

## NDACP NEWS

Volume 23



Summer, 2011



### Message from the Executive Director



### Expanding Employment Options

North Dakota, as well as the nation, is engaged in debate about the best way to expand employment options for people with disabilities.

Everyone wants people with disabilities to have meaningful jobs they enjoy, the ability to switch careers as anyone else would, to earn the best wages and benefits possible, and work in community settings that provide opportunities to build social capital.

**Greeting to all NDACP members & supporters.**

#### Mission Statement

Through collective and collaborative means, enhance, improve and advocate for positive change in the service delivery system for people with disabilities.

#### Statement of Values of NDACP

NDACP supports the viability of all existing members. Diversity of providers enhances quality.

We need to seek ways to assist people with disabilities achieve these goals, and to explore solutions to barriers we encounter.

There are many right ways for us to proceed in our quest to expand employment options. We need to have civil discussion within our industry on how North Dakota can best expand our options.

I have included portions of several national articles on employment options later in the news letter. The articles are too long to include in total. Each article can be found on our webpage, and the links are found at the end of the selected portion of the article.

*Barbara Murry*

**YOU CAN HELP! JOIN NDACP TODAY!**

NDACP is a statewide group whose member organizations provide a wide range of services for people with disabilities – developmental, mental and physical. Our membership is made up of North Dakota organizations that are governed by citizen Boards of Directors to provide services specifically for people with disabilities.

NDACP strives to stimulate public interest and understanding. We share information, expertise, and develop and enhance special programs. We conduct research and studies, promote advocacy, and are a proactive liaison with governmental agencies on behalf of all North Dakota citizens with disabilities.

Our Mission is to enhance, improve and advocate for positive change in the service delivery for people with disabilities. As a person interested in the Mission of NDACP, WE ASK YOU TO BECOME AN INDIVIDUAL MEMBER IN NDACP.

Individual Member benefits include: 1) Listing on the NDACP Website as someone who supports persons with disabilities, and 2) The satisfaction of knowing that YOU are helping in the ongoing struggle to obtain appropriate levels of service to people with disabilities.

**YOU CAN CONTINUE TO HELP OUR EFFORTS! PLEASE CONSIDER RENEWING YOUR MEMBERSHIP IN THIS DYNAMIC AND GROWING ORGANIZATION FOR THE SAKE OF THE PEOPLE WE SERVE!**



**Individual Membership  
2011**

Please consider membership in this dynamic and growing organization for the sake of the people we serve.

Yes, I want to join the advocacy efforts of NDACP. Enclosed is my check for \$10 payable to NDACP.

I am an employee of an NDACP Member.

No, I do not want to join now, but have enclosed a contribution of \$\_\_\_\_\_ to help the Mission of NDACP.

(Please Print)  
NAME: \_\_\_\_\_

ORGANIZATION: \_\_\_\_\_

STREET ADDRESS: \_\_\_\_\_

CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP CODE: \_\_\_\_\_

E-Mail Address \_\_\_\_\_

**MEMBERSHIP INFORMATION SHOULD BE SENT TO:**  
Barbara Murry, North Dakota Association of Community Providers,  
PO Box 7037, Bismarck, ND 58507-7037

**All memberships run until the end of 2011.**

**Memberships received after 10-1-11 will be applied to 2012.**

**Able:** Laura Van Eckhout,

**DHI:** Cindy Holweger, Danita Heilig, Gordon Johnson, Jessica Olson, Kara Odegaard, Kathryn Allery, Matt Meuwissen, Shannon Ehlers, Susan Weber

**Fraser:** Liz Thelen

**Friendship:** Dori Leslie, Patty Arett

**HAV-IT:** Amanda Kopseng Lies, Evelyn Meier, Loretta Baumbach, Margaret Hager, Mary Hager, Mary Ann Michelson, Melissa Sass, Nancy Schaeffer, Pamela Brewer, Sherrie Lien, Tammy Doubek, Tammy Hornbacher, Teha Haisley, Tim Huseth, Tina Selzler, Wanda Bowling

