

SCIOTO COUNTY BOARD OF DEVELOPMENTAL DISABILITIES

POLICY 5.02 EMPLOYMENT FIRST IMPLEMENTATION

Ref: ORC 5126:05, 5123.022, OAC 5123:2-2-05

I. PURPOSE

The purpose of this policy is to ensure that the individuals served by Scioto County Board of Development Disabilities (SCBDD) in accordance with all other policy and procedures have opportunities to explore work, community engagement, volunteerism and entrepreneurship in their community in a manner that is the least restrictive. The SCBDD supports the Executive Order signed by the Governor of Ohio on March 19, 2012 regarding the Employment First Initiative.

II. DEFINITIONS OF TERMS WITHIN THIS POLICY

- A. "Community Employment" means competitive employment that takes place in an integrated setting
- B. "Employment Services" can include the following, whether funded by Medicaid Home and Community Based waivers or other sources:
 - 1. Career planning in accordance with OAC 5123:2-9-13;
 - 2. Group employment support in accordance with OAC 5123:2-9-16;
 - 3. Individual employment support in accordance with OAC 5123:2-9-15; and
- 4. Vocational habilitation in accordance with OAC 5123:2-9-14
- C. "Individual" refers to the person with developmental disabilities.
- D. "Integrated Setting" is a situation typically found in the community where eligible individual interact with persons who do not have disabilities to the same extent as persons who do not have disabilities in comparable positions. This includes employment settings in which employees interact with the community through technology.
- E. "Least Restrictive" is when a person receives only the services and supports needed to participate in activities and become full partner and participant, as well as receiving these services and supports in the most typical environment.

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III. POLICY

- A. The SCBDD shall implement Employment First Rule (OAC 5123:2-2-05) which clearly identifies community employment as the desired outcome for every individual of working age (at least 18 years old).
- B. In its strategic plan, the SCBDD shall outline and periodically update its strategy and benchmarks for increasing the number of individuals of working age engaged in community employment services.
- C. The SCBDD shall collaborate with workforce development agencies, vocational rehabilitation agencies, and mental health agencies in the county to support individuals to obtain community employment.
- D. The SCBDD shall collaborate with school districts in the county to ensure a framework exists for individuals approaching completion of a program or service under Chapter 3323. of the Revised Code such that the SCBDD and school districts in the county use similar methods to support students with developmental disabilities to obtain community employment. Through this collaboration, the SCBDD shall identify and attempt to resolve any duplication of efforts.
- E. The SCBDD shall disseminate information to individuals served, families, schools, community partners, employers, and providers of services about resources and opportunities, including Medicaid buy-in and other work incentive programs, that facilitate community employment.
- F. The SCBDD shall collect and submit to the Ohio Department of DD individual-specific data regarding the cost of non-Medicaid employment services, employment outcomes for individuals who receive non-Medicaid employment services, and employment outcomes for individuals who do not receive paid employment services but who are engaged in competitive employment or community employment.