

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 Employment²



Increasing supported employment services is **fiscally responsible & beneficial to Georgia businesses** due to the current workforce hiring challenges

For every **\$1.00** put into supported employment programs in Georgia  =  Georgia taxpayers gain **\$1.61** in benefits.¹

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.

This vision will only become reality when 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.

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

1. Robert E. Cimera (2010) National Cost Efficiency of Supported Employees with Intellectual Disabilities: 2002-2007. American Journal on Intellectual and Developmental Disabilities: January 2010, Vol. 115, No. 1, pp. 19-29.
2. 2021 Urging Resolution to Georgia's Employment First Council on Competitive Integrated Employment

Take Action: Support Competitive Integrated Employment



Tell your legislators:

“Now is a critical time to take a look at the barriers and systemic challenges that prevent Georgians with developmental disabilities from receiving the supports necessary to be successful in the workplace.”



Workforce participation numbers are a more 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.

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

Terms:

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.

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.

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.