**HIT:** Denita Grosz, Laura Kouragian

**Knife River:** Candace Ramsden, Carol Nodland, Elizabeth Reynolds, Gina Weiler, Joyce Henke, Kelsey Hill, Lisa Buchmann, Lyn Haugen, Marilyn Jensen, Michelle Barnick, Tamera Wolf

**Lake Region Corp:** Alicia Dalzell, Alyssa Tofsrud, Amy Saari, Beverly Oehlke, Charlotte Burt, David Olson, Deb Johnson, Deb Schindele, Gloria Schlittenhart, Janice Johnson, Jean Aardahl, Jeff Jacobson, Jennifer Tollefson, Kari Kopp, Laurie Chepulis, Linda Brusven, Lisa Wessels, Paula Bertsch, Peggy Peters, Rodney Ivesdal, Stacy MacDonald, Teresa Stenson, Theresa Overbo, Tom Watt, Vicki Vinnard

**LISTEN:** Bethany Poole, Carla Tice, Cassandra Connell, Charles Bremseth, David Brend, Deborah Marthe, Denae Boushee, Deneka Lecy, Dixie Arnold, Dorothy Gomez, Jody Belanus, Krystal Roth, Laura Bolen, Mark Rath, Michelle Meagher, Michelle Mutscher, Nancy McKay, Paul Duckstad, Sharon Bakke, Sheila Rhoads, Thomas Martin, Veronica Miller

**Opportunity Foundation:** Andrea Peterson, Brad Peterson, Charlie Robinson, Cheryl Shortall, Christy Jeannotte, DiAnn Merk, Kathy Edblad, Kristen Jones, Leah Wells, Sonya Owen, Tony Puckett

**Pride:** Brenda Parker, Carol Gass, Darcy Severson, Dawn Thuen, Jani Seifert, Karen Horan, Lori Sitter, Shantell Meidinger, Suzy Jans

**Red River Human Services:** Don Leinen, Jr., Jana Sundbom, JoAnne Hartman, Melinda Barth, Pam Erlandson

**REM-ND, Inc.:** Alissa Hannah, Amanda McKinney, Beth Lemer, Betty Faul, Brenda Bednarz, Brent Mertz, Casey Schill, Cathy Stevenson, Charles Evanson, Cheryl Nelson, Cynthia Kirschenmann, Cynthia Mogard, Deb Carlson, Debora Clark, Diane Slominski, Edgar Tirado, Erica Rebenitsch, Fran Carroll, Gary Henry, Gretchen Hendrick, Harumi Pavlicek, Jade Tandeeski, Jeanne Nybo, Jill Foster, Jonathan Luke Brandt, Joyce Carter, Judy Dewitt, Kady Hirsch, Kari Titus, Larry Kraft, Linda Hughes, Lindsay Hovey, Lu Ann Hinderscheit, Mary Skadsem, Melane Knutson, Melinda Proper, Michelle O'Connor, Michael Matchett, Mickelle Arens, Nancy Bolte, Patricia Dettling, Patrick Kenneh, Paul Engeldinger, Quinlan Mikula, Shannon Nybo, Skip Narum, Trish Koop, Trista Johnson, William Feltus

**AARP:** Marlowe Kro

**Individuals:** Barb Hausauer, Nora Jangula, Roxane Romanick

Please let me know if your name has been missed, in error.

## **EXECUTIVE MEMBERSHIPS 2011**

**(\$100.00 Memberships)**

**Alpha Opportunities: Don Nelson**

**Ann Carlsen Center: Eric Monson**

**DHI: Sandi Marshall**

**LRC: Ellen Davidson**

**NDACP: Barbara Murry**

**RRHSF: Tom Newberger**

**REM: Brenda Niess**

# **2011 NDACP OFFICERS**

President: Sandi Marshall, Development Homes, Inc., Grand Forks

Vice President: Mike Remboldt, HIT, Inc., Mandan

Secretary-Treasurer: Don Nelson, Alpha Opportunities, Jamestown



## **FEATURED AGENCIES**

**Congratulations to Fraser, Ltd.**

**Chamber Doles out Awards**

Marino Eccher, Fargo Forum

On an afternoon of recognition for some of the area chamber of commerce's most successful business leaders, the keynote speaker shared a story of enrichment of a different kind.

