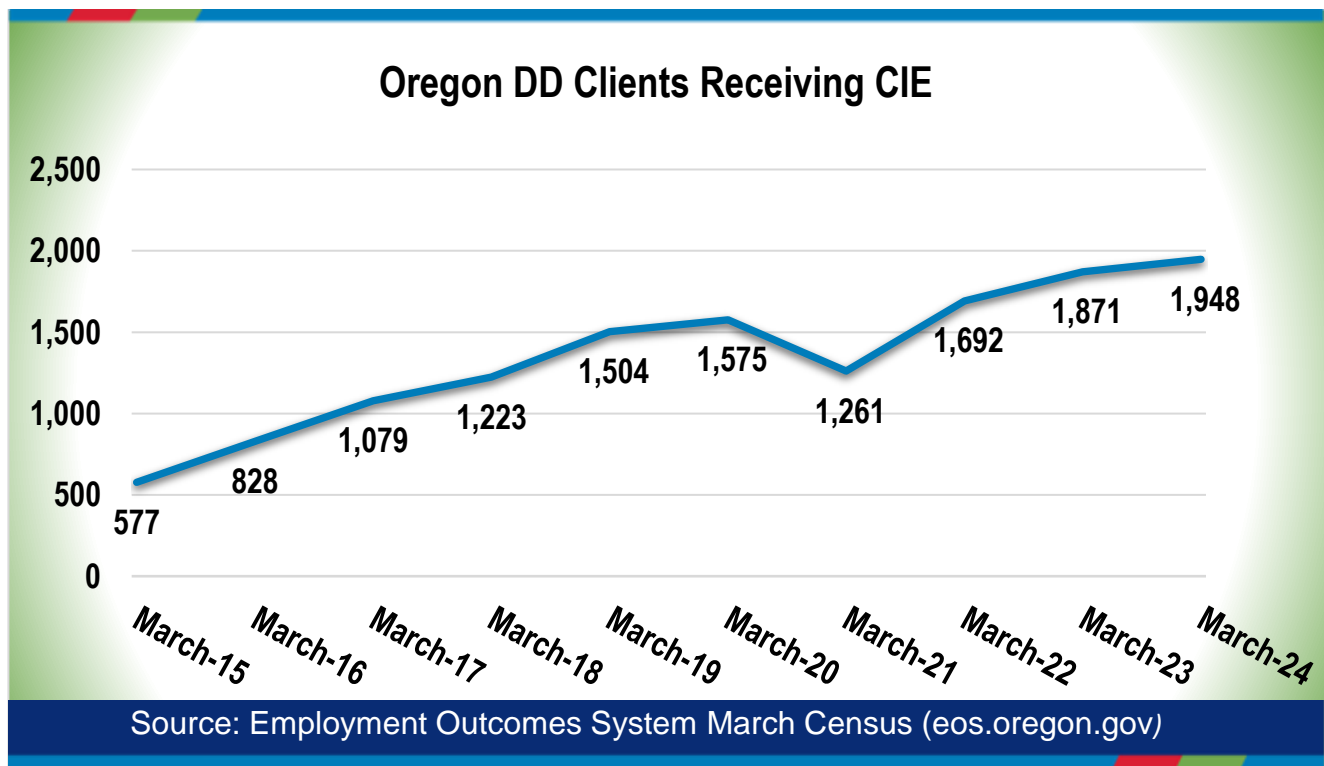


Fact Sheet: Senate Bill 810

Proposed Legislation to Update Oregon's Employment First Policy on Advancing Competitive Integrated Employment for People with I/DD

Background

Oregon is an Employment First state, which means it is the policy of the state that competitive integrated employment (CIE) is the first and priority option when supporting a person with intellectual and developmental disabilities (I/DD). All services support the outcome of CIE and career advancement. As shown in the chart, the number of Oregonians with I/DD who are in CIE has more than tripled since 2015. However, only 37% of people who want to work have a plan to get a job (Source: National Core Indicators, 2022-2023). Important work remains to ensure Oregon's progress continues.



As one of the first states to codify an Employment First policy in 2013, Oregon is a national leader in its commitment to the employment of people with I/DD. See ORS 427.007(1)(b) as amended by SB 22 (2013). Other states have since passed Employment First legislation with more substantive requirements and mechanisms for enforcement and oversight. In Oregon, these mechanisms exist within Oregon's Executive Orders 13-04 and 15-01 and also the Lane v. Brown settlement agreement — a federal class action lawsuit involving Oregon Office of Developmental Disabilities Services (ODDS), Vocational Rehabilitation (VR), and Oregon Department of Education (ODE), that was successfully resolved in June 2022.

Oregon's Employment First policies are based on a presumption that everyone can work and advance in CIE. By promoting increased economic independence, employment supports Oregonians with I/DD to have more choices and be more included in their communities.

Proposed Legislation

The proposed legislation would update Oregon law to ensure the investments and progress made during the Lane vs. Brown settlement agreement continue to support job seekers with I/DD to obtain and advance in CIE. These requirements were developed by the state and its community partners, including self-advocates, over the last 10-15 years, and can be found in EO 13-04 and 15-01, the Lane v. Brown settlement agreement, and OAR 407-025.

SB 810 will formalize existing oversight, enforcement, and program mechanisms, including:

- Annual report on employment outcomes for job seekers with I/DD.
- Ongoing interagency coordination and shared MOU for CIE support.
- Quarterly Employment First Advisory Workgroup meetings for outcome reviews and recommendations.
- ODHS appointment of an Employment First Coordinator.
- Transition Technical Assistance Network (TTAN) for state agencies to share best practices around the state.
- Region-based Employment First teams for local strategies and collaboration.
- Development of State as a Model Employer (SAME) strategies to ensure inclusive hiring practices as outlined in [Oregon's WIOA Combined State Workforce Plan](#) (p. 129).
- Prohibition of VR, ODDS, or education services in sheltered work or mock sheltered work settings.
- Adoption of the federal definition for CIE from WIOA (Workforce Innovation and Opportunity Act).

This bill helps ensure compliance with federal and state laws and promotes equitable access to employment and employment services for people with I/DD.

Fiscal Impact

There is no anticipated fiscal impact. State agencies expect to use resources in place since the 2013-15 budget.

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