

# OREGON

DEPARTMENT OF HUMAN SERVICES • DEVELOPMENTAL DISABILITY SERVICES

SELN member states  
as of June 2022



The following activities are snapshots of the progress Oregon is making in its effort to build a sustainable higher-performing integrated employment system.

## Systems Change in Action

The State of Oregon proudly announced July 21, 2022 marked the end of Lane v. Brown when the class action lawsuit settlement was ruled complete. This tremendous milestone was reached after 10 years of work to support people with intellectual and developmental disabilities (I/DD) in community employment.

With the initial adoption of the Employment First policy in 2008, Oregon set a goal that every person with I/DD could work in the community with access to appropriate supports. This effort continued with the Governor’s first Executive Order on Employment First in 2013, additional Executive Orders, the Lane v. Brown settlement agreement, and more. As a result, Oregon employment services for people with I/DD have been transformed for the better.

For a full summary of all of the work Oregon did to substantially comply with the Lane v Brown lawsuit, [please review the report, here:](#)

Highlights include ensuring more than:

- ❖ 1,115 individuals who had been in a sheltered workshop were employed in the community
- ❖ 7,000 supported employment services were delivered to transition-age students and individuals who had been in a sheltered workshop
- ❖ 4,000 transition age students had a plan for employment with VR

## Oregon Data

- ❖ Individuals in Supported Employment: 1,692
- ❖ Individuals with a paid job in the community: 2,269
- ❖ Individuals in facility-based employment: 0 as of September 2020\*

\*Note: Oregon closed all sheltered workshops in September 2020.

## Employment for Individuals With IDD

Nationwide Snapshot



**11%** In an Individual Job



**\$10.46** Average Hourly Wage



**26.3** Average Hours Worked For 2 Weeks

Data source: In-Person survey, National Core Indicators Project, 2020–2021. For more information, visit [www.nationalcoreindicators.org](http://www.nationalcoreindicators.org).



## State Employment Leadership Network



## OREGON

Department of Human Services  
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The SELN is a joint program of the Institute for Community Inclusion at UMass Boston and the National Association of State Directors of Developmental Disabilities Services.

[www.selnhub.org](http://www.selnhub.org)

## The Employment Framework

Member states enlist the support of a wide variety of key informants to participate in discussions and workgroups to determine a state's course of action. A direct member benefit is access to guidance that can lead states to a better understanding of priorities while setting that course. The Framework for Employment, developed through extensive experience and research conducted within states, is used to guide the SELN's strategy for system improvements. The elements represent practices and outcomes known to be effective at enabling states to develop and sustain high-performing integrated employment systems.



## Elements of a High-Performing Employment System

This graphic demonstrates the factors that, when working together, can lead to better integrated employment outcomes. It is the dynamic interplay of all the elements that can lead to long-term systems change.

### Leadership.

Clear and unambiguous commitment to employment in individual community jobs at all levels in the system.

### Strategic Goals and Operating Policies.

Employment is supported by program goals and operating practices.

### Financing and Contracting Methods.

State resource allocation formulas, reimbursement methods, and rate-setting practices support integrated employment.

### Training and Technical Assistance.

Investment in the development and maintenance of a strong, competent workforce.

### Interagency Collaboration and Partnership.

Building relationships to remove barriers to employment supports.

### Services and Service Innovation.

Service definitions and support strategies are structured and aligned to facilitate the delivery of employment supports.

### Performance Measurement and Data Management.

Comprehensive data systems are used to measure progress, benchmark performance, and document outcomes.