of Labor. Retrieved 07/24/2017 from:

http://www.leadcenter.org/system/files/resource/downloadable_version/Employment_First_Technical_Brief_2_0.pdf The National LEAD Center, in partnership with the U.S. Department of Labor's Office of Disability Employment Policy, acknowledges the contributions of the following Federal agencies in providing technical expertise and guidance in the development of this brief: Division of Civil Rights, U.S. Department of Justice; Equal Employment Opportunity Commission; and the Wage and Hour Division, U.S. Department of Labor. Highlights various legal actions by Federal enforcement agencies that have significant implications for how states prioritize and deliver services for individuals with disabilities. These actions relate to the organization, financing, and provision of employment and long-term services and supports consistent with an Employment First framework, and reinforce the principle that competitive, integrated employment is a critical component for citizens with disabilities in developing a full and meaningful life in the community.

10. LEAD Center (2017) ***Technical Brief #3: Criteria for Performance Excellence in Employment First State Systems Change & Provider Transformation***, Washington, D.C., Office of Disability Employment Policy, U.S. Department of Labor. Retrieved 07/24/2017 from: http://www.leadcenter.org/system/files/resource/downloadable_version/Employment_First_Technical_Brief_3_0.pdf . The National LEAD Center, in partnership with the U.S. Department of Labor's Office of Disability Employment Policy, acknowledges the contributions of the following subject matter experts who provided technical support and guidance in the development of the Criteria for Performance Excellence in Employment First State Systems Change and Provider Transformation: Allan Bergman, Mike Callahan, Rob Cimera, Ellen Condon, Cesilee Coulson, Cary Griffin, Nancy Gurney, Stephen Hall, Rie Kennedy-Lizotte, Rich Luecking, Abby Lindman Cooper Tom Macy, Lisa Mills, Ari Ne'eman, Bob Niemiec, Linda Rolfe, Genni Sasnett, and Madeleine Will. Provides guidance to states that are involved in systems change efforts aimed at improving competitive, integrated employment outcomes of youth and adults with disabilities. This brief provides an overview of "effective practices that have been developed, tested, and validated over the years that lead to competitive, integrated employment for individuals with the most significant disabilities, including competitive demand positions, customized employment relationships and strategies, individualized supported employment services, and self-employment or entrepreneurship." The framework that has been found to facilitate state systems change includes five components: demand for change among target populations; development of evidence-based practices and evolution of models in service delivery; advances in the legal and policy landscape; maximizing efficiencies through goal alignment and resource coordination across systems; and demonstrated improvements in desired outcomes via rigorous performance measurement.
11. LEAD Center (2017) **Technical Brief #4: Federal Resources Available to Support State Employment First Efforts**, Washington, D.C., Office of Disability Employment Policy, U.S. Department of Labor. retrieved 07/24/2017 from http://www.leadcenter.org/system/files/resource/downloadable_version/Employment_First_Technical_Brief_4.pdf The National LEAD Center, in partnership with the U.S. Department of Labor's Office of Disability Employment Policy (ODEP), acknowledges the contributions of the following Federal agencies in providing technical expertise and guidance in the development of

this brief: the U.S. Department of Education, Office of Special Education & Rehabilitative Services; the U.S. Department of Health & Human Services, including the Administration on Community Living and the Centers for Medicare and Medicaid Services; the U.S. Department of Labor, Employment & Training Administration and Office of Federal Contract Compliance Programs; and the Social Security Administration, Office of Employment Support Programs. provides state governments and external stakeholders with information about available Federal funding resources and technical assistance available to further state *Employment First* systems change efforts. The Federal government utilizes funding vehicles such as competitive grants, direct programmatic funding, demonstration projects, pilot initiatives, and increased Federal matching funds to help state and local governments prioritize strategies that lead to competitive, integrated employment outcomes for individuals with disabilities. Funding can also be used to discourage certain practices or policies, as in the case of reduced reimbursement rates or decreased funding invested in services that lead to segregated outcomes for individuals with disabilities.