His speech was particularly timely following a round of more local thank-you's from the chamber's award winners, chosen from a record 97 nominees. Winners were:

Fraser, Ltd. As Not-for-Profit of the Year. The organization serves about 1,000 children, youth and adults, assisting with independence, developmental and transitional issues.

## **Chamber Choice Awards**

### **Forum Insert 5-15-11**

**For over 100 years, Fraser, Ltd. has been serving people in and around Fargo. The mission to support children, youth and adults on their journey to independence is fulfilled through three programs: Comprehensive Children's Services, Transitional Youth Services and Residential Adult Disability Services.**

**Children's Services consist of a licensed childcare center which employs a special needs coordinator and includes therapy, early intervention screenings, and a multi-sensory approach for brain stimulation. This program supports 189 children per month.**

**Transitional Youth Services focuses on homeless youth intervention and served 635 young adults last year. The youth are offered independent living, education and support. Through this program, youth are supplied with the resources and support they need to fulfill their vision and prevent homelessness. Approximately half of the youth served meet the federal definition of homelessness.**

**Residential Adult Disability Services assists 90 adults ages 18 to 92 in order to develop and retain independent living skills so they are a part of the community.**

**In their last fiscal year, Fraser's 230 employees touched the lives of 1,000 different individuals. A recent audit indicates that nearly 90% of the money received goes back into programming. "We're not only passionate, we're skilled in what we do," said Sandra Leyland, Executive Director at Fraser. "We have really good, solid employees who each support the mission of the organization. They have the expertise and skill to support the mission of the organization. They have the expertise and skill to support individuals in this community who are striving for independence."**

**Leyland said they try to go above and beyond, wanting each person they assist to achieve their goals. She feels the hard work of the staff is a large reason they've been nominated for Not-For-Profit of the Year.**

**"We're honored, it's really flattering – it's a special feeling to be selected out for a tremendous number of very good, hard working non-profits in the community. That's what it comes down to. Fraser has an excellent staff that works hard. They deserve recognition for providing these services for people in need," she said.**

**The Chamber membership has allowed Fraser, Ltd. to be a team player within the community. Belonging to a greater cause, they are part of the bigger picture as a non-profit.**

**"It's really simple," Leyland said. "The community supports us, and we need to support the community in any way that we can and being a member of "the Chamber is one of the ways we can do that."**



## **Leyland Receives Walt Odegaard Leadership Award**

**FARGO – Sandra Leyland, Fraser Ltd. executive director, received the North Dakota Association of Nonprofit Organizations’ (NDANO) Walt Odegaard Leadership Award during the Annual Nonprofit Leadership Conference June 2 in Fargo.**

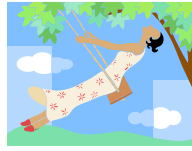
**The Walt Odegaard Leadership Award is given to an individual who has made a difference by strengthening the nonprofit sector through leadership, volunteerism and/or philanthropy.**

**From 1982 to 1987, Fraser Ltd. experienced the leadership of Sandra Leyland as their director of independent living. She became the executive director in 1992. Sandra exemplifies the mission of Fraser Ltd., “supporting adults and children on their life’s journey towards independence.”**

**Sandra was featured in the book *Beautiful Women of North Dakota* for the Beauty of Acceptance. In addition, Sandra was the cover story in the 2009 holiday publication of *Area Women*; she was recognized for her empathy, determination, advocacy, vision and strategic leadership.**

**“Sandra has been a leader in her community,” says NDANO Executive Director Dana Schaar. “NDANO is pleased to recognize her accomplishments and commitment to helping others, building community and improving quality of life in North Dakota.”**

**NDANO is the statewide membership association advancing nonprofit organizations through advocacy and public policy, education and training, resources and research, cost-saving programs and networking. Learn more at [www.ndano.org](http://www.ndano.org).**



## Friendship, Inc.

Living The American Dream”  
By Dori Leslie, Chief Operating Officer

It was just a normal day at work for me in Grafton, when a staff told me that a commercial laundry service was for sale. Once I heard this, I asked staff to take me to the business so I could drive by and see the place from the outside. That was in 2005. Fast forward to today and what a difference this drive-by has made to so many people whom we support, especially Keith.

