

Employment First Resource List

Revised May 2016

Over the past decade, the concept of Employment First has emerged in the disability field. This is the idea that employment in integrated settings within the community should be the priority service option for people with disabilities, including those with intellectual and developmental disabilities (IDD).. As the Employment First concept has gained traction, a multitude of documents on this topic have been created, including state legislation, policies, reports, and articles.

The State Employment Leadership Network (SELN) has developed a comprehensive listing of these documents as a resource to policymakers, advocates, and researchers. A primary emphasis with this list is identifying legislation, regulations, and policy directives implementing Employment First policies.

In compiling this list, the SELN has defined an Employment First policy as an official directive from a state government agency stating that employment in the community (in the general workforce) is the first and primary option for individuals with disabilities.. Use of the term “Employment First” has not necessarily been a requirement for including a document. Instead, the focus has been on documents that reinforce the principles of Employment First, whether that specific language is used or not.

The SELN has taken a liberal approach to defining a piece of legislation, regulation, or policy directive as an “Employment First policy.” In some cases, these policies consist of highly detailed, substantive, and specific legislation or directives. In other cases, the Employment First policy consists of an executive order that endorses integrated employment as the first and primary service option for publicly funded services, with limited specifics. There are additional cases where language has been identified within an overall policy directive that aligns with Employment First.

A Summary of the Status of Employment First

Thirty-two states have an official Employment First policy (based on legislation, policy directive, etc.). Sixteen states have passed legislation stating that integrated employment is preferred over other service options: **Alaska, California, Colorado, Delaware, Florida, Illinois, Kansas, Maine, Mississippi, Ohio, Oklahoma, Oregon, Texas, Utah, Washington, and Wyoming.** The other 16 (**Arkansas, Colorado, Connecticut, District of Columbia, Louisiana, Maryland, Massachusetts, Michigan, Minnesota, Missouri, New Jersey, Pennsylvania, Rhode Island, South Carolina, Tennessee, and Virginia**) have a policy directive, executive order, or similar official policy statement, but not legislation. Some states have both legislation and a non-legislative policy directive (e.g., **Maine, Mississippi, Oklahoma, Oregon, and Washington**).

Nineteen state policies are cross-disability: **Alaska, Arkansas, Delaware, District of Columbia, Florida, Illinois, Kansas, Maine, Michigan, Minnesota, Mississippi, New Jersey, Oklahoma, Pennsylvania, Texas, Utah, Virginia, and Wyoming.** The remainder of states’ policies are focused exclusively on

individuals with intellectual and developmental disabilities: **California, Connecticut, Louisiana, Maryland, Massachusetts, Missouri, Ohio, Oregon, Rhode Island, South Carolina, Tennessee, and Washington.** (Oklahoma's legislation is cross-disability, and its policy directive is specific to individuals with intellectual and developmental disabilities.)

In addition to the 31 states with Employment First policies, the other 19 states on this list (**Alabama, Arizona, Georgia, Hawaii, Idaho, Indiana, Iowa, Kentucky, Montana, Nevada, New Hampshire, New Mexico, New York, North Carolina, North Dakota, South Dakota, Vermont, West Virginia, and Wisconsin**) have Employment First efforts and initiatives underway, but no official Employment First policy has been issued stating that integrated employment is the preferred service option. These states vary in their level of activity, ranging from initial expressions of interest in Employment First with limited follow-up, to robust systems change efforts. In terms of specific activities in some of these states, **New York** has a September 2014 executive order that mandates the development of an Employment First policy. **Nevada** has an executive order establishing a governor's taskforce on integrated employment. Four states (**Alabama, Hawaii, Indiana, Kentucky**) have proposed legislation that has not been enacted. **North Dakota** passed legislation creating a committee on employment of people with disabilities to support Employment First. However, this legislation does not institute Employment First as a policy, i.e., it does not specifically prioritize integrated employment over other service options.

The level of resources on this list associated with a state should not necessarily be an indicator of the state's focus on employment for people with disabilities. Some states that have not been strongly linked with Employment First have had consistently strong outcomes in terms of employment of people with disabilities. However, the emergence of Employment First as a national movement has served as a catalyst for an increased focus on employment of people with disabilities across the United States.

In the course of developing this document, the focus has been on including as many examples as possible, particularly in terms of resources from individual states. The underlying rationale for doing so is to provide an understanding of the wide range of approaches to Employment First. Inclusion of specific policies and documents on this list should in no way be viewed as an endorsement of these documents, and as noted, the Employment First legislation/policies that have been developed vary significantly in terms of the strength and clarity of their language.

The growing emphasis on Employment First has been encouraging, and provides a potential catalyst for the long-needed increase in workforce participation for individuals with disabilities. At the same time, creation of documents, reports, and policies will not result in increases in workforce participation, without a long-term commitment to actions that make the Employment First vision a reality. Setting a vision and direction is a starting point--but it must be done in conjunction with comprehensive systems change that results in shifting of resources towards integrated employment, a service system that provides consistent and high-quality employment assistance and supports, and measurement and accountability for achieving employment outcomes.

Employment First is also about more than just changing how services and supports for people with disabilities are provided. It is reflective of a fundamental cultural shift by policymakers, public officials, service systems, service providers, employers, and most importantly by individuals with disabilities themselves. This new viewpoint recognizes people with disabilities as full participants in the economic mainstream, working side by side with their fellow citizens.

