

The Olmstead Commission’s goal is to move North Dakota towards greater integration and inclusion for individuals with disabilities.

IN THE NEWS:

North Dakota Continues Disability Care Effort

North Dakota has significantly expanded home and community-based services for people with disabilities, now supporting over 3,500 individuals, a 54% increase since the 2020 settlement agreement with the U.S. Department of Justice. The agreement followed a federal review that found too many people were placed in nursing homes unnecessarily. Progress includes more referrals and diversions from institutional care, but challenges remain, especially around housing and staffing. Officials say efforts are ongoing to improve coordination and ensure people with disabilities can live independently and be fully included in their communities. Read the full article [HERE](#).

Source: KX News

NEXT OLMSTEAD
MEETING:

Wednesday, November 12th
1–3pm at Job Service ND
1601 Century Ave.
in Bismarck

Discussion Topics:
Goal #7– Employment
Goal #4– Housing

NOVEMBER IS ASSISTIVE TECHNOLOGY MONTH

Assistive technology includes tools and devices that help people with disabilities live more independently. It can be high-tech, like screen readers or smart home devices, or very basic, like eyeglasses or walkers, anything that supports daily living and improves quality of life.



Stay tuned to our Facebook and Instagram this month for more information, insights, and stories about how Assistive Technology empowers independence and inclusion.

EMPLOYMENT: CONTINUING THE CONVERSATION

October marked National Disability Employment Awareness Month, but the conversation doesn’t stop there. This month, we’re continuing the dialogue by unpacking the differences between sheltered employment and competitive integrated employment. Explore these infographics to see how the employment systems compare, and why inclusive, equitable workplaces matter. Click on the images to enlarge.

		Sheltered Employment	Competitive Integrated Employment
Definition		Segregated work setting – environment designated exclusively for individuals with disabilities, typically located in a separate facility or sheltered workshop	Integrated work setting – a work environment where individuals with and without disabilities work alongside one another
Pay		Often pays subminimum wage – compensation that falls below the federal or state minimum wage	Competitive wages – compensation that is at least minimum wage, and comparable to the wages of individuals without disabilities performing the same work
Skill Development		Tasks are often repetitive and low skill Limited opportunities to develop transferable or marketable job skills	Employees gain real-world, transferable skills that can be used in other jobs and industries
Opportunity for Advancement		Rare – limited chances for advancement Often seen as a permanent placement	Possible with support- individuals can advance, change roles, or pursue further education to advance their role
Best Practice		Being phased out – misaligned with modern employment practices and disability inclusion values	Widely supported by disability rights advocates and policymakers
Outcomes		Long-term dependency on services Limited self-sufficiency	Greater financial independence Improved quality of life

Competitive Integrated Employment

Job Coaching

Job coaching offers short-term support to help clients learn their job, roles, and responsibilities. Services fade once the individual is stable in their employment and no longer needs ongoing support.

Supported Employment

Supported employment services include job coaching, skill development, and ongoing support to help individuals with disabilities find and keep meaningful employment.

Customized Employment

Customized employment involves tailoring job responsibilities to align the individual's strengths with the specific needs of a business, followed by providing ongoing support to ensure long-term success.

Segregated Employment

Subminimum Wage/ Sheltered Workshops
Sheltered workshops are segregated work environments where individuals with disabilities perform basic tasks in a highly structured setting, often at below minimum wage.

It's time to move beyond outdated models like sheltered work and subminimum wage.

OPPORTUNITIES FOR LEARNING & ENGAGEMENT:

- Thriving Through the Holidays: Maintaining Mental Health During the Season
November 6th at 12pm | [Join Here](#)
- Statewide Independent Living Council
November 6–7 | [Join Here](#)
- State Council on Developmental Disabilities
November 13th at 10am | [Join Here](#)
- Medicaid Medical Advisory Committee
November 18th at 3pm | [Join Here](#)
- ND Children’s Cabinet
November 18th at 4pm | [More Information](#)

- Secondary Transition Planning– College Options and Life After High School
November 18th at 7pm
[More Information](#) | [Register Here](#)
- Sleep and Mental Health: The Vital Connection
November 20th at 12pm | [Join Here](#)
- ND Brain Injury Advisory Council
November 20th at 12pm | [More Information](#)
- ND Cross Disability Advisory Council
November 20th at 1pm | [Join Here](#)

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