



NOTICE OF PROPOSED RULEMAKING
INCLUDING STATEMENT OF NEED & FISCAL IMPACT

CHAPTER 407

DEPARTMENT OF HUMAN SERVICES

FILED

10/17/2025 12:28 PM
ARCHIVES DIVISION
SECRETARY OF STATE

FILING CAPTION: Employment First and Services Advancing Competitive Integrated Employment for Individuals with Intellectual or Developmental Disabilities

LAST DAY AND TIME TO OFFER COMMENT TO AGENCY: 11/28/2025 11:00 PM

The Agency requests public comment on whether other options should be considered for achieving the rule's substantive goals while reducing negative economic impact of the rule on business.

CONTACT: Christina Hartman
971-413-4225
christina.hartman@odhs.oregon.gov

500 Summer Street NE
Salem, OR 97301

Filed By:
Christina Hartman
Rules Coordinator

HEARING(S)

Auxiliary aids for persons with disabilities are available upon advance request. Notify the contact listed above.

DATE: 11/18/2025

TIME: 11:00 AM

OFFICER: Staff

REMOTE HEARING DETAILS

MEETING URL: Click here to join the meeting

PHONE NUMBER: 1-669-254-5252

CONFERENCE ID: 1601967112

SPECIAL INSTRUCTIONS:

A rule hearing is a chance for people to share comments about the proposed rule changes. Please join within the first 15 minutes. The rule hearing will end after 30 minutes if no one joins or provides comments.

Questions about the rule content or other developmental disabilities services are not answered during a rule hearing. If you have questions about the rules or need help registering for the rule hearing, please email ODDS.Rules@odhs.oregon.gov or call (971) 413-4225.

Language Access and Support:

<https://www.oregon.gov/odhs/Pages/language-assistance.aspx>

We provide free help so everyone can use our services.

Some examples:

- Sign language and spoken language interpreters
- Written materials in other languages
- Braille

- Real-time captioning (CART)
 - Large print
 - Audio and other formats
-

NEED FOR THE RULE(S)

The Oregon Department of Human Services (ODHS), Office of Developmental Disabilities Services (ODDS) needs to make changes to the rules in OAR chapter 407, division 025 about Employment First and services advancing competitive integrated employment for people with intellectual or developmental disabilities (I/DD).

ODDS needs to make these rule changes to:

- Implement Senate Bill 810 (2025), which requires ODHS to work with the Department of Education to expand opportunities for people with I/DD to obtain and advance in competitive integrated employment.
- Align with the federal Workforce Innovation and Opportunity Act (WIOA), which aims to improve access to employment, education, training, and support services for people who face barriers to employment.
- Incorporate the outcomes of the Lane v. Brown Settlement Agreement, which marked Oregon's transition away from sheltered workshops and toward competitive integrated employment opportunities.
- End subminimum wages for people with disabilities, as directed by Senate Bill 494 (2019).
- Align with Oregon's Employment First Policy and the rules in OAR chapter 411, division 345.

Additionally, ODDS might need to make other changes to provide clarification or address issues raised during the public comment period. These changes will be minor and will not affect services or introduce new requirements.

DOCUMENTS RELIED UPON, AND WHERE THEY ARE AVAILABLE

1. Enrolled Senate Bill 810 (2025). Available at:

<https://olis.oregonlegislature.gov/liz/2025R1/Downloads/MeasureDocument/SB0810/Enrolled>

2. Lane v. Brown Settlement Agreement. Available at: <https://www.justice.gov/jmd/media/1237561/dl>

3. ODDS State Policy on Employment for Working Age Individuals (9-18-08). Available at:

<https://www.oregon.gov/odhs/employment-first/Documents/policy.pdf>

4. Workforce Innovation and Opportunity Act (WIOA). Available at: <https://www.dol.gov/agencies/eta/wioa/guidance>

5. Enrolled Senate Bill 494 (2019). Available at:

<https://olis.oregonlegislature.gov/liz/2019R1/Downloads/MeasureDocument/SB494/Enrolled>

6. OAR chapter 411, division 345 about ODDS Employment Services. Available at: <https://www.oregon.gov/odhs/rules-policy/oddsrulesdocs/411-345.pdf>

STATEMENT IDENTIFYING HOW ADOPTION OF RULE(S) WILL AFFECT RACIAL EQUITY IN THIS STATE

The rule changes impact people with I/DD. People applying for or receiving developmental disabilities services often identify or associate with one or more racial, ethnic, or culturally-based communities.