General Information on Employment First

APSE – Association of People Supporting Employment First

Section of APSE website devoted to Employment First, with array of information and resources including the APSE Employment First Statement, outlining key principles:

www.apse.org/employment-first

Intellectual and Developmental Disabilities Article

Employment First: A Beginning Not an End: August 2011 *Intellectual and Developmental Disabilities*

journal article summarizing the principles of Employment First: <http://aiddjournals.org/toc/mere/49/4>

NGA Report – A Better Bottom Line: Employing People With Disabilities – Blueprint for Governors

2013 report from the National Governors Association, that notes Employment First as an effective strategy, and documents the adoption of it by a number of states:

www.nga.org/files/live/sites/NGA/files/pdf/2013/NGA_2013BetterBottomLineWeb.pdf

NACDD Report – The Time is Now: Embracing Employment First

November 2011 report from the National Association of Councils on Developmental Disabilities, providing an overview of Employment First, with a particular focus on DD Council efforts:

www.acl.gov/programs/aidd/Program_Resource_Search/Resources/embracing-employment-first.aspx

NASDDDS Article – Workers First

Article from June 2009 *Community Services Reporter* published by National Association of State Directors of Developmental Disabilities Services, providing an overview of Employment First efforts:

www.nasddds.org/resource-library/employment/employment-resource-documents/workers-first

NASDDDS Report – Employment First: A Review of Successful State Strategies for Improving Employment Outcomes Among People with Disabilities

August 2013 report prepared by National Association of State Directors of Developmental Disabilities Services for the Arizona Developmental Disabilities Planning Council:

www.nasddds.org/uploads/documents/Employment_First1.pdf

ODEP-USDOL

ODEP Employment First Leadership Mentor Program: Information on the US Department of Labor Office of Disability Employment Policy's Employment First Leadership Mentor Program:

www.dol.gov/odep/topics/EmploymentFirst.htm

University of MN – RTC on Community Living Brief – Employment First Across the Nation: Progress on the Policy Front

Policy Research Brief from the RTC on Community Living at the University of Minnesota that includes map of Employment First states: <http://rtc.umn.edu/prb/214/>

State-Specific Information

For states with an Employment First policy, this is the first document listed. Also included are Employment First reports from individual states, developed by official state workgroups and grassroots initiatives. For states where Employment First activities have not been identified, state efforts emphasizing integrated employment have been noted.

ALABAMA

- *AL Legislation (proposed)*: The Alabama Employment First Initiative Act, originally introduced in April 2013:
<http://alisondb.legislature.state.al.us/ALISON/SearchableInstruments/2013RS/PrintFiles/SB464-int.pdf>

Alaska

- *AK Legislation (passed)*: HB 211, enacted in May 2014; legislation is cross-disability, and specifies that Employment First applies to individuals receiving transition services as well as adults:
www.legis.state.ak.us/basis/get_bill_text.asp?hsid=HB0211Z&session=28
- *AK Employment First Legislative Packet*: The Employment First Bill - Supporting Research Packet Overview developed for legislators as part of effort to pass Employment First legislation:
<http://dhss.alaska.gov/gcdse/Documents/committees/et/FullPacket.pdf>

Arizona

- *AZ Department of Economic Security Division of Developmental Disabilities*: Summary of Arizona efforts on Employment First: www.azdes.gov/landing.aspx?id=14524

Arkansas

- *AR Employment First Executive Order*: October 2010 Governor's Executive Order (10-17) establishing the Arkansas Employment First Initiative:
<http://cdm16039.contentdm.oclc.org/cdm/singleitem/collection/p15021coll1/id/136/rec/26>
- *AR Task Force Report: December 2011 Final Report of Arkansas Employment First Task Force*:
www.daas.ar.gov/pdf/NewsEvents/Employment%20First%20Task%20Force%20Report%20-%20Final.pdf

California

- *CA Legislation (passed)*: AB 1041, California's legislation on Employment First, enacted in October 2013, establishing an Employment First policy for individuals served by the state's developmental disability system:
www.leginfo.ca.gov/pub/13-14/bill/asm/ab_1001-1050/ab_1041_bill_20131009_chaptered.pdf
- *CA Legislation (summary)*: Summary from State Council on Developmental Disabilities on AB 1041, establishing an Employment First policy:
www.scdd.ca.gov/res/docs/pdf/Employment_First/Employment%20First%20Policy%20Summary%20SCDD%20CECY.pdf
- *CA Legislation (passed)*: AB 287, California's legislation on Employment First, enacted in October 2009, establishing Employment First Committee, and calling for the establishment of an

Employment First Policy:

www.leginfo.ca.gov/pub/09-10/bill/asm/ab_0251-0300/ab_287_bill_20091011_chaptered.pdf

- *Committee on Employment First*: Materials from State Council on Developmental Disabilities Committee on Employment First: www.scdd.ca.gov/Employment_First_Committee.htm

