Annual Performance Report

The Colorado Office of Employment First (COEF) is housed within JFK Partners, the state’s University Center of Excellence in Developmental Disabilities, a program of the University of Colorado School of Medicine, which was envisioned by the Colorado Employment First Advisory Partnership (EFAP). EFAP is a multi-state agency and stakeholder-led collaborative that recommended the development of COEF to the legislature. COEF was made possible, in part, by funding from the IDD (Intellectual and Developmental Disability) cash fund from the Colorado Department of Health Care Policy & Financing and the Colorado Legislature generously matched using, in part federal funds, through the Colorado Department of Labor and Employment (CDLE), Division of Vocational Rehabilitation (DVR). For more information go to Colorado DVR. The focus of COEF is to implement recommendations put forth by the EFAP.

Cover Story: Ty Smith is a passionate self-advocate and leader in the employment field. Ty is a peer-support specialist who has overcome challenges in his life and dispelled misperceptions about his abilities to show what his hard work coupled with the right supports can do. Ty was also invited to present during the Colorado specific day of the National APSE Conference. Watch Ty share about his story here.
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Message from the Director

Dear Colorado Employment First Community,

I am thrilled to be sharing our Annual Performance Report for our third year! I am impressed with the increased momentum and growth of the Colorado Employment First community. The COEF team continues to be responsive to our community and guided by a vision and mission committed to competitive integrated employment for all individuals with disabilities.

This report marks the end of the COEFs initial budget appropriation, and we are so proud of our accomplishments. COEFs training and technical assistance has reached more than 14,000 individuals since operations began in November 2019.

<table>
<thead>
<tr>
<th>Year</th>
<th>Individuals</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY20</td>
<td>3,077</td>
</tr>
<tr>
<td>FY21</td>
<td>6,579</td>
</tr>
<tr>
<td>FY22</td>
<td>5,048</td>
</tr>
</tbody>
</table>

COEF continues to lead the way to increase the knowledge and awareness that work IS possible through the use of accessible key strategies and approaches for job seekers with disabilities, families, services providers, and employers, such as Benefits Counseling, Customized Employment, Individual Placement and Support, Supported Employment and Systems Navigation. These strategies and approaches require systems alignment, viable payment structures, community partnerships and quality data to lead to successful employment outcomes and to inform forward progress.

COEF is also proud to be recognized as a nationally credentialed training entity through the Association of Community Rehabilitation Educators (ACRE).

Moving forward, the COEF team remains focused on inspiring individuals with disabilities and their families about employment especially in underserved and rural communities. We look forward to connecting with you in your community very soon!
Thank you to all of Colorado’s Employment First Leaders who bring passion, commitment, and perseverance to the practice of employment being an important social determinant of health that improves quality of life for all. Your collective voice and advocacy are needed more than ever as the systems and practices that support employment for individuals with disabilities continue to shift and evolve.

Sincerely,

Patricia Henke, MS, CRC
Director

Patricia Henke, MS, CRC
Director

COLORADO
Department of Labor and Employment

JFK Partners
UNIVERSITY OF COLORADO ANSCHUTZ MEDICAL CAMPUS
Employment First Advisory Partnership
Co-Chairs

2022 EFAP Co-Chairs: Tom Knost and Shantelle Rockman

Tom Knost is the Senior Director of Activities and Employment Services for Continuum of Colorado. Tom received his bachelor’s degree in psychology from the University of Cincinnati in 1997. Tom came to work for Continuum of Colorado in 2003 and was promoted to director in 2013, Since that time he has been actively looking to achieve better employment outcomes for people with disabilities. Currently, Tom is one of the Co-Chairs for the Employment First Advisory Partnership and serves as the Chair of the Alliance’s Employment Committee.

