

**REPORT OF THE  
JOINT SUBCOMMITTEE STUDYING**

# **Supported Employment**

**TO THE GOVERNOR AND  
THE GENERAL ASSEMBLY OF VIRGINIA**



## **House Document No. 24**

**COMMONWEALTH OF VIRGINIA  
RICHMOND  
1988**

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Report of the  
Joint Subcommittee Studying  
Supported Employment  
To  
The Governor and the General Assembly of Virginia  
Richmond, Virginia  
November, 1987

To: Honorable Gerald L. Baliles, Governor of Virginia,  
and  
The General Assembly of Virginia

AUTHORITY FOR STUDY

The joint subcommittee was created pursuant to House Joint Resolution No. 308, agreed to by the 1987 Session of the General Assembly. The resolution directed the subcommittee to evaluate the supported employment program in the Commonwealth and determine the feasibility of the inclusion of physically handicapped persons who might benefit from such a program as well as the funding mechanism to accommodate such individuals. The joint subcommittee was also directed to consult with the Department of Rehabilitative Services, the Department for the Visually Handicapped, the Department for the Deaf and Hard of Hearing and representatives of vocational rehabilitative facilities.

DEFINITION

Supported employment is defined as on-going professional support provided by a coach at the job site for disabled persons who could not gain employment or maintain this employment without assistance. Employment counselors provide aid in every aspect of a person's employment, from basic daily living skills through adaptation of the workplace to accommodate an individual's disability. Support can be intensive depending on particular needs but is usually phased down as an individual becomes more adept.

RECOMMENDATIONS

The joint subcommittee, after hearing testimony and reviewing various data, recommends an appropriation totaling \$2,062,000 for the biennium (\$756,000 in 1989, \$1,306,000 in 1990), as presented in the program needs analysis to be added to the budget request for the Department of Rehabilitative Services. This would enable DRS to include the physically disabled in its existing supported employment system to fill a current service gap. The Department will head a joint effort between themselves, the Department for the Visually Handicapped, the Head Injury Foundation, the Cerebral Palsy Center, VCU, and employers.

The joint subcommittee recommended this action as one of those rare occasions where social and fiscal policy merge. In these fiscally conservative times, it would be in the state's interest, as well as her citizens', both handicapped and non-handicapped, to adopt such a program of supported employment for the physically disabled. On the cost benefit side, money which was currently being expended would technically be redirected and benefits would not necessarily accrue to the agency expending the funds. On the social benefit side, improvements in life for handicapped individuals as well as those around them have been extensively documented and are more valuable than a dollar amount.

#### BACKGROUND

The National Council on Disabilities estimates that 35 million Americans have disabilities which limit their participation in routine activities and that another 50 million family members are affected by their limitations. According to the 1980 Census, 8.5 percent of the population aged 16 to 64 reported a work-limiting disability. Approximately 30 percent of the population over 65 is disabled according to the Social Security Administration and the National Center for Health Statistics.

The proportion of the population that is disabled and the demand for accessible buildings, programs and services for disabled people continue to increase for various reasons:

- Advances in medical technologies improve life expectancies and recovery rates for all types of disabilities.
- New technologies have created training and employment opportunities.
- Better transportation and mobility, assistance devices and other designs improve the participation of disabled people in all aspects of life.
- As a result of the combination of advocacy organizations, laws and programs, there now exists a strong moral presumption of rights to equal access, opportunity and responsibility to contribute to the system.

The economic impact of disability affects us in various ways:

- Sound economic development relies on a strong human resources base and experience has shown that disabled people are excellent employees - their major obstacle to overcome is perception by others as to their limitations.
- Dependence costs are steep and institutionalization is expensive for any group. Dependency not only drains the tax base but contributes nothing. A 1984 study puts the cost of institutionalizing a mentally retarded person at \$24,000 per year or more. Supported employment is seen as one of the services which can eventually pay for itself by reducing dependence. Students today are guaranteed equal education at great cost and many are having to be maintained at home,

incurring costs for SSI/SSDI benefits and causing a loss of earning power. Adult activity participants incur SSI/SSDI payments in addition to the \$4000 (1985) annually that it costs state and local governments to maintain a person in a non-work center. Costs are also incurred in the loss of employment by a parent who must forego meaningful employment in order to maintain that child at home after he has finished his education and has nowhere to go. Approximately eight percent of the gross national product is spent each year in disability programs, much of it support programs seen by many to promote dependence.

Access to employment and education programs is seen to be the key to unlocking the dependency cycle. A disability rights movement has gained momentum and resulted in many legal protections, including the Rehabilitation Act of 1973, the Education for All Handicapped Children Act (PL 94-142 in 1975) and initiatives taken by the various states with regard to physical and programmatic accessibility.

- Programs designed to meet the need of the most severely disabled people are expensive, but the majority of disabled people are capable of competing on equal grounds with others. These programs are seen to be no different than other higher specialized employment training and education programs and they yield contributing taxpayers to the system as well as reducing their dependence on others. National estimates show that traditional day support and vocational services for persons with severe disabilities cost nearly one billion dollars annually, yet low individual wages and segregation from the mainstream of the community work force are commonplace.

