

EMPLOYMENT SERVICES AND OUTCOMES UPDATE

June 2022

Boone County Family Resources (BCFR), like the Division of Developmental Disabilities, is committed to enhancing and expanding community employment options for persons with developmental disabilities. We also believe that all individuals who want to work can work and this is one of the core principles of our IPS employment program. BCFR includes employment as a part of the personal planning process with individuals and makes referrals to Vocational Rehabilitation (VR), Medicaid Waiver employment service providers and other community-based employment programs. In addition, BCFR has provided employment services for over 20 years focused on establishing natural supports on the job.

Using a wide spectrum of employment program models and funding sources has proven to be an effective way to support individuals with a variety of support needs in their goal to obtain and maintain a job in the community. As our approach is multi-faceted and includes more than the authorization of employment services through the Medicaid Waiver, which can be tracked through CIMOR, we wanted to provide an Employment Services and Outcomes update for persons supported by BCFR.

EMPLOYMENT AND SERVICES BY THE NUMBERS

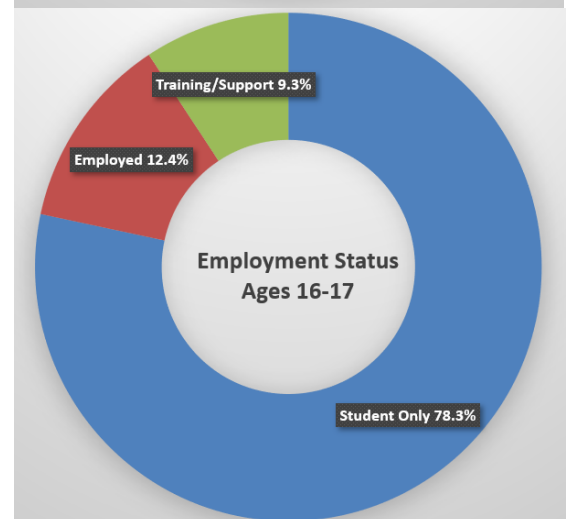
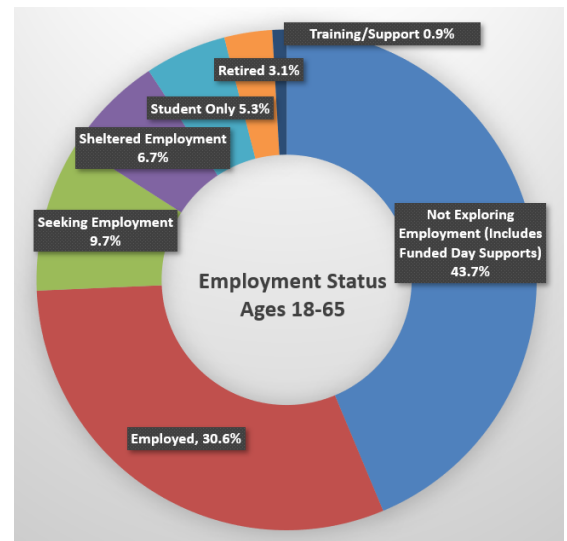
A total of 267 adults served by BCFR (30.6%) have competitive integrated employment. In Missouri, 18% of individuals with I/DD are employed in the community and the National Employment rate is 22%. *(Source: National Survey of State IDD Agency Day and Employment Services.)*

During the calendar year 2021, 44 individuals utilized Medicaid Waiver Employment Services.

During 2021, over 144 individuals served by BCFR received employment services outside of the Medicaid Waiver.

- 16 Pre-employment ILS through Easter Seals (CMAP service)
- 10 CARE/BCFR partnership
- 8 Summer Work Experience through BCFR/VR
- 66 Employment services through the VR/BCFR IPS supported employment
- 11 STEP program
- 9 Employment services from BCFR
- 24 Employment services provided by ACT*

*In addition, a number of individuals received supported employment services funded by VR through other Community Rehabilitation Programs.



OVERVIEW OF EMPLOYMENT SERVICES AVAILABLE TO PERSONS SERVED BY BCFR

BCFR-Provided Employment/Employee Development Services:

- **IPS Supported Employment** – An evidence-based, team-oriented supported employment model proven as a successful approach for people with mental illness. Through partnership with Vocational Rehab (VR), BCFR is implementing the approach for people with I/DD. Funded by VR.
- **Summer Work Experience Pilot (SWEP)** - Through partnership with VR, the Agency offers SWEP for students without prior work experience during the summer before their senior year. Through this program, Life & Work Connections, Inc. hires participants and is the employer of record, but the students work 20 hours per week earning minimum wage at community businesses who serve as host sites.
- **Project STIR** – BCFR's Life & Work Connections program partners with People First and coordinates with People First to offer project STIR – Steps Towards Independence and Responsibility. Project STIR is intended to empower people with developmental disabilities and build their confidence to self-determine quality, integrated and contributory lives.
- **Other Employment Services** - BCFR's Life & Work Connections program provides vocational skills training to janitorial work crew participants. The program pairs soft skills training with short term paid employment. Staff then assist participants to secure employment in the community.

CARE – Through the CARE program, at-risk youth work at community-based host businesses to gain first-hand work experience and build employability. Wages are paid to participants by the City of Columbia in a collaborative agreement with BCFR. Funding is part City of Columbia and part Boone County Family Resources.

STEP – A partnership among local businesses, Columbia Public Schools, Vocational Rehabilitation, ACT, BCFR, and CMRO (Central Missouri Regional Office, DMH-DD). The program is for high school seniors who spend their school year in internships at the host business site, augmented by classroom-based teaching on-site at Columbia Mall. Multiple funders may be involved depending on nature of the activity.

Vocational Rehabilitation Community Rehabilitation Programs (CRPs) – A variety of employment services are available through VR and their CRP Provider Network that consists of ACT, Boone County Family Resources, Woodhaven, Choices for People, Job Point and MERS Goodwill.



The eight core principles of BCFR's IPS supported employment program are:

- *Every individual who wants a job is eligible;*
- *Participants are supported by an integrated team;*
- *Competitive employment is always the goal;*
- *Benefits planning is offered every participant;*
- *The job search starts immediately;*
- *Job Development focuses on partnership building with employers;*
- *Follow-along supports are continuous;*
- *Individual preferences are important.*



The Summer Work Experience program is intended to provide experience in competitive work environments to transition age youth. Statistics show that high schoolers exposed to work experience are substantially more likely to be successful in competitive employment as adults.

Both the IPS Supported Employment program and the Summer Work Experience program are made possible by the Missouri Division of Vocational Rehabilitation.