

# OREGON

DEPARTMENT OF HUMAN SERVICES • DEVELOPMENTAL DISABILITY SERVICES

Oregon has focused on making system improvements and developing capacity. The activities below show the progress made during the 2019-2020 membership year.

## Quick Systems Change Response to COVID-19

Oregon’s Employment First initiative focused on assisting providers to maintain services during COVID-19. Oregon’s Office of Developmental Disabilities Services offered contingency funding to employment and day support activity providers and increased free training opportunities to support provider capacity. Employment First also changed policy to allow for remote services during COVID-19, including remote job coaching and remote Employment Path courses.

## Provider Capacity-Building Efforts

Oregon launched a rural stakeholder group with representatives statewide from employment providers, case managers, and vocational rehabilitation. The group is focused on brainstorming and troubleshooting provider capacity issues in rural areas. In late 2020, Employment First will launch a new workforce website for providers to post available jobs in the IDD workforce for positions such as job coaches, job developers, and direct support professionals.

## Training and Technical Assistance Efforts

In 2020, Oregon launched a series of free, interactive training modules for employment providers. The 32 modules are designed to help increase the quality and accessibility of training for job coaches, job developers and employment specialists. Topics range from “How Social Security Administration Work Rules Support Employment” to “Understanding Schools: Transition Planning and Employment.”

## Ending Sheltered Workshop Services

Sheltered workshop services will no longer be funded in Oregon by the Office of Developmental Disabilities Services effective September 2020. This is the culmination of more than six years of provider transformation efforts, which included grants, technical assistance, and a complete shift in statewide policy to support competitive integrated employment as the priority for employment services.

## Data

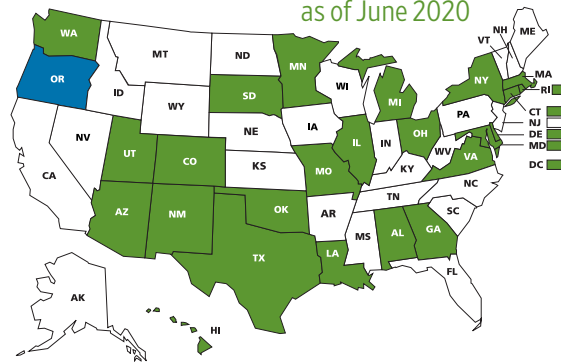
- ❖ People in any employment service: **2,797**  
*(as of March 2020)*
- ❖ People have a paid job in the community: **2,177**  
*(as of March 2020)*
- ❖ People served in facility-based employment: **71**  
*(as of March 2020)*
- ❖ People served in facility-based employment: **0**  
*(as of August 31, 2020)*

## OREGON

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Developmental Disability Services

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SELN member states  
as of June 2020



## Employment for Individuals With IDD

Nationwide Snapshot



**14%** In an Individual Job



**\$9.88** Average Hourly Wage



**23.9** Average Hours Worked For 2 Weeks

Data source: In-Person survey, National Core Indicators Project, 2018–2019. For more information, visit [www.nationalcoreindicators.org](http://www.nationalcoreindicators.org).



## State Employment Leadership Network



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.