

## Barriers to Competitive Employment

- Eligibility criteria
- Lack of Provider capacity
- Accurate and comprehensive assessment (community-based and situational)
- Reimbursement rates
- Varying definition of employment
- Sheltered and segregated day habilitation
- Fear of losing paid personal care supports
- Job loss and gaps between employment
- Current state funding allocations and priorities
- Varying definitions of valued outcomes
- Access to services
- Low expectations
- Lack of interagency collaboration
- Lack of adequate transition services

From MIG-HLLC meetings (Customer, Agency, Business)

### Agency

- Inconsistent policies and practices at the state and local level
- No access to a system of coordinated data
- Waiver funding rate decreases resulted in decreasing # of employment staff available
- Access to training for customized and supported employment
- Lack of funding for employment related supports and services
- Lack of entrepreneurial and self employment opportunities based on perception
- Fragmented systems
- Benefits Planning
- Assistive Technology

### Customer

- Transportation
- Lack of family support
- Lack of training
- Fear of loss of benefits
- Lack of accommodations

### Business

- Employer perceptions regarding IWD
- Lack of knowledge of ADA provisions

- Lack of understanding of PWD in general
- Lacking knowledge of reasonable accommodations
- Employer expectations