Colorado

- *CO Legislation (passed)*: Colorado Employment First bill, SB 16-077, proposed in 2016 - http://www.leg.state.co.us/clics/clics2016a/csl.nsf/fsbillcont3/AD0AE2EDDD5384BF87257F24006458F1?Open&file=077_rer.pdf
- *Policy on Integrated Employment*: Colorado Department of Health Care Policy and Financing – Services for Individuals with Intellectual and Developmental Disabilities rule 8.609.9 (formerly Division for Developmental Disabilities rule 16.626) stating that integrated employment is considered the primary service option for adult day habilitation services and supports: www.sos.state.co.us/CCR/GenerateRulePdf.do?ruleVersionId=5649&fileName=10%20CCR%20505-10%208.600
- *Proposed Changes to Policy on Integrated Employment*: Recommendations issued in 2005 for strengthening policy on integrated employment to ensure it is the primary service option: <http://hermes.cde.state.co.us/drupal/islandora/object/co%3A18538/datastream/OBJ/view>

Connecticut

- *CT Employment First Policy*: Connecticut Department of Developmental Services Employment First Policy issued in April 2011: www.ct.gov/dds/lib/dds/dds_manual/ic5/ic5po001_employment_first.pdf
- *CT Policy Regarding Employment as a Priority*: Companion to April 2011 Employment First policy regarding steps in individual planning process: www.ct.gov/dds/lib/dds/dds_manual/ic5/ic5pr001_employment_first.pdf
- *CT DDS Employment First Overview*: Overview and resource materials regarding Connecticut’s Employment First efforts: www.ct.gov/dds/cwp/view.asp?q=492524

Delaware

- *DE Employment First Legislation (passed)*: House Bill 319, Delaware’s cross-disability legislation on Employment First, enacted in July 2012: [http://legis.delaware.gov/LIS/lis146.nsf/vwLegislation/HB+319/\\$file/legis.html?open](http://legis.delaware.gov/LIS/lis146.nsf/vwLegislation/HB+319/$file/legis.html?open)
- *DE Employment First Statement*: Statement from Delaware Division of Developmental Disabilities Services on Employment First: www.dhss.delaware.gov/ddds/emp_first.html

District of Columbia

- *DC Employment First Policy*: District of Columbia Department of Disability Services Employment First Policy, issued in 2014: <http://dds.dc.gov/publication/employment-first-policy>
- *DDS Employment First Summary*: Department on Disability Services website, providing overview of District’s Employment First efforts: <http://dds.dc.gov/page/employment-first>
- *Mayoral Proclamation on Employment First*: October 2012 Mayoral Proclamation declaring the District of Columbia an Employment First State – see following item for link to proclamation

- *D.C. P & A Employment Report*: Report from University Legal Services, protection and advocacy program for District of Columbia, advocating support for Employment First efforts. Includes copy of October 2012 mayoral proclamation in appendix:
www.uls-dc.org/Employment%20Report_FINAL.pdf

Florida

- *FL Employment First Legislation (passed)*: The Individuals with Disabilities Act, enacted in January 2016, establishing the Employment First Act, the Financial Literacy Program for Individuals with Developmental Disabilities and the Florida Unique Abilities Partner Program - <https://www.flsenate.gov/Session/Bill/2016/7003/BillText/er/PDF>
- *FL Executive Order*: October 2013 Governor's Executive Order (13-284) directing state agencies to identify financing and contract methods that will prioritize employment:
www.flgov.com/wp-content/uploads/orders/2013/13-284-disabilities.pdf
- *Employment First Florida*: Website of Employment First Florida, containing a variety of resources: www.employmentfirstfl.org
- *FL DD Council Employment First Website*: Information from Florida Developmental Disabilities Council on Employment First efforts: www.fddc.org/Employment
- *Developmental Disabilities Council Employment First Statement*: Statement from Florida DD Council in support of Employment First: www.fddc.org/about/employment

Georgia

- *Employment First Georgia Website*: www.employmentfirstgeorgia.org
- *GA Legislature Report*: Georgia legislature report on employment of individuals with intellectual and developmental disabilities recommending creation of an Employment First advisory council:
www.house.ga.gov/Documents/CommitteeDocuments/2015/H.R._642_Final_Report.pdf
- *GA DD Council Statement*: Statement issued in 2010 by Georgia Developmental Disabilities Council calling for an Employment First policy:
www.gcdd.org/wp-content/uploads/2010/09/employmentfirstpolicypaper.pdf

Hawaii

- *Hawaii Employment First Legislation (proposed)*: Employment First bill, H.B. 860, proposed in 2015: www.capitol.hawaii.gov/session2015/bills/HB860_.HTM

Idaho

- *Employment First Consortium*: Information on the Idaho Employment First Consortium, which operates under the auspices of the Idaho Council on Developmental Disabilities:
www.icdd.idaho.gov/projects/employment%20first.html

Illinois

- *IL Employment First Legislation (passed)*: Illinois Employment First Act, HB 2591, passed in May 2013: www.ilga.gov/legislation/98/HB/PDF/09800HB2591lv.pdf
- *Advocacy Information for Illinois Employment First Act*: Information from the Family Support Network regarding advocating for the Illinois Employment First Act:
<http://us2.campaign-archive1.com/?u=bcec73d19574f43e0b9ab00c1&id=d3db098f9a>

