

APPENDIX FIVE

EFAP Recommendations at a glance

Prioritized Recommendations	Strategies (3 listed – some recommendations have more in appendix)	Implementation Details	Timeline
Produce data for the Home and Community Based Waiver programs that allow measurement of Colorado's progress toward compliance with federal law requiring people with disabilities receive state-funded services in integrated settings	<ul style="list-style-type: none"> - Develop a system to track employment outcomes and day service participation for Coloradans with significant disabilities and for Coloradans with intellectual and developmental disabilities (I/DD) and produce an annual report to the Colorado General Assembly - Consistent with states responding to recent Olmstead concerns, -set specific numerical annual competitive integrated employment (CIE) placement goals for Home and Community Based Services (HCBS) participants by HCPF. - Modify policy, service rates, rules and regulations for Medicaid Home and Community Based Services (HCBS) community connections services to enable people supported by HCBS waivers to obtain inclusive community opportunities available to all citizens. 	HCPF, CDLE	November 1, 2018 - July 1, 2019
Implement department-wide Employment First policies and practices	<ul style="list-style-type: none"> - Prepare students and youth with disabilities for the world of work through CDE. - Champion Employment First policy and practice through CDLE. - Embrace Employment First policy and practice through HCPF. 	CDLE, HCPF, CDE	January 1, 2019 – October 1, 2019
Implement a training plan for state service providers on evidence-based practice to expand employment outcomes, in conjunction with employer-led initiatives and networks	<ul style="list-style-type: none"> - Require training and certification on job development and related topics for supported employment providers designed to enhance the quality of services and knowledge of employees, in collaboration with organizations like the Washington Initiative on Supported Employment (WISE), CTAT, COAPSE, mental health centers, and others engaging in training. - Provide resources and technical assistance and develop programming to establish more robust partnerships between supported employment stakeholders and the public workforce system. - Develop a statewide and local Business Leadership Network(s) or a like model for Colorado to expand employee recruitment programs for individuals with disabilities, working within existing employer-led initiatives (i.e. Sector Partnerships, Industry Intermediaries), based on business needs, and incorporating libraries and community colleges. 	All EFPA agency partners	July 1 2018 – January 1, 2020
Implement a communication plan with messaging describing available services that support the achievement of successful employment outcomes for people with disabilities, including those with the most significant disabilities, which targets employers, educators, people with disabilities & their families	Allocate sufficient funding to the State Rehabilitation Council to develop and implement a communications plan on Employment First Policies for state agencies, educational entities, and civic organizations promoting the concept and value of competitive, integrated employment, and resulting in enrolling more individuals and families in employment initiatives.	CDLE	Start January 2018, Develop the plan by July 1 2018. Implement July 1 2018 - June 30 2019

<p>Create an Office of Employment First to coordinate cross-departmental efforts to implement Employment First policies, regulations and practices</p>	<ul style="list-style-type: none"> - Create an Office of Employment First to implement, in consultation with the State Rehabilitation Council, a cross departmental process within EFAP Agency Partners to identify state policy, regulation and practice within the five state partner agencies that present barriers to Employment First implementation and develop strategies to remove those barriers and align policy, regulation and practice between EFAP Agency Partners as described within 8-84-303. The departments shall report their suggestions to the EFAP for inclusion in the annual report to the legislature. - Provide dedicated staffing that will be assigned to Employment First policy and practice implementation for each EFAP partner (HCPF, CDLE, CDHS, CDE, CDHE) and reassign staff or hire additional staff for this function as appropriate. - Increase funding to the EFAP Agency Partners to increase capacity and expertise for public benefits planning resources accessible to all Colorado communities so that the employment barrier associated with fear of benefit loss is reduced. Consistent with the CLAG report, increase the number of and training for Community Work Incentive Coordinators (CWICs) and leverage the SOAR model 	<p>Colorado</p>	<p>July 1, 2018 – January 1, 2020</p>
<p>Develop appropriate funding structures that will increase employment service and support capacity</p>	<p>Analyze supported employment funding structures within CDLE and HCPF and make recommendations to assure rates and other state agency support are sufficient to encourage service providers to expand capacity for competitive integrated employment services and supports to Colorado citizens with disabilities.</p>	<p>All EFAP partner agencies</p>	<p>July 1, 2019</p>
<p>Design and coordinate locally-based pilot projects to demonstrate the expansion of employment outcomes for people with disabilities through best-practice employment services and supports implementation</p>	<p>Create and implement up to three pilot programs statewide in 2018 to demonstrate the systematic expansion of competitive integrated employment outcomes through the use of supported employment and customized employment training and technical assistance with collaboration between the workforce system, DVR, and HCPF.</p>	<p>All EFAP partner agencies</p>	<p>Launch first phase of pilot in the fall of 2018, launch additional phases in the spring of 2019</p>
<p>Become a "model employer" for Colorado citizens with disabilities</p>	<ul style="list-style-type: none"> - Make recommendations for changes to Colorado Revised Statutes that require the State of Colorado to serve as a model employer of individuals with disabilities consistent with the "Colorado Hires" recommendation of the Community Living Advisory Group (CLAG) Report. This should include an annual report of the number of people with disabilities employed by the state along with average earnings for state employees with and without disabilities. - Implement C.R.S. 27-10.5-902, State Employment Program for Persons with Developmental Disabilities. 	<p>Colorado</p>	<p>January 1, 2018</p>