Keith started working at All Seasons Laundry (ASL) the day we purchased the business and opened the doors. His love for this job has been so apparent from day one. This job has given him a purpose and a reason to get up in the morning. A few years ago, Keith was given a promotion at ASL to Assistant Manager. He proudly accepted the job. His duties in this role are so important to him and he takes them so seriously. Keith comes to work every day with a big smile. He monitors the commercial washers, to be sure they are loaded and working properly. He also turns them all on and lines up the carts according to what needs to be done each morning. He monitors the dryers so the items come out when the drying cycles are complete. He assists in day-to-day decisions that matter to the business. He is an important member of the ASL team. The people who work at ASL have all been working together for years and are a very close group. His co-workers look up to Keith when it comes to his work ethic, as he works so hard every day. With his ongoing social skills and supervisory training, he truly fulfills his duty as Assistant Manager to the fullest! As Assistant Manager, others depend on him to make sure that things are running properly. Keith knows exactly what needs to be done and gets it done!

This job has made a difference in his life. He is happier, healthier and so proud. He worries about the business when he is not there and treats it like his own. He has gained independence and so many skills that he never thought he had. He has also found a friend for life. Betty, who used to own the business, still works at ASL right next to Keith.

To walk into ASL and see Keith working is priceless to me. There is no employee who is more loyal than Keith....it fills his life with joy! ASL would not be the same without Keith!

### The Right Job for the Right Person

We all know finding the right job can make life seem complete and for Eric, his distribution job for the *FM Extra* has seemed to do just that. Eric is a fun loving, energetic guy who never likes to stay in one place for long. Finding the right job had presented a challenge for Eric and his desire to be on the move. His Person-Centered Support Team had felt that a delivery job would be the perfect fit for Eric. Eric and his staff scoured the city focusing on local distribution companies to try to find Eric his dream job. It was at the *FM Extra*, literally the last business on the list, that Eric met Shawn and was hired on the spot. Eric was technically subcontracted through Shawn for the first year of his employment with the paper. He had his own route that he completed every Thursday and had 35 stops. At each stop, Eric brings in the new edition of the paper and replaces the old papers with them. He is also responsible for stocking many of these stops along the route with the *Metro Magazine*, and at the end of each day, makes a trip to recycle all the old papers and magazines. Eric was doing great and loved being out

in the community and constantly on the move. Unfortunately, last fall the *FM Extra* was bought out by another company which led to Eric losing his job. It wasn't until this spring that Eric's staff received a call from Shawn, manager of the *FM Extra*, asking if Eric would be able to take on another, larger route, as one of her route delivery drivers would be quitting. She had been impressed with Eric and called him as soon as there was an opening to fill! Eric is back on the job and now has his own direct hire job, bigger and better than before! Eric's hard work and success has even led to several of his peers gaining temporary employment through the *FM Extra*, and his job has helped him to become more financially independent and his job skills continue to improve every week. It is easy to see how much this job means to Eric as he vocalizes with excitement at the start of each route day and shares a lot of laughter and hi-fives with staff all along the way. The *FM Extra*, along with Eric's can recycling route, *Metro* delivery route, and lawn mowing have made kept Eric extremely busy, and that has always been when he's the happiest.



# Up Coming Training Opportunities

Brochure and more information available at  
<http://www.ndacp.org/training.htm>

- |                |  |
|----------------|--|
| Sept 20        | <b>Mark Knuckles &amp; Associates: Fair Labor Standards Act Training</b><br>Bismarck, ND      Comfort Inn                |
| Sept 20-22     | <b>Mark Knuckles &amp; Associates: Commensurate Wage Compliance &amp; FLSA Training</b><br>Bismarck, ND      Comfort Inn |
| Sept, Oct, Nov | <b>Fourth Session Supervisory Training Series</b><br>Bismarck, ND      Comfort Inn                                       |
| Oct 11 – 14    | <b>Six State Summit</b><br>Boulder, CO   |