#### THE GOAL OF EMPLOYMENT

Equality in employment opportunity has been a consistent goal in this society, and usually when people have held lower aspirations for the work potential of a particular group those assumptions have proven to be false. These assumptions have been discounted as soon as equal opportunities and proper training became available. The traditional job role may be difficult to sustain by disabled individuals, but alternative supported employment opportunities help to bridge the gap.

A related index of a successful employment program for the disabled is integration into the community. Regular access to interactions with individuals without identified handicaps and regular use of normal community resources represent important results of the service and opportunities available to each person with a disability.

Employment is a critical aspect of the lives of most adults in our society whether their work involves highly paid career specializations, entry level jobs, or working in situations where on-going support services are provided. Paid employment offers opportunities to expand social contacts, contribute to society, demonstrate creativity and establish an adult identity. The income generated by work creates purchasing power in the community, makes community integration easier, expands the range of available choices, enhances independence and creates personal status.

Over the last ten years, Virginia has become a national innovator in improved, state-of-the-art employment services for persons with disabilities through the demonstrated effectiveness of supported employment as an alternative to workshop or center-based programs.

The purpose of the supported employment initiative is to develop jobs in competitive industry for persons with severe disabilities whose traditional work opportunities have historically been limited to sheltered or work activity level programs. Supported employment involves the use of trained staff at the competitive work site to assist the disabled worker and employer through skill training and other support services including essential, long-term, on-going support at the work place, as needed. This support can be provided to an individual worker or to a small group of workers.

#### FEATURES OF SUPPORTED EMPLOYMENT

- The purpose of the program is employment with all of the general expectations of a job such as wages, job security and performing meaningful work.
- Rather than spending time preparing an individual for some job in the future, the focus of supported employment is on providing on-going support required to get and keep a job.
- Emphasis is placed on creating job opportunities rather than just skills training.
- The supported employment concept assumes that all persons, regardless of degree of disability, have the capacity to participate in appropriate employment with on-going support.
- Contact and relationships with people without disabilities who are not caregivers is emphasized, both on and off the job. Consumers work with non-handicapped workers and are exposed to behavior requirements and expectations of the non-handicapped world.
- Because this program is flexible due to the wide range of jobs in the community, there are many ways of providing support options.
- Without supported employment, clients would probably either be attending a sheltered workshop or day support program or be at home without a day support program. Supported employment clients in the work force previously earned only \$200 per annum and were receiving government financial assistance. The average wage in one supported employment program is \$435.60 per month, while the average monthly wage of sheltered workshop employees is \$103.87.
- A mean employment time of 8.2 months the first year has been documented for clients given supportive services.
- Approximately 50% of clients work full time and 50% work part time in unsubsidized jobs and earn at least the federal minimum wage. Over 50% receive fringe benefits.

- Many employers have utilized the Targeted Jobs Tax Credit (Revenue Act of 1978).

### LIFE QUALITY IMPROVEMENT

Aside from business and financial benefits of supported employment, the crucial benefit is the improvement in the quality of life not only for the client but also for their families and those around them. Improvement includes:

- Physical health - clients appear to be healthier than their counterpart in sheltered workshops. Supported employment also appears to enhance the self-image and community acceptance of these workers.
- Financial independence - clients generally earn more money and respond by taking at least partial personal control of their finances.
- Community integration - consumers have reported the more independent use of community facilities such as public transportation, restaurants, banks and recreational facilities.

### COST/BENEFIT ANALYSIS

The costs of supported employment, due to its very nature, decrease over time due to a gradual lessening of supervision and support as the disabled workers become more independent and accepted in the mainstream.

Supported employment is less expensive than center-based programs as shown by cost comparisons. In the first year, annual cost for an adult day program was \$5,916 per client; a sheltered workshop was \$3,744 per client and supported competitive employment was \$3,182 per client.

