

# Newsflash

VOLUME 12, ISSUE 1

JANUARY 2013



Oregon Business Magazine Award Winner  
for best medium-sized nonprofit  
to work for in the state!  
2010, 2011 & 2012  
and  
Alfred P. Sloan Award Winner 2011 & 2012

## Employment First

Employment First is the multi-year Oregon Initiative to implement an Employment First policy. It is all about supporting people to find and keep jobs!

**Phase 2** of Oregon's Employment First Policy is being implemented during May 2012 through June 2015, based on the following practices and principles:

- **Individual Support Plan.** Employment services will be specifically addressed in the Individual Support Plan.
- **Person Centered Planning.** Employment services will be considered and provided using person-centered planning concepts, based on informed choice, and consistent with the philosophy of self-determination.
- **Wages and Benefits.** Minimum or competitive wages and benefits will be the goal of integrated employment.
- **Service Planning.** All natural and paid supports, will be considered in service planning.
- **Employment Supports.** Employment supports will be provided outside of the individual's living environment unless necessary for a self-employment plan or for the individual's medical or safety needs.



For those who successfully achieve the goal of employment in an integrated setting, future service planning will focus on maintaining employment as well as the consideration of additional career or advancement opportunities.

You can find more information about the Employment First Initiative online at [http://www.dhs.state.or.us/dd/supp\\_emp/initiative.html](http://www.dhs.state.or.us/dd/supp_emp/initiative.html) or talk to your Personal Agent.



# Happy Birthday to:



Alana U	Daniel C	Eric R	Joy B	Michael L	Shane K
Alanna C	Daniel E	Garrett E	Kirssa G	Miriam R	Shawn W
Andrew L	Dannielle D	Hayley S	Laura H	Nancy C	Stacey A
Anthony T	David F	Heather S	Laura J	Preston K	Stefan K
Ben A	David J	Jena J	Matthew F	Rebekah H	Timmy B
Brandon C	David M	Jennifer B	Maureen M	Robert A	Trevor C
Chad O	Doug C	Jennifer D	Melissa W	Ronald G	Van C
Christina C	Dustin K	Jessica S	Michael K	Sara S	Zach R
Claudia H		Joshua C		Seth F	

**And to anyone we may have missed!!**

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