# ANCOR

## State Association View

### Credentialing: The Path to Leadership

Diane McComb  
Liaison to State Associations

**O**ne might argue that the field of disabilities knows no boundaries. For years, we've listened to the arguments about not introducing a credentialing model into the field of disabilities. *We don't want to restrict people with disabilities from hiring whomever they choose. We want to make sure every possible choice is an option. We don't have enough money.*

When I first spoke of credentialing as a goal years ago, I was met with all of the reasons why it wouldn't work. *We don't pay enough. Staff will organize and form a union. We can't possibly ask our staff to do one more thing.*

In many states, the first credential many of our DSPs attained wasn't from the field of disabilities; it was from the state board of nursing certifying their ability to administer medication. When talking with DSPs at the time, they were proud of the recognition of their skills, with one telling me, "I finally have a certificate that recognizes me as a valued professional." Within states, that credential was portable, allowing staff to move within agencies with the valued certificate that documented their skill that others may have lacked.

So how did we let the administration of medication become the first required training for many DSPs? More importantly, why did we allow another profession—a medical profession—to credential our direct support professionals? Disabilities is among the last human service professions to not require certification or a degree in order to work with people who have a disability.

But don't misunderstand: I don't think credentialing should be required of all people who work in the field. Likewise, I don't think all people with disabilities should be told who they should hire or what training should be required when they are self-directing their own services. Yet, certificate, credentialing, and degree programs abound for geriatric aides, child care workers, foster parents, behavioral health assistants and more.

We did a great disservice to the men and women who choose to work in the field of disabilities by not aggressively pursuing this avenue 25 years ago. Even today—with the availability of College of Direct Support courses, the National Alliance for Direct Support Professionals credentialing program, and the U.S. Department of Labor (DOL) DSP Apprenticeship Program—agencies and state associations are sluggish about advocating that their state adopt any of them. Citing the lack of available resources, the field plods along while many DSPs move to other human service sectors where credentialing fosters a career ladder that allows them to document their experience and their skills.

The DOL DSP Apprenticeship Program is ground-breaking. It is the first apprenticeship program in the human service sector in the country, and it was created with many partners, of which ANCOR was a primary player. So why should we do everything we can to promote this program? In a world where care-giving staff members are becoming increasingly scarcer, we need to do everything in our power to promote, empower, educate, and strengthen the direct support professionals who have chosen to work in the field of disabilities.

The DSP Apprenticeship Program allows us to identify DSPs who should be recognized and valued for work they do. There are three million DSPs who are pretty much invisible in the workforce. State Departments of Labor assign DSPs no specific identity, citing other types of human service workers, such as child care workers or geriatric aides. If we think the work we do is so unique, we need to carve out an understood identity in this arena.

The apprenticeship program will say to people with disabilities that they are valued—that they deserve competence in the people who work for them. While the program is voluntary, it will undoubtedly enhance DSP status for those who attain the credential. Once considered entry-level work, the demands facing a DSP today is significantly more sophisticated than three decades ago. Credentialing has shown that once adopted, there is a tendency for the workforce to stabilize. Once attained, people seek further education and competency-based training. Credentialing shines a light on career paths and often results in improved compensation for a trained workforce. After all a trained workforce is a more valuable, and valued, workforce.

U.S. DOL Apprenticeship Standards require 3,000–4,500 hours of On-Job Learning (OJL) with an additional 220 hours of related instruction. Training must take place in the areas of person-centered supports; promoting physical and emotional well-being; integrity and responsibility; confidentiality; justice, fairness, equity; respect; relationships; self-determination; and advocacy. Additional community support skill standards include community living skills and supports; facilitation of services; education, training and self-development; and supporting health and wellness.

Other requirements of the DSP are undergoing a criminal background check; providing a letter of commitment to DSP work and study; committing to a Code of Ethics; obtaining a letter of reference from their employer; and providing proof of at least six months of employment in human services.

Each DSP enrolled in the apprenticeship program must produce a portfolio over the course of two years, which is a representative collection of their work and study such as work samples, reflection and related instruction. They must demonstrate proof of mastery and ethical application of skills and knowledge. The portfolio must be submitted to qualified portfolio reviewers who use published guidelines to evaluate the merit of the portfolio evidence.