Shantelle Rockman, MPH, CPWIC, is the Executive Director at Integrating Supports Colorado, Inc. Shantelle has earned her bachelor’s degree in social work and holds a master’s degree in public health. She is also a distinguished Community Partner Work Incentive Counselor, having been awarded the Excellence in Benefits Counseling award from COEF in 2021. Shantelle is an Employment First leader with a lived experience with a disability and has a passion to help those find real work for real pay among the disability community. Shantelle currently serves as one of the Co-Chairs for the Employment First Advisory Partnership and is Co-President of the Colorado chapter of the Association of People Supporting Employment First.
Employment First Advisory Partnership (EFAP) FY22

EFAP was enacted by the Employment First legislation, SB16-077, and is a multi-state agency and stakeholder-led collaborative. The collaboration includes representatives of people with disabilities seeking competitive integrated employment, families of people with disabilities, advocates for people with disabilities, employment service providers, and others focused on a cross-disability interest.

**EFAP Voting Members FY21:** Alia Andrews, Steve Bell, Marilee Boylan, Cari Brown, Katherine Carol, Cassidy Dellemonache, Debbie Shackelford, Liz Gerdeman, Meghan Greene, Thomas Hartman, Mike Hoover, Tom Knost, Robert “Bob” Lawhead, Katie Oliver, Jim Panzer, Shantelle Rockman, Nicole Bailey, Adam Tucker, and Patricia Henke

**EFAP Subject Matter Experts (SMEs) FY21:** Caitlin Adams, Kristin Corash, Kelley Land, Cordelia Robinson-Rosenberg, Katie Taliercio, Shea Tanis, and Josh Winkler.
The Colorado Office of Employment
First Overview

Our Vision:
A culture of inclusive, meaningful, and competitive employment for all people.

Our Mission:
Leading Colorado toward equitable employment reaching all people with disabilities through: Collaboration, Systems Innovation & Training Excellence.

COEF is about changing perspectives on what it means to work, de-mystifying processes, promoting barrier-reducing policies and practices, highlighting innovative technologies, and helping employment providers implement the most effective strategies.

Pictured above are Ty Smith and Evan Shockley cheerfully smiling while holding awards they received during the 2022 National APSE Conference. Ty received the Dave Hammis Award and Evan received the Personal Achievement Award!
The COEF Team

The COEF team consists of subject matter experts that are forward thinkers with a diverse educational and experiential background. The COEF team is creating a common expectation & confidence about work and that employment leads to a financially secure, healthy, and fulfilled life for all people with disabilities and their families. The COEF team is convening decision makers to improve policies to promote Employment First initiatives, and providing education and awareness, to elevate the delivery of effective employment services across Colorado.

Row 1: Pictured from left to right:
Patricia Henke, MS, CRC Director; Tiffany D. Cron, PhD, Curriculum Developer/Trainer, Brian Dean, MA, CRC, Program Developer/Trainer, and Sandra Friedman, MD, MPH/MSPH, CO-Principal Investigator.

Row 2: Pictured from left to right:
Melanie Honsbruch, CPWIC, Curriculum Developer/Trainer; Teresa Nguyen, MPH, WIP-C, Curriculum Developer/Trainer; and Corry Robinson-Rosenberg, PhD, RN, Principal Investigator.
Row 3: Pictured from left to right:
Deirdre Sage, MSW, LCSW, Curriculum Developer/Trainer; Joleen Schaaeke, MBA, Associate Director of Finance and Accounting; Jennifer Stewart, MPP, Education Liaison Contractor; and Aryn Taylor, PhD, CRC, Grant Writer/Analyst/Evaluator.
Key Accomplishments

The COEF team had a busy FY22 with several notable accomplishments that helped elevate and support the work of Employment First within Colorado as well as nationally.

- COEF collectively provided training to over 14,000 individuals in Employment First related topics from November 2019 to June 2022
- Increase in capacity in Benefits Counseling Providers, from 36 to 69 Certified or Provisionally Certified Benefits Counselors
- Led the research effort to complete a Rate Setting and Rate Methodology study to analyze the “cost of doing business” for Colorado employment service providers
- Implementation of the Employment First data system, CO-DESOS (Day and Employment Services Outcome System)
- Presented at notable conferences and events including:
  - National APSE Conference and Post Conference events
  - Individual Placement & Support Conference
  - The Alliance Summit
  - The LEAD Center
  - Office of Disability and Employment Policy
- Nationally credentialed training entity in Supported Employment
- Youth and family focused curriculum developed to promote the expectation of competitive integrated employment
- Co-Sponsored with DVR the 2022 National APSE Conference in Denver
- Launched Disability Benefits 101 in Colorado in early FY22
- Collaborated with the National Technical Assistance Center on Transition and the Colorado Department of Education on the development and implementation of Sequencing of Services for students and youth with disabilities
- Cultivated partnerships to help launch new Project Search sites within Colorado
Professional Development & Engagement

As part of an effort to enhance the skills and knowledge within the COEF team, staff attended a myriad of training opportunities in FY22.