- *IL Employment First Act Fact Sheet*: Fact sheet for legislators on Illinois Employment First Act: www.thearcofil.org/wp-content/uploads/2013/04/Employment_First_Fact_Sheet_HB2591-03142013.pdf
- *IL Employment First Blueprint*: October 2014 report on steps for implementation of Illinois Employment First legislation: www.equipforequality.org/wp-content/uploads/2014/10/Equip-for-Equality-Employment-First-Blueprint.pdf
- *Report from the 2012 IL Employment First Summit*: www.illinois.gov/icdd/Documents/Illinois-Employment-First-Summit-Report-20120511.pdf
- *Report Recommending Employment First*: January 2011 report of legislatively mandated *Employment and Economic Opportunity for Persons with Disabilities Task Force*. Includes a recommendation (pp. 7–8) that Illinois become an Employment First state, according to specific principles outlined within the report: www.illinoislegaid.org/calendarUploads/Governors%20task%20force%20report%20-%202010-11.pdf

Indiana

- *IN Employment First Bill (proposed)*: Employment First Legislation, SB 278, proposed in 2016 - <https://iga.in.gov/legislative/2016/bills/senate/278#document-40bf4f61>
- *IN APSE Employment First Statement*: Statement from Indiana APSE advocating for Employment First – originally issued in 2010, revised in 2013: www.inapse.org/styles/inapse/defiles/Employment-First-Statement-%203_27_13.pdf
- *IN APSE Employment First 2009 Follow-up*: Summary of follow-up items from 2005 Indiana Employment First Summit: www.inapse.org/styles/inapse/defiles/summit%20update%2012-15-09.pdf
- *IN Employment First Fact Sheet*: Fact sheet summarizing 2005 Indiana Employment First Summit: www.apse.org/docs/IN_APSE_empl_first_fact_sheet.pdf

Iowa

- *IA DHS Employment Vision*: Statement on Iowa Department of Human Services website in support of Employment First: <http://dhs.iowa.gov/mhds/disability-services/employment>
- *IA Employment First Initiative: A Call for Change of Historical Proportion*: Fall 2009 white paper outlining vision for an Employment First initiative in Iowa: www.iowa-apse.org/agendas/whitepaper.pdf
- *IA Employment First Statement of Findings*: 2011 Iowa Employment First Initiative Statement of Findings: www.iowa-apse.org/summit/findings2.pdf
- *IA Employment First Initiatives*: Summary and links to information on Iowa Employment First efforts: <https://www.uihealthcare.org/ucedd/employment-initiatives/>

Kansas

- *KS Employment First Legislation (passed)*: Kansas House Bill 2336 that establishes a statewide policy of Employment First for all people with disabilities, enacted in May 2011: www.kslegislature.org/li/b2011_12/year1/asures/documents/hb2336_enrolled.pdf
- *KS Employment First Oversight Commission*: Website of the Kansas Employment First Oversight Commission established by the state's Employment First legislation: <https://kcdcinfo.ks.gov/employment-first>
- *KS Employment First Website*: Information on Employment First efforts in Kansas: <http://employment1st.org>

Kentucky

- *KY Employment First Legislation (proposed)*: Proposed Employment First bill, HB 292, introduced in February 2013: www.lrc.ky.gov/record/13RS/HB292.htm
- KY DD Council Report: *State Activities to Implement Employment First as the Employment Strategy for Individuals with Intellectual and Developmental Disabilities*: www.hdi.uky.edu/setp/Materials/Employment_First_Report_Final_050713_corrected_071813.pdf

Louisiana

- *LA Employment First Policy*: Office of Citizens with Developmental Disabilities website on Employment First, with link to July 2011 Employment First policy: <http://new.dhh.louisiana.gov/index.cfm/page/1847>

Maine

- *ME Employment First Legislation (passed)*: Maine Employment First Bill, S.P. 471, LD 1352 – Employment First,, enacted June 2013: <http://www.mainelegislature.org/legis/bills/getPDF.asp?paper=SP0471&item=6&snum=126>
- *ME Employment Policy*: 2010 Maine Department of Health and Human Services Employment Policy, indicating that all individuals are presumed able and have the opportunity to work: www.maine.gov/dhhs/policies/Employment_Policy_for_Individuals_Served.pdf
- *ME Employment First Website*: Website of ME Employment First coalition: www.employmentfirstmaine.org

Maryland

- *MD Employment First Policy*: Maryland Department of Disabilities information on Employment First in Maryland that includes Developmental Disabilities Administration policy on Employment First: <http://mdod.maryland.gov/employment/Pages/employment-first.aspx>
- *MD Development Disabilities Administration Employment First information*: Information from the Maryland Developmental Disabilities Administration on Employment First: <http://dda.dhmdh.maryland.gov/Pages/employment.aspx>

Massachusetts

- *MA Employment First Policy*: Massachusetts Department of Developmental Services Employment First Policy (#2010-2), issued in 2010: www.mass.gov/eohhs/gov/laws-regs/dds/policies/s-employment-first-policy-2010-2.html
- *MA Employment Blueprint*: November 2013 Massachusetts state plan for increasing employment by the state developmental disability system and full implementation of the state's Employment First policy: www.mass.gov/eohhs/docs/dmr/blueprint-for-success.pdf
- *MA Employment Blueprint Update*: October 2014 update on Massachusetts Employment Blueprint, and plans to end sheltered work: www.mass.gov/eohhs/docs/dmr/blueprint-for-success-progress.pdf