Data shows that today's turnover rates will not improve over the next several decades. They will remain high at 40%–55%, on average. Data also shows that for those agencies that support a credentialing program such as the College of Direct Support, their turnover is dramatically lowered to 15% in some instances. With the average cost of training running around \$5,000 per DSP, we have to ask ourselves why we aren't advocating with states for the full adoption of the apprenticeship program.

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## ***State Association View***

***When in Crisis—Innovate!***

***Diane McComb***

*ANCOR Liaison to State Associations*

Our country's economy finally seems to be moving in the right direction. Although it seems like it's doing so at a snail's pace, state revenue reports are starting to inch upwards, unemployment is receding from its former high of over 10%, and a few states are looking at increased funding for human services in FY 2012.

The last three years have been the worst on record for the economy and as predicted, the other side of this recession finds us staring at a future we can barely recognize. Those who have waited for things to get back to normal will have a very long wait—our future “normal” is still being defined.

So where are we? What's different from the pre-recession landscape for people with disabilities? Where will the trends take us and what opportunities lay in the future?

As of April, 45 states and the District of Columbia are still projecting budget shortfalls in 2012. Only Alaska, North Dakota, Wyoming, Alabama, and Arkansas are predicting balanced budgets. Further, only North Dakota has an FY 2012 budget that exceeds its spending for FY 2008. Every other state's FY 2012 budget is below pre-recession levels, and the states of Oregon, California, Nevada, Texas, Louisiana, Minnesota, Illinois, New Jersey, and Rhode Island are projecting budget deficits greater than 20% of their general fund next year. Things remain dire.

Our political climate is about as uncertain as it's ever been. We have an unprecedented move to social extremes, having lost representation by the moderates of both political parties at state and national levels. Twenty-nine states have newly elected governors.

National debt is at its highest level, the housing market—though showing signs of a very slow recovery—remains down. Unemployment continues at a stubbornly high level in many states. Furthermore, state agency leaders in intellectual developmental disabilities and behavioral health are falling victim to the political upheaval evident in our states. Predictability is very hard to come by.

In addition to the effects of the recession, there are other elements driving the turmoil such as Department of Justice inquiries, the very real threat of managed care taking over long-term services and supports, and the political hostage-taking of Medicaid by an all too conservative Congress.

A number of states are undergoing investigations by DOJ, and their reactions and responses vary. Georgia has placed a moratorium on all new admissions to state institutions and has a plan to close all within a few years. Virginia created a \$30 million trust fund and will close at least one state institution while reducing the census at others. Maryland closed its largest state residential center and one smaller one this year. Texas, on the other hand, pumped millions of dollars into shoring up its institutional system.

The sluggish economy and unsustainable funding for disability programs have states reaching for long-term budget solutions such as managed care, waivers for maintenance of effort, and global waivers. Managed care is moving like a tsunami across the country this year, and those who think behavioral health and intellectual disabilities will somehow be carved out should take notice. Illinois, Maine, Florida, Virginia, Kansas all are looking at proposals to put LTSS under a managed care framework. We need to be figuring out how this type of system can work in a positive way for people with disabilities and advocate vociferously for performance outcomes that are important to people with disabilities.

Many states are requesting waivers from Maintenance of Effort in their state Medicaid programs. We need to be on the lookout for a reduction in eligibility criteria that leaves some people with disabilities and behavioral health needs without medication and primary health care. We've witnessed the loss of state general funded programs in disabilities across the states in the past two years, resulting in thousands of people losing supports in community programs.

Over the last 40 years, we've created a system that cannot possibly be sustained financially into the future; yet, some among us continue to advocate maintaining the status quo. In a state experiencing a 16% funding cut, the association exec lamented, "In the past, we knew how to advocate for what we do; but, this year, every human service is cut just as deeply. There's nowhere to turn to make up the cut. We are all in this together." The time to innovate has never been more promising.

Some among us fret about all the turmoil, but others are seizing the moment to implement innovations that are redefining the way people with disabilities are supported today. There are real opportunities in the implementation of provisions in the Affordable Care Act; the credentialing of DSPs with the DOL DSP Apprenticeship Program, the College of Direct Support, the NADSP Credentialing Program; and technological advances morphing at the speed of light.

