

Employment Services and Outcomes Update

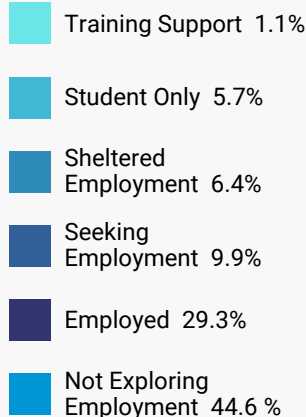
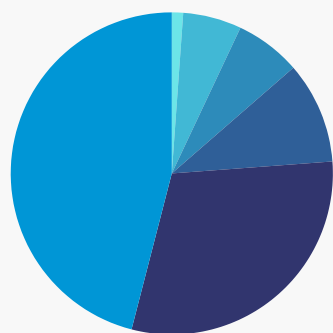
MARCH 2025



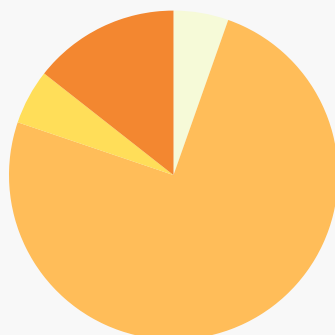
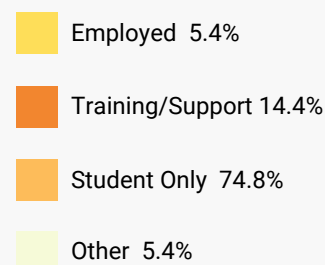
Boone County Family Resources (BCFR), like the Division of Developmental Disabilities, is committed to enhancing and expanding community employment options for persons with developmental disabilities. We also believe that all individuals who want to work can work and this is one of the core principles of our IPS employment program. BCFR includes employment as a part of the person-centered planning process with individuals and makes referrals to Vocational Rehabilitation (VR), Medicaid Waiver employment service providers and other community-based employment programs. In addition, BCFR has provided employment services for over 20 years focused on cultivating natural job supports.

Using a wide spectrum of employment program models and funding sources is effective in supporting a wide range of individuals with unique employment trajectories. This report summarizes employment services provided to persons served by BCFR in 2024, as well as the current employment status of working-aged persons.

EMPLOYMENT STATUS AGES 18-65



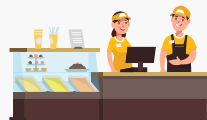
EMPLOYMENT STATUS AGES 16-17



EMPLOYMENT & SERVICES HIGHLIGHTS

A total of 340 adults served by BCFR (29.3%) have competitive integrated employment. In Missouri, 19% of individuals with I/DD are employed in the community and the National Employment rate is 22%. (Source: National Survey of State IDD Agency Day and Employment Services.)

During the calendar year 2024, the following number of persons served were linked to employment services by their BCFR Support Coordinator.*



56 INDIVIDUAL PLACEMENT AND SUPPORT

BCFR/VR



22 EMPLOYMENT SERVICES

BCFR



14 EMPLOYEE DEVELOPMENT

BCFR/Columbia Public Schools

11 PRE-EMPLOYMENT

Easterseals (CMAP service)



9 BCFR CARE

BCFR/City of Columbia

3 SUMMER WORK EXPERIENCE

BCFR/VR

5 STEP PROGRAM

Columbia Public Schools

**In addition, a number of individuals received supported employment services funded by VR through other Community Rehabilitation Programs in Boone County.*

Overview of Employment Services

AVAILABLE TO PERSONS SERVED BY BCFR

BCFR-Provided Employment/Employee Development Services:

IPS Supported Employment

An evidence-based, team-oriented supported employment model proven as a successful approach for people with mental illness. Through a partnership with Vocational Rehab (VR), BCFR is implementing the approach for people with I/DD. Funded by VR.

Summer Work Experience Program (SWEP)

Through a partnership with VR, the Agency offers SWEP for students without prior work experience during the summer before their junior and senior years of high school. Through this program, Life & Work Connections, Inc. hires participants and is the employer of record, but the students work 20 hours per week earning minimum wage at community businesses who serve as host sites.

Transition Network Classes

BCFR's Life & Work Connections program offers training in group settings for individuals with goals for community integration, including competitive integrated employment. Course offerings such as Driver Permit and Cyber Savvy help participants build skills that enhance their skill sets and prospects for lives of productivity and independence.

Employee Development Services

BCFR's Life & Work Connections program provides paid vocational skills training to janitorial work crew participants. The program pairs soft skills training with short-term paid employment. Staff then assist participants to secure employment in the community. Program participants are typically Columbia Public School students.



Tom utilized Life and Work Connections to find meaningful employment at the University of Missouri for more than 16 years.



Tavish gathers dishes at his job through the SWEP program at Como Smoke and Fire.

CARE

Through the CARE program, at-risk youth work at community-based host businesses to gain first-hand work experience and build employability. Wages are paid to participants by the City of Columbia in a collaborative agreement with BCFR. Funding is part City of Columbia and part BCFR.

Vocational Rehabilitation Community Rehabilitation Programs (CRPs)

A variety of employment services are available through VR and their CRP Provider Network that consists of Impact Support Services, BCFR, Woodhaven, Choices for People, Job Point and MERS Goodwill.