Professional Development & Engagement highlights include:

- Facing our Fears Training by CU School of Medicine
- Emerging Leaders in Employment First Training by National APSE
- Group Discovery training by Marc Gold and Associates
- Benefits Counseling training through Cornell University
- Board Member for NAMI of Colorado.
- All COEF team members presented at and attended the National APSE Conference.
- Benefits and Work Incentive Practitioner Training & Certification
- Accessibility and Social Media Strategies Training
- Administration on Disabilities (AoD) Grantee Representative Work Group
- Board Members for Colorado Association of People Supporting Employment First (APSE)
- Member with the Association of Community Rehabilitation Educators (ACRE)
- Employment First Advisory Partnership (EFAP)
- IPS International Learning Community
Curriculum Development & Training

Curriculum Development:

The team of curriculum developers for FY22 focused efforts on finalizing the development of a Colorado based basic Supported Employment Curriculum. The legislation of SB18-145 requires all providers of supported employment services for persons with disabilities to obtain a nationally recognized supported employment training certificate or earn a nationally recognized supported employment certification relating to supported employment services.

COEFs Supported Employment curriculum was awarded an approved status by ACRE (Association for Community Rehabilitation Educators) and was launched in FY22.

COEF also began the development of a Colorado specific Customized Employment Curriculum that will be submitted to ACRE for approval in early FY23.

Additionally, in FY22 COEF began a partnership with the Colorado Developmental Disabilities Council and JFK Partners to develop a statewide training curriculum to educate youth with intellectual and developmental disabilities and their families about Employment First. Two training tracks were developed, and an approval of the curriculum is anticipated in early FY23.

Training:

Training efforts for FY22 continued to build upon the training that launched in FY20 and FY21 and centered around the following topic areas:

- Benefits Counseling
- Customized Employment
  - Discovery
  - Customized Job Development
  - Systematic Instruction
- Employment First
  - 2022 National APSE Conference
- Individual Placement & Support (IPS)
- Youth & Families
Training & Educational Reach

The COEF Statement of Work established the goal for reaching 100 people per session for 10 training sessions with diverse audience members to include people with disabilities and their families, services providers, and educators. Interested learners and sought-after training topics helped COEF exceed this goal. In FY20, COEF had a total of 3,077 participants, for FY21 COEF had a total of 6,579 participants and in FY22, COEF had a total of 5,048.

Total of Participants Reached (Year Three) = 5,048

- 12% (589) Employment First
- 31% (1551) Benefits Counseling
- 12% (616) Customized Employment
- 19% (985) Individual Placement & Support
- 26% (1300) Youth and Family

Figure 1: FY22 Percentage of participants by topic.
Employment First and Conference

Lead: Tiffany Cron, PhD

Employment First is an effort adopted by states to change systems and create a reality of meaningful work for all people with disabilities, including people with significant and complex disabilities. Helping Coloradans understand Employment First philosophy and begin to understand the practices is a primary function of COEF.

In FY22, 589 people across Colorado participated in Employment First related educational opportunities. Participants gained an understanding of what it means to be competitively employed in an integrated setting.

A highlight for FY22 was that COEF and DVR Co-Sponsored the National APSE Conference and led the development of the agenda for the Colorado focused day of the event! Highlights included:

- Great attendance, as **500 in-person slots were sold out** and additional attendees joined sessions in the main ballroom virtually
- **A Keynote address** that included Employment First leaders and self-advocate, Adam Tucker, who shared his employment journey
- Five Colorado focused Breakout Sessions as well as the CO APSE Annual Meeting and awards

Benefits Counseling

Program Lead: Melanie Honsbruch, CPWIC

Benefits Counseling is a service that helps individuals with disabilities and their families understand how employment and other life decisions will impact their benefits.