Michigan

- *MI Employment First Executive Order*: November 2015 Governor's Executive Order (2015-15) directing that state programs, policies, procedures, and funding support competitive employment within an integrated setting as the first priority and optimal outcome for persons with disabilities: https://www.michigan.gov/documents/snyder/EO_2015-15_506303_7.pdf
- *MI Employment First Report*: Report from MI Protection and Advocacy, Developmental Disabilities Institute at Wayne State University, and MI Developmental Disabilities Council, recommending Employment First legislation: http://mpas.org/sites/default/files/115075_mpa_employment_first_rprt_prf5.pdf
- *MI DD Council Statement*: August 2013 Employment First Mission and Principles adopted by the MI Developmental Disabilities Council (look under *Important Information*); also contains links to additional information on Employment First efforts in Michigan: www.michigan.gov/mdch/0,4612,7-132-2941_4868_4897-306627--,00.html
- *Employment Works! Policy*: June 2011 Bureau of Community Mental Health Services Employment Works! Policy indicating that all individuals with serious mental illness and developmental disabilities will be provided the opportunity to pursue integrated, competitive employment; intended to form the basis for a future Employment First policy: www.michigan.gov/documents/mdch/FY09-10MAContractwithallattachments_312218_7.pdf (pp. 361–363, Attachment C6.8.7.1)

Minnesota

- *MN Employment First Policy*: MN Department of Human Services Employment First policy, approved in September 2014: www.dhs.state.mn.us/main/groups/olmstead/documents/pub/dhs16_190416.pdf
- *MN Olmstead Plan*: Final version of Minnesota's Olmstead Plan, approved by the court in August 2015; plans calls for implementation of the state's Employment First policy: www.dhs.state.mn.us/main/idcplg?IdcService=GET_DYNAMIC_CONVERSION&RevisionSelectionMethod=LatestReleased&dDocName=opc_home
- *Putting the Promise of Olmstead into Practice - Minnesota's 2013 Olmstead Plan*: Adoption of the Minnesota Employment First Policy was a result of the state's draft Olmstead plan issued in 2013, which called for the adoption of a state Employment First policy: www.dhs.state.mn.us/main/groups/olmstead/documents/pub/dhs16_180147.pdf

- *Myths and Realities of Olmstead Employment First*: Publication from the Minnesota State Council on Disability that discusses a number of myths regarding Employment First - www.disability.state.mn.us/2015/04/13/myths-and-realities-of-olmstead-employment-first
- *MN Employment First Summit Reports*: Reports from MN Employment First Summits I, II, III, IV, held from 2007–2011: <http://www.mnapse.org/#!action/c1ulz>
- *MN Employment Policy Initiative Website*: www.mn-epi.org/main

Mississippi

- *MS Legislation (passed)*: HB 836, enacted in 2015, implementing an Employment First policy for working age citizens of Mississippi with disabilities: <http://billstatus.ls.state.ms.us/documents/2015/pdf/HB/0800-0899/HB0836PS.pdf>
- *MS Executive Order*: January 2014 Governor’s Executive Order (1335) directing Mississippi state agencies to ensure employment in integrated settings as the first priority option to the extent feasible: www.governorbryant.com/wp-content/uploads/2012/07/EO-1335.pdf

Missouri

- *MO DDD Employment First Policy*: January 2011 Employment First Policy, issued by the Missouri Department of Mental Health, Division of Developmental Disabilities: <http://dmh.mo.gov/docs/dd/employmentpolicyfinal.pdf>
- *MO DDD Employment First and Transition*: Missouri principles on youth transition and Employment First: <http://dmh.mo.gov/dd/progs/employment.html>

Montana

- *MT Employment First Initiative Statement*: Montana Developmental Disabilities Program statement on Employment First: www.dphhs.mt.gov/Portals/85/dsd/documents/DDP/SELN/MontanaEmploymentFirstInitiative.pdf

Nevada

- *NV Executive Order*: July 2014 Governor’s Executive Order (2014-16) establishing a taskforce on integrated employment: http://gov.nv.gov/uploadedFiles/govnv.gov/Content/News_and_Media/Executive_Orders/2014_Images/EO_2014-16.pdf
- *NV Governor’s Council Employment Position Statement and Report*: 2014 Nevada’s Governors Council on Developmental Disabilities position statement and report on integrated employment: <http://adsd.nv.gov/uploadedFiles/adsdnv.gov/content/Boards/CSPD/OlmsteadSub/IntegratedEmploymentFinal.pdf>
- *Employment First Legislative Presentation*: May 2014 presentation on Employment First to NV Legislature Committee on Senior Citizens, Veterans and Adults with Special Needs: www.leg.state.nv.us/interim/77th2013/Committee/StatCom/SeniorVetSpecial/Other/21-May-2014/VIAManningHarrington.pdf
- *NV Governor’s Council Employment Position Statement: 2013* Nevada’s Governors Council on Developmental Disabilities Position on Employment, recommending implementation of Employment First policies:

<http://www.leg.state.nv.us/interim/77th2013/Committee/StatCom/SeniorVetSpecial/Other/21-May-2014/VIAManningPositionStm.pdf>

New Hampshire

- *NH Policy:* New Hampshire does not have an Employment First policy. However, New Hampshire's Bureau of Developmental Services (BDS) has a position statement that emphasizes integrated employment:
www.dhhs.nh.gov/dcbcs/bds/documents/employmentpositionstatement.pdf