Table 1\*

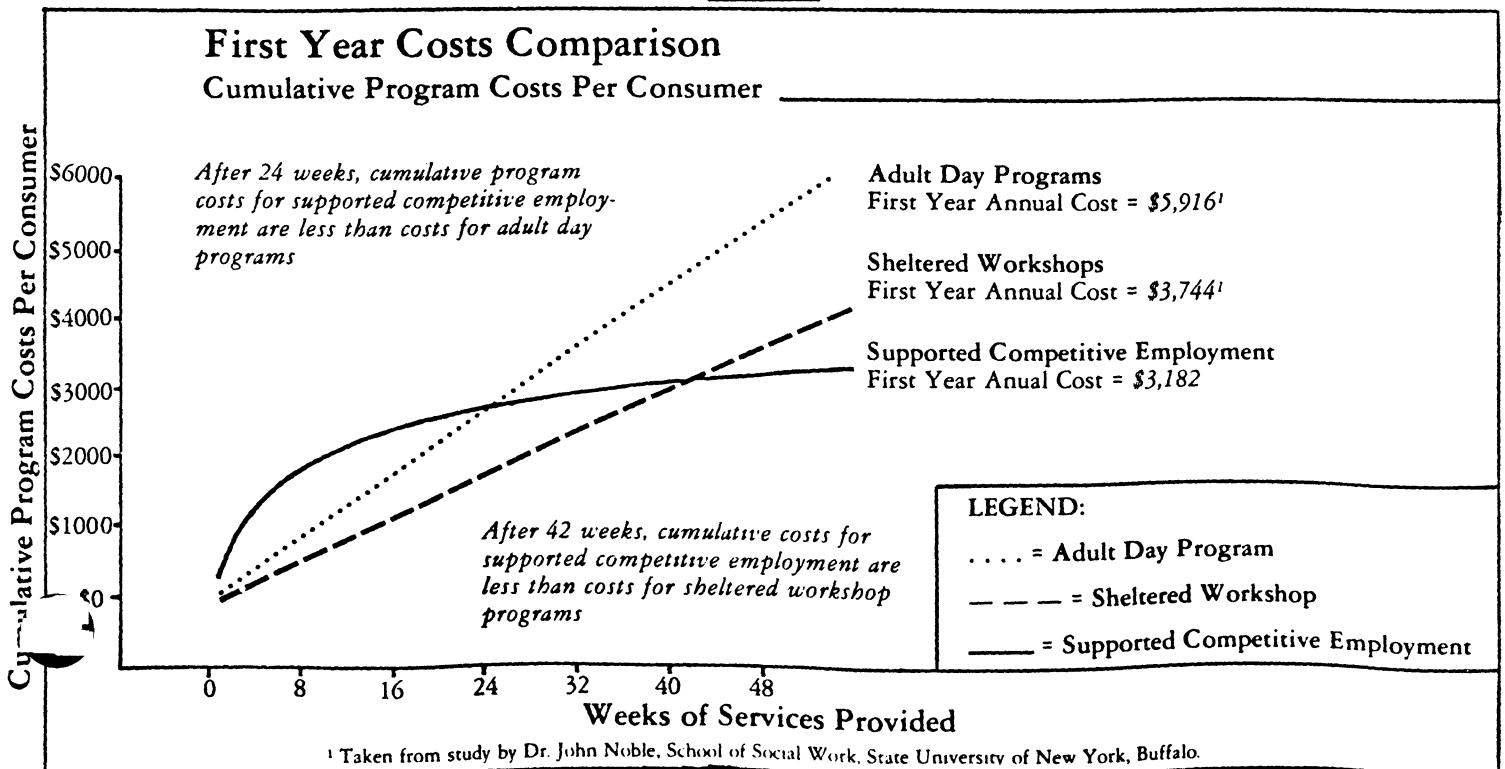
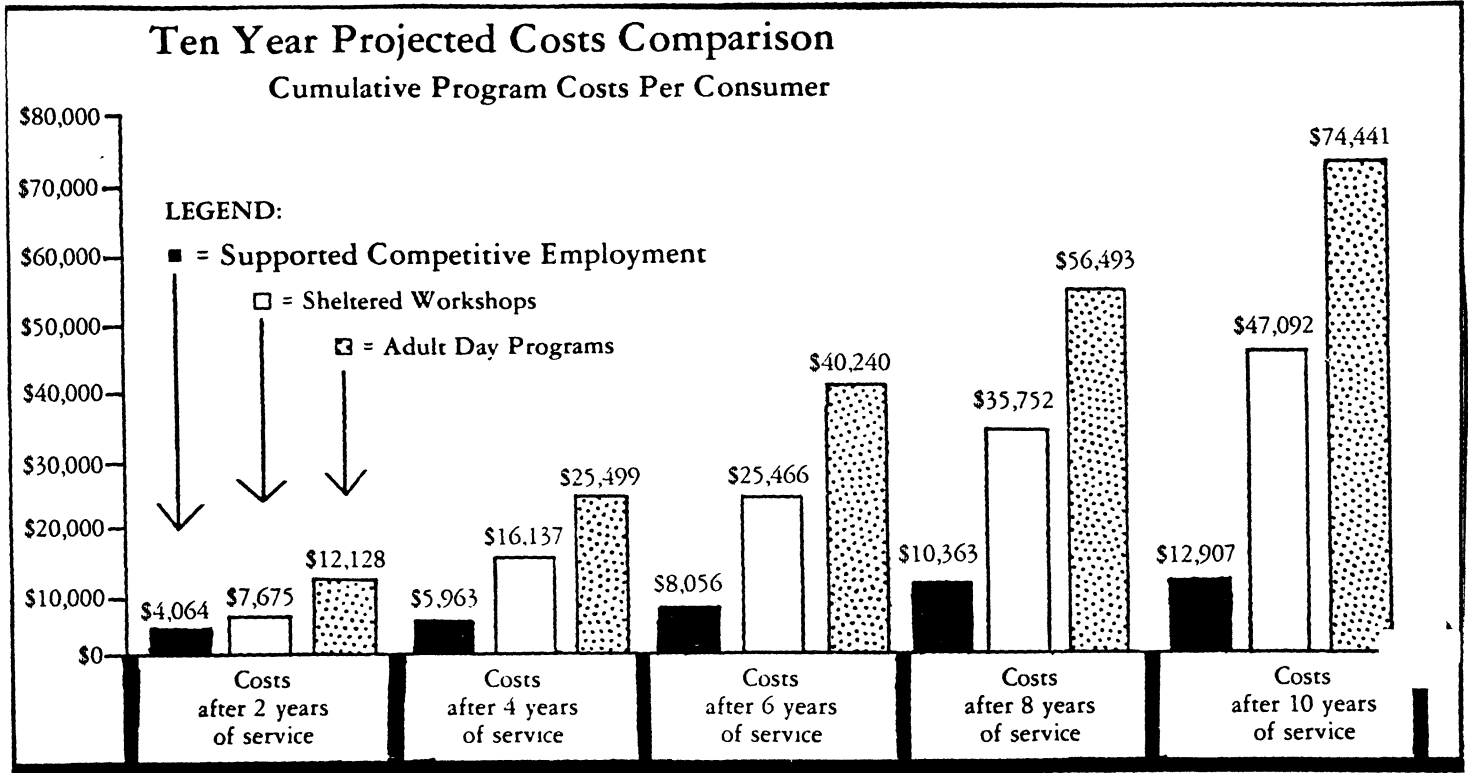


