

POLICY 2300
EMPLOYMENT FIRST

- 2300** **EMPLOYMENT FIRST POLICY**
- 2300.1 PURPOSE
- 2300.2 POLICY

POLICY 2300 EMPLOYMENT FIRST POLICY

2300.1 PURPOSE

The purpose of this policy is to ensure that individuals served by the Clermont County Board of Developmental Disabilities (CCBDD) in accordance with all other policies and procedures are encouraged to have opportunities to explore work, community engagement, and volunteerism in their community in a manner that is the least restrictive. The CCBDD supports the Employment First Executive Order signed by Governor John Kasich on March 19, 2012. This policy also supports the requirements established for County Boards identified in ORC 5123: 2-2-05.

2300.2 POLICY

- A. CCBDD believes that community employment should be the desired outcome for every individual of working age.
- B. CCBDD's strategic plan will outline and periodically update its strategy and benchmarks for increasing the number of individuals of working age engaged in community employment services.
- C. CCBDD will collaborate with workforce development agencies, vocational rehabilitation agencies, and mental health agencies in the county to support individuals to obtain community employment.
- D. CCBDD will collaborate with school districts in the county to ensure a framework exists for effective transition to work.
- E. CCBDD will disseminate information to individuals served, families, schools, community partners, employers, and providers about resources and opportunities that facilitate community employment.
- F. CCBDD will collect and submit to the Ohio Department of DD individual specific data regarding the cost of non-Medicaid employment services, employment outcomes for individuals who receive non-Medicaid employment services, and employment outcomes for individuals who do not receive paid employment services but who are engaged in competitive employment or community employment.

- G. Each Individual of working age shall participate in an individualized planning process to identify the individual's unique strengths, interests, abilities, preferences, resources and desired outcomes as they relate to community employment. The individualized planning process shall include identification and documentation of: The individual's place on the path to community employment, that is:
- a. The individual is already engaged in community employment and needs support for job stabilization, job improvement or career advancement.
 - b. The individual expresses a desire to obtain community employment but is not currently employed and needs support to obtain employment or identify career options and employment opportunities.
 - c. The individual is unsure about community employment and needs support to identify career options and employment opportunities and the economic impact for the individual of the decision to work
 - d. The individual does not express a desire to work and needs support to learn more about careers and employment opportunities and the economic impact for the individual of the decision not to work.