



## Overview of Employment First Legislation and Policies in the U.S. (Revised: January 2020)

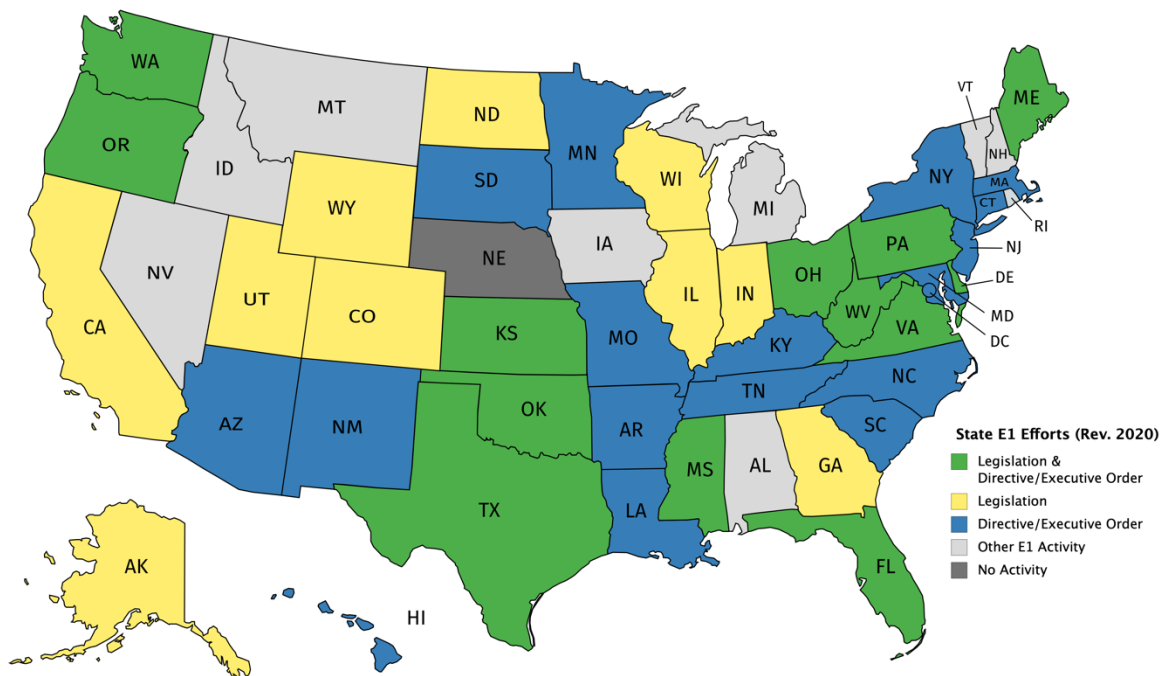
### APSE's Statement on Employment First

Employment in the general workforce is the first and preferred outcome in the provision of publicly funded services for all working age citizens with disabilities, regardless of level of disability.

- The current low participation rate of citizens with disabilities in the workforce is unacceptable.
- Access to “real jobs with real wages” is essential if citizens with disabilities will live a life free of poverty, dependence, and isolation.
- It is presumed that all working age adults and youths with disabilities can work in jobs fully integrated within the general workforce, working side-by-side with co-workers without disabilities, earning minimum wage or higher.
- As with all other individuals, employees with disabilities require assistance and support to ensure job success and should have access to those supports necessary to succeed in the workplace.
- All citizens, regardless of disability, have the right to pursue the full range of available employment opportunities, and to earn a living wage in a job of their choice, based on their talents, skills, and interests.
- Implementation of Employment First principles must be based on clear public policies and practices that ensure employment of citizens with disabilities within the general workforce. This is the priority for public funding and service delivery.
- Inclusion or exclusion of the specific term “Employment First” does not determine whether a public system or agency has adopted Employment First principles. Such a determination can only be made by examining whether the underlying policies, procedures and infrastructure are designed for, and ultimately result in, increased integrated employment in the general workforce for citizens with disabilities.

## What is the status of Employment First?

There is an Employment First effort in virtually every state. Forty states have adopted legislation and/or an official state policy, stating that employment in the community is the first and preferred service option for people with disabilities.



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State laws (passed)

- [Alaska](#) (2018) – *repeal/elimination of 14c*
- [Alaska](#) (2014)
- [California](#) (2013)
- [California](#) (2009)
- [Colorado](#) (2018)
- [Colorado](#) (2016)
- [Delaware](#) (2012)
- [Florida](#) (2016)
- [Georgia](#) (2018)
- [Georgia](#) (2015) – *established E1 policy study committee*
- [Illinois](#) (2013)
- [Indiana](#) (2017)
- [Kansas](#) (2011)
- [Maine](#) (2013)
- [Maryland](#) (2016) – *repeal/elimination of 14c*
- [Mississippi](#) (2015)
- [New Hampshire](#) (2015) – *repeal/elimination of 14c*
- [North Dakota](#) (2013)
- [Ohio](#) (2014)
- [Oklahoma](#) (2015)
- [Oregon](#) (2019) – *repeal/elimination of 14c*
- [Oregon](#) (2013)
- [Pennsylvania](#) (2018)
- [South Carolina](#) (2018) – *established E1 policy study committee*
- [Texas](#) (2013)
- [Utah](#) (2011)
- [Virginia](#) (2012)
- [Washington](#) (2012)
- [Wisconsin](#) (2018)
- [Wyoming](#) (2014)

State laws proposed (not passed)

- [Alabama](#) (2013)
- [Hawaii](#) (2019)
- [Kentucky](#) (2013)
- [Missouri](#) (2017)
- [West Virginia](#) (2019)

Executive Orders in States

- [Arizona](#) (2017)
- [Arkansas](#) (2010)
- [Florida](#) (2013)
- [Hawaii](#) (2018)
- [Kansas](#) (2015)
- [Kentucky](#) (2018)
- [Michigan](#) (2015)
- [Mississippi](#) (2014)
- [Nevada](#) (2014)
- [New Jersey](#) (2012)
- [New York](#) (2014)
- [North Carolina](#) (2019)
- [Ohio](#) (2019)
- [Ohio](#) (2012)
- [Oregon](#) (2015)
- [Oregon](#) (2013)
- [Pennsylvania](#) (2016)
- [South Dakota](#) (2013)
- [Tennessee](#) (2013)

State agency policies in support of E1

- [Colorado](#)
- [Connecticut](#)
- [Delaware](#)
- [District of Columbia](#)
- [Florida](#)
- [Kansas](#)
- [Louisiana](#)
- [Maine](#)
- [Maryland](#)
- [Massachusetts](#)
- [Minnesota](#)
- [Missouri](#)
- [Montana](#)
- [New Hampshire](#)
- [New Jersey](#)
- [New Mexico](#)
- [Oklahoma](#)
- [Oregon](#)
- [Rhode Island](#)
- [South Carolina](#)
- [Virginia](#)
- [Washington](#)

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