Table 2\*



\*Cost figures for the Adult Day Programs and Sheltered Workshops were developed in a study by Dr. John Noble. Supported employment costs are based on actual records by the Rehabilitation Research and Training Center at Virginia Commonwealth University and are based on mean hours of intervention to place 206 consumers into 315 positions multiplied by \$20.83, which was the current approved unit rate for these services by the Department of Rehabilitative Services.

As a comparison, the Virginia Job Training Partnership Act (JTPA) was created in 1982 to establish programs to prepare non-handicapped youth and adults who were unskilled for entry into the labor force. It affords job training for economically disadvantaged individuals and those experiencing serious barriers to employment and assists them in obtaining productive employment. It also provides services to the dislocated and older worker. An excerpt from the Act's annual report shows the cost of this job training program:



### ***Performance Measurement in Virginia***

All seven performance standards established for JTPA by the Department of Labor were exceeded in Virginia during Program Year 1985.

#### ***Virginia's Performance vs. Standards***

<b>Performance Measure</b>	<b>Performance Standard</b>	<b>Actual Performance</b>
<b>Adults</b>		
Entered Employment Rate	52.69%	69.06%
Cost/Entered Employment Rate	\$4,492.57	\$2,574.66
Average Wage at Placement	\$4.02/hr.	\$4.42/hr.
Welfare Entered Employment Rate	46.36%	59.41%
<b>Youth</b>		
Entered Employment Rate	34.67%	50.74%
Positive Termination Rate	78.91%	79.52%
Cost per Positive Termination	\$2,972.41	\$2,183.20

#### SUPPORTED EMPLOYMENT SPECIALIST

Crucial to the concept of supported employment is the person often referred to as the job coach. Without the intervention and aid of this specialist, the program could not work. Through careful planning with the individual, parents or guardians, employers, coworkers, rehabilitation counselors and other service providers, the supported employment specialist help people with severe disabilities achieve competitive employment. Based on data collected by RRTC at VCU, a specialist usually has 15-20 clients and his time is spent in the following manner:

ON JOB SITE = 67.4%

Active = 61%

- Orienting client to job site
- Assessing client job skills
- Training for initial skill acquisition
- Advocating for client
- Collecting instructional intervention data

Inactive = 6.4%

- Fading from site

OFF JOB SITE = 32.6%

Screening & Evaluation = 1.1%

- Reviewing client records
- Client interviews

- Communication with parents/guardians/involved agencies
- Observation of client
- Client specific job development

Program Developmeng = 2.4%

- Writing task analysis
- Developing behavioral intervention programs

Employment Advocacy = 11.1%

- Employers
- Coworkers
- Customers

Non-Employment Advocacy = 2.5%

- Parents
- Bus drivers
- School personnel
- Landlords
- Case managers
- Bank personnel

Client Training = 2.8%

- Money management
- Transportation
- Family
- Grooming
- Counseling

Travel and Transporting = 12.7%

- Traveling to job site
- Meetings re: client
- Travel to client's home
- Transporting client anywhere

For an explanation of how the process works, a sample case history scenario would read like this:

SUPPORTED WORK MODEL:  
A CASE STUDY OF AN INDIVIDUAL WHO  
IS DISABLED DUE TO A TRAUMATIC BRAIN INJURY

REHABILITATION RESEARCH AND TRAINING CENTER  
Competitive Employment with Support  
For Persons With Traumatic Brain Injury  
VIRGINIA COMMONWEALTH UNIVERSITY / MEDICAL COLLEGE OF VIRGINIA

Supported Work Model: An Illustration of Competence

Case Study: Eric

Employee Characteristics. Eric is a 26 year old man who was injured in a car accident at age 21. His accident left him traumatically brain injured (TBI) with resulting physical handicaps and cognitive deficits. Eric has right side hemiplegia with no use of his right upper extremity, left hand ataxia with an absence of fine movement and slow gross movement. His ambulation is difficult with poor balance, difficulty stooping, and a pronounced limp in his gait. Eric also has Brittle Diabetes requiring a special diet, blood sugar checks daily, and insulin injections as needed. Eric tires easily, has poor short-term memory, and problems processing information.

Eric received vocational rehabilitation following his injury which included a vocational evaluation and therapeutic services such as physical and occupational therapy. He received independent living skills training in areas of cooking, transportation, and budgeting.

He expressed an interest in computer programming to his rehabilitation counselor who then enrolled him in an introductory course in data processing at a local college. He experienced a good deal of difficulty in completing his course assignments satisfactorily and on time so it was decided not to continue his coursework in computers and information management. Eric, however, continued to be interested in the field of data processing and

computer operations but lacking any other options worked as a volunteer for a short period at a local hospital. He was unable to independently get work and maintain employment. Later through a neighbor, Eric was able to work part-time doing data entry a few hours each week when there was enough work.

Employment Record. Four and one half years after his injury, Eric was referred for supported employment services. After assessing Eric's skills and interests and screening the local community job market, the supported employment specialist arranged for him to become employed as an Order Entry Operator for a pizza delivery business. Eric's job duties consisted of taking incoming calls from customers ordering pizzas and routing the order to the appropriate distribution center via a computer terminal. The employment specialist started with Eric the first day of employment and provided the major portion of training, advocacy and service coordination for a seven week period to enable Eric to perform the job duties to the employer's satisfaction. Beginning at the 7th week, the employment specialist began to fade her intervention from the employment setting. By the 12th week, intervention time was less than 20 percent of the time that Eric was at the job site.

Problems Presented and Nature of Intervention. There were minimal problems with acquiring the skill. Eric reached 100 percent accuracy by the second week of employment. However, because of physical limitations, Eric was unable to work fast enough to meet the required production rate. Factors which

contributed to his slow speed were an inability to press the shift key with other keys simultaneously, periods of increased extraneous movement caused by his ataxia, and generally poor fine motor skills. Also, Eric displayed frustration when correction procedures were implemented by the employment specialist.

The employment specialist spent a very short period of time training skill acquisition. Instead she spent a large part of her time analyzing problems related to productivity and then coordinating services with others to solve them. In the capacity of services coordinator, the employment specialist arranged for an occupational therapist to visit the employment setting and together (employment specialist, O.T.R., and Eric) discussed changes and adaptations that would help to increase Eric's work speed. One adaptation was a wooden lap board built to fit to Eric's chair in order to better position him to his work space and to expand it. The lap board was designed by the O.T.R. and built by a friend of a staff member. There were three different lap boards built from scrap wood before the final one was accepted as optimal for Eric's working position. The materials and labor were volunteered but an estimate of the cost was figured at \$64.50. A city map was laminated with tabs added to the edges of the pages to make page turning easier. Finally, a shift key switch was added to allow upper case keying with just one hand. A person with skills comparable to that of a rehabilitation engineer was contracted for \$50 to visit the employment setting, design and fabricate the shift

key device. The O.T.R. was employed by the same organization that provided the employment specialist, and thus there was no additional charge for her service. However, she spent just under 4 hours in consultation on the job site with Eric and the employment specialist which if charged would have been approximately \$240 (4 hours x \$60/hour). Eric had also been receiving services from another occupational therapist who also visited the employment setting and was involved in the discussions of adaptive devices. Her time was paid through the Eric's insurance policy.

During the time that adaptations were being planned and fabricated, the employment specialist completed part of the work for Eric in order to keep the production rate within acceptable limits. This is part of the supported employment service guaranteed to the employer.

To help Eric with short-term memory problems, a memo station was mounted above and to one side of Eric's work station which provided a list of important steps to remember when taking orders. During the training period, the employment specialist worked with Eric on learning the basic routine of the work activity. However, there were often exceptions which called for changes in the basic routine, e.g., if a customer ordered 10 or more pizzas, they were given a 10 percent discount. The memo pad assisted Eric in responding to the exceptions by providing written cues. When Eric was unsure of the sequence of steps to complete the order, he referred to the memo pad.

Eric's frustration when corrected decreased as he improved with his job duties. However, the employment specialist worked on these problems with Eric by use of basic extinction techniques when he would respond inappropriately to her correcting his mistakes, i.e., she would ignore him and look away. Another problem which arose was frequent request for special considerations which were related in some way to his disability, i.e., his diabetes. Eric started checking his blood sugar levels from three to four times each day. He also asked for a longer lunch break and requested to have his break right in the middle of the day (at the peak ordering time for pizza deliveries) when other employees were required to wait until the peak hour was over. Again, the special consideration was requested because of his diabetic condition. He also asked if there could be an inservice done for the rest of the employees on diabetes in case he ever needed emergency care. Some of these requests were viewed as reasonable, and some were viewed as asking the employer to make too many accommodations. The employment specialist decided to ignore the requests that were viewed as "too much" but to encourage Eric to approach his work supervisor with all such requests. The employment specialist worked with the employer on treating Eric as "any other employee".