Ending subminimum wages for people with disabilities and advancing competitive integrated employment will, if anything, improve existing disparities for people with I/DD.

FISCAL AND ECONOMIC IMPACT:

The fiscal and economic impact is described below in the cost of compliance statement. The fiscal and economic impact was evaluated as part of the Rules Advisory Committee process and is based on data and information currently available to ODDS.

COST OF COMPLIANCE:

(1) Identify any state agencies, units of local government, and members of the public likely to be economically affected by the rule(s). (2) Effect on Small Businesses: (a) Estimate the number and type of small businesses subject to the rule(s); (b) Describe the expected reporting, recordkeeping and administrative activities and cost required to comply with the rule(s); (c) Estimate the cost of professional services, equipment supplies, labor and increased administration required to comply with the rule(s).

(1) ODDS does not expect any cost of compliance for ODDS, other state agencies, or case management entities because these updates align the rules with already existing laws and requirements.

People receiving services: Eliminating subminimum wages will have a positive fiscal impact on people receiving services.

Providers: There should be no fiscal impact to providers. Some providers may have been required to increase wages by July 1, 2023 as a result of having to pay minimum wage or greater because of the elimination of subminimum wages created by Senate Bill 494 (2019). However, most providers had already made the change as a result of closing sheltered workshops.

Members of the public: There is no fiscal impact to members of the public. If anything, there will be a positive fiscal impact because people with disabilities will earn better wages and have higher tax contributions.

(2)(a) The proposed rule changes affect providers delivering employment services. There are approximately 140 active providers endorsed for employment services. Some of these providers may be considered a small business as defined by ORS 183.310.

(2)(b) The impact to providers is included in (1).

(2)(c) The impact to providers is included in (1).

DESCRIBE HOW SMALL BUSINESSES WERE INVOLVED IN THE DEVELOPMENT OF THESE RULE(S):

Small businesses were invited to participate on the Rules Advisory Committee and are included in the public review and comment period.

WAS AN ADMINISTRATIVE RULE ADVISORY COMMITTEE CONSULTED? YES

RULES PROPOSED:

407-025-0000, 407-025-0010, 407-025-0020, 407-025-0030, 407-025-0040, 407-025-0050, 407-025-0060, 407-025-0070, 407-025-0080, 407-025-0090, 407-025-0100, 407-025-0110, 407-025-0115

AMEND: 407-025-0000

RULE SUMMARY: OAR 407-025-0000 is being amended to:

- Implement Oregon's Employment First Policy, which supports competitive integrated employment and career advancement as the preferred outcome for people with I/DD.

- Incorporate the outcomes of the Lane v. Brown Settlement Agreement.
- End subminimum wages for people with disabilities as directed by Senate Bill 494 (2019).

Other minor changes may be made to this rule to provide clarity or address issues raised during the public comment period. These changes will not affect services or introduce additional requirements.

CHANGES TO RULE:

407-025-0000

Purpose and Scope of Employment First

(1) The purpose of these rules (~~OAR 407-025-0000 through 407-025-0115~~) is to effectuate:^{¶¶}

~~(a) Executive Order 15-01 which supersedes Executive Order 13-04 and outlines detailed strategies and requires the Oregon Department of Human Services (Department) to work with the Oregon Department of Education (ODE) to further improve Oregon's systems of designing and delivering employment services to those with intellectual and developmental disabilities toward fulfillment of Oregon's Employment First Policy, including a significant reduction over time of state support of sheltered work and an increased investment in employment services.~~^{¶¶}

~~(b) ORS 427.007(1)(a), as added by 2013 Senate Bill 22 Enrolled, Chapter 36, 2013 Laws, which provides that in OAR chapter 407, division 025 are to implement Oregon's Employment First Policy. This policy supports individuals with intellectual and other developmental disabilities and society as a whole benefit when the individuals exercise choice and self-determination, living and working in the most integrated community settings appropriate to their needs, with supportive services that are designed and implemented consistent with the choice of the individuals regarding services, providers, goals and activities.~~^{¶¶}

