



Developmental Disabilities Administration

National Disability Employment Awareness Month (NDEAM)

“Increasing Access and Opportunity”

October 9, 2020



Today's Agenda

- Governor's Proclamation and Opening Remarks
- Working During Covid: Celebrating Essential Workers with Disabilities and their Support Staff
- Use of Remote Supports and Assistive Technology
- Short 'Stretch Break'
- National and State Employment Data Trends
- Celebrating the Ken Capone: Equal Employment Act
- Wrap up: Innovation and Looking to the Future

Governor's Proclamation



Secretary Carol Beatty
Maryland Department of Disability



Proclamation

From the Governor of the State of Maryland

**DISABILITY EMPLOYMENT AWARENESS MONTH
OCTOBER 2020**

WHEREAS, *Disability Employment Awareness Month is an opportunity to recognize the contributions of workers with disabilities and through national and local campaigns, create greater awareness of the talents and skills individuals with disabilities bring to employers; and*

WHEREAS, *We believe in a Maryland which recognizes the unlimited potential for all our citizens, including those with disabilities, to live, work, and thrive in our communities; and*

WHEREAS, *In Maryland we are dedicated to the principles of the Americans with Disabilities Act, particularly as it relates to the rights and freedom for people with disabilities to work and advance in their chosen careers and lead independent and full lives in their communities; and*

WHEREAS, *We recognize the contributions of essential employees with disabilities who continue to serve our communities during the pandemic; and*

WHEREAS, *We are committed to the principle that business profits by investing in workers with disabilities, Maryland will continue to strive to expand employment opportunities for Marylanders with disabilities and consider work the first option for working age adults with disabilities thereby giving every Marylander a chance to contribute to the state's economic life and reap the rewards of that contribution; and*

WHEREAS, *We are changing for the better by promoting equality of opportunity, access, and choice for Marylanders with disabilities. We are committed to the promise of a Maryland in which all people with disabilities have the knowledge and influence to make a difference in their lives and the lives of others; and*

NOW, THEREFORE, I, LAWRENCE J. HOGAN, JR., GOVERNOR OF THE STATE OF MARYLAND, do hereby proclaim **OCTOBER 2020** as **DISABILITY EMPLOYMENT AWARENESS MONTH** in Maryland, and do commend this observance to all of our citizens and encourage them to participate and promote events throughout the year which celebrate the rights and abilities of those with disabilities.

Given Under My Hand and the Great Seal of the State of Maryland,
the 1st day of October
Two Thousand and twenty



Lawrence J. Hogan, Jr.
Governor

Robert H. L. Listerford
Lt. Governor

John C. Wolkowitz
Secretary of State



Deputy Secretary's Opening Remarks



Deputy Secretary Bernard Simons
Developmental Disabilities Administration
Maryland Department of Health

Working During Covid: Celebrating Essential Workers



Working During Covid: Celebrating Essential Workers



Working During Covid: Celebrating Essential Workers



Kathleen Walker
Employment and Family Lead
Eastern Shore Regional Office



Stacey Herman
Director of Post Secondary Services
Kennedy Krieger Institute

Working During Covid: Celebrating Essential Workers

Essential Worker: Danielle Stallings

Provider Agency: Lower Shore Enterprises

Employer: Trinity Sterile Sealing Medical Supplies



Working During Covid: Celebrating Essential Workers



Essential Worker: Athalie Weathers

Provider: Arc of Baltimore

Employer: University of Maryland Medical Center

Working During Covid: Celebrating Essential Workers

Essential Worker: Oscar Martinez

Provider: CORE Foundations at Kennedy Krieger Institute

Employer: Petco



Working During Covid: Celebrating Essential Workers

Essential Worker: Lamont Duke
Provider: Companions Inc.
Employer: Wal-Mart



Working During Covid: Celebrating Essential Workers

Essential Worker: Karyin Scott

Provider: St. Peter's Adult Learning Center

Employer: Mercy Hospital



Working During Covid: Celebrating Essential Workers



Essential Worker: Jonathan Sumner

Provider: SEEC

Employer: Safeway



Association of People Supporting Employment First APSE

The Association of People Supporting Employment First (APSE) is a membership organization with the purpose of improving employment outcomes for people with disabilities.



Maryland Chapter Initiatives

- National platform as a Leader in Employment First
- Increase Collaboration Across the State
- Policy Impacts
- Strategic Initiatives
- Training and Education
- Business Outreach and Collaboration

Association of People Supporting Employment First APSE

Lunch with Leaders

- Collaborative virtual call professionals and leaders in the field
- second Tuesday of each month
- 11:30 a.m. - 12:30 p.m.
- Learn more and register [here](#)
- HermanSt@kennedykrieger.org

Upcoming APSE Events

- December 3rd, APSE Event – [Employment Services in Maryland](#)
- January 19th – [APSE Member Meeting](#)
- Follow us on Social Media
- COMING SOON – Maryland APSE Website

Maryland Developmental Disabilities Council

**Addressing the Technology Needs of People with Developmental
Disabilities**

Addressing the Technology Needs of People with Developmental Disabilities

Keith Walmsley

Director Public Policy Initiatives

Maryland Developmental Disabilities Council

kwalmsley@md-council.org



**Maryland Developmental
Disabilities Council**

Addressing the Technology Needs of People with Developmental Disabilities

MISSION

The Maryland Developmental Disabilities Council's mission is to advance the inclusion of people with developmental disabilities in all facets of community life by eliminating barriers, creating opportunities, empowering people, and promoting innovation.

VISION

The Maryland Developmental Disabilities Council envisions a state where all people with developmental disabilities exercise control over their lives, reach their full potential, and lead healthy, fulfilling lives with enriching relationships.

Addressing the Technology Needs of People with Developmental Disabilities

STRATEGIES & ACTIVITIES

- Fund the purchase of technology for people supported by the 6 selected providers. Total funding: \$72,900
- Report on services provided virtually, and lessons learned to inform systems change

OUTCOMES

- Increased number of people receiving employment support and meaningful day services
- Inform systems change efforts to provide services and supports to people with developmental disabilities in emergency situations

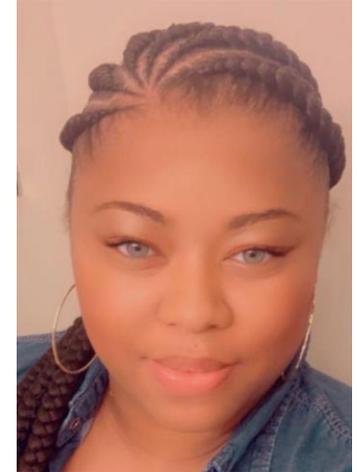
Addressing the Technology Needs of People with Developmental Disabilities



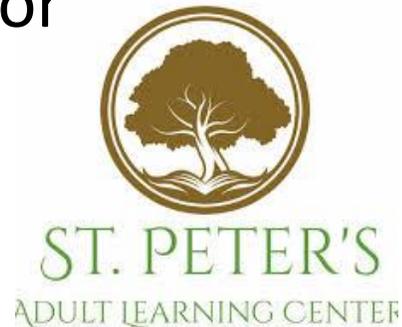
Chip Woods
Executive Director



Chelsea Hunter
Case Manager



Britnay Ammons
Job Coach Instructor





Employment Data

National and Data Landscape

National Employment Data Landscape

Jade Gingrich

Director of Employment Policy

Maryland Department of Disability



National Employment Data Landscape

Data is critical in Maryland's Employment First Initiative

- Tells a story of where we are
- Helps us make informed decisions
- Gets us focused on desired results
- What are we doing well?