In FY22, a central highlight of the work within benefits counseling was the launch of Disability Benefits 101 (DB101) for Colorado. COEF acknowledges and appreciates that this great effort would not have been possible without the countless job seekers, families, advocates, providers, organizations, and state agencies that contributed hours of support and expertise.

An additional highlight for FY22 included increasing the capacity of Certified Benefits Counselors in Colorado! COEF with the support from the Colorado Division of Vocational Rehabilitation, partnered with Cornell University to offer benefits counseling certification to two cohorts of interested individuals across Colorado! Gaining approximately 33 newly Certified Benefits Counselors.

In FY22, several statewide webinars and tailored training sessions were delivered about Benefits Counseling to a total of 1551 participants across Colorado.

Additional highlights of FY22 included:

- Hosted monthly Benefits Collaborative meetings for all certified benefits counselors in Colorado
- Developed the Ambassador Training for navigating Colorado DB101
- Began collecting data usage for Colorado DB101 ending the year with a total of 7,709 users and 7,489 new users.
- Presented as a subject matter expert during the Intellectual and Developmental Disabilities Roundtables hosted by the Colorado Department of Health Care Policy and Financing and the Division of Vocational Rehabilitation
- Engaged in collaborative partnerships in developing a benefits counseling focused report for Health Care Policy and Financing as well as a Benefits counseling infographic
Customized Employment

Program Lead: Brian Dean, MA, CRC

Customized employment is a cross-disability, evidence-informed practice resulting in positive competitive integrated employment outcomes. COEF, in partnership with Marc Gold & Associates and the Division of Vocational Rehabilitation (DVR), offered customized employment training, mentorship, and certification in Discovery, Job Development, and Systematic Instruction.

In FY22, a total of 616 people across Colorado attended educational opportunities surrounding customized employment.

Additionally, in FY22 a focused effort went into the development of a Colorado specific Customized Employment curriculum! The curriculum is anticipated to be sent off for review with ACRE in the first half of FY23.

Additional highlights in FY22 include:

- Engaged in a collaborative project with the Colorado Division of Vocational Rehabilitation to facilitate the Customized Employment Enhanced Services Pilot
  - One Customized Employment training participant said this about the training:
    
    "It exceeded my expectations" and "The training content met my expectations. It covered everything that was in the textbooks we were provided and more."

- Facilitated the Customized Employment Learning & Practice Community
- Focused on helping support training attendees to complete their performance-based certifications in discovery and job development
Individual Placement and Support

Program Lead: Deirdre Sage, MSW, LCSW

The Individual Placement and Support (IPS) model is an evidence-based, international, supported employment approach for people with serious mental illness and its application is expanding throughout Colorado.

In FY22, a total of 985 people across Colorado attended educational opportunities surrounding Individual Placement and Support.

Additionally, in FY22, three cohorts of IPS Employment Specialist training were completed that resulted in 45 nationally recognized certificates. Cumulatively, 137 individuals have obtained nationally recognized certificates from attending the IPS Employment Specialist training since COEF’s inception.

IPS training participants had this to say about the training:

“I am happy to have taken this training because it was informative and helpful. The certification will help open doors for my future as well. Deirdre is a great support for employment specialists.”

“This training will help me practice at a higher level and encourage me to evaluate the effect I’m having on job seekers and change my practice, as necessary.”

Additional highlights of FY22 included:

- Collaborated with OBH and DVR on the completion of a Colorado IPS Career Profile
- Collaborated on the VOICE project to develop an infographic and briefing book
- Facilitated ongoing IPS Learning & Practice Community sessions
- Collaborated in the planning and facilitation of the 7th Annual Colorado IPS Conference and presented at two breakout sessions
- Collaborated with DVR and HCPF to develop a roadmap for IPS implementation for non-mental health programs
Youth and Families

Program Leads: Teresa Nguyen, MPH, WIP-C, Tiffany Cron, PhD, and Jennifer Stewart, MPP

The efforts throughout FY22 focused on a strong emphasis that the time to begin exploring and recognizing the power of competitive work is when individuals with disabilities are young.

In FY22, a total of 1300 people across Colorado attended Employment First educational opportunities focused on Youth and Families.