~~(c) ORS 427.007(1)(b), as added by 2013 Senate Bill 22 Enrolled, Chapter 36, 2013 Laws, which provides that the employment of individuals with developmental disabilities in fully integrated work settings is the highest priority over unemployment, segregated employment, facility-based employment or day habilitation.~~^{¶¶}

~~(2) Consistent with Executive Order 15-01, the Department finds that:~~^{¶¶}

~~(a) Individuals with disabilities persistently face higher rates of unemployment than their non-disabled fellow citizens.~~^{¶¶}

~~(b) Oregon is a leader in providing supported employment services to individuals with intellectual and developmental disabilities. In 2008, Oregon adopted an Employment First Policy, which makes to obtain and advance in competitive integrated employment in the general workforce in accordance with ORS 427.007(1).~~^{¶¶}

~~(2) Under Oregon's Employment First Policy, Oregonians with intellectual or developmental disabilities earn competitive wages and benefits alongside coworkers without disabilities. All services must support this outcome of competitive integrated employment the goal for all Oregonians with intellectual and developmental disabilities.~~^{¶¶}

~~(c) While the state cannot guarantee a job to any Oregonian, the state can and should consistently work to continue to improve its provision of e.~~^{¶¶}

~~(3) Oregon does not fund services in sheltered workshops or segregated work settings.~~^{¶¶}

~~(4) Employment services to provide the best possible opportunities for success and choice for individuals receive under these rules must be in settings those services. This requires new approaches at meet requirements and partnerships with government, the non-profit services sector, and potential employers in the business community.~~^{¶¶}

~~(d) Improving Oregon's delivery of employment services, with the goal of achieving competitive integrated employment for individuals with intellectual and developmental disabilities, consistent with their abilities and choices, will benefit individuals with disabilities, their families er federal, state, and local wage and hour laws.~~^{¶¶}

~~(a) Employed individuals with disabilities must be paid for work at a rate that is equal to, our communities, the economy, better than, the state.~~^{¶¶}

~~(3) The Department is not directed by the Department's integrated employment rules to act in a way that would jeopardize the Department's federal funding, such as funding from United States Department of Education, Centers for Medicare and Medicaid Services, or Rehabilitation Services Administration, or that would violate federal law or regulations. Wherever possible, the Department's integrated employment rules shall be read as consistent with federal law.~~^{¶¶}

~~(4) The State of Oregon's obligations under the Department's integrated employment rules are conditioned upon the Department's receiving funding, appropriations, limitations, allotments, or other expenditure authority sufficient to al hourly minimum wage rate required in ORS 653.025, unless an exception applies for all employees without regard to disability.~~^{¶¶}

~~(b) In Oregon, an employer may not rely on a special certificate issued under 29 U.S.C. section 214(c) to employ~~

~~individuals with disabilities at a rate lower the Department, in the exercise of its reasonable administrative discretion, to meet its payment obligations under the Department's integrated~~an the hourly minimum wage rate.~~¶~~

~~(5) The Department shall ensure employment rules. The Department's integrated employment rules do not obligate any part of Oregon state government other than the Department. Nothing in the Department's integrated employment rules is to be construed as permitting any violation of Article XI, section 7 of the Oregon Constitution or any other law regulating liabilities or monetary obligations of the State of Oregon.~~services available under various funding streams align with federal rules and regulations to promote competitive integrated employment outcomes and career advancement for individuals with intellectual or developmental disabilities.~~¶~~

~~(6) The Department shall employ good-faith efforts to request and seek funding, appropriations, limitations, allotments, or other expenditure authority sufficient to allow the Department to perform its payment obligations throughout the term of the Department's integrated employment rules.~~~~¶~~

~~(5) The Department's integrated employment rules do not provide a right to any person to claim that he or she has not received services required under any other state or federal statute or regulation~~advance Oregon's Employment First policies.