New Mexico

- *NM Employment First Webinar:* 2010 "Making Employment First a Reality in NM" webinar and text: <http://archive.nmhealth.org/ddsd/meaningfullife/EmployFirstRsrcs.htm#Sec3>

New Jersey

- *NJ DHS Statement:* NJ Department of Human Services statement that competitive employment is the first and preferred post-education activity for everyone, including people with disabilities: <http://www.state.nj.us/humanservices/involved/employmentfirst.html>
- *NJ Governor's Declaration:* Governor's April 2012 press release announcing that New Jersey is an Employment First state: http://lwd.dol.state.nj.us/labor/lwdhome/press/2012/20120419_employment_first.html
- *NJ DDD Employment Principles:* NJ Department of Developmental Disabilities statement of principles in support of Employment First:
<http://rwjms.rutgers.edu/boggscenter/projects/documents/DDDPrinciplesofEmployment.pdf>
- *NJ DDD ISP Form:* NJ Department of Developmental Disabilities Individual Service Planning Form, requiring documentation regarding compliance with the state's Employment First policy: www.state.nj.us/humanservices/ddd/documents/Documents%20for%20Web/NJISP%20form.pdf
- *NJ DDD Supports Manual:* NJ Department of Developmental Disabilities Supports Program Policy and Procedures Manual Includes variety of procedures for implementation of Employment First (p. 13, p. 40, p. 216, p. 225):
www.nj.gov/humanservices/ddd/documents/supports_program_policy_manual.pdf
- *NJ DD Council Statement:* May 2012 statement from NJ Council on Developmental Disabilities, with recommendations for implementation of Employment First policy:
<https://www.njcdd.org/2012-04-23-13-42-40/position-statements/employment>

New York

- *NY Executive Order:* October 2014 Governor's Executive Order (No. 136) establishing Employment First Commission, to create an Employment First policy:
www.governor.ny.gov/executiveorder/136
- *NY Employment First Commission Report:* March 2015 report of the New York Employment First Commission:
http://programs.governor.ny.gov/sites/default/files/Employment_First_March2015_final.pdf

North Carolina

- *NC Employment First Website:* Information from the North Carolina Employment First Steering Committee, including position papers: <https://sites.google.com/site/employmentfirstnc>

- *NC APSE Employment First Information*: Employment First resources and papers from North Carolina APSE: <https://www.ncapse.org/employment-first-north-carolina>

North Dakota

- *ND Legislation (passed)*: Legislation enacted in April 2013, establishing a committee for furthering the goal of employment as the first option for people with disabilities: www.legis.nd.gov/assembly/63-2013/documents/13-0182-04000.pdf?20130404122652
- *ND Committee Information*: Information on Committee on Employment of People with Disabilities, including meeting minutes: www.nd.gov/dhs/dvr/councils-partners/ndemployment.html

Ohio

- *OH Employment First Legislation*: Sec. 5123.022 of FY 2014 Budget Bill (H.B. 59) that includes language making Ohio's Employment First policy for individuals with developmental disabilities state law; enacted in July 2013: http://archives.legislature.state.oh.us/BillText130/130_HB_59_EN_N.html; see p. 140 of bill analysis for summary of Employment First provisions: www.lsc.ohio.gov/analyses130/13-hb59-130.pdf
- *OH Employment First Executive Order*: March 2012 Governor's Executive Order (2012-05K) establishing an Employment First Policy and Taskforce to Expand Community Employment Opportunities for Working-Age Ohioans with Developmental Disabilities: <http://www.governor.ohio.gov/Portals/0/executiveOrders/Executive%20Order%202012-05K.pdf>
- *OH Employment First Website*: State website with information and updates on Employment First in Ohio: www.ohioemploymentfirst.org
- *People First of Ohio Call to Action*: "Blazing New Trails to Employment" document from People First of Ohio, advocating for specific strategies to implement Employment First: www.disabilityrightsohio.org/sites/default/files/ux/pfo-summary-apr-2012.pdf
- *OH Employment First Form*: Form required for completion if an individual does *not* choose community employment: <http://dodd.ohio.gov/medicaid/Documents/DODD%20Employment%20First%20Form1.pdf>

Oklahoma

- *OK Legislation*: Oklahoma Employment First Bill, enacted in 2015: http://webserver1.lsb.state.ok.us/cf_pdf/2015-16%20ENR/hB/HB1969%20ENR.PDF
- *DDS Employment Policy*: Oklahoma Developmental Disabilities Services employment policy, stating that the optimal goal of waiver services is full-time employment in the community: <http://www.okdhs.org/library/policy/Pages/oac317040070001000.aspx>

Oregon

- *OR Legislation: Senate Bill 22, Employment First legislation, effective April 2013*: <https://olis.leg.state.or.us/liz/2013R1/Downloads/MeasureDocument/SB22/Enrolled>
- *OR DDS Policy: Oregon Office of Developmental Disability Services October 2008 policy on employment for working-age individuals*: <http://ocdd.org/index.php/ocdd/docs/205/>

- *OR Executive Orders*: Oregon Governor's Executive Orders, with specific actions, requirements, and targets, for increasing employment of individuals with intellectual and developmental disabilities:
 - April 2013 order (13-04): www.oregon.gov/gov/Documents/executive_orders/eo_13-04.pdf
 - Feb. 2015 order (15-01): www.oregon.gov/gov/Documents/executive_orders/eo_15_01.pdf
- *OR DDS Employment First Initiative*: Oregon Department of Human Services website on Employment First: www.oregon.gov/dhs/employment/employment-first/Pages/index.aspx
- *OR Employment First Initiative Website*: <http://employment-first.org>