There are real innovation opportunities in this climate. New Jersey looks poised to submit a state plan amendment under the new 1915 (k) provision under the Affordable Care Act. Other states are moving forward with amendments under the expansion of the 1915 (i) provision

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There are real innovation opportunities in this climate. New Jersey looks poised to submit a state plan amendment under the new 1915 (k) provision under the Affordable Care Act. Other states are moving forward with amendments under the expansion of the 1915 (i) provision that will allow them to offer personal care and other supports without the requirement of people with disabilities meeting an institutional level of care.

Credentialing is finally inching forward with some states promoting the College of Direct Support system-wide (New Jersey); mentoring chapters of the National Alliance of Direct Support Professionals; and piloting the DOL DSP credentialing program (of which ANCOR and NADSP are co-authors).

*North Dakota is piloting the Apprenticeship program through partnerships with its state Departments of Labor and Commerce. The effort is being spearheaded by Fraser, Ltd.—who is working with both Minot State and Fargo Universities—to implement a certificate in disabilities that leads to a Bachelor of Arts in Special Education and national apprenticeship status.*

*Building on North Dakota's 41 modules in developmental disabilities, they have added 15 new courses to accommodate requirements of the apprenticeship program. There are more than 90 DSPs at Fraser, Ltd., and they are hoping all will become engaged in the apprenticeship efforts over the next two years.*

*It is clear that this effort is the result of the leadership of one agency leading the way. A similar effort is underway in Maryland, led by the association's HR Directors' network.*

While the economy will right itself eventually and the political climate will swing the other way at some point, people with disabilities continue to need some level of support to achieve meaningful lives in communities of their choosing.

Some speak of lowering expectations going forward; yet, we could instead choose to focus on changing expectations. We could instead create a culture of independence rather than dependency. The way in which we provide those services and supports is at the very crux of the political debate today as Congress weighs options about what to do with Medicaid.

We must strengthen our coalitions. We must listen with renewed effort to people with disabilities and their families. We must seize the opportunity to innovate—to do things differently—offering better quality, lower cost, and better access. We must.

*Author Link: Diane McComb is ANCOR's liaison to the State Association Executives Forum. She can be reached at*

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# Employment Options and Thoughts Changing Paradigms

## *Arc Collaboration*

By Ann Cameron Caldwell

The Arc and ANCOR have had and continue to build organizational ties in areas of shared interests. Two key areas of collaboration at the national level involve employment and technology relating to individuals with intellectual and developmental disabilities (I/DD).

In the employment arena, both The Arc and ANCOR's leadership are on the Board of Directors of the Alliance for Full Participation, where we work together in concert with other founding organizations to achieve AFP's goal of increasing the employment of people with I/DD by 50% by 2015.

In addition, The Arc is working with ANCOR to enhance efforts to bring information and education to families connected to people with intellectual and developmental disabilities of all ages on technology solutions. At the national level, The Arc's new "Technology for Smart Living Initiative" aims to invest in research, best practice development, and technology training—and will be partnering with ANCOR in the upcoming Technology Conference that will be held in Denver this fall.

The Arc appreciates the opportunity to collaborate with ANCOR and work together to advance full participation opportunities for people with intellectual and developmental disabilities.

Ann Cameron Caldwell is the Chief Research and Innovations Officer of The Arc. She can be reached by phone at 202-534- 3700 or by email at [caldwell@thearc.org](mailto:caldwell@thearc.org)



## **Columbus Dispatch, The (OH) DISPATCH EXCLUSIVE / HELP WANTED: JOBS FOR THE DISABLED LOST POTENTIAL**

By Jennifer Smith Richards THE COLUMBUS DISPATCH

Published: Monday, May 23, 2011 Edition: Home Final Section: News Page: 1A

If he had been born 50 years ago, Ian Baustian might have been institutionalized. Locked away. No one would have discovered whether he was capable of more.

Back then, Baustian wouldn't have been a laboratory clinical assistant at Fairfield Medical Center in Lancaster, where he works alongside people who don't have disabilities -- people who embrace him and his autism.