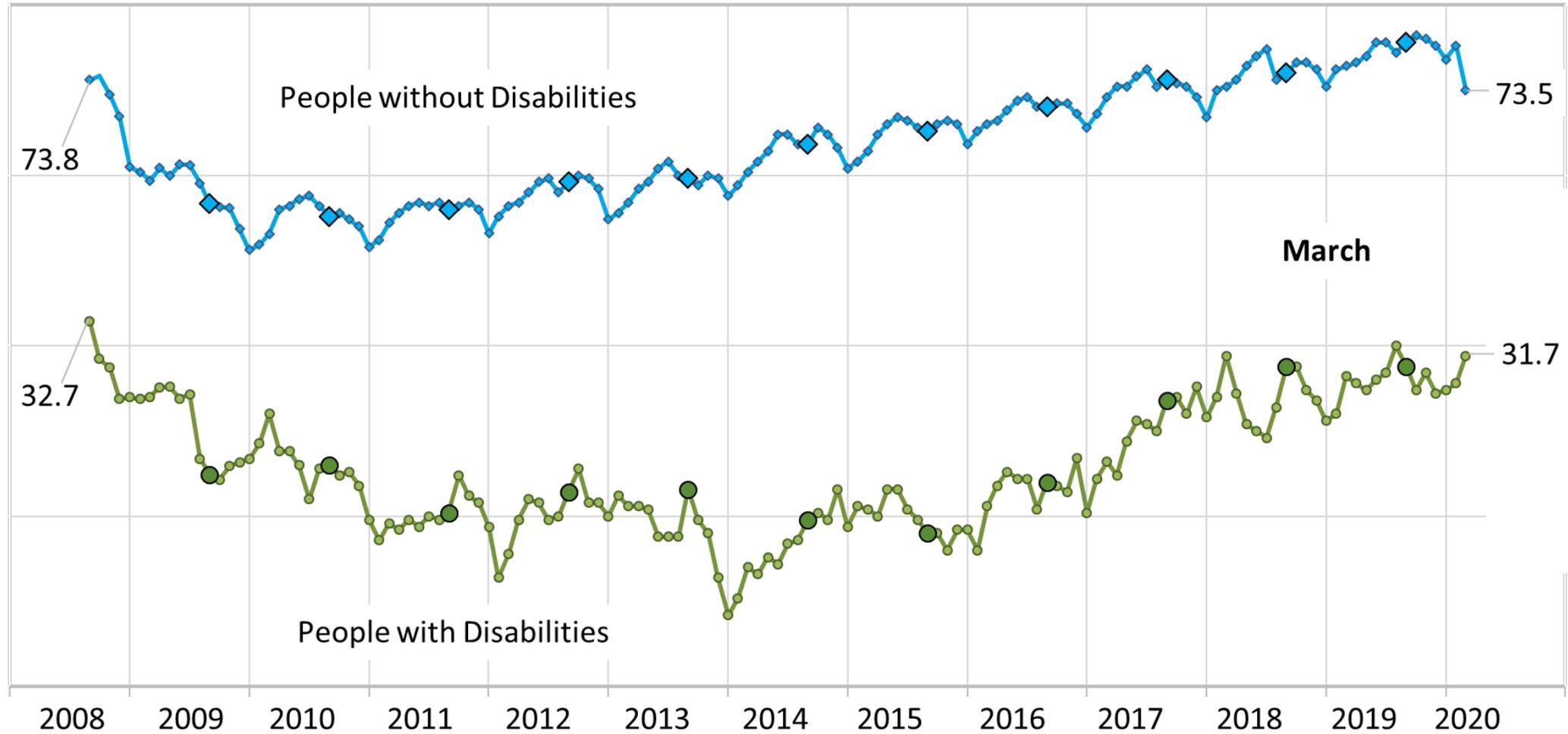


National Employment Data Landscape

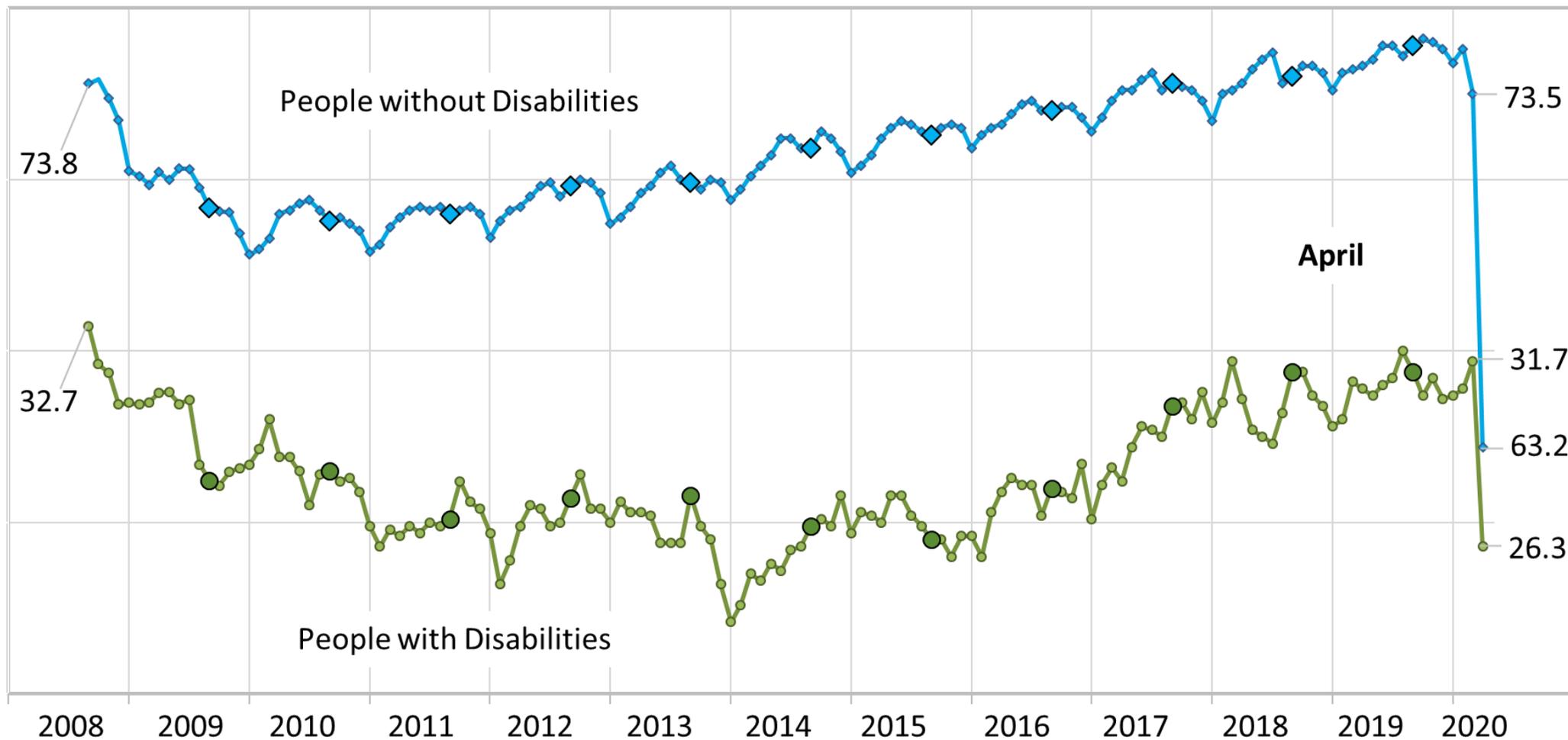
Andrew Houtenville, PhD
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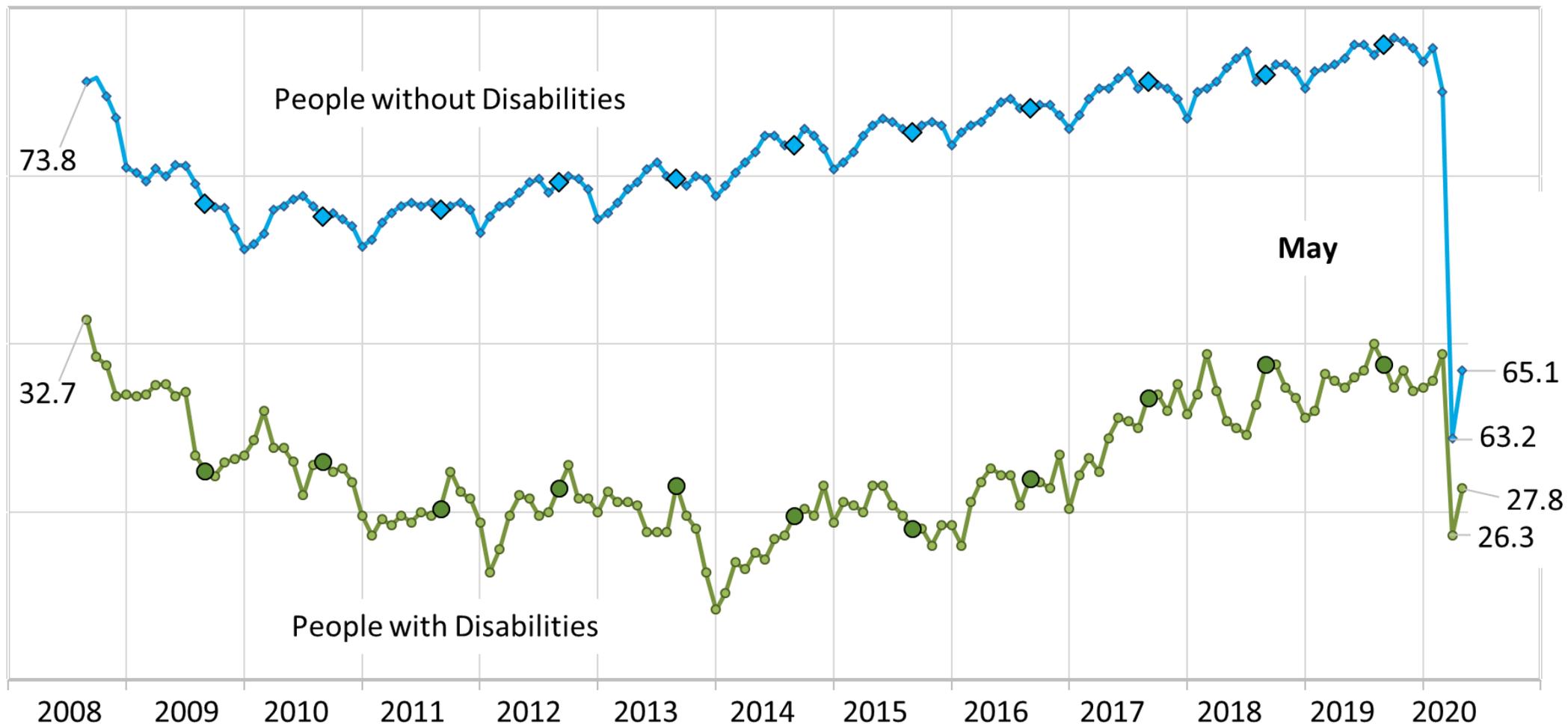
Employment-to-Population Ratio



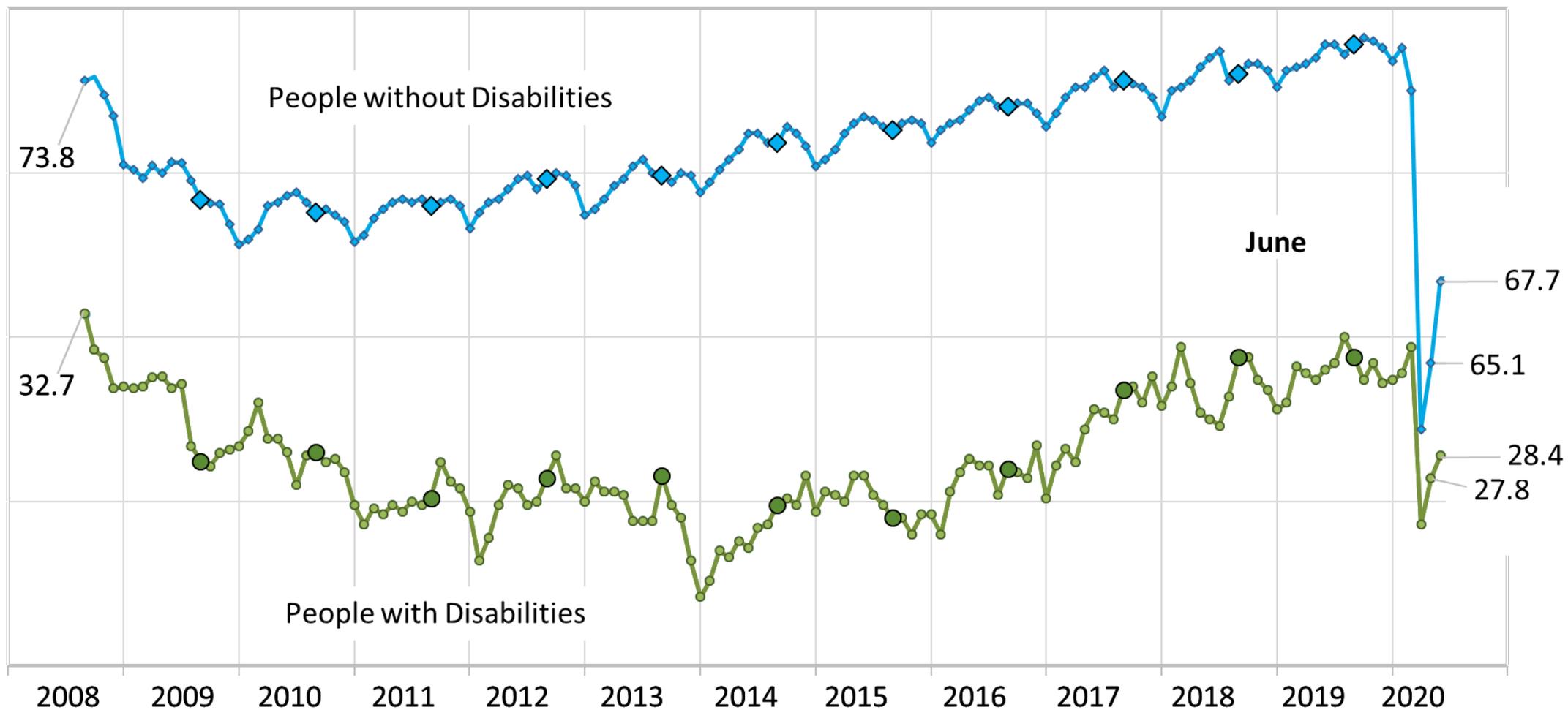
Employment-to-Population Ratio



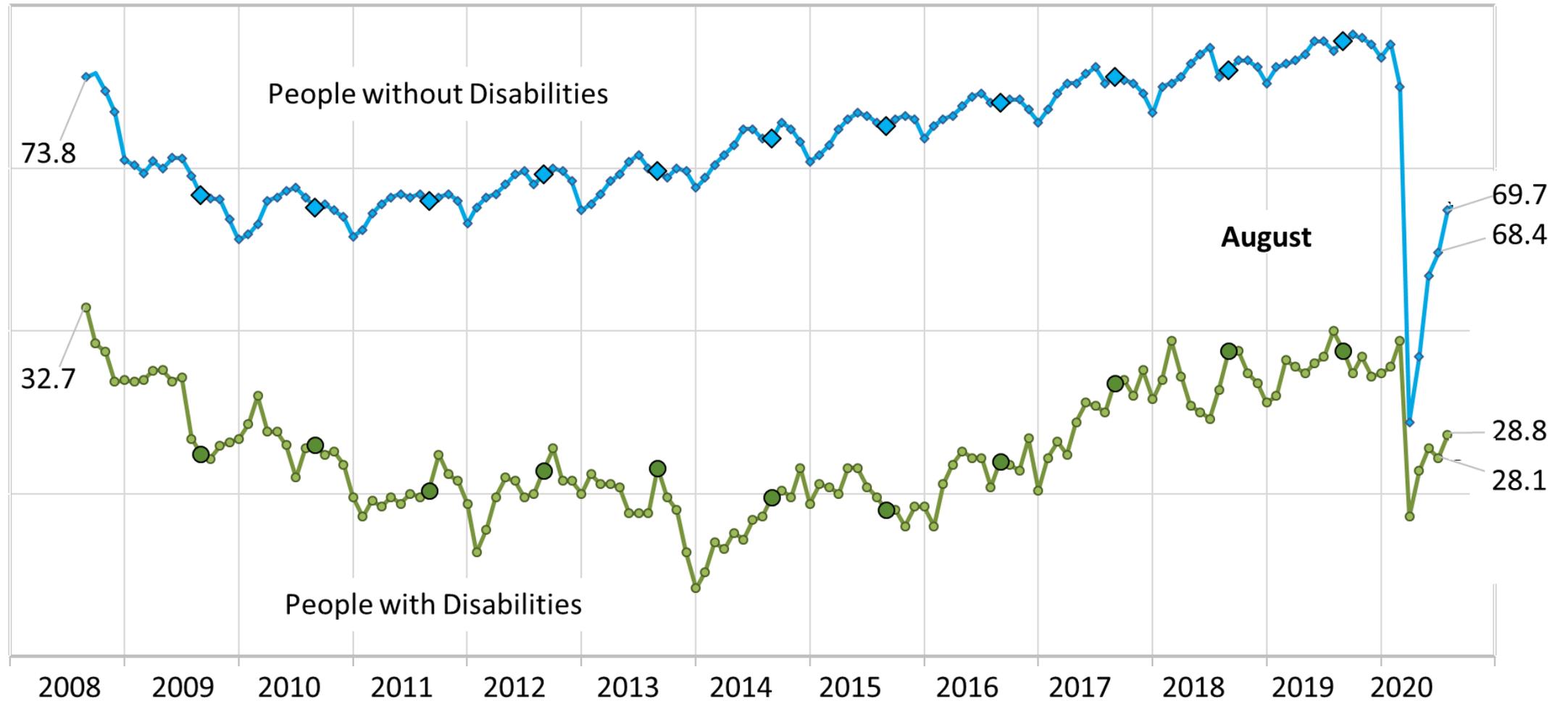
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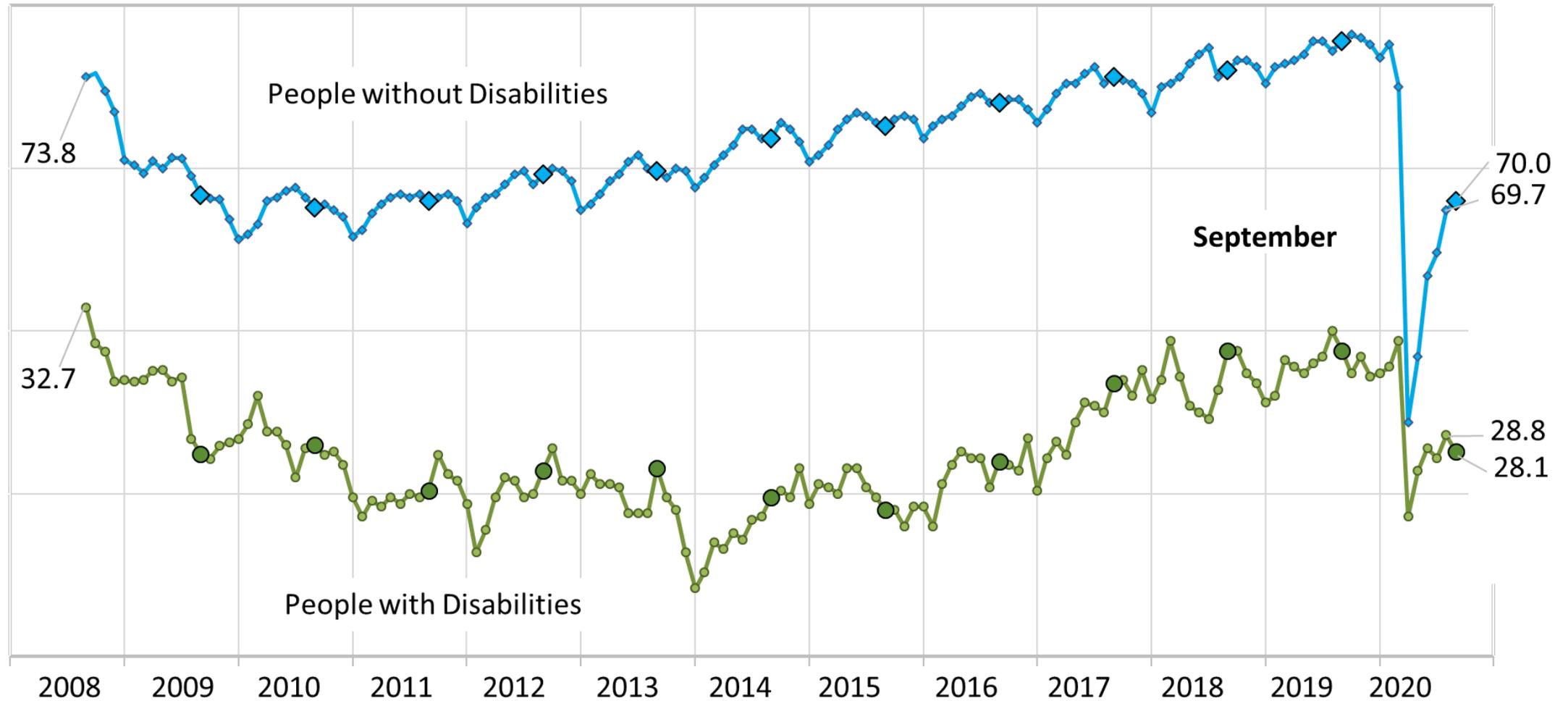
Employment-to-Population Ratio



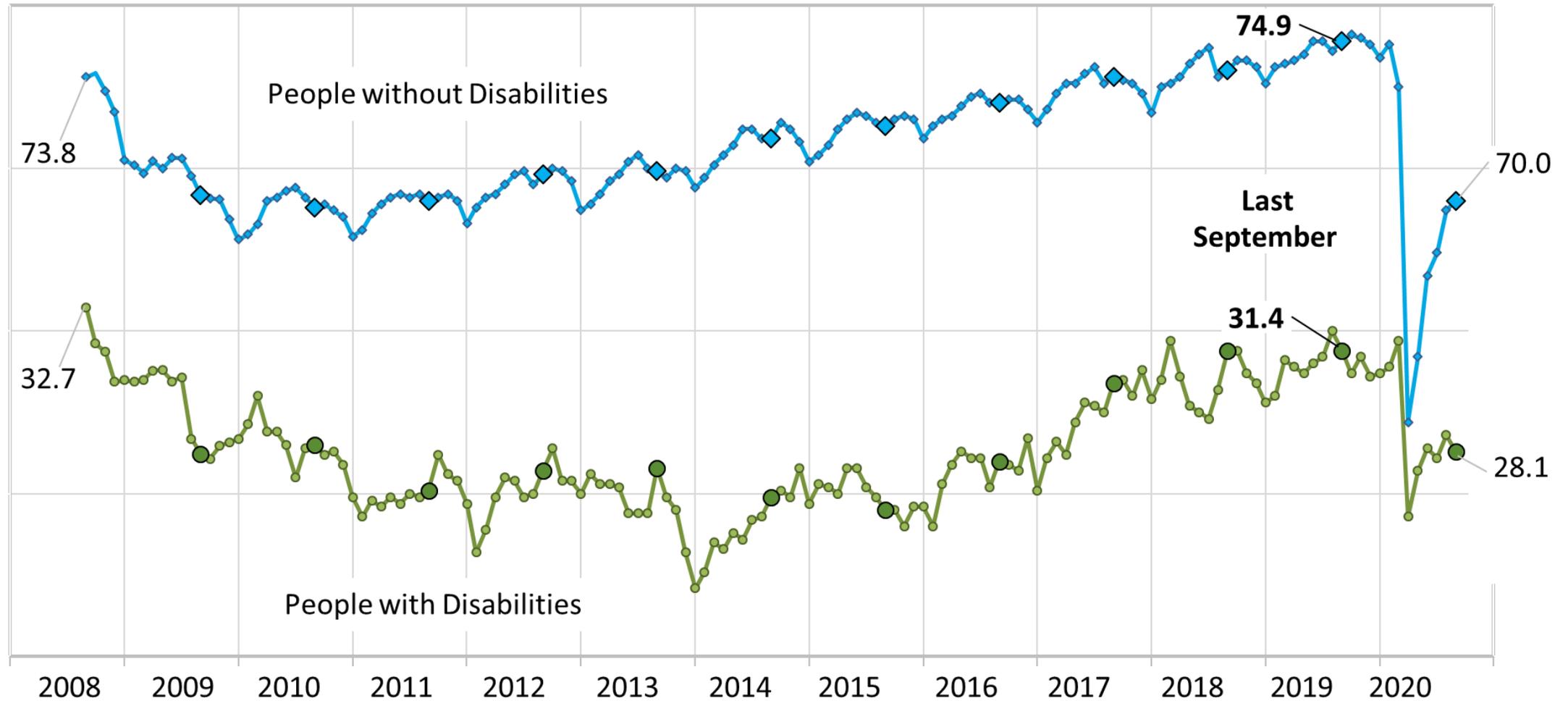
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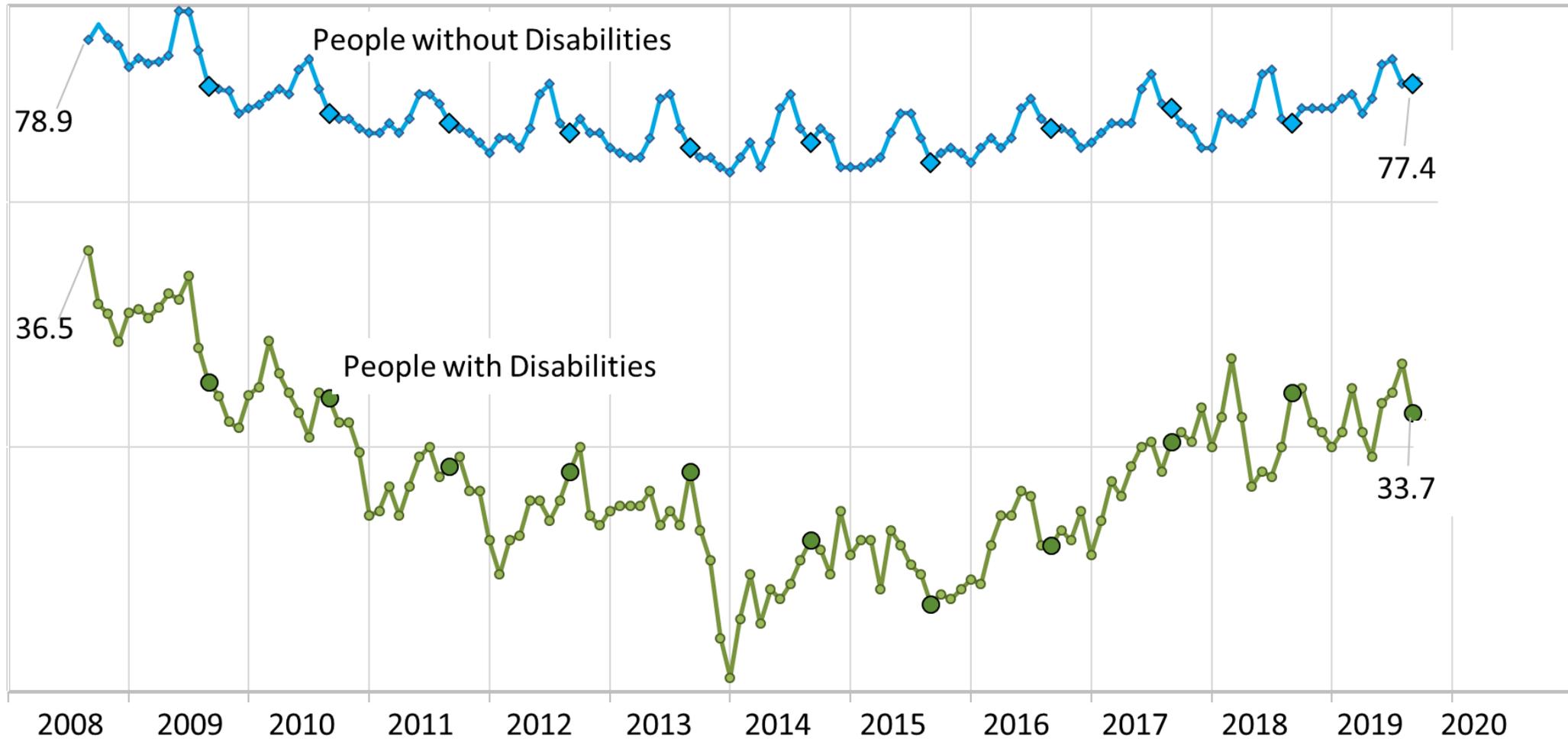


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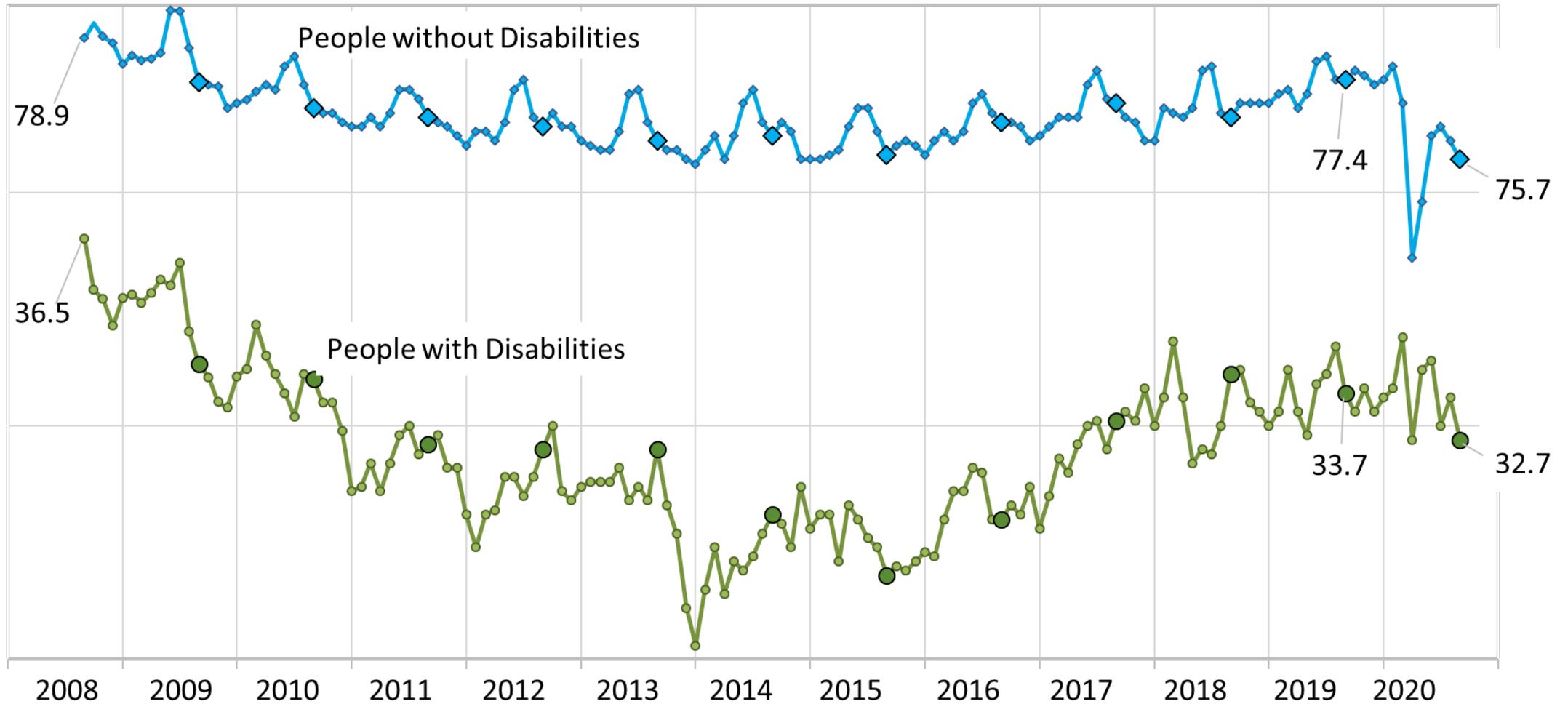


Labor Force Participation Rate

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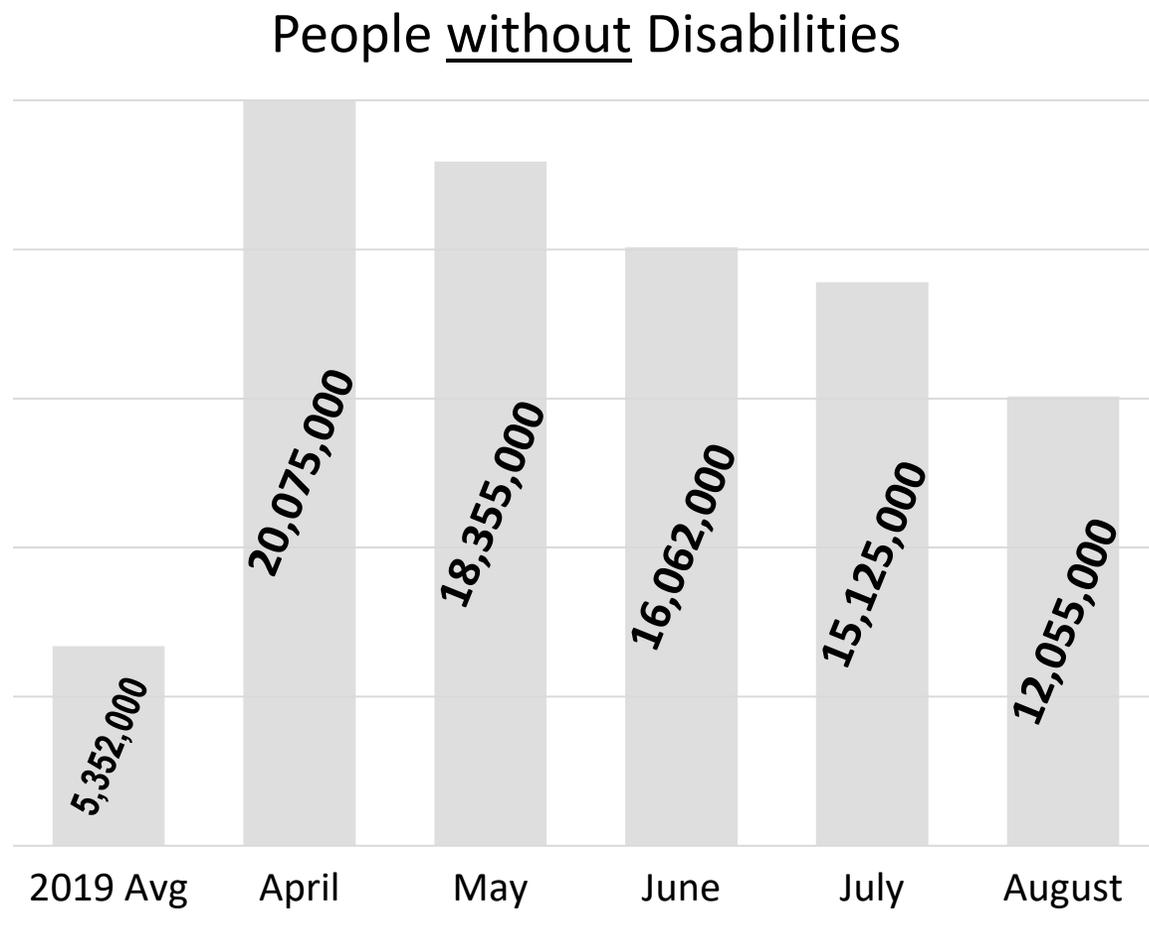


Labor Force Participation Rate

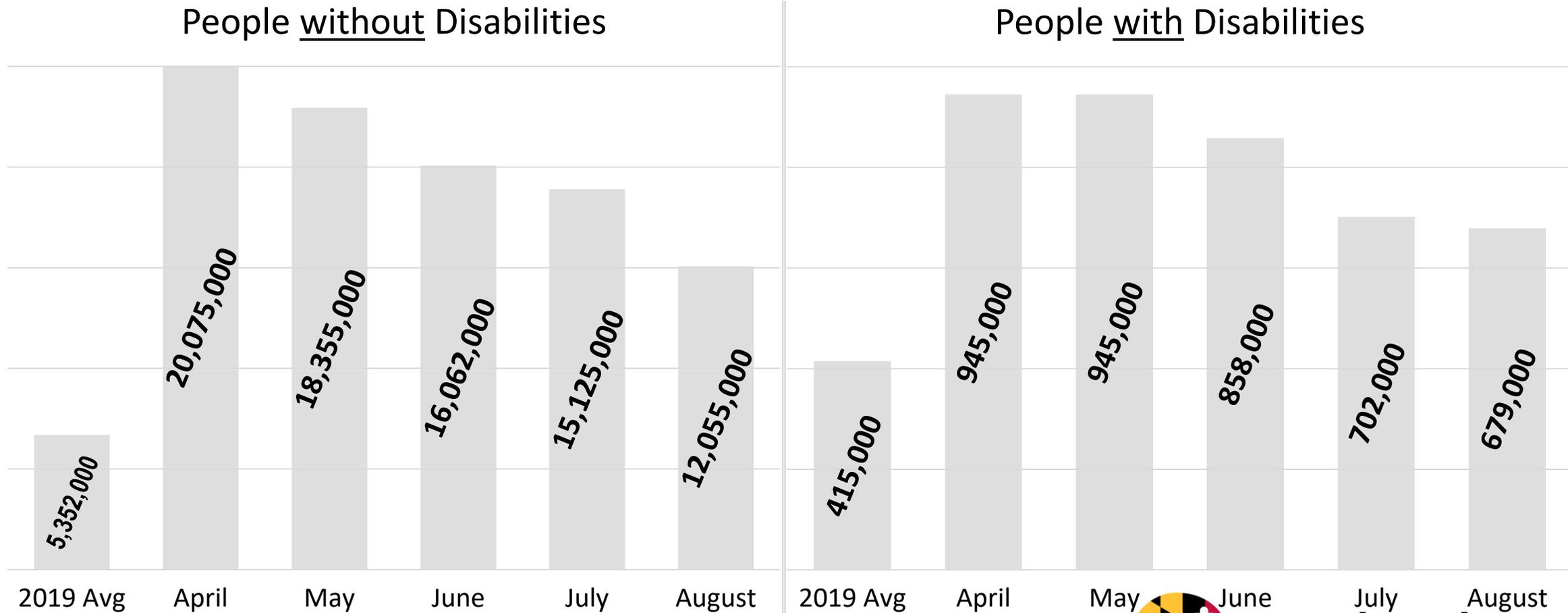


The # unemployed ... is declining ...

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The # unemployed ... is declining ...



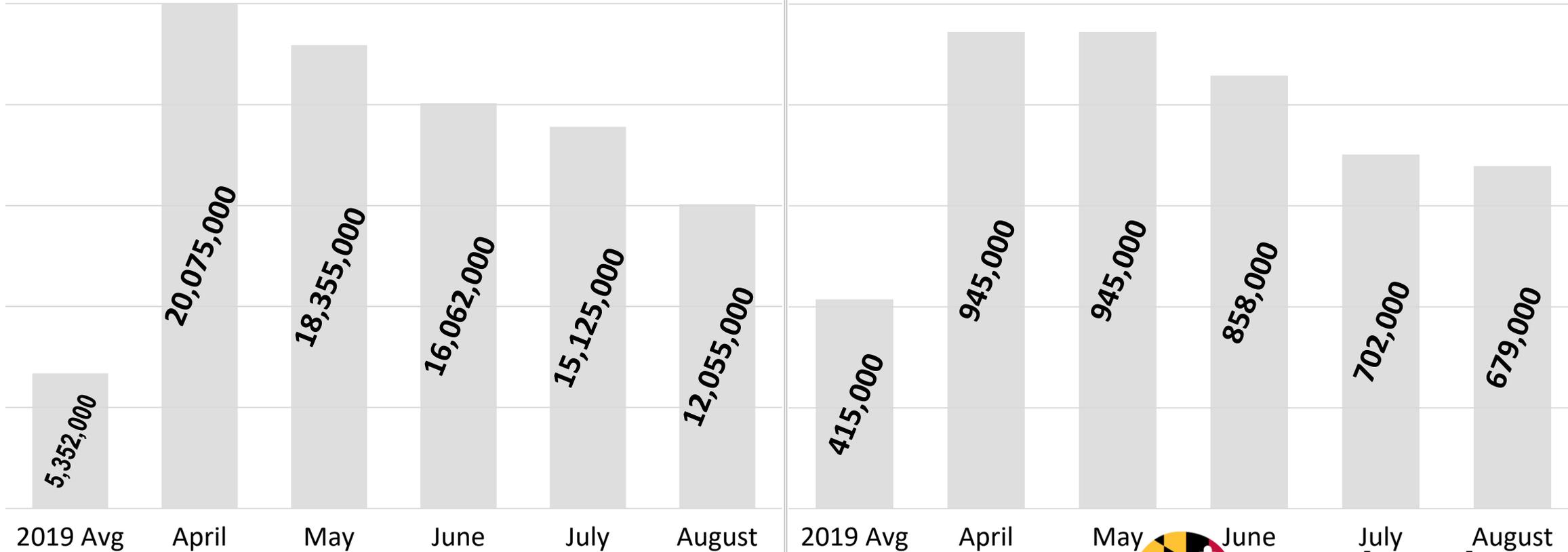
... however ... they are also changing.

People without Disabilities

People with Disabilities

Looking for Work (%)

On Temp Layoff (%)



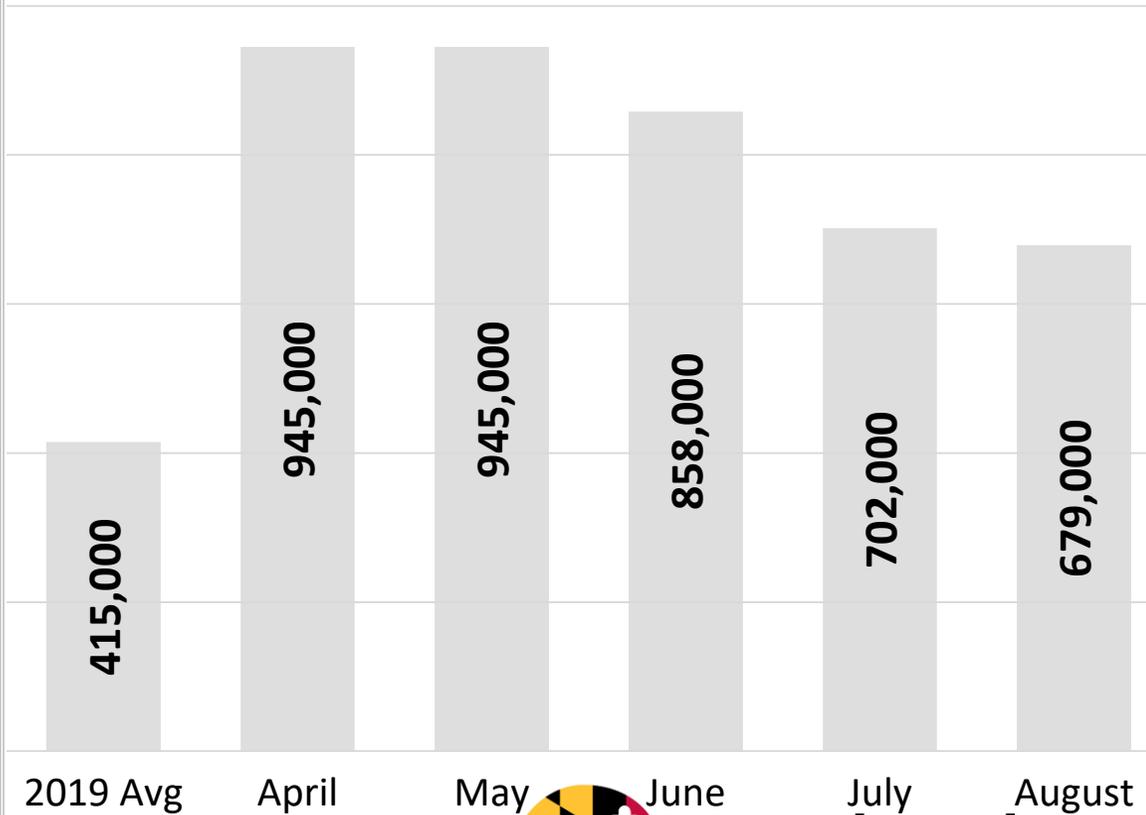
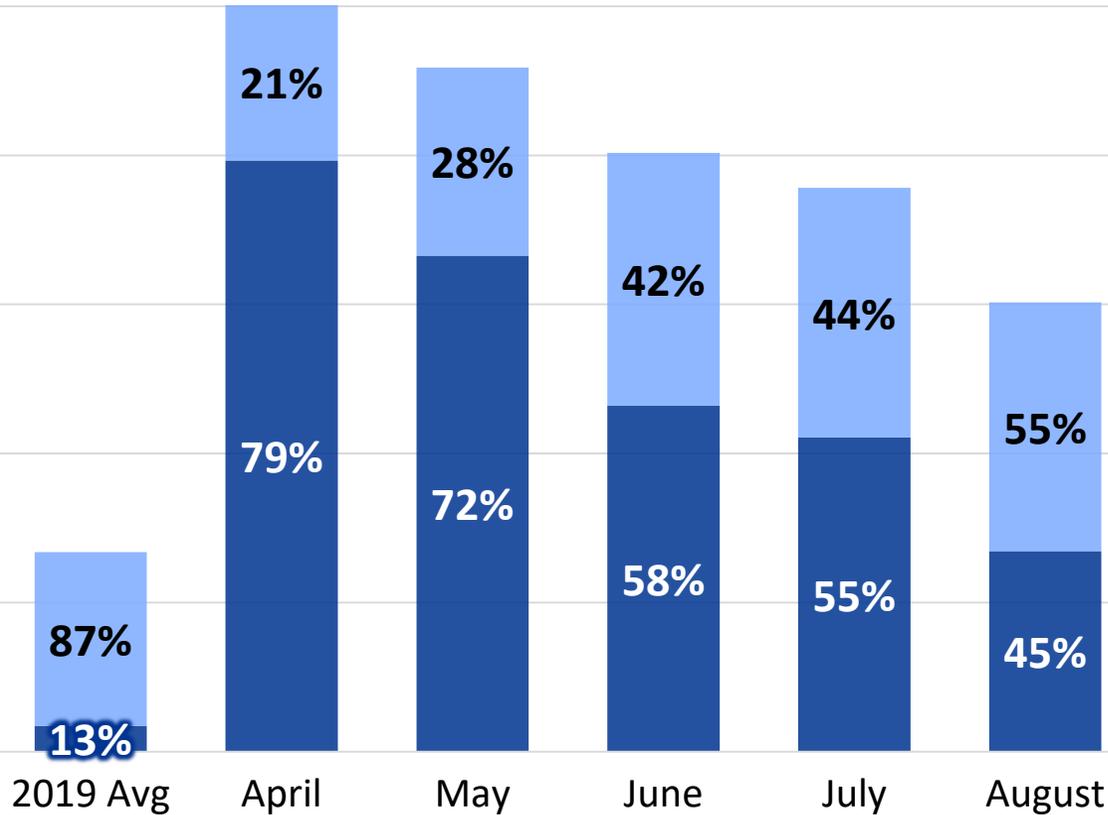
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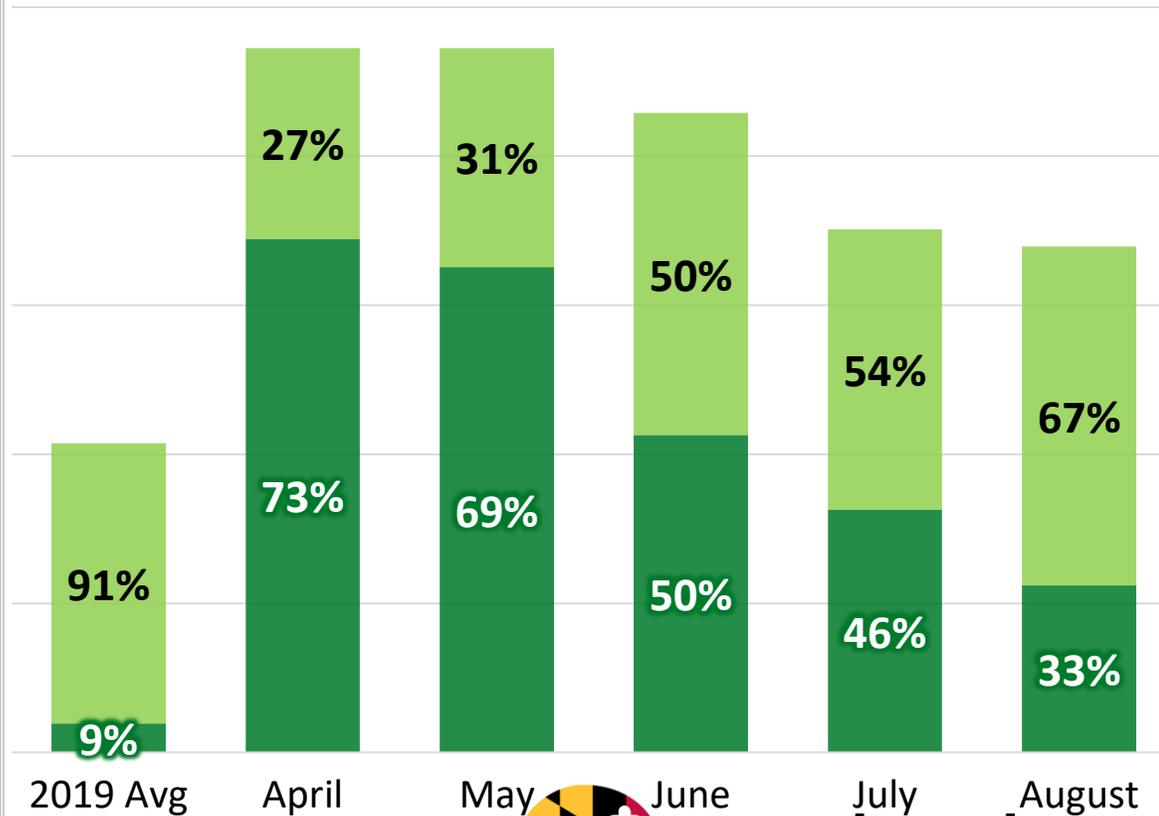
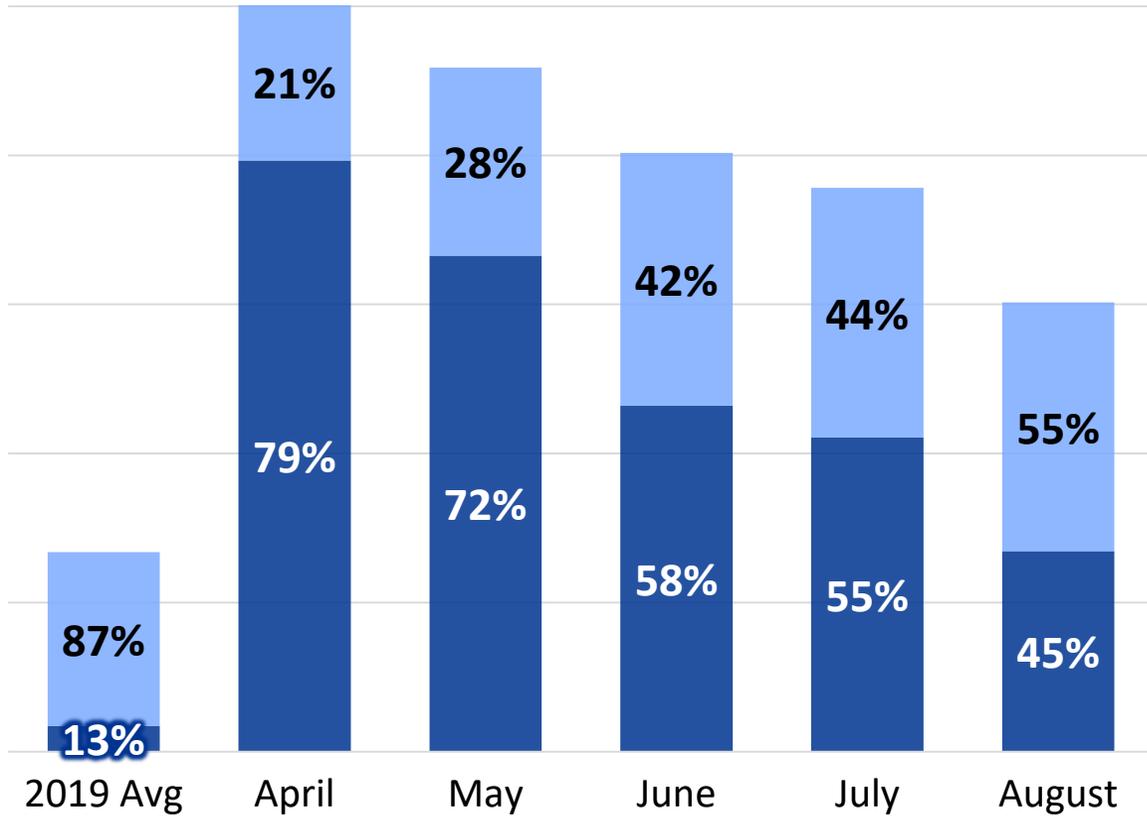
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People without Disabilities

People with Disabilities

Looking for Work (%)

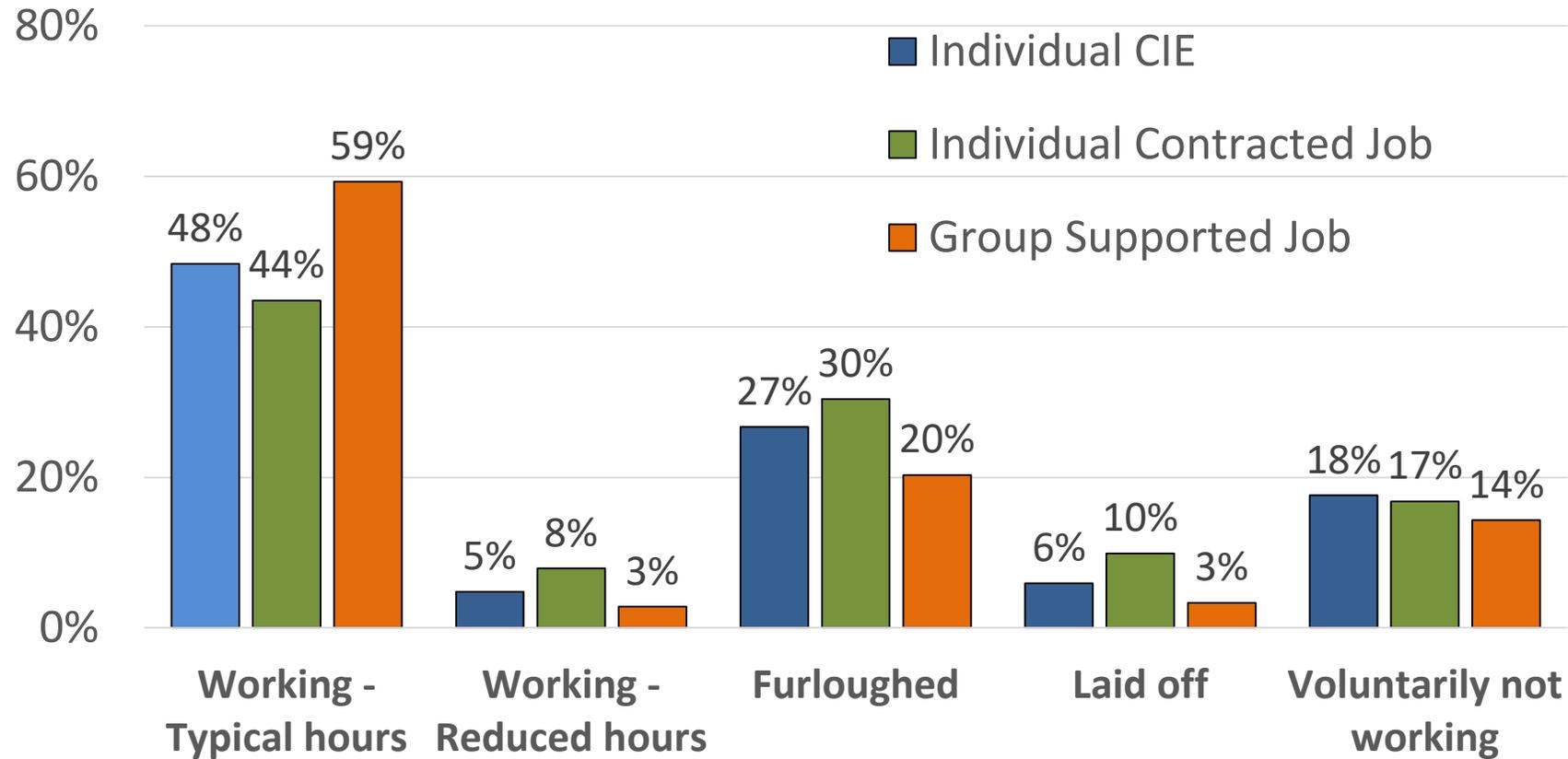
On Temp Layoff (%)



Maryland State Data Landscape

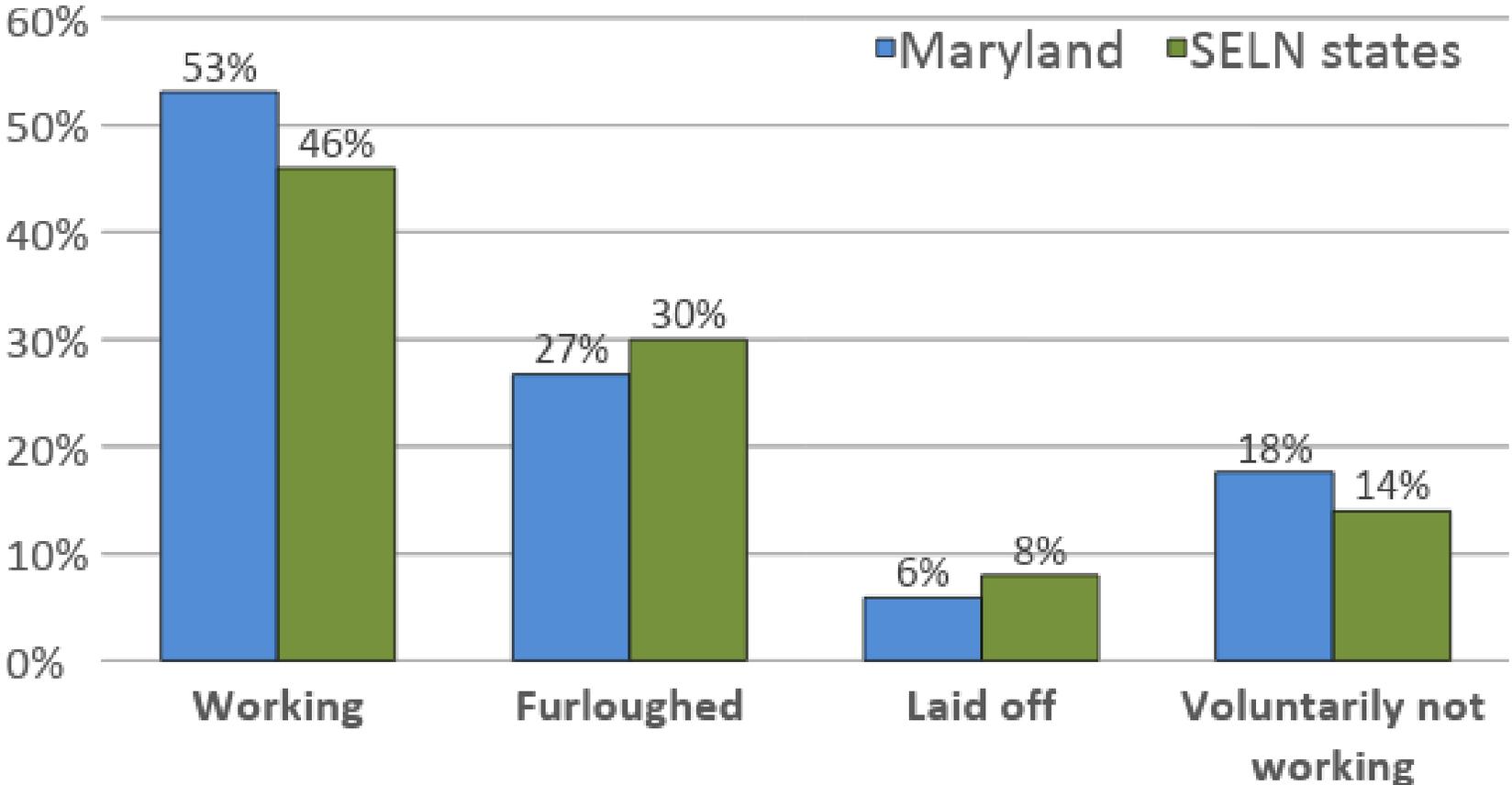
- Since 2014, DDA providers of Meaningful Day Services have been submitting employment outcomes twice a year
- Data is public at www.statedata.info/mdda
- Data collection would have typically occurred in May 2020
- Due to COVID-19, a modified survey was sent
- Aggregate data, as opposed to individual data, was collected
- Survey sent to 114 providers and 72 responded

Of people working Pre-COVID, what was their status, by percentage, in June/July 2020?



*Pre-COVID means March 1, 2020

Competitive Integrated Employment: MD compared to other SELN States



SELN states: Data from 7 state SELN member states



October 2020 Data Collection

- Typical individual-level data will be tracked in October
- COVID related questions will be added:
 - If a person is not currently working, was it due to COVID, and why? (e.g. lay off, termination, the person quit, other)
 - How is the person being supported?
 - Remote supports
 - In-person Supports
 - Both Remote and In-person Supports

Subminimum Wage Phase Out

Ken Capone: Equal Employment Act

People on the GO Maryland



Tami Goldsmith
Program Coordinator
People on the GO Maryland



Mat Rice
Public Policy Specialist
People on the GO Maryland



Equal Employment Act Signing: 2016



Fair Labor Standards Act - History

- In 1938, section 14(c) of the Fair Labor Standards Act provided for a subminimum wage exemption where employers could legally pay less than the minimum wage to their employees with disabilities.

Section 14C

- Section 14(c) of the Fair Labor Standards Act (FLSA), which authorizes employers, after receiving a certificate from the U.S. Department of Labor (DOL) Wage and Hour Division (WHD), to pay special minimum wages - wages less than the Federal minimum wage - to workers who have disabilities for the work being performed. The certificate also allows the payment of wages that are less than the prevailing wage to workers who have disabilities for the work being performed on contracts subject to the McNamara-O'Hara Service Contract Act (SCA) and the Walsh-Healey Public Contracts Act (PCA).

Time Study

- Productivity is measured by a time trial:
 - Employees with a disability are timed completing job-related tasks.
 - The employee with a disability's wage is set by comparing the time it took to complete a task against the average time of non-disabled workers.

$$\text{Productivity} = \frac{\text{Value}}{\text{Cost}}$$

Economic Barriers

- Poverty
- No growth Opportunities
- Lack of full inclusion

Defining the Problem in Maryland

- Some individuals with disabilities were paid as little as pennies per hour
- 2001 study: five percent of people in 14(c) placements transition into community-based jobs (United States Government Accounting Office)
- Subminimum wage is an unfair and discriminatory practice. Employees without disabilities do not have their pay measured based on their productivity

Bill Highlights and outcomes

- Beginning October 1, 2016, no new organization certificates
- By October 1, 2017, the DDA and the MDOD submitted a plan outlining transition away from subminimum wages
- Each individual paid under a 14(c) certificate will received an individual plan
- Transition away from subminimum wages becomes final on October 1, 2020
- Maryland is the second state to eliminate subminimum wage

Maryland Snapshot as of October 2016

- 5.7 million people*
- 7.3 under the age of 65 identified as a person with a disability roughly 416,000*
- Number of providers with 14c certificates – 41
- Number of DDA Individuals working under 14c – 2,400

*US Census Data

Maryland Snapshot: October 2019

- 6 million people
- 7.3 under the age of 65 identified as a person with a disability roughly 438,000
- Number of providers with 14c certificates – 4
- Data over the past three years shows an increase in the percentage of people taking part in competitive integrated employment,
 - 20.1 % in October 2017 to 22.2% in May 2019
 - While the percentage of people taking part in sheltered work continued to decrease from 20.5 % in October 2017 to 9.2 % in May 2019

Maryland Snapshot: October 1, 2020

- Phase-out complete
- 0 people working under 14c subminimum wage certificates
- Maryland Employment First State Leadership Team continues to focus on supporting competitive integrated employment outcomes for people with disabilities in Maryland

Contact Information



Moving Forward • Advocating for Change

Contact Info:
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7000 Tudsbury Road, Baltimore, MD 21224
info@pogmd.org



Wrap Up and Thank you

Looking to the Future

Employment First: Looking to the Future



- Leverage opportunities presented by current Public Health Emergency
- Continue strengthening partnerships and collaborations
- Continue embracing technology
- Continue rethinking support models
- Continuing to reduce reliance on congregate settings
- Increase quality employment outcomes for people with disabilities

Thank You and Wrap-up



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