Pennsylvania

- *PA Employment First Executive Order*: March 2016 Governor's Executive Order (2016-03) establishing a cross-disability Employment First policy: https://www.governor.pa.gov/executive_orders/executive-order-2016-03-establishing-employment-first-policy-and-increasing-competitive-integrated-employment-for-pennsylvanians-with-a-disability
- *PA Employment Policy – General*: 2005 policy document from Pennsylvania Office of Developmental Programs on community employment as a priority: www.temple.edu/thetrainingpartnership/resources/mrBulletins/misc/00-05-07.pdf
- *PA Employment Policy – ICFs/MR*: 2005 policy document from Pennsylvania Office of Developmental Programs on supporting community employment for individuals living in intermediate care facilities for individuals with developmental disabilities, indicating community employment as a priority without regard to level of disability: www.temple.edu/thetrainingpartnership/resources/mrBulletins/icf/00-06-08.pdf
- *PA APSE Presentation*: 2014 presentation by PA APSE – *Pennsylvania's Employment First Path*: www.networksfortraining.org/downloads/pdfs/2012_13/Pennsylvanias%20Employment%20First%20PATH.pdf

Rhode Island

- *RI BHDDH Employment First Policy*: February 2013 Employment First policy for individuals with developmental disabilities issued by the Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals: www.riemploymentfirst.ri.gov/policy/efpolicy.php
- *RI Employment First Overview: Overview of Employment First from Rhode Island Department of Behavioral Healthcare, Developmental Disabilities and Hospitals*: www.riemploymentfirst.ri.gov
- *USDOJ Consent Decree Mandating Employment First for Transition*: 2014 consent decree with US Department of Justice, mandating an Employment First Policy for the Rhode Island Department of Education: www.ada.gov/olmstead/olmstead_cases_list2.htm#ri-state
- *RI 1115 Waiver Group Report*: September 2009 paper which contains initial proposal for Rhode Island to be an Employment First state: www.ohhs.ri.gov/documents/documents09/Employmt_Wkgrp_recgs.pdf

South Dakota

- *SD Governor's Statement*: July 2013 statement from Governor of South Dakota, declaring goal of making South Dakota an Employment First state: <http://news.sd.gov/newsitem.aspx?id=14821>

- *SD Taskforce Report: January 2014 South Dakota Employment Works Taskforce Report:* [http://dhs.sd.gov/EWTF/Employment%20Works%20Task%20Force%20report%20\(FINAL\).pdf](http://dhs.sd.gov/EWTF/Employment%20Works%20Task%20Force%20report%20(FINAL).pdf)

South Carolina

- *SC DDSN Employment First Policy:* South Carolina Department of Disabilities and Special Needs Employment First Policy (700-07-DD) issued in October 2015: [www.ddsn.sc.gov/about/directives-standards/Documents/currentdirectives/700-07-DD%20-%20NEW%20\(102815\).pdf](http://www.ddsn.sc.gov/about/directives-standards/Documents/currentdirectives/700-07-DD%20-%20NEW%20(102815).pdf)
- *SC DDSN Policy Statement:* Policy statement from SC Department of Developmental Disabilities and Special Needs Day Services Manual “embracing the principles of employment first”: <http://ddsn.sc.gov/providers/manualsandguidelines/Documents/daysservicesmanual/Employment%20First%20in%20South%20Carolina.PDF>

Tennessee

- *TN Executive Order:* June 2013 Governor’s Executive Order (No. 28) establishing the Tennessee Employment First Initiative: www.tn.gov/sos/pub/execorders/exec-orders-haslam28.pdf
- *TN Employment First Taskforce:* Website of Tennessee Employment First Taskforce include annual reports: <https://www.tn.gov/didd/article/employment-first-task-force>
- *TN DMRS Employment First Statement:* 2003 statement of support from the Tennessee Division of Intellectual and Developmental Disabilities in support of Tennessee’s Employment First initiative: www.onestops.info/resources/TN_CEP/Employment_First_Final.doc
- *TN DIDD Employment First Website:* Employment First section of Tennessee Department of Intellectual and Developmental Disabilities website: <http://www.tn.gov/didd/topic/employment-first>
- *TN Employment First Overview:* Publication from the Institute for Community Inclusion providing an overview of Tennessee’s Employment First policy: www.communityinclusion.org/article.php?article_id=202

Texas

- *TX Legislation (passed):* June 2013 Texas Senate Bill 1226, establishing that earning a living wage through competitive employment is the preferred outcome for individuals with disabilities: www.statutes.legis.state.tx.us/Docs/GV/htm/GV.531.htm#531.02447
- *TX EF Taskforce:* Website of Texas Employment First Taskforce: <https://www.dads.state.tx.us/providers/supportedemployment/pi/index.html>
- *TX EF Taskforce Report:* September 2014 Employment First Taskforce report to the legislature: www.dads.state.tx.us/providers/supportedemployment/pi/index.html
- *TX DD Council Statement on Employment First:* May 2014 Texas Council on Developmental Disabilities statement calling for actions that align with state’s Employment First policy: <http://tcdd.texas.gov/public-policy/position-statements/position-statement-employment>

