

Every Person. Every Talent. Every Opportunity!

In order to make community employment the expected and preferred outcome for people with developmental disabilities, the Ohio DD system is required to align policies, procedures, eligibility, enrollment and planning for services across state agencies. Other requirements include development of universal tools for documentation, eligibility, selection, assessment and planning of services. Identification of best practices, partnerships, funding sources, opportunities for shared services among County Boards of DD and other providers is required along with expanding model programs. Expectations will be set for students with DD, ages 14 and up, transitioning from school settings to jobs in their communities to make sure they have access to community employment opportunities that utilize their skills and abilities.

EXPECT EMPLOY EMPOWER



Fayette County Board of Developmental Disabilities

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Fayette County Board of DD

We offer quality programs and coordinate available services so that people we serve may realize their dreams and actively contribute to their community.

**EMPLOYMENT
FIRST** 





Employment is not a program.
It's an outcome.

Creating Opportunities

- ◇ Employment First is a priority for the state of Ohio giving people with developmental disabilities access to services and supports to work in a competitive job in the community that offers the possibility of greater wealth, a greater quality of life and a sense of self-worth. People can enhance their careers by utilizing their strengths and talents while giving employers access to dependable and qualified employees, and creating diversity for their businesses.

Raising Expectations

- ◇ Governor John Kasich officially launched Ohio's Employment First Initiative when he signed Executive Order 2012-05K on March 19, 2012. The Executive Order established statewide collaborations and coordination by creating the Employment First Taskforce and Advisory Committee, and made community employment the preferred outcome for individuals with developmental disabilities.

Employment First is about shifting Expectations—so that those with developmental disabilities realize they have the right and opportunity to earn a living in a community job by using their talents and strengths.

There are 18.9 million working age people
with disabilities in the U.S.
YOUR *Next BEST Employee* COULD BE ONE OF THEM.

TALENTED

From clerical work to grounds-keeping and maintenance, workers with disabilities have the skills and rated average or better in job performance compared to employees without disabilities (*DuPont study*).

RELIABLE

Employees with disabilities have lower rates of absenteeism and less turnover than those without disabilities, which translates into increased productivity and revenue for companies that hire them.

GOOD FOR BUSINESS

American consumers respond positively to companies with a diversified workforce. In fact, 87 percent of the public prefers to give their business to companies that hire people of all abilities (*Source: UMass Boston, Center for Social Development & Education*).

Employment First Taskforce

- Ohio Department of Developmental Disabilities (DODD)
- Ohio Department of Education (ODE)
- Ohio Department of Job and Family Services (ODJFS)
- Ohio Department of Mental Health and Addiction Services (MHAS)
- Opportunities for Ohioans with Disabilities (OOD)
- Ohio Department of Medicaid (ODM)

To learn how your business can benefit from hiring workers of all abilities, contact Betty Reisinger, Fayette Progressive Industries (740) 335-7453 or email breisinger@fayettetdd.com

Resources

- www.fayettetdd.com
- www.ohioemploymentfirst.org
- www.dodd.ohio.gov
- www.education.ohio.gov
- www.jfs.ohio.gov
- www.mha.ohio.gov
- www.ood.ohio.gov
- www.medicareid.ohio.gov