

# The Coming Job War

by Jim Clifton

- 5 Billion working age people
  - 3 Billion want to work
  - 1.2 Billion jobs in the world
- American Gross Domestic Production \$15 Trillion
  - 25% of the total world GDP
- 2009 \$2.5 Trillion
- 2019 \$4.5 Trillion
  - 1/2 is Medicare & Medicaid
- 75% of all spending is preventable illness

# 2030 Workforce Changes

- **Disruptive Technologies**
  - **Driverless cars** will eliminate millions of jobs
    - Truck Drivers, Police, Doctors to treat the injured
  - **Education** - 90% of all classes will be online
  - **3-D Printing** - will disrupt manufacturing...etc.
  - **Robots and Drones** - disruption of services

# Major Workforce Changes

- From teamwork to individual freelance stars
- Decoupling of time and compensation
  - Pay per task real time supply and demand
  - Stores will become Demo Docks where we can touch the items that we order and have delivered to our home
- Doctors will be replaced by smart apps
- Likeliest diagnosis based on science

# Disruptive Technologies

- Mobile Internet / Internet of Things
  - Smart phone to implants
- Automation of Knowledge and Work
- Cloud Technology
- Advanced Robotics / Advanced Materials
- Autonomous and Near Autonomous Vehicles
- Energy Storage
- 3-D Printing
- Recovery and Renewable Energy

# Internet

- 5,000 days old
  - We thought it would be like TV only better
  - 55 Trillion links same as one human brain
- Every two seconds the amount of information exchanges is equal to the entire Library of Congress
- What are the next 5,000 days (2026) going to bring?
  - We must become better at believing in a great future
  - We ultimately control our own evolution

# Positive Changes

- Smart Dust will be in everything of value ending loss and theft
  - Key Fobs
  - Smart Phone
  - Laptops
  - Digital Cameras
- With Smart Highways/Auto Technology
  - Auto damage and injury will be a thing of the past
- Lie detector test will gain scientific approval
  - Streamlining our legal system
- Drones/Robots will eliminate forest fires and other dangerous occupational hazards

# Disability is a Social Construct

**If the majority are illiterate does Dyslexia matter?**

- The average person living in 1910 would score 70 on a 2010 I. Q. test
- People with cognitive disabilities today would score 120 on a 1910 I. Q. test
- *Will people chose to test for disability in the future?*
- *Will technology eliminate many disabilities?*

# CHCS System of Care

Sept. 2012

- Budget concerns universal
- 80% adopted cost containment strategies
  - Reduction in provider reimbursement
  - Elimination of dental services
  - Agency hiring freezes
- Better assessment tools
- 21 states reported new initiatives.



# Policy Makers

- **Responsibilities:**
  - Design types of services
  - Payment and reimbursement system
  - Identify outcomes
  - Must have a accurate tracking system
- People with higher needs should receive the resources to meet those needs

# Evolution of Services

- Institutions, ICFMR's, Nursing Homes
- Sheltered Workshops, Day Habilitation
- Token Economies, Piece Work, Sub-Minimum
- Group Homes, Apartments, HUD Housing
- Shared Living, Family Support, Supported Living
- Supported Work, Customized Employment
- Self-Determination

# How is our Current System doing?

- What are the expectation of the customer/family?
- What are they getting from our Current System??
  - *OUTCOMES*
  - *UNMET EXPECTATIONS*
  - *AT WHAT COST*

*How long do you wait for a life worth living?*

*Have we built what people want?*

# What do you want from life?

- To be a part of something worth while
- To play a valued role
- To be able to have fun, friends, and love
- Live, Love, and Leave a Legacy
- What do you want to do for a living???
  - Everyone wants the same things be engaged in something worthwhile, play a valued role, be paid fairly so that I can live a decent life.

# Current and Future Challenges

- Ever increasing demand for services
- Current System inefficient
- Workforce shortage
  - People to do the work
  - Enough pay to attract and keep people
- Continued push for Community Based Services
  - Integration, Contribution, Self-Determination.

# Growth more than Demographics

- People are living longer
- Aging baby boomers
- Primary caregivers aging
- Higher percentage of people are accessing services
- Low turnover = less capacity

# Personal Allocation

- What does it cost?
- Why do some get more or less when it seems they have the same need?
- Is it fair?
- Is it efficient?
- Key to the whole system is the assessment tool
  - Developmental Disability Profile (DDP) vs. Support Intensity Scale (SIS)

# USA Declaration of Self-Determination

- Free white land owners
- 28% of people with disabilities live in poverty
- 16.1% unemployment rate - 70% don't work
- Education leads to equal opportunity
- Safety net for those who try and fail
- Don't take away the resources that make them successful



# Working-Age Adults with Disabilities

## 2008 Government Expenditures

- \$357 Billion - Federal spending
- \$71 Billion - State spending
- Over \$420 Billion percentage spent as follows:
  - 55% - Spent on Health Care
  - 41% - Income Maintenance
  - 3% - Housing and Food Assistance
  - 1% - Education, Employment and Training

# Federal Law

- Fair Wages for Workers with Disabilities Act of 2011
- Federal Procurement Preferences/Contactor Incentives
- Hiring Incentives to Restore Employment (HIRE)
- Reforming HCBS to be employment focused
- Internships and Apprenticeships
- Youth Transition

# CMS Update to Medicaid Waiver

Technical Guide on Employment Services Sept. 2011

- Adds core service definition by splitting supported employment into individual and small group
- Adds new service - career planning
- Clarifies that Ticket Payments are not in conflict with Medicaid services payments
- Clarifies PreVoc as time limited