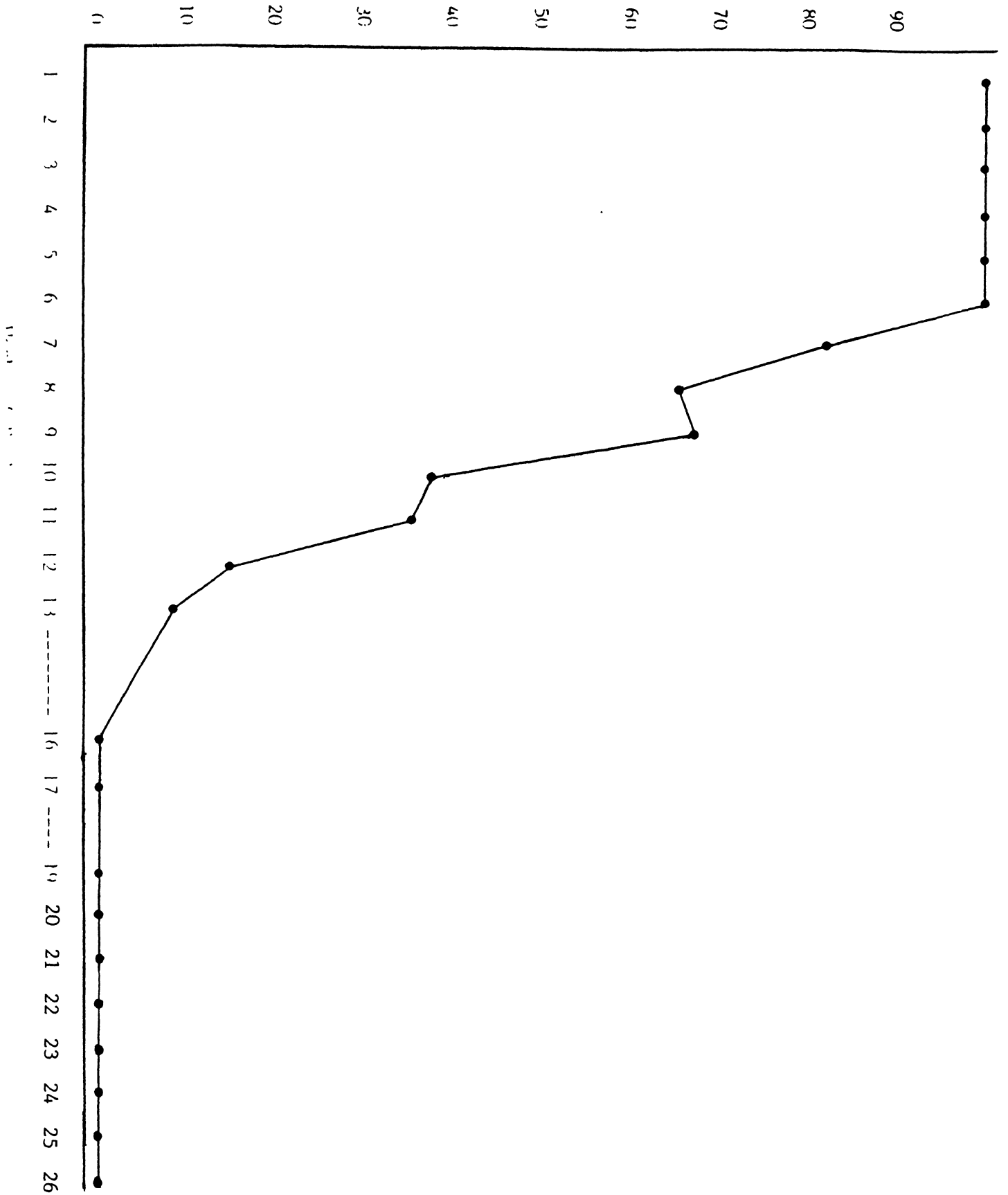
Length of Employment Specialist Intervention Time. The employment specialist provided fulltime job-site intervention for the initial six weeks of Eric's employment. To date, this has equalled 150 hours of trainer intervention time. Fading began in



the 7th week of job-site training and gradually decreased over the next five weeks. By the 13th week of training, trainer intervention hours had decreased to 1.5 hours and stabilized to less than one hour by the 19th week. Initial training requiring the majority of employment specialist intervention hours was 150 hours. The fading period shows a gradual reduction of intervention time; 48 hours and 40 minutes before the intervention began to stabilize at less than one hour per day and then less than one hour per week by the 14th week. The graph on the following page provides an illustration of the employment specialist intervention time.

Outcome Measures. Eric was employed at \$4.15 per hour for 20 hours per week. After 26 weeks of employment, he has earned over \$2,100 in wages and paid over \$450 in taxes. He began to remove some of the adaptations made to the computer as his arm and hand coordination greatly improved after extended practice of his job duties. It is possible that with cognitive and motor familiarity with the work duties that Eric's entire performance improved as his confidence increased. After a conversation with his employer, Eric initiated plans to resume community college coursework in areas designed to enhance his potential for advancement in the company where he works. Realizing the potential of his earnings, he is exploring possibilities of moving out of his family's home and living on his own.

Percentage of Time Employment Specialist Provided Active Intervention on Job-Site



Initial training and fading to a point where Eric was stabilized in his work situation, required an expenditure of just over \$5000. During the long-term follow-along period, the employment specialist will continue to make contact with Eric and/or his employer at least 3 times per month which will cost from \$40 to \$54 per month or approximately \$600 to \$650 per year to help ensure his employment retention. Eric will earn close to \$5000 per year and pay over \$900 in taxes, thus contributing to the tax base which provides for the publically funded follow-along support service.

