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Good Practices of Including People with Disabilities on the Market

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Good Practices of Including People with Disabilities on the Market



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5th Days of Social Economy, October 22-24, Ljubljana, Slovenia

US Equal Employment Opportunity Legislation

The Rehabilitation Act states:

“Disability is natural part of human experience and in no way diminishes the right of individuals to live independently, enjoy self-determination, make choices, contribute to society, pursue meaningful careers, and enjoy full inclusion and integration in the economic, political, social, cultural, and educational mainstream of American society.”

US Equal Employment Opportunity Legislation

Civil rights protections

- » Employers are prohibited from discriminating against an individual on the basis of disability

Not special entitlements

No “duty to employ the disabled” in private sector



Employers required to make reasonable accommodations

- » Reasonable accommodation: Any modification to a job, an employment practice, or work environment that makes it possible for an individual with a disability to perform the essential functions of the job held or desired
- » Limits on accommodation
 1. Individual must be qualified for the job
 2. Accommodation must not pose an undue hardship on the employer

Optimal outcome is
“Competitive Integrated Employment”

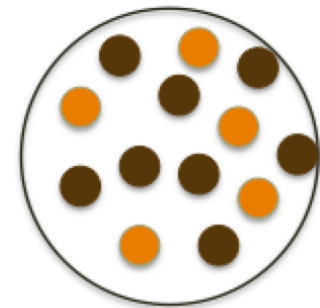
Full or part-time work at minimum wage or higher, with wages and benefits similar to those without disabilities performing the same work, and fully integrated with co-workers without disabilities.

Workforce Investment Opportunity Act, 2014

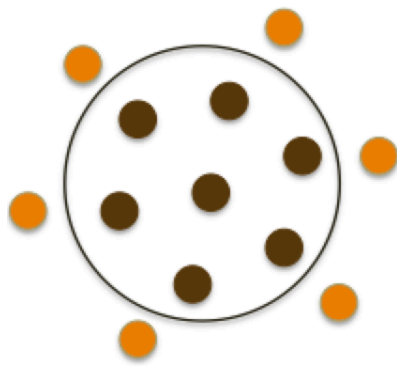
Guiding Principles

- » Inclusion or integration
- » Choice and self-determination
- » Presumption of employability
- » Person-centered planning and supports

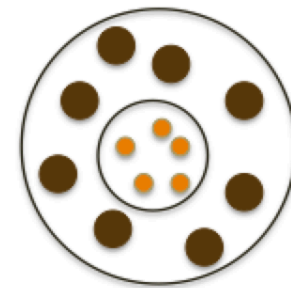
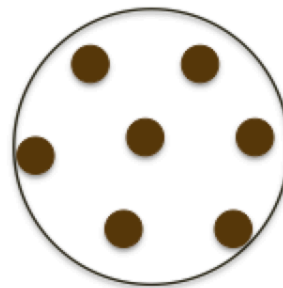
Inclusion/
Integration



Exclusion



Separation





Social Economy in the USA

- » Non-profit organizations (NPOs): Groups organized for purposes other than generating profit to be distributed among shareholders, officers, or owners of the organization.
- » Each state has a network of NPOs that provides community employment services to individuals with significant disabilities.
- » Most NPOs provide assistance leading to employment on the labour market rather than employing these individuals directly (as in a social enterprise).

Best Practices in Employment Services



- » Focus on ability, not disability
- » Individualized job goal based on strengths, needs, preferences, & interests
- » Job status similar to that of co-workers
- » Partnerships with business
- » Natural supports

US Continuum of Service Delivery Models

Least
Integrated

- Sheltered Employment

- Group Community Placements

Most
Integrated

- Supported Employment

Social Enterprises in the USA

Training and employment of people with disabilities

- » A social enterprise is a business operated by a nonprofit that generates revenue to fund the organization's social mission.
- » Business revenue is often used to fund organization's other programs.
- » Most provide training to individuals with disabilities to prepare them for competitive community employment.

A Successful Social Enterprise: Cornucopia

Mission: Dedicated to helping people with disabilities develop their skills, confidence, and workplace potential since 1975

Nature's Bin Organic Food Market



- » Ohio, USA
- » \$6.3 million in gross retail sales
- » Job training & placement program (200+ individuals served/year)

Individual Supported Employment

- » 1 person, 1 job
- » Wages and benefits similar to those of employees without disabilities performing the same work
- » Employee of the business (firm) as opposed to employee of the NPO providing employment services (employment center)
- » Job coach assistance
- » Fully integrated with co-workers without disabilities

Recent Directions/Challenges

- » Sheltered workshops in some locations found to unlawfully segregate people with disabilities
- » Long-term govt. funding systems *slowly* moving to fund only integrated community employment options
- » “Funding follows the person” initiatives
- » Legislation introduced to prohibit subminimum wages for individuals with severe disabilities



How can policies and practices support choice and self-determination?