A highlight of FY22 included the initial development of a Youth and Families Curriculum funded by the Colorado Developmental Disabilities Council! The curriculum development team consisted of subject matter experts and a Youth Lead: Molly Kirkham, and a Family Member Lead: Jen Mendenhall. The development of the curriculum was guided by the two leads and the perspectives and feedback gathered during two youth and families focus group sessions. The curriculum is anticipated to be finished during the first half of FY23 with training set to be offered starting mid-year. A promotional video introduction featuring both Leads was developed: A Brighter Future Training Overview.

Additional highlights of FY22 included:

- Collaborated with the National Technical Assistance Center on Transition and the Colorado Department of Education on the development and implementation of Sequencing of Services for students and youth with disabilities
  - Planned regional training on Sequencing of Services
  - Launched four pilot communities (Mesa, Denver, Pueblo, and Weld) to utilize Sequencing of Services
- Partnered with HCPF, COEF’s Youth Advisory Council, and Colorado’s Youth Leadership Forum to host a two-part self-advocacy training
- Partnerships developed among medical professionals with Children’s Hospital Transition Teams
- Provided technical assistance to families and youth referred from Children’s Hospital to learn about Employment First
- Promoted collaboration and expansion of Project SEARCH sites in Colorado including Greeley, and Colorado Springs!
Technical Assistance and Capacity Building

COEF provided technical assistance (TA) in an accumulation of 533.25 hours spread across four TA categories: Individual, Organizational, Statewide, and National.

While technical assistance topics are very broad, a few of the highlights from FY21 include:

- Individual TA (178.5 hours): people with disabilities and family members seeking employment advice, as well as individual service provider staff
- Organizational TA (100.75 hours): service provider organizations looking for employment first training and general TA
- Statewide TA (199.25 hours): participating in the I/DD roundtables hosted by HCPF and DVR, the IPS conference planning, and EFAP support
- National TA (54.75 hours): partnering with National APSE on conference planning and TA, and National Emerging Leaders community of practice

![FY22 Technical Assistance Pie Chart]

Figure 2: COEF FY22 Technical Assistance by Type (Total hours = 533.25)
Communications & Outreach

Throughout FY22, communications and outreach across Colorado has been central to increasing awareness about Employment First in Colorado.

A significant highlight for FY22 was that COEF facilitated a robust 4-part webinar series for National Disability Employment Awareness Month (NDEAM)! COEF developed branded materials as illustrated in the graphic below that features five Coloradans with disabilities and each picture is cut into one letter of NDEAM. Individuals featured in order include Mikelle Learned, Milton Smith, Ty Smith, Luta KillsWarrior, and Keaunna Figgers.

Additional highlights for COEF communication efforts in FY22 include:

- Continued growth in our listserv that began with 945 in FY20 to 1,047 in FY21 to 1,073 in FY22 and sent out 65 Mailchimp announcements
- COEF also had increases among social media followers reaching 340 for Facebook, 158 for Instagram, 152 for LinkedIn and eight for our new Twitter account
- Published our first LinkedIn article titled: [Celebrate Mental Health Awareness Month with Employment!](#)
Webinars & In Person Presentations

The COEF sought opportunities to provide Employment First education and increase awareness that employment is possible. As COVID restrictions were lifted, COEF continued to provide webinars and capitalized on in person opportunities for presentations.

Webinar topics from FY22 included:

- Students and Youth Listening Session Follow Up: Year in Review
- Employment First in Colorado – Alliance Summit
- Colorado Disability Benefits 101: Colorado’s Newest Resource
- Disability Benefits 101 General Sessions
- NDEAM Webinar Series:
  - CO’s Employment First Leaders Reflecting on Families’ Role in Employment Preparation
  - How Community Participation Leads to Employment: A Self-Advocate Perspective
  - Mental Health at Work: A True Story from a Mental Health Leader
  - Employer Perspective: How Resumes Don’t Tell the Whole Story
- Youth and Family Focus Group Orientation
- Youth Focus Group
- Family Focus Group
- Benefits Counseling Information Sessions
- Alliance State Forum Presentation on Employment First Data Project
- UNCs GOAL Getting Connected presentation
- National APSE Conference
  - Employment First in Colorado
  - Discovery, Customized Employment & IPS Evidenced Based Strategies
  - Emerging Leaders and Rising Stars Panel Discussion

Additionally, in FY22 COEF attended the International IPS Conference and supported a breakout session on IPS expansion efforts for cross disability populations.
Coordination & Program Evaluation

COEF engaged in significant program evaluation activities within FY22 to achieve an Employment First vision within Colorado.