Statutory/Other Authority: ORS 409.050, Oregon Laws 2025, Chapter 228 (Senate Bill 810)

Statutes/Other Implemented: ORS 409.050, 427.007, Oregon Laws 2025, Chapter 228 (Senate Bill 810)

AMEND: 407-025-0010

RULE SUMMARY: OAR 407-025-0010 is being amended to define key terms in OAR chapter 407, division 025, in order to implement Oregon's Employment First Policy.

Other minor changes may be made to this rule to provide clarity or address issues raised during the public comment period. These changes will not affect services or introduce additional requirements.

CHANGES TO RULE:

407-025-0010

Definitions for Employment First

As used in OAR 407-025-0000 through 407-025-0115, the following definitions apply:

(1) "Annual plan" means the written summary a service coordinator completes for an individual who is not enrolled in the waiver or community first choice services. An annual plan is not an individual support plan ("ISP") and is not a plan of care for Medicaid purposes and terms frequently used in OAR chapter 407, division 025. If a word or term is defined differently in OAR 411-317-0000 and OAR 411-345-0020, the definition in this rule applies.

(2) "Career Development Plan" means the part of an ISP or annual plan regarding Office of Developmental Disabilities' (ODDS) services and career advancement as directed in OAR 407-025-0050.

(a) A Career Development Plan identifies the:

(A) An individual's employment goals and objectives;

(B) The services and supports needed to achieve those goals;

(C) The people, agencies, and providers assigned to assist the individual to attain those goals;

(D) The obstacles to the individual working in competitive integrated employment in an individualized job in a competitive integrated employment setting, and the services and supports necessary to overcome those obstacles.

(b) A Career Development Plan shall be based on person-centered planning principles.

(3) "Competitive integrated employment" means, consistent with the Workforce Innovation and Opportunity Act (29 U.S.C. 705), work that is performed on a full-time or part-time basis (including self-employment):

(a) For which an individual:

(A) Is compensated at a rate that:

(i) Is not less than the higher of the rate specified in federal, state, or local minimum wage law; and also:

(ii) Is not less than the customary rate paid by the employer for the same or similar work performed by other employees who are not individuals with disabilities, and who are similarly situated in similar occupations by the same employer and who have similar training, experience, and skills; or

(B) In the case of an individual who is self-employed, yields an income that is comparable to the income received by other people who are not individuals with disabilities, and who are self-employed in similar occupations or on similar tasks and who have similar training experience, and skills; and

(C) Is eligible for the level of benefits provided to other employees;

(b) That is at a location where the employee interacts with other persons who are not individuals with disabilities (not including supervisory personnel or individuals who are providing services to such employee) to the same extent that individuals who are not individuals with disabilities and who are in comparable positions:

(A) Typically found in the community; and

(B) Where the employee interacts with other persons; and

(c) That, as appropriate, presents opportunities for advancement that are similar to those for:

(i) For other employees who are not individuals with disabilities and who have similar positions.

(4) "Comprehensive vocational assessment" means an assessment administered for individuals eligible for employment services from vocational rehabilitation or transition services from local educational agencies under the Individuals with Disabilities Education Act (IDEA) to provide employment-related information for the development or revision of an individual's employment-related planning document, such as the individual plan for employment (IPE), or individual education plan (IEP).

(5) "Department" means purpose of performing the duties of the position with other employees within the Department of Human Services.

(6) "Department integrated employment rules" means this rule and any ODDS rule or Vocational Rehabilitation Services (VR) rule that expressly describes itself as falling under this definition.

(7) "Deputy Superintendent of Public Instruction" means the head of the Oregon Department of Education who

oversees the education of students in the state's public and charter schools. The position is appointed by the Governor and formally confirmed by the Oregon Senate.¶¶

(8) "Director" means the Director of the Department of Human Services.¶¶

(9) "Discovery" means a time-limited, comprehensive and person-centered employment planning support service to better inform an individual seeking competitive integrated employment in an integrated employment setting and to create a discovery profile for the individual. Discovery includes a series of work or volunteer-related activities to inform the individual and the job developer about the individual work unit and the entire work site; and ¶¶

(ii) As appropriate to the work performed, other people, such as customers and vendors, who are not individual's strengths, interests, abilities, skills, experiences, and support needs, as well as to identