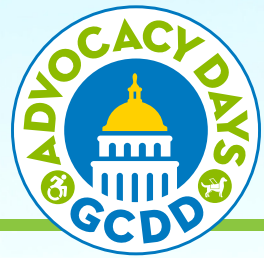


# The Value of Competitive Integrated Employment

## Paid Employment for People with Developmental Disabilities Benefits all Georgians



Through supported employment services such as job coaching and customized employment, people with developmental disabilities can engage in competitive, integrated employment. This means they are able to live full and productive lives while contributing to Georgia's economy.



**Only 13% of Georgians with Developmental Disabilities are currently in Competitive Integrated Employment<sup>2</sup>...**

### People with Developmental Disabilities

16,671



in **day services**

2,101



in **competitive, integrated employment**

Increasing supported employment services is **fiscally responsible**

For every **\$1.00** put into supported employment programs in Georgia



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Georgia taxpayers gain **\$1.61** in benefits.<sup>1</sup>

**Supports provided through waivers and nonwaiver services** such as those funded by state and federal monies through Department of Behavioral Health and Developmental (DBHDD) Georgia Vocational Rehabilitation Agency (GVRA), and other programs **help people with developmental disabilities find and keep meaningful employment.**

**Workforce participation numbers are an accurate way to gauge the impact of competitive integrated employment** versus unemployment statistics. When there are not enough supports and/or opportunities for people with developmental disabilities to enter the workforce, they are not included in unemployment statistics.

## Georgia is an Employment First state



In 2018 Georgia was designated an Employment First state through the passage of HB831 "Georgia's Employment First Act." The goal of an employment first state is to establish meaningful employment as the first and preferred outcome for people with disabilities who choose to work.

Georgia's Employment First Act created a council that includes members of the disability community, business and state leaders, to make policy and legislative recommendations.

Being an Employment First state means that the systems that fund supports for people with disabilities present and support employment as the first and preferred outcome. This outcome of Competitive, Integrated Employment means that each person with a developmental disability who goes to work earns a paycheck, pays taxes and spends in their local economy.

# Take Action: Support Competitive Integrated Employment



## Ask Your Representative to Support Representative Holly's Resolution!

*This resolution urges the Employment First Council of Georgia to hold public hearings, study and construct a strategic plan to present to the General Assembly before December 31, 2021 regarding how Georgia can eliminate the use of subminimum wages and increase competitive, integrated employment options for its citizens with developmental disabilities.*



### Current Challenges:

- Lack of waiver funding which includes supports such as job coaching for people with developmental disabilities to engage in competitive, integrated employment.*
- The need to end sub-minimum wage practices and provide supports for competitive integrated employment as the first option*

*End subminimum wage practices. Increase competitive integrated employment.*

### Terms:

**Subminimum wage**—earning pay that is below the current minimum wage set by the state. Subminimum wage is legal under the 14c provision of the Fair Labor Standards Act.

**Developmental disabilities**—a disability that begins before age 22 and that significantly impacts a person's daily life in at least 3 ways such as self-care, mobility, or communication.

**Employment First Council**—a council of members of the disability community that includes business and state leaders who make policy and legislative recommendations to support employment as the first and preferred option for people with developmental disabilities.

**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 coworkers without disabilities.