One significant highlight for COEF in FY22 was in the acquisition of a new mechanism for Colorado to track Employment First related data! The Indiana University UCEDD’s Day and Employment Service Outcome System (DESOS) has been utilized for 10 years and was successfully procured for Colorado in 2022. COEF is proud to have a proven and effective Employment First data system to bring to Colorado. The new data system will be called Colorado’s Day and Employment Service Outcomes System (CO-DESOS). EFAP launched a data workgroup to hold collaborative meetings between stakeholders focused on Employment First data, and the CO-DESOS launch. COEF has taken a lead role to support this workgroup in achieving shared data goals.

Additional highlights of the FY22 Coordination & Program Evaluation activities include:

- Engaged in technical assistance to state agencies presenting to EFAP
- Engaged in ongoing partnership on the EFAP Strategic Recommendations refresh committee
- Collaborated on the completion of the Rate Structure and Rate Methodology study with national and local subject matter experts and the report was finalized in 2022
- Updated internal procedures to enhance data collection efforts around COEF led events
- David Mank, PhD, Professor Emeritus at Indiana University, completed an external program evaluation with participation from Employment First stakeholders in Colorado of COEF’s work
  - Feedback from the evaluation led to the development of strategic priorities of COEF
Financial Information

During FY22, COEF successfully allocated and spent 99.36% of their budget to close out the fiscal year. This was accomplished with a staff of just over seven full and part-time employees, and by developing many partnerships and contracts.

![FY22 % of Budget Expended](image)

**Figure 3: Percent of FY22 budget spent.**

**FY22 Budget Breakdown:**

- The budget was comprised of the FY22 Long Bill Appropriation of $1,127,830 and did not contain any carryforward from the prior year.
- FY22 total expenditures: $1,120,597.89
- Remaining unspent balance: $7,232.11
- Percent Spent of FY21 budget: 99.36%

Additionally, COEF collaborated again with the Division of Vocational Rehabilitation (DVR) to increase capacity for Customized Employment in Colorado. For FY22, COEF developed an Interagency Agreement with DVR for the use of Customized Employment Expansion funds appropriated by the legislature. The FY22 Interagency Agreement was effective July 1, 2021, to June 30, 2022, and COEF allocated and spent $117,884 (40.29%) of the $292,602 budget.
In FY22, COEF, DVR, HCPF and others partnered to develop a shared vision and implementation for Customized Employment in Colorado that adheres to the Customized Employment Essential Elements, is ACRE credentialed, is aligned with state agency and partner priorities, and considers mentoring and learning communities for ongoing service provider support.

The COEF team shifted the approach to Customized Employment to develop a Colorado focused Customized Employment Training & Mentoring program by June 30, 2022. This shift in approach impacted expenditures of the Customized Employment budget.
## Sustainability Activities & Plan

COEF has been operational for approximately 2.5 years and was formed 3 months into an incredibly rare and disruptive pandemic. Systems innovation and culture shifts require time, and while great progress has been made, COEF is only getting started with building capacity and shifting mindsets across Colorado.

Colorado’s workforce has changed due to the pandemic and many Coloradans are changing professions -- a new workforce for Employment Services Providers is being developed to maintain Employment First momentum in Colorado.

In FY22, COEF began to strategize several approaches to short term and long-term sustainability knowing COEFs initial appropriation would end June 30, 2022.