12. McLaren, J., Lichtenstein J., Lynch, D., Becker, D., Drake R., (2017) Individual Placement and Support for People with Autism Spectrum Disorders: A Pilot Program. New York, New York, Springer Science+Business Media Adm Policy Ment Health (2017) 44:365–373 ABSTRACT Young adults with autism spectrum disorder (ASD) experience significant rates of unemployment and underemployment, and the field needs an inexpensive, evidence-based vocational intervention. We examined an approach developed for people with serious mental illness, IPS supported employment, for young adults with ASD. We described a pilot IPS program for young adults with ASD and evaluated the first five participants over 1 year. The first five IPS participants succeeded in competitive employment, expanded independence, and achieved broad psychosocial gains. IPS could help young adults with ASD succeed in competitive employment at a relatively low cost.
13. National Task Force on Workforce Development for People with Disabilities (2016). *Work Matters: A Framework for States on Workforce Development for People with Disabilities*. The Council of State Governments & National Conference of State Legislatures. Washington D.C. Retrieved 08/14/17 from: http://www.ncsl.org/Portals/1/Documents/employ/Work_Matters_Report.pdf . This report serves as a guide "designed to assist states in improving the ways the public sector serves people with disabilities and provides state examples of innovative programs and policies." The reports recommends "policy alignment, collaboration, coordination and braiding/blending of funding and services across all relevant state systems to facilitate competitive integrated employment for individuals with disabilities, including those with the most significant disabilities, through Employment First initiatives adopted through legislation and/or executive orders." (p. 41).
14. Noel, V., Oulvey, E., Drake, R., Bond, G., Carpenter-Song E., DeAtley B. (2017) *Vocational Model for Youth with Disabilities, A Preliminary Evaluation of Individual Placement and Support for Youth with Developmental and Psychiatric Disabilities*. Springfield, Illinois, Journal of Vocational Rehabilitation ABSTRACT: Youth with disabilities desire competitive employment, but most are placed in sheltered workshops. Illinois launched a pilot project to promote competitive

employment for youth with disabilities, using Individual Placement and Support (IPS), an evidence-based vocational model for people with serious mental illness. Objective: To evaluate the potential of IPS for youth with developmental and/or psychiatric disabilities. Methods: We assessed fidelity to the IPS model, competitive employment outcomes, and implementation barriers over one year in 10 agencies in Illinois implementing new IPS programs for youth with developmental and/or psychiatric disabilities. Assessments included fidelity reviews, employment outcomes, and semi-structured interviews. Project outcomes were compared against national benchmarks for fidelity and employment outcomes. Results: All 10 programs successfully implemented IPS with four achieving a fidelity score above 100, the benchmark for good fidelity. Over a 12-month follow-up period, most programs increased quarterly employment rates, reaching a mean employment rate of 36% (SD = 14%) by the fourth quarter, approaching the national benchmark for good employment outcome. A lack of collaboration between systems, competing expectations, and stigma were the main implementation barriers. Conclusions: The overall good employment rate and fidelity scores suggest that IPS is a promising approach for youth with disabilities.

