



## 2017 SENATE BILL 689

January 4, 2018 - Introduced by Senators FEYEN, COWLES, BEWLEY and RINGHAND, cosponsored by Representatives MACCO, R. BROOKS, BERCEAU, QUINN, ALLEN, ANDERSON, DUCHOW, EDMING, GENRICH, JACQUE, KATSMA, LOUDENBECK, PETRYK, ROHRKASTE, SARGENT, STEFFEN, THIESFELDT, C. TAYLOR, TITTL and SHANKLAND. Referred to Committee on Workforce Development, Military Affairs and Senior Issues.

1     **AN ACT to amend** 20.438 (1) (a); and **to create** 46.2898 of the statutes; **relating**  
2           **to:** employment of individuals with disabilities enrolled in long-term care  
3           programs and making an appropriation.

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### *Analysis by the Legislative Reference Bureau*

This bill requires the Board for People with Developmental Disabilities to develop a program to provide coaching for the hiring of individuals with disabilities. "Coaching," under this bill, is providing specific, targeted supports to a business, school district, or vocational agency that demonstrates how coworkers can provide internal support to a coworker with a disability, eliminating the need for a job coach or other individual from outside of the employer. BPDD is required to take certain actions specified in the bill for the coaching program. BPDD is required to provide the coaching to private and nonprofit businesses and to schools, care management organizations that administer Family Care or the Family Care Partnership Program, consultant agencies that assist enrollees in the self-directed services option known as IRIS, and other employment services providers for the state's long-term care programs.

The bill requires BPDD to request proposals from those businesses, schools, care management organizations, consultant agencies, and employment services providers to participate in a coaching program for the hiring of individuals with disabilities. The bill then requires BPDD to provide coaching and award grants to those entities that meet criteria specified in the bill.

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For further information see the *state* fiscal estimate, which will be printed as an appendix to this bill.

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*The people of the state of Wisconsin, represented in senate and assembly, do enact as follows:*

1           **SECTION 1.** 20.438 (1) (a) of the statutes is amended to read:

2           20.438 (1) (a) *General program operations.* The amounts in the schedule to be  
3 used for general program operations of the board for people with developmental  
4 disabilities, including for providing grants under s. 46.2898.

5           **SECTION 2.** 46.2898 of the statutes is created to read:

6           **46.2898 Employment of individuals with disabilities; long-term care**  
7 **programs. (1) DEFINITIONS.** In this section:

8           (a) “Board” means the board for people with developmental disabilities.

9           (b) “Coaching” means providing specific, targeted supports to a business, school  
10 district, or vocational agency that demonstrates how coworkers can provide internal  
11 support to a coworker with a disability, eliminating the need for a job coach or other  
12 individual from outside of the employer.

13           (c) “Family care” means the program that provided the family care benefit as  
14 defined in s. 46.2805 (4).

15           (d) “Internal support” means primary employment support for an individual  
16 with disabilities provided by an employer or employees of the employer and not by  
17 a job coach or other individual from outside the employer.

18           (e) “Qualified employee” means an individual with a disability that is an  
19 enrollee of family care, the Family Care Partnership Program, or the self-directed  
20 services option.

21           (f) “Self-directed services option” has the meaning given in s. 46.2899 (1).

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1           **(2) COACHING PROGRAM ESTABLISHED.** The board shall develop a program to  
2 provide coaching for the hiring of individuals with disabilities and shall do all of the  
3 following:

4           (a) Develop a model of coaching businesses in the hiring and employment of  
5 individuals with disabilities that engages businesses directly.

6           (b) Expand awareness and competence across the private sector in hiring  
7 individuals with significant disabilities who are enrollees of family care, the Family  
8 Care Partnership Program, or the self-directed services option.

9           (c) Collaborate with individuals and businesses that hire and provide internal  
10 support for individuals with disabilities to develop tools and training programs for  
11 use in other businesses.

12           (d) Coordinate with the department of public instruction to explore the use of  
13 business-supported employment of individuals with disabilities in the school-age  
14 population.

15           (e) Include travel costs in costs available for any reimbursement, including  
16 grants awarded for meeting criteria under sub. (4) (b).

17           **(3) COACHING; BOARD DUTIES.** The board shall provide the coaching described  
18 under sub. (2) to private and nonprofit businesses and to schools, care management  
19 organizations that administer family care or the Family Care Partnership Program,  
20 consultant agencies that assist enrollees of the self-directed services option, and  
21 other employment services providers for the state's long-term care programs.

22           **(4) COACHING RECIPIENTS; GRANTS.** (a) The board shall request proposals from  
23 any of the following to participate in a coaching program for the hiring of qualified  
24 employees:

- 25           1. Public schools.

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1           2. Care management organizations that administer family care or the Family  
2 Care Partnership Program.

3           3. Consultant agencies that assist enrollees of the self-directed services option.

4           4. Employment services providers for the state's long-term care programs.

5           5. Private businesses.

6           (b) From the appropriation under s. 20.438 (1) (a), the board shall provide  
7 coaching and award grants to entities described under par. (a) that meet all of the  
8 following criteria:

9           1. Annually, the entity submits a report to the board containing all of the  
10 following:

11           a. The number of individuals with disabilities hired by the entity that provides  
12 supported employment through a business-based internal support model.

13           b. The wages and hours worked of employees with disabilities hired by the  
14 entity that provides supported employment through a business-based internal  
15 support model.

16           c. The number of businesses receiving coaching from the entity that hire and  
17 employ individuals with disabilities and that provide internal support for those  
18 individuals.

19           2. The entity demonstrates an increase in the number of businesses hiring and  
20 employing individuals with disabilities and providing internal support for those  
21 individuals.

22           3. The entity demonstrates a reduction in public spending on employment  
23 supports for individuals with disabilities by a minimum of 25 percent compared to  
24 previous costs or cost estimates. The entity shall provide information on this

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1 reduction and a description of the impact of the program under this section in the  
2 annual report under subd. 1.

3 4. The entity meets other outcome measures as determined by the board.

4 **SECTION 3. Fiscal changes.**

5 (1) EMPLOYMENT OF INDIVIDUALS WITH DISABILITIES. In the schedule under section  
6 20.005 (3) of the statutes for the appropriation to the board for people with  
7 developmental disabilities under section 20.438 (1) (a) of the statutes, the dollar  
8 amount for fiscal year 2017-18 is increased by \$75,000 to implement the coaching  
9 program and award grants under section 46.2898 of the statutes. In the schedule  
10 under section 20.005 (3) of the statutes for the appropriation to the board for people  
11 with developmental disabilities under section 20.438 (1) (a) of the statutes, the dollar  
12 amount for fiscal year 2018-19 is increased by \$75,000 to implement the coaching  
13 program and award grants under section 46.2898 of the statutes.

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(END)