

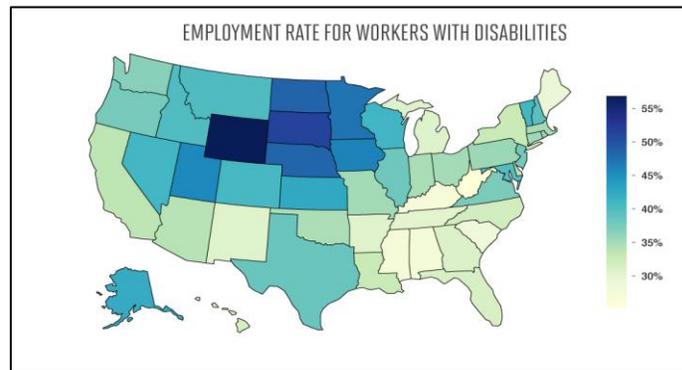
APSE Statement on Employment First

On April 13, 2017 Governor Holcomb signed the Indiana Employment First Act into law. Employment first means: 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. Underlying values:

- 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 choosing, based on their talents, skills, and interests.
- 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.

Adopted by the APSE Executive Board on October 11, 2010.

Indiana has substantially fewer people with disabilities working (34.9% vs. 77.8% of non-disabled individuals). It ranks far below other states in their efforts to improve employment outcomes for individuals with disabilities.



Fortune Magazine February 2017

Even though Indiana now has Employment First legislation, policy makers and legislators will have to be vigilant to ensure these outcomes improve. Indiana APSE believes that in order for Indiana to make a significant change in how services and systems address the employment needs of its citizens with disabilities it must focus planning and improvement on the following:

Areas	Activities
1: Engage business to include people with disabilities in their workforces	<ul style="list-style-type: none"> • Develop a comprehensive statewide marketing plan for Indiana employers • Create an Indiana Business Leadership Network • Coordinate all efforts with the Indiana economic development efforts
2: Ensure ALL youth with disabilities have work training and experience and jobs or post-secondary options upon exit	<ul style="list-style-type: none"> • Eliminate differences in testing and graduation requirements • Increase workforce training and experience during high school • Consistently implement policies regarding transition planning • Continue and expand current funding for transition services
3: Align ALL State systems and funding with Indiana's Employment First policy	<ul style="list-style-type: none"> • Inform all state policy makers about services that promote employment • Eliminate the limitation on supported employment follow along • Train case managers and other service planners on employment services • Ensure funding across agencies prioritizes employment outcomes
4: Develop capacity for quality employment services and supports	<ul style="list-style-type: none"> • Offer incentives to providers for competitive employment outcomes • Prepare and coach provider staff in employment best practices • Improve access to reliable transportation for people with disabilities
5: Educate people with disabilities and communities on the types of support available	<ul style="list-style-type: none"> • Increase consumer education on work incentives, benefits, and rights • Educate the general public about the abilities of people with disabilities • Improve access to employment services through community outreach