The alternative for Eric as well as many other persons with head injuries might be as or more expensive with much longer time periods before achieving the final goal of employment. Pre-employment training programs can cost as much as \$5000 per month without any guarantee of a gainful employment being the outcome. With the supported work model, employment is achieved at the outset of the publically funded service delivery.

## BACKGROUND ON STATE SYSTEM

- Virginia received a five-year federal demonstration grant from the Rehabilitative Services Administration in September, 1985, to establish a State System of Supported Employment
- The state system, administered jointly through the Virginia Department of Rehabilitative Services (DRS) and the Department of Mental Health, Mental Retardation and Substance Abuse Services (DMH,MR&SAS), has successfully identified mental disabilities through a shared funding strategy between limited funding of local DRS offices, and the long-term funding of local community services boards and state, mental health/mental retardation dollars. Ten to twelve one-year, start-up grants are also available each year through the federal grant dollars of the state system.
- As of May, 1987, 30 official supported employment providers existed throughout the state. These providers are jointly funded and sanctioned by DRS and the local community services boards with state and local dollars to provide long-term, supported employment services to persons with severe mental disabilities. Many more providers are emerging daily.
- In May, 1987, the Department of Mental Health, Mental Retardation and Substance Abuse Services, and the 40 community services boards (CSBs) throughout the state have conducted a major planning study of the Comprehensive Service System. Review of the comprehensive plans from each of the 40 community services boards show that 100 percent of our CSBs intend to initiate and/or expand supported employment services within their localities over the next biennium. Boards also show, however, that current allocations to serve projected clients with mental disabilities are inadequate. No board has identified a funding mechanism or a priority to serve its citizens with physical disabilities in supported employment.

## THE ISSUE

- Supported employment is a major federal initiative being funneled into the state systems through time-limited funds available through state vocational rehabilitation (V.R.) dollars.
- These new V.R. time-limited dollars provide only for the first phase of intensive training for each individual. The less expensive, but equally important on-going support phase funding falls back upon those agencies responsible for long-term client support.
- For persons with mental disabilities, on-going support is provided by the Department of Mental Health, Mental Retardation and Substance Abuse Services and the local community services board system. During the next five to ten years, as our system begins diverting funds from center-based programs to industry-based supported employment programs, previous allocations of on-going support dollars will not prove adequate. The need to gradually expand new services while gradually reducing center-based approaches without

disenfranchising clients who may still require center-based approaches, will require a boost of day support dollars, in general, to our system.

- To include persons with severe physical disabilities in the potential client pool will clearly require an additional funding boost.

- The projected potential client population of persons with mental disabilities who may benefit from supported employment services is estimated at 4,000 to 5,000 persons.

- Unfortunately, no valid source of information is currently available to estimate the number of persons with physical disabilities who might benefit from supported employment since no primary agency has been designated to identify and serve these individuals in Virginia. We do know from demonstration efforts that persons with the following physical disabilities can benefit from supported employment, and these services must somehow be made available to them:

- persons with visual impairment
- persons with severe hearing loss
- persons with cerebral palsy
- persons with traumatic brain injury
- persons who are multiply disabled

- The State System of Supported Employment has received innumerable requests to extend start-up funding to these groups. Without a guaranteed commitment from a long-term funding source to provide needed, on-going support services, service providers are not eligible for federal, start-up grant dollars or the time-limited DRS funds for the first intensive period of supported employment.

- To accomplish the extension of supported employment services to persons with severe physical disabilities, the following issues, at a minimum, must be resolved:

- (1) An information source must be identified to study the number of persons with severe physical disabilities who may be potential consumers of supported employment.
- (2) A needs assessment is critically needed.
- (3) A lead agency may be needed to direct and extend supported employment services.
- (4) A source of on-going support funds must be identified for this population.
- (5) State demonstration projects will be needed to study the adaptations of the model of the population.
- (6) Coordination with DRS; DMH,MR&SAS; and the community services boards of the model of the population should be established.

- (7) The extension of supported employment services to persons with physical disabilities should follow the general guidelines of the Virginia State System of Supported Employment with a shared funding approach and careful monitoring by the central and regional offices of supported employment.

PROGRAM NEEDS ANALYSIS

I. Statement of Need

A. Profile of Existing Persons Receiving Services

<u>Disability Category</u>	<u>Persons in Need of Supported Employment</u>
1. Traumatic Brain Injury	350
2. Adult Mobility Impaired	
Cerebral Palsy	110
Congenital Orthopedic	90
Spinal Cord Injury	70
3. Deaf and Hearing Impaired	125
4. Visually Handicapped	90
Total	<u>935</u>

C. Exiting Special Education Students Entering Adult Service System

II. Benefit/Cost

VCU RR&TC Research

1. Individual: \$1.97 in increased income for every \$1 lost; \$3,894 annually increased income to individual.
2. Gov. Agency/Taxpayer: \$1.87 in benefits for every \$1 spent; \$4,063 annually in public savings.

