



Community Integrated Employment  
Frequently Asked Questions

**Q: What is Community Integrated Employment?**

*A: Community Integrated Employment refers to jobs for people with disabilities in a typical workplace setting where the majority of coworkers are not people with disabilities. These jobs are based upon identified needs and interests of the person and are located in a community business. On-going support may be provided.*

**Q: What is the “Governor’s Order?”**

*A: In April of 2013, Governor Kitzhaber released an Executive Order directing the State agencies who support people with disabilities (the Departments of Human Services and Education) to work to improve Oregon’s system for providing employment services to people with intellectual and developmental disabilities. The Governor ordered that these*

*improvements should include less state funded support of sheltered work and an increase in community employment services. These changes will take place over a time from now until 2022. Starting with 50 people statewide in 2014, the end goal is to have two thousand additional people statewide receiving community integrated employment services by 2022.*

**Q. What are employment services?**

*A: Employment services include several steps that help a person obtain a job and perform it successfully. They include:*

**Job exploration** - discovering work interests and abilities;

**Job development** - finding a job matching those interests;

**Job Coaching** - helping learn the skills of a particular job; and

**Job Support** - helping the worker and employer with issues of job performance in a way that helps assure on-going success at the job site.

Governor’s Timeline for Number of Individuals Receiving Employment Services Statewide

DATE	INDIVIDUALS RECEIVING EMPLOYMENT SERVICES
July 1, 2014*	50
July 1, 2015**	150
July 1, 2016	350
July 1, 2017	625
July 1, 2018	900
July 1, 2019	1175
July 1, 2020	1450
July 1, 2021	1725
July 1, 2012	2000

\* No state funded assessments in sheltered workshops

\*\* No new state funded placements in sheltered workshops

**Q. I have heard that the state is “shutting the front door” to sheltered employment. What does that mean for Garten?**

*A: According to the Governor’s order, after July 1, 2015, the state will not fund any new sheltered workshop placements. This affects only people who are newly transitioning from school or are newly identified as qualifying for services. Garten will continue to provide work for people already working in its businesses.*

**Q: What is Garten’s role in this transformation?**

*A: Since Garten began in 1970, the company has worked to find community employment for people with disabilities. Now, with these changes, there might be increased funding for Garten to expand community employment services . Garten has a committee with staff representatives from every level of the organization working on creating a plan for community employment.*

**Q: How will this affect Garten businesses?**

*A: Garten businesses will remain essential to providing jobs for existing participants. The businesses will continue to provide a rich variety of meaningful jobs and choices for people. We will look for ways to make the businesses even more integrated.*

**Q: How are we informing participants and their families of this change?**

*A: The Community Integrated Employment staff committee is working toward a plan to inform stakeholders and will count on staff to help. This fact sheet and our website are tools you can use to become more familiar with the issues we will be hosting a forum for participants and their caregivers in the spring.*

**Q: How can I help?**

*A: Staff can help by staying informed and thinking creatively about how Garten might employ people in more community-integrated settings. If you are interested in helping advocate for good policy changes, please let your supervisor know.*

For further information or if you have questions please contact your supervisor, Program Services Manager Carol Beasley or CEO Tim Rocak. More information is also available on our website <http://www.garten.org/services>