15. Ottomanelli PhD, L., Goetz, MD, L., Suris, PhD, A., McGeough, MS, C., Sinnott, PhD, P., Toscano, MEd, R., Barnett, PhD,S., Cipher, PhD, D., Lind, PhD, L., Dixon, PhD, T., Holmes, MD, S., Kerrigan, PhD, A., Thomas, MD, F. (2012) *Effectiveness of Supported Employment for Veterans With Spinal Cord Injuries: Results From a Randomized Multisite Study*. Dallas, Texas. Archives of Physical Medicine and Rehabilitation ABSTRACT. Effectiveness of supported employment for veterans with spinal cord injuries: results from a randomized multisite study. Objective: To examine whether supported employment (SE) using the IPS (Individual Placement and Support) model is more effective than treatment as usual (TAU) in returning veterans to competitive employment after spinal cord injury (SCI). Design: Prospective, randomized, controlled, multisite trial of SE versus TAU for vocational issues with 12 months of follow-up data. Setting: SCI centers in the Veterans Health Administration. Participants: Subjects (N201) were enrolled and completed baseline interviews. In interventional sites, subjects were randomly assigned to the SE condition (n81) or the TAU condition (treatment as usual–interventional site [TAU-IS], n76). In observational sites where the SE program was not available, 44 subjects were enrolled in a nonrandomized TAU condition (treatment as usual–observational site [TAU-OS]). Interventions: The intervention consisted of an SE vocational rehabilitation program called the Spinal Cord Injury Vocational Integration Program, which adhered as closely as possible to principles of SE as developed and described in the individual placement and support model of SE for persons with mental illness. Main Outcome Measures: The primary study outcome measurement was competitive employment in the community. Results: Subjects in the SE group were 2.5 times more likely than the TAU-IS group and 11.4 times more likely than the TAU-OS group to obtain competitive employment. Conclusions: To the best of our knowledge, this is the first and only controlled study of a specific vocational rehabilitation program to report improved employment outcomes for persons with SCI. SE, a well-prescribed method of integrated vocational care, was superior to usual practices in improving employment outcomes for veterans with SCI.
16. State of Colorado Ad Hoc Committee on Employment and Community Participation (2005). *Final Report on Employment and Community Participation Recommendations*, Denver, Colorado

retrieved 07/24/2017 at

<http://hermes.cde.state.co.us/drupal/islandora/object/co%3A18544/datastream/OBJ/view> This final report from the Ad Hoc Committee on Employment and Community Participation is being presented to the Division for Developmental Disabilities at the completion of the committee's efforts to craft recommendations designed to enhance community employment and meaningful community connections for persons with developmental disabilities in Colorado.

17. U.S. Department of Education (2017). *RSA: Integrated Location Criteria of the Definition of "Competitive Integrated Employment" FAQs*, Washington, D.C. retrieved 07/24/2017 at <https://www2.ed.gov/about/offices/list/osers/rsa/wioa/competitive-integrated-employment-faq.html> Provides current, definitive answers to the following queries: [What are the criteria that an employment setting must satisfy to be considered an integrated location?](#) [Is the regulatory definition of "competitive integrated employment," with respect to the integrated location criteria, consistent with the statutory definition?](#) [Do the integrated location criteria in the definition of "competitive integrated employment" restrict the informed choice of individuals with disabilities?](#) [Who is responsible for determining whether an employment setting is in an integrated location and satisfies the definition of "competitive integrated employment"?](#) [What is meant by "typically found in the community," as used in the definition of "competitive integrated employment"?](#) [What does RSA mean by "work unit," as used in the definition of "competitive integrated employment"?](#) [Do group employment settings, such as janitorial crews in which individuals with disabilities earn competitive wages, satisfy the definition of "competitive integrated employment"?](#)
18. U.S. Department of Justice, Civil Rights Division (2016). *Statement of the Department of Justice on Application of the Integration Mandate of Title II of the Americans with Disabilities Act and Olmstead v. L.C. to State and Local Governments' Employment Service Systems for Individuals with Disabilities*. Washington, D.C. retrieved 07/24/ 2017 at: https://www.ada.gov/olmstead/olmstead_guidance_employment.htm Since the passage of the ADA and the Supreme Court's decision in *Olmstead*, the ADA's Title II integration mandate has been applied in a variety of contexts. The ADA's integration mandate applies to all the services, programs, and activities of state and local governments, including their employment service systems. This guide discusses and explains the requirements of the ADA integration mandate and *Olmstead* as applied to employment service systems for individuals with disabilities.
19. Winsor, J. (2008). *Colorado's Ad Hoc Committee on Employment and Community Participation*, Denver, Colorado retrieved 07/24/2017 at http://www.communityinclusion.org/article.php?article_id=241 The Ad Hoc Committee on Employment and Community Participation began meeting in the winter of 2004 in an effort to promote integrated employment opportunities for people with disabilities in Colorado. The committee was comprised of representatives from the Division for Developmental Disabilities (DDD) administration; the Division of Vocational Rehabilitation; local Community Centered Boards (private nonprofit organizations responsible for authorizing services); advocacy groups; and self-advocates, parents, and service providers.
20. Winsor, J., Butterworth, J. & Hall, A. (2005) *Innovations in Employment Supports: Colorado's State Division of Developmental Services*. Denver, Colorado. retrieved 07/24/2017 at