# U.S. vs. R. I. & City of Providence

## 6/13

- DOL started investigation for 14c wage and hour violations
- ADA Olmstead investigation of sheltered workshop and the state system
- Unnecessarily segregated individuals with IDD
- Public school children at risk of segregation
- State and city must provide robust and person centered career development and placement

# New York State

## CMS Special Terms and Conditions

- Effective July 1, 2013 no new admissions to sheltered workshops
- State must develop a plan for movement to transform to community employment with a date to close all sheltered workshops
- Develop a work plan for students exiting the educational system to move directly into competitive employment

# State of Oregon

## DOJ files action against

- State discriminated against individuals by unnecessarily segregating them in sheltered workshops
  - Sheltered workshops afford little or no contact with persons beside paid staff
  - Wages earned are below minimum wage
  - Expectations so low that students from local schools are sent to sheltered workshops
- Actions Pending

# Sustainable Future

- Values around support to individuals
- Must manage the financial resources wisely
- Families must be a part of the solution
- Resources need to be shared fairly and efficiently
- Find alternative sources of support and funding.

# EMPLOYMENT DESCRIPTIONS

- Community Employment Services
- Job Development
- Employment Supports
- Personnel Services to Employers
- Self Employment Services
- Employee Development Services
- Employment Skills Training Services
- Organizational Employment Services
- Affirmative Business Enterprises



# Living/Residential

- Family Services
- Foster Family Services
- Host Family/Shared Living Services
- Community Housing
- Supported Living
- Respite Services
- Community Integration
- Mentor Services
- Self-Directed Community Supports and Services

# Demand for Residential Services

- Nationally
- 2001 – 70,000 people
- 2009 – 124,000 people
- The Medicaid spending is projected to double between 2009-2017
- 2009 – \$360 Billion
- 2017 – \$780 Billion

# State to State Comparison

## Top 10 and Kansas

State	% employed	Cost/ person	Number VR	Number SEP
Washington	65%	\$7,085	2,726	4,800
Oklahoma	65%	\$10,120	2,583	2,419
Connecticut	49%	\$14,112	1,171	4,115
New Hampshire	45%	\$16,111	1,036	341
Vermont	43%	\$10,697	1,538	973
Oregon	42%	\$19,190	1,783	1,192
Maryland	40%	\$14,574	2,238	4,693
Virginia	35%	\$12,116	3,714	1,832
Nebraska	34%	\$6,984	1,792	1,279
New Mexico	34%	\$7,753	1,205	1,279
Kansas	10%	\$16,078	1,607	271

# Organizations in the Future

- Needs to:
  - Affirm values identify gaps and the solutions
  - Have a clear mission and vision
  - Assign and assume roles
  - Commit to the change needed
  - Clearly articulate the plan and take action
  - Set milestones and outcomes that are both challenging and achievable.

# Social Welfare to Anti-Discrimination

- ADA Reasonable Accommodation
- Must address Personal Attendant, Technology, Transportation
- Social welfare must address long term needs of sustain funding
- Must guard against the old system of Paternalism, Arbitrariness, and Oppression

# Future Legislation

- Must address the long process
- Psychosocial investment (can't work)
- Anti-discrimination will not yield anymore
- Corporate employment policies
- Must focus on marketable skills and talents
- Universal Entitlements

# Five Things To Do

1. Develop a driving set of values
2. Use good fiscal management systems
3. Increased reliance on families
4. Allocate resources fairly and efficiently
5. Find resources other than Medicaid.

# Values

- Community integration
- Self-direction, choice, and power
- Relationships, family, friends and romantic
- Status and contribution
- Personal competence
- Healthy and safe
- Quality, meaningful lives



# Manage the Money

- Promote individualized funding
- Lower cost per person
  - Allocate efficiency
  - Utilization management
  - Service substitution
  - Agility in service provision
- Utilize new resources
- Manage the system “as one” not in pieces

# Strength Based/Value Based

- Never got any one a job based on their needs
- We bring our strengths to work everyday
- We bring our values to work everyday
- We also bring our weaknesses and bad habits
- Which do you think moves you forward?

# People Helping People

- Peer support networks
- Human service cooperatives
- Exchange networks
- Purchasing alliances
- Utilizing community assets
- Contribution to community
- Individual development accounts

# Purpose of the DD Act

- Assure individuals with IDD and their families participate in the design and have access to needed community services and individualized supports...
- Demonstrating the values of self-determination, independence, productivity, integration and inclusion in community life.
- Capacity Building, Systemic Change, Advocacy

# Project Search in Kansas

- Educational and employment program for high school youth with IDD
- Three rotations in a host business learning marketable transferable work skills
- Goal: individual competitive employment at 20 hours /week or more within 3 months of graduation
- Kansas is in the third year with a 75% success rate

# Project Search Lessons Learned

- We still need to work better at braiding funding
- Kansas has smaller communities where we need to modify the model
- Our legacy system for providing long term supports doesn't work well for employment programs
- We are funding the wrong outcomes

# Self-Determination is Key

- People need to believe in a better brighter future to be able to achieve the dream
- People can benefit from training and support
- Resources are available to support people becoming more self-actualized
- The Kansas Council on Developmental Disabilities can help provide resources and tools

# Kansas Council on Developmental Disabilities

Steve Gieber

Kansas Council on Developmental Disabilities

Topeka Ks.

Website: [www.kcdd.org](http://www.kcdd.org)

[sgieber@kcdd.org](mailto:sgieber@kcdd.org)

785-296-2609