His kind of story is both triumph and tragedy, as far as advocates are concerned. As far as Ohio has come in employing developmentally disabled adults, the state has much further to go, they say. About 21,000 developmentally disabled Ohioans who receive services through their county agencies are employed, but seven of every 10 are segregated with other disabled workers instead of working in community-based jobs such as Baustian's. That rate is roughly the same as it was a decade ago. Twenty-four states do a better job than Ohio at finding community-based work for disabled adults.

Advocates say that means too few people with developmental disabilities -- everything from autism to Down syndrome to brain injuries -- can meet their potential. Too few have the opportunity to earn a good wage. Too few are offered the chance to live lives of dignity.

Too many people are shredding documents or sorting clothes hangers or assembling cereal boxes with only other disabled workers. "We can't make the assumption that they're not capable of doing something more," said John Pekar, superintendent of the Fairfield County Board of Developmental Disabilities.

Three things are keeping Ohio from moving forward, advocates say: complacency, the economy and prejudice. Good enough? In the 1960s, Ohio brought developmentally disabled people out of institutions and homes and gave them a way to make friends and work in a safe, secluded environment. "At that time, opportunities and employment for folks with disabilities didn't exist. The cutting-edge approach was sheltered workshops," said John L. Martin, director of the Ohio Department of Developmental Disabilities. "People from other states came to see what we were doing in Ohio." Decades later, the once-progressive workshop system remains strong in Ohio.

The remainder of this article can be found at the bottom of the page at:

<http://www.ndacp.org/news.htm>

Or the following link:

<http://www.ndacp.org/Subminimum%20Wage%20Article%202%20Columbus%20Dispatch.pdf>



## **ACCSES POSITION PAPER**

### **THE CONTINUUM OF APPROACHES NECESSARY FOR ENHANCING EMPLOYMENT OPPORTUNITIES FOR PERSONS WITH THE MOST SIGNIFICANT DISABILITIES**

#### **An Analysis of and Recommendations Regarding Disability Employment Issues That Include Center-Based Employment and Section 14(c) of the Fair Labor Standards Act**

On March 9, 2009, Senator Tom Harkin held a hearing before the Senate Committee on Health, Education, Labor, and Pensions to address a fundamental public policy question regarding the employment of persons with significant disabilities—what policies, practices and procedures will facilitate the promotion of employment for persons with significant disabilities and at the same time prevent their exploitation by employers? More specifically, the hearing raised questions about the Section 14(c) program under the Fair Labor Standards Act (special minimum wage) and centered-based employment programs operated by community rehabilitation programs (CRPs).

The purpose of this paper is to articulate ACCSES' values and principles regarding the continuum of approaches necessary for enhancing employment opportunities for persons with the most significant disabilities. In addition, the paper presents a specific set of recommendations for expanding and improving the continuum of approaches, including center-based employment programs, and a separate set of recommendations related to special minimum wages under Section 14(c).

ACCSES represents more than 80 partner organizations across the country as the Voice of Disability Service Providers. ACCSES works to promote and enhance community-based solutions that maximize employment and independent living opportunities for people with disabilities through collaboration with government and

other stakeholders to assure that services recognize and support the full potential of each person with a disability to enjoy a meaningful life.

In order to understand our positions, it is important to address several misperceptions about centered-based employment programs and special minimum wages. With respect to center-based employment programs, there is a misperception that all or most workers are paid a wage that is less than the federal minimum wage; this is simply not the case. With respect to Section 14(c), there is a misperception that the law only permits workers with disabilities who are unable to meet productivity standards to be paid wages below the applicable minimum wage when in fact the law enables such workers with disabilities to be paid above the minimum wage (e.g., \$10-12 an hour) but below the prevailing wage in the community when they are working on Federal service contracts. Thus, the reality is that consistent with the Fair Labor Standards Act, center-based programs pay their workers a range of wages commensurate with their productivity, including wages that are:

- Less than the federal minimum wage (Section 14(c)),
- Above the federal minimum wage but less than the prevailing wage (Section 14(c)),
- At or above the minimum wage, and
- At or above the prevailing wage.

The remainder of this article can be found at the bottom of the page at:

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<http://www.ndacp.org/Continuum%20of%20Approaches%20Necessary%20for%20Enhancing%20Employment.pdf>