http://www.communityinclusion.org/article.php?article_id=160 This report includes a historical review of Colorado's integrated employment opportunities for people with mental retardation and developmental disabilities (MR/DD).

21. Yates, B., Mannix, D., Freed, M., Campbell, J., Johnsen, M., Jones, K., Blyler, C., (2011) *Consumer-Operated Service Programs: Monetary and Donated Costs and Cost-Effectiveness*. Washington, D.C. Psychiatric Rehabilitation Journal, Volume 35, No. 2, 91–99. Consumer-operated service program (COSP) is an umbrella term used to describe programs that are administratively controlled and operated by persons with mental illness and emphasize self-help as their operational approach in delivering peer support services. Research suggests that COSPs can be as effective as Traditional Mental Health Services (TMHS; e.g., Chamberlin et al., 1996). For example, Marmar, Horowitz, Weiss, Wilner, and Kaltreider (1988) found that women seeking treatment for unresolved grief reactions following death of their husbands benefited as much from a mutual-help group led by non-clinicians as from brief dynamic therapy provided by a clinician. Costs of offering COSPs have been identified as an area needing controlled research (cf. Brems, Johnson, Corey, Podunovich, & Burns, 2004; Solomon & Draine, 2001).

ADDITIONAL RESOURCES

1. What is SB16-077?

Please find the bill summary and bill text at: <https://leg.colorado.gov/bills/sb16-077>

2. What is Employment First?

Please find two definitions at: <https://www.dol.gov/odep/topics/EmploymentFirst.htm> and <http://www.apse.org/wp-content/uploads/2014/04/APSE-Employment-First-Statement.pdf>

3. What is "A Better Bottom Line" by the National Governor's Association (NGA)?

A brief description of this effort by the NGA to expand employment opportunities is found at: <https://www.nga.org/files/live/sites/NGA/files/pdf/CI1213BETTERBOTTOMLINE.PDF>

4. Do tax-payers benefit from state policy supporting real employment for people with disabilities?

Please see the recent policy brief in this issue at:

<http://www.rudermanfoundation.org/wp-content/uploads/2014/12/CPSD-Is-Supported-Employment-a-Good-Investment-for-Taxpayers.pdf>

5. How does the Supreme Court's Olmstead Ruling apply to a state's Employment First efforts?

The U.S. Department of Justice has recently published guidance in this area at:

https://www.ada.gov/olmstead/olmstead_guidance_employment.pdf

6. How does the Workforce Innovation and Opportunity Act (WIOA) support Employment First efforts?

The WIOA Advisory Committee report on increasing employment opportunities is found at:

https://www.dol.gov/odep/topics/pdf/ACICIEID_Final_Report_9-8-16.pdf

7. What is the Employment First State Leadership Mentoring Program Community of Practice?

This effort supports state Employment First teams including Colorado's with monthly webinars and technical information. You may sign up at: <http://www.econsys.com/efslmp/?subscribe>

8. Does Employment First apply to people with the "most significant disabilities"?

You may view a 7 minutes video on integrated employment and access information on ODEP's Integrated Employment Toolkit at: https://www.dol.gov/odep/ietoolkit/index_video.htm

9. What is the State Employment Leadership Network (SELN) as referred to within SB16-077? Their role is consultative to the EFAP. Find more at: <http://www.selnhub.org/about>

10. What has Colorado done historically to support Employment First efforts? Colorado was a national leader in this area in the nineties. Please find more information at: http://www.communityinclusion.org/article.php?article_id=160