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State of Minnesota

HOUSE OF REPRESENTATIVES

NINETY-FIRST SESSION

H. F. No. 2971

02/11/2020 Authored by Cantrell, Hamilton, Freiberg, Neu, Halverson and others
The bill was read for the first time and referred to the Committee on Health and Human Services Policy

1.1 A bill for an act
1.2 relating to human services; providing vocational services for individuals with
1.3 disabilities; requiring reports.

1.4 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MINNESOTA:

1.5 Section 1. DIRECTION TO THE COMMISSIONERS OF HUMAN SERVICES,
1.6 EDUCATION, AND EMPLOYMENT AND ECONOMIC DEVELOPMENT; PLANS
1.7 TO PROMOTE EMPLOYMENT OF INDIVIDUALS WITH DISABILITIES.

1.8 Subdivision 1. Plan for supported employment of transition-age youth and
1.9 individuals with significant support needs. (a) The commissioners of human services,
1.10 education, and employment and economic development, in consultation with local education
1.11 agencies, shall develop and implement a plan to assist transition-age youth with disabilities
1.12 between the ages of 14 and 24 to maximize opportunities to achieve competitive integrated
1.13 employment, including through the use of customized employment strategies through
1.14 services provided by vocational rehabilitation services and by local education agencies and
1.15 funded under Title I and Title VI, Part B of the Rehabilitation Act.

1.16 (b) The commissioners shall jointly develop a coordinated plan to expand employment
1.17 options for individuals with significant disabilities, including mental illness, for whom
1.18 competitive employment has not traditionally occurred or for whom competitive employment
1.19 has been interrupted or intermittent as a result of the individual's disability, but who have:

1.20 (1) the ability to or potential to engage in a training or postsecondary program leading
1.21 to employment with or without supports; and

2.1 (2) a demonstrated need for intensive ongoing support services or extended services in
2.2 order to perform competitive integrated work.

2.3 Subd. 2. **Plan for expansion of competitive integrated employment.** (a) In consultation
2.4 with stakeholders, including disability advocacy organizations, employment service providers,
2.5 private businesses, individuals with disabilities, and other interested parties, the
2.6 commissioners shall develop a plan to prioritize and create incentives for competitive
2.7 integrated employment of individuals with disabilities at minimum wage or higher, including
2.8 through the use of customized employment strategies and to reduce dependence on more
2.9 costly, less integrated service models.

2.10 (b) The plan must include recommendations to:

2.11 (1) restructure and rebalance funding of employment services for people with disabilities
2.12 to incentivize and expand employment in inclusive settings at minimum wage or higher;

2.13 (2) build capacity for increased demand on competitive integrated employment services
2.14 and supports, including customized employment;

2.15 (3) ensure equitable access to competitive integrated employment and employment
2.16 services for individuals with disabilities who experience unique barriers, including but not
2.17 limited to:

2.18 (i) people of color and American Indians;

2.19 (ii) residents of Greater Minnesota;

2.20 (iii) individuals with disabilities and mental illness who are not eligible for Medicaid
2.21 waivers; and

2.22 (iv) other populations as identified by the commissioner and stakeholders;

2.23 (4) create partnership initiatives and establish hiring incentives for private businesses
2.24 to employ individuals with disabilities and to help address labor shortages across industry
2.25 segments;

2.26 (5) educate employers about accommodations in the workplace and supports available
2.27 in implementing these accommodations;

2.28 (6) support small businesses owned and operated by individuals with disabilities;

2.29 (7) expand microgrants to support the employment of individuals with disabilities at
2.30 minimum wage or higher;

3.1 (8) provide training and technical assistance for disability service providers transitioning
3.2 to support competitive integrated employment; and

3.3 (9) develop best practice standards in day services for individuals with disabilities who
3.4 do not choose paid employment.

3.5 Subd. 3. **Reports.** (a) The commissioners shall submit reports outlining the plans
3.6 described in subdivisions 1 and 2 to the chairs and ranking minority members of legislative
3.7 committees with jurisdiction over employment services for individuals with disabilities.
3.8 Reports must include legislative recommendations for implementation of each plan. Reports
3.9 must also include data regarding individuals with disabilities, including:

3.10 (1) the number of individuals who have indicated a preference for competitive integrated
3.11 employment during career counseling information and referrals or MN CHOICES
3.12 assessments;

3.13 (2) the age of such individuals;

3.14 (3) the county of residence of such individuals;

3.15 (4) the type of home and community-based services or vocational rehabilitation services
3.16 accessed by such individuals;

3.17 (5) the number of such individuals who have secured customized competitive integrated
3.18 employment;

3.19 (6) the duration of such individuals' employment in an integrated setting;

3.20 (7) the number of hours such individuals are working in that setting on a weekly basis;

3.21 (8) the employer of record for such individuals;

3.22 (9) the hourly wage of such individuals;

3.23 (10) the average earnings prior to moving into competitive integrated employment;

3.24 (11) the ability or inability of service providers to meet the individual's demand for
3.25 competitive integrated employment supports statewide, including through the use of
3.26 customized employment; and

3.27 (12) data from states that have phased out the use of 14c certificates and a subminimum
3.28 wage.

3.29 (b) Reports shall be submitted by December 14, 2020.