III. Projected Costs to Create a Supported Employment Program for Physically Disabled Persons

A. FY '89

1. Costs per person served

- a. start-up: \$1,500
- b. placement and job site training: \$2,750
- c. job accommodation: \$500
- d. follow along: \$500

Total: \$5,250 per person

2. Implementation Strategy

- a. competitive bid process: up to 12 grants issued by DRS each serving approximately 12 persons

Total: 144 persons

3. Total Resource Need for FY '89

144 persons X \$5,250 = \$756,000

B. FY '90

1. New start ups:

- a. per client cost: \$5,250 inflated 5% - \$5,512  
b. competitive bid process to initiate 10 additional programs, serving 13 persons each at \$5,512 per person to serve 130 persons  
c. Total Resource Need: \$716,000

2. Maintenance of first year client placement

- a. 70% retention of 144 placements: 100 persons  
b. \$1,850 per person  
c. resource need: \$185,000

3. Placement and maintenance of an additional 108 persons in supported employment utilizing programs created in FY '89.

\$3,750 per person X 108 persons = \$405,000

4. Total FY '90 resource need

Start-up: \$716,000

Maintenance/Grant Funded Clients: \$185,000

New Placements: \$405,000

Total resource need for FY'90: 338 persons served: \$1,306,000

Respectfully submitted,

J. Samuel Glasscock, Chairman  
Robert C. Scott, Vice-Chairman  
A. Joe Canada, Jr.  
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1987 SESSION  
ENGROSSED

HP9087466

HOUSE JOINT RESOLUTION NO. 308

House Amendments in [ ] - February 8, 1987

Requesting a joint subcommittee to study the supported employment program.

Patrons—Glasscock and Marshall

Referred to the Committee on Rules

WHEREAS, national estimates show that day support and vocational services cost nearly one billion dollars annually [ and have traditionally yielded minimal opportunities for paid employment or job advancement ]; and

WHEREAS, in the Commonwealth, the need for increased day support service is on the rise with waiting lists of fifty to seventy potential consumers in some localities; and

WHEREAS, supported employment refers to the provision of paid employment opportunities in integrated work settings for individuals with severe handicaps who need ongoing support to perform such work; and

WHEREAS, supported employment has proven to be an effective alternative for center-based programs and has provided the method to increase the independence and self image of this "last minority," the mentally disabled; and

WHEREAS, currently the program is administered by the Department of Rehabilitative Services through the Department of Mental Health and Mental Retardation and serves only the mentally disabled; and

WHEREAS, there are large numbers of physically disabled individuals in the Commonwealth who might potentially benefit from such a program, but there is currently no funding mechanism to serve the physically disabled; now, therefore, be it

RESOLVED by the House of Delegates, the Senate concurring, That a joint subcommittee be established to evaluate the supported employment program and determine the feasibility of the inclusion of the physically disabled in such a program.

The joint subcommittee shall consist of: two members of the House Committee on Health, Welfare and Institutions and one member of the House Appropriations Committee, to be appointed by the Speaker; and two members of the Senate Committee on Rehabilitation and Social Services and one member of the Senate Finance Committee, to be appointed by the Senate Committee on Privileges and Elections. The joint subcommittee shall also consult with the Department of Rehabilitative Services, the Department for the Visually Handicapped, the Department for the Deaf and Hard of Hearing, and representatives of vocational rehabilitation facilities.

The joint subcommittee shall complete its work prior to November 15, 1987, and report its recommendations to the 1988 Session of the General Assembly.

The indirect cost of this study is estimated to be \$8,255; the direct cost shall not exceed \$3,240.

Official Use By Clerks

<b>Agreed to By</b>		<b>Agreed to By The Senate</b>
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Clerk of the House of Delegates

Clerk of the Senate



# PHILIP MORRIS

U.S.A.

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August 10, 1987

To Whom it May Concern:

I'm Greg Alphin and have had the opportunity to work in the Employment Department as a Clerk under the Rehabilitation Center's internship at Philip Morris. The internship has worked into a position for me in the Philip Morris Temporary Pool. I work four days per week in three different areas of the Employee Relations Department; Employment, Compensation, and Affirmative Action. After my supervisor in Employment saw the contribution I could make, she asked others if they may have a need for my skills. Although this assignment is not full-time or permanent, it has given me self confidence, self worth, independence, and income. It has shown me I can contribute to others as well as continue to develop myself.

This job has given me an idea of how a large company office procedures are handled. The friendly atmosphere has made each day a pleasure and I look forward to helping and assisting my co-workers.

I feel that a representative from Philip Morris should visit the Rehabilitation Centers and tell of how we worked things out and what skills typically are required to work in an office such as filing, copying, data entry and computer training. When they work in an office, they to could gain independence and self confidence. Handicapped citizens should be given a chance to see what the "real world" is like. In general, you will never find more dedicated employees. Physically handicapped people don't need to lead a sheltered life. We have excellent mental capabilities. We need people to recognize the "untapped resource" we represent and make a few modifications in the work place for us so we can work and contribute. By working, it has been very rewarding and I would like to see other physically handicapped individuals have the same opportunity.

Gratefully,

Greg Alphin



