



Goodwill

Ohio Valley Goodwill Industries
EMPLOYMENT AND TRAINING CENTER

Dear Goodwill program participant, family member and/or service provider:

CHANGES AND FACTS TO BE AWARE OF

WHAT IS HAPPENING THAT MAY AFFECT YOUR CURRENT SERVICES:

There are significant changes being discussed in the State of Ohio regarding employment and day services for those with developmental disabilities. These proposed changes are coming from a combination of national and local advocates voices (in Ohio see Disability Rights of Ohio), the Federal Department of Justice, and the Federal Centers for Medicaid/Medicare Services---which funds many in current employment or day services in Ohio (like Ohio Valley Goodwill offers).

CRITICAL CHANGES THAT HAVE OR ARE OCCURRING:

- The State of Ohio formally adopted Employment First as their preferred outcome for individuals with developmental disabilities in 2012. "Employment First" is the concept of prioritizing community employment for individuals with developmental disabilities over center based work services or non-work services.
- WIOA (Workforce Innovation and Opportunity Act) is a federal law which addresses individuals with disabilities who are under the age of 24 and requires that these individuals attempt community employment before choosing to participate in work services (like Goodwill offers) which pay participants based on personal productivity as they receive work training. Further this law requires that people currently in these work services be offered the choice (on a regular basis) of pursuing community work options. Please note that Goodwill currently offers this choice regularly for all.
- The Federal Department of Justice, in their interpretation of the Olmstead Act, have begun formal proceedings with several states (see Rhode Island and Oregon) where they identified center based work services (like Goodwill offers) to be considered segregated services--- meaning segregated away from the broader community, thus a potential violation of the Olmstead Act. Historically the Olmstead Act has been focused on segregation within residential services such as institutions, but recently they have included Day Services and cite both the performing of work services in locations where the majority of individuals are disabled and also the center's legal use of paying individuals commensurate wages (paid based on personal productivity) as evidence of segregated services. As a result of these actions several states have decided to stop funding or taking new participants into center based work and recreational services and are beginning to transition individuals in centers to either community employment or non-work programs in settings perceived to be integrated.

- In January 2014, the Center for Medicaid/Medicare Services (CMS) presented new rules regarding the use of Medicaid dollars which pay for services such as current employment, day services (like Goodwill offers), and residential services for those with developmental disabilities. Their intention is to fund only services which meet the qualities of integration they have identified (in their collaborative work with the Department of Justice on this issue). These rules may require substantial changes to most current center based services (work and non-work centers such as those Goodwill offers). All states are currently working on transition plans for Medicaid funded services over the next 5 years in order to attempt to meet new CMS standards for payment of services.

FOR A MORE DETAILED DESCRIPTION OF THESE RULES AND CHANGES, PLEASE VISIT <http://www.cincinnati goodwill.org/proposed-changes/> FOR RELEVANT NEWS STORIES AS WELL AS PUBLIC OPINIONS ACROSS THE COUNTRY. THESE LINKS WILL BE CATEGORIZED AS EITHER 'FACTS' OR 'OPINIONS' AND MAY PROVIDE MORE INFORMATION THAT MAY BE HELPFUL.

WHAT WE AT GOODWILL ARE DOING IN RESPONSE TO THESE STATE AND NATIONAL EVENTS:

- Many of you are already aware that we are holding regular meetings with families, individuals and service provider agencies about community employment options for the individuals we serve.
- We are regularly offering community based services for our day work program participants in our retail stores every day. Approximately 100 people each day receive their services at one of our retail sites or as part of a small group at an employer's site. We will be adding more options in the future.
- We are currently supporting approximately 100 individuals at their community employment site each month with Goodwill's Job Coaches.
- We are currently providing Community Access Services in a one on one fashion with individuals (approximately 130 people) so that they may fully participate in their interests in the broader community in a safe and enjoyable manner with Goodwill's Community Access Coaching.
- Goodwill has developed a short term service called Working Choices, which involves going out into the community to observe and try various jobs in order to assist individuals on making informed decisions about whether they want to get a job or not. This service is one on one and also provides transportation to and from Goodwill's day service site.
- Goodwill is regularly taking small groups of individuals into the community to observe a variety of people performing work, in order to spark interest in this idea.
- Goodwill is inviting individuals who are successfully working in the community to speak with others during our Lunch and Learn Sessions in order to answer common questions and to relay their stories to others.