Short term FY23 strategies explored and outcomes -

<table>
<thead>
<tr>
<th>1) EFAP Collaborative Funding Approach</th>
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<tr>
<td><strong>Strategy:</strong> Proposal for University of Colorado and EFAP state agency partners to contribute state core funding to leverage DVRs federal match.</td>
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</tbody>
</table>

| **Strategy:** Proposal to legislature for a step-down approach to reduce funding over time as other funding streams are identified. | **Outcome:** This strategy is ongoing and will continue to be pursued. |

<table>
<thead>
<tr>
<th>2) Contracts with State Agency Partners</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department of Labor and Employment, Division of Vocational Rehabilitation</td>
</tr>
</tbody>
</table>

<p>| Department of Human Services, Developmental Disabilities Council | Contract secured for FY23 in the amount of $91,362 and funding to |</p>
<table>
<thead>
<tr>
<th>Organization / Project</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department of Human Services, Behavioral Health Administration</td>
<td>Contract secured for FY23 in amount of $118,000 for IPS training and fidelity reviews</td>
</tr>
<tr>
<td>Health Care Policy and Financing</td>
<td>Contract being finalized, anticipated budget of $85,485 for Wellness Articles project</td>
</tr>
<tr>
<td>Colorado State University</td>
<td>Federal grant awarded providing funding in FY23 ($58,000) and FY24 ($58,000)</td>
</tr>
<tr>
<td>University of Colorado, JFK Partners</td>
<td>Federal grant awarded providing for 5 years: Approximately $15,000 per year</td>
</tr>
<tr>
<td>University of Colorado, JFK Partners LEND Grant</td>
<td>Federal grant awarded providing funding for 5 years: Approximately $25,000 per year</td>
</tr>
<tr>
<td>University of Colorado, JFK Partners UCEDD Grant</td>
<td>Funds secured to cover costs for the CO-DESOS project $50,988 for FY23</td>
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**COEF Program Income**

<table>
<thead>
<tr>
<th>Component</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>Training and Technical Assistance &amp; Client Services</td>
<td>COEF has generated $100,597 in program income.</td>
</tr>
<tr>
<td>Development of CU Foundation Account</td>
<td>COEF developed a foundation account with the University of Colorado (CU) as a way for others to support the work of COEF. <a href="#">COEF Program Support Fund</a></td>
</tr>
<tr>
<td></td>
<td>COEF has had minimal marketing of the foundation account and is an area of enhanced opportunity. Currently there is $2,645 in this account.</td>
</tr>
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COEF has established price points for core Supported Employment provider training and Technical Assistance services. COEF will charge for these offerings, as appropriate, for Coloradans and for other states.

These short-term strategies were effective in securing funding for FY23. This funding strategy of year-to-year contracts will not yield long-term sustainability of EFAPs vision for COEF.

COEF has a unique structure in that the development was initiated from Colorado’s disability community and advocates, along with partnering with key state agency partners, and has been funded by an appropriation from the Colorado legislature and the Division of Vocational Rehabilitation. COEFs existence has only been 2.5 to 3 years which is not enough time to become fully sustainable and there are many functions of COEF that will only be sustained with support of Colorado’s legislature and EFAP state agency partners. COEF continues to explore and apply for state, local, and federal grants to support sustainability.

COEF will be focused on the following three strategies for continued funding and sustainability of COEF for FY24 and beyond. Due to the complexities of COEFs structure and position, all three strategies will be necessary to ensure continuity.

1) EFAP Collaborative approach to funding core systems innovation projects

2) National, State, and Local Contracts

3) Program Income

COEF is in the process of developing a business plan requested by the Division of Vocational Rehabilitation to further explore viability of aspects of COEFs work in the marketplace.
Partnership in Action

The momentum and work from the first three years of COEF would not have been possible without the collaborative support from state agency partners, service provider partners, stakeholders, community partners, career seekers and their families.

A significant outcome from FY22 was in the collaborative partnership between COEF and DVR who Co-Sponsored the 2022 National Association for People Supporting Employment First (APSE) Conference that was held in downtown Denver, Colorado. It was a well-attended event and Colorado received several complements and comments around how Colorado is being seen as a leader in Employment First. COEF is proud to be a part of this significant movement and our work has only begun!

Thank you for spending time reflecting on the second year of the Colorado Office of Employment First, and we invite you to look for ways to become involved and engaged in the mission.

CONNECT WITH US

Visit our website: https://employmentfirstcolorado.org/
Scan our QR code below to Subscribe to our Listserve for Communications

Check out COEF on Facebook, Instagram, LinkedIn, and Twitter: @COEFtalk

Work connects us, provides purpose, supports well-being, and can transform lives.