Utah

- *UT 2011 Legislation (passed):* HB 240, enacted in March 2011, requiring that employment be the first priority for individuals with disabilities receiving services from the Department of Workforce Services, the Utah State Office of Rehabilitation, and the Division of Services for People with Disabilities: <http://le.utah.gov/~2011/bills/hbillenr/hb0240.pdf>

- *UT 2012 Legislation (passed)*: HB 240, enacted in March 2012, requiring that employment be the first priority for individuals with disabilities receiving services from the Department of Workforce Services, and Division of Substance Abuse and Mental Health:
<http://le.utah.gov/~2012/bills/hbillenr/HB0296.pdf>
- *UT Employment First Strategic Plan*: August 2012 Utah Employment First Report:
http://dsamh.utah.gov/pdf/mings_stuff/Employment%20First%20Strategic%20Plan.pdf

Vermont

Vermont does not have an Employment First policy. However, Vermont's Developmental Disability Services in the state Department of Disability and Aging Services has a number of policies in support of an Employment First paradigm:

- *VT Employment Philosophy*: A public stated philosophy that presumes employability for all:
<http://ddas.vermont.gov/ddas-programs/programs-se-default-page>
- *VT Funding Policy*: For those receiving employment supports, use of funds for sheltered workshops or enclaves is not allowed (see p. 43 of System of Care Plan):
<http://ddas.vermont.gov/ddas-policies/policies-dds/policies-dds-documents/policies-dds-documents-soc-plans/socp-fy-15-17>

Virginia

- *VA DBHDS Policy on Employment First*: December 2012 Virginia Department of Behavioral Health and Developmental Services policy on Employment First:
<http://www.dbhds.virginia.gov/library/state%20board/adm-sbpolicies1044.pdf>
- *VA Legislation (passed)*: Joint Virginia and Senate House Resolution, passed in 2012, encouraging the Secretary of Health and Human Resources and the Superintendent of Public Instruction to adopt and implement Employment First practices in providing and coordinating services to Virginians with disabilities: <http://lis.virginia.gov/cgi-bin/legp604.exe?121+sum+SJ127>
- *USDOJ Settlement Agreement Mandating Employment First Policy*: US Department of Justice settlement with the state of Virginia mandating implementation of an Employment First policy:
www.ada.gov/olmstead/olmstead_cases_list2.htm#va
- *VA DBHDS Strategic Plan for Employment First*: October 2012 Employment First strategic plan issued by Virginia Department of Behavioral Health and Developmental Services:
www.dbhds.virginia.gov/library/developmental%20services/dbhdsstrategicplanforemploymentfirst_final.pdf

Washington State

- *WA State Policy*: Washington Division of Developmental Disabilities Working Age Adult Policy; initially adopted in 2004, most recently updated 2012:
www.dshs.wa.gov/sites/default/files/DDA/dda/documents/policy/policy4.11.pdf
- *WA State Legislation*: Legislation enacted in 2012 establishing parameters around employment as first priority for individuals with developmental disabilities, with option of alternative community access program: <http://apps.leg.wa.gov/documents/billdocs/2011-12/Pdf/Bills/Senate%20Bills/6384.pdf>
- *ICI Pub – Washington WAAP*: Publication from the Institute for Community Inclusion providing an overview of the development of Washington's Working-Age Adult Policy:
www.communityinclusion.org/article.php?article_id=222

West Virginia

- *WV Disability Consensus Agenda*: West Virginia Disability Consensus Agenda endorsed by a cross-section of West Virginia advocacy organizations includes Employment First as a goal: www.wvsilc.org/advocacy.htm
- *WV Olmstead Council Legislative Priorities*: West Virginia Olmstead Legislative Priorities for 2015 include Employment First: www.mtstcil.org/advocacy/WestVirginiaOlmsteadCouncilLegislativePriorities2015.pdf

Wisconsin

- *WI Employment First Website*: Website of Wisconsin Employment First: www.wiemploymentfirst.com
- *WI APSE Employment First Materials*: Information from WI APSE on Employment First: www.wiapse.org/employment-first
- *Sign-On Agreement for WI Employment First Coalition*: Agreement for organizations and individuals for signing on in support of Employment First: www.survivalcoalitionwi.org/wp-content/uploads/2011/12/Survival-Coalition-Employment-sign-on.pdf
- *WI Managed Care and Employment Task Force*: 2008 report recommending that the managed care long-term care system should support integrated employment as the preferred employment option (pp. 19–20): <https://www.dhs.wisconsin.gov/employment-skills/mctef-finalreport.pdf>

Wyoming

- *WY Legislation (passed)*: Enrolled Act No. 54, Employment First Legislation, enacted July 1, 2014: <http://legisweb.state.wy.us/2014/Enroll/HB0073.pdf>
- *WY Employment First Web Page*: State of Wyoming Employment First initiative web page: <http://employmentfirst.wyo.gov>

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The State Employment Leadership Network (SELN) is a cross-state cooperative venture of state MR/DD agencies that are committed to improving employment outcomes for adolescents and adults with developmental disabilities. Working documents contain information collected in response to state requests, and federal, state and local initiatives of interest to the SELN membership. They are intended to share work in progress but may not be a comprehensive analysis or compilation. Working documents are updated over time as information changes.

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