

Employment First

Strategic Plan



What is Employment First? Expecting, encouraging, providing, creating, and rewarding integrated employment in the workforce:

- ◆ At minimum wage or competitive wages and benefits;
- ◆ As the *first and preferred* outcome for working-age youth and adults with disabilities;
- ◆ Especially for individuals with complex and significant disabilities, for whom job placement in the past has been limited or traditionally has not occurred.

Why is Employment First a Priority?

- ◆ Utah's HB240, *Employment First Priority*, passed in 2011 (32 states have legislation)
- ◆ Nationally, 19% or less of people with IDD served by states agencies work in integrated, competitive employment¹
- ◆ Utah's national rank for supported employment has declined from 7th to 12th since 2008¹

¹ Adapted from The National Report on Employment Services Outcomes, versions 2009–2012, by the Institute for Community Inclusion, University of Massachusetts, Boston



When individuals are employed in the community earnings increase, social opportunities and relationships expand, self-determination is heightened, and people report a higher quality of life.

Our Vision:

for every person who receives services from DSPD to achieve his or her career possibilities.

Our Mission:

to ensure services offered by DSPD emphasize, promote, and support competitive, integrated, and community-based employment for people with disabilities.

Our Strategic Issues:

- ⇒ Stakeholder Education
- ⇒ Financing and Contracting Methods
- ⇒ Services and Service Innovation
- ⇒ Performance Measurement



What can parents and others do to help?

- ◆ Encourage self-advocacy and leadership
- ◆ Support Communication
- ◆ Encourage Participation
- ◆ *Foster relationships and social connections*
- ◆ *Model important skills and behaviors*
- ◆ *Provide reinforcement and feedback*
- ◆ *Partner with schools*
- ◆ *Connect with others*
- ◆ **HOLD HIGH EXPECTATIONS AND POSITIVE ATTITUDES!**

UTAH DEPARTMENT OF HUMAN SERVICES—DIVISION OF SERVICES FOR PEOPLE WITH DISABILITIES

QUESTIONS? COMMENTS? CONTACT: TRICIA JONES-PARKIN @ (801) 538-4498 OR TLJONES@UTAH.GOV