- Goodwill's Educational and Recreational Program currently provides day trips into the community for groups of individuals to take advantage of the broader community offerings (this includes transportation). We will be expanding these choices in the future.
- We are working closely and collaboratively with our County Board partners to ensure that we are doing everything we can to make sure that families and individuals are fully informed of the potential changes that could affect the programs and services offered by Ohio Valley Goodwill.

WHAT DOES THIS MEAN FOR YOU?

- The future of center based services (like Goodwill offers currently) are uncertain at this point, and the State of Ohio Transition Plan for Medicaid will determine what these services may look like in the near future or whether some of the current offerings will even be available in the future.
- More emphasis will be placed on choosing community employment versus center based services by the State, County Boards of DD, and providers of day services.
- More frequent discussions of community employment and assessments regarding community employment are going to occur with you and your team members on a regular basis.
- More emphasis will be placed on supporting individuals in their community involving recreation and education versus center based service offerings.

WHAT YOU CAN DO:

- You (and your family or agency) can become more knowledgeable regarding these changes and their potential impact upon the services you are using currently by visiting <http://www.cincinnati goodwill.org/proposed-changes/>. In addition, you may wish to attend this upcoming community meeting:
 - You are highly encouraged to attend an upcoming meeting sponsored by the Arc of Ohio being held at the **Madeira Library at 10:30 am. On Saturday, October 25, 2014, located at 7200 Miami Ave. Cincinnati, Ohio regarding this issue.**
- You can become an active voice in the planning process for the State of Ohio as they gather input into designing the transition plans for services you may be receiving now (or your son or daughter or the individual you support is receiving). Please contact your local County Board of Developmental Disabilities for further information.
- You can demonstrate your choices and desires during your Individual Planning Meeting with your County Board and other team members to make sure your voice is heard when it comes to your desires for planning your life.



Disability Rights Ohio sent a letter to Governor Kasich in July, stating that, Ohioans with Developmental Disabilities Experience Widespread Segregation (<http://www.cincinnatiatgoodwill.org/wp-content/uploads/DROletter7.1.14.pdf>). John Martin, Director of the Ohio Department of Developmental Disabilities then responded (http://www.cincinnatiatgoodwill.org/wp-content/uploads/DODD_Response_to_DRO.pdf).

It's now your turn.

The Arc of Ohio will sponsor six (6) forums throughout Ohio so you can discuss the direction of the US Department of Justice and intent of Disability Rights Ohio with representatives of The Arc and DRO.

**6:30 - 8:30 p.m.
Wednesday, October 8, 2014**

**(Dayton Area)
Centerville Library
111 Spring Valley Road
Centerville, Ohio**

**10:00 a.m.
Saturday, October 11, 2014**

**(Canton Area)
Jackson Township Library
7487 Fulton Drive, NW
Massillon, Ohio**

**6:00 p.m.
Wednesday, October 15, 2014**

**(Cleveland Area)
Parma Library
6996 Powers Blvd.
Parma, Ohio**

**10:30 a.m.
Saturday, October 18, 2014**

**(Columbus Area)
Linden Library
2223 Cleveland Ave.
Columbus, Ohio**

**6:00 p.m.
Wednesday, October 22, 2014**

**(Toledo Area)
Maumee Library
501 River Rd.
Maumee, Ohio**

**10:30 a.m.
Saturday, October 25, 2014**

**(Cincinnati Area)
Madeira Library
7300 Miami Ave.**

**7200 Miami Ave.
Cincinnati, Ohio**

No advance registration is required.