

Jefferson County Public Health – Planned Performance Measures 2012

Individual Employment

MISSION: The mission of the Developmental Disabilities Individual Employment Program is to assure that citizens with Developmental Disabilities in Jefferson County have the choice, opportunity and support to achieve inclusive and productive participation in community life.

SERVICE: Individual Employment is part of an individual’s pathway to employment and is tailored to the individual’s needs, interests, abilities, and career development. These individualized services are necessary to help persons with developmental disabilities obtain and continue integrated employment at or above the state’s minimum wage in the general workforce. These services may include intake, discovery, assessment, job preparation, job marketing, job supports, record keeping and support to maintain a job.

GOALS FOR FY 2012:

1. A choice of vocational providers to select from within the informed choice process, in order to provide work opportunities, placement and follow-up services necessary to help persons with Developmental Disabilities obtain and continue integrated employment in the community, in business, or industry.
2. To assure that each individual shall have a Vocational Client Plan or Person Centered planning/profile delineating individual skills, which reflects the goals needed to pursue or maintain gainful employment.
3. To provide support to the Client in the form of on the job coaching/training, modification of the work situation & natural supports; while providing supervisors and/or peer workers education in order to enable them to support the Client on the job.

OBJECTIVES FOR FY 2012:

1. Person choice and control will be increased by supporting active participation in the development of the choice process between vendors.
2. These Vocational Providers will base job placement on a Vocational Client Plan or Person Centered planning/profile that includes vocational match and individual goals, outcomes and personal preferences. Each individual shall receive supports needed to implement the plan. A document that shows this procedure was implemented will be included in the vocational file.

PERFORMANCE INDICATORS:	2010 Actual	2011 Projected	2012 Projected
Number of persons in Individual Employment that have been served, are currently being served and/or we are planning to serve	14 People	8-16 People	8-16 People
Average Wage per Hour	\$8.85	\$8.85	\$8.85
Average Monthly Hours	35	33	33
Average Monthly Wage	\$315.83	\$287.10	\$287.10
Total Hours Worked	2,990	3,250	3,250
Total Gross Wages	\$25,392.18	\$28,275	\$28,275
Total County Funding	\$57,779	\$58,000	\$58,000
Cost Benefit Ratio	0.61	0.65	0.65

SUMMARY OF KEY FUNDING/SERVICE ISSUES

An ongoing issue in Jefferson County for people with Developmental Disabilities is the need for more integrated employment opportunities in order to bring up their economic reach and inclusion into the community.

The opportunity for people with disabilities to obtain gainful employment continues to be an essential priority for a number of reasons: The Division of Developmental Disabilities “Working Age Adult” Policy mandates that all people with a developmental disability between the ages of 21-62 must have a written Pathway to Employment which reflects the goals needed to pursue or maintain gainful employment in the community.

Employment brings benefits to people in terms of opportunities to build relationships and to be seen as a contributing member of society. Society grants status to those with "spending power", along with the fact that expendable income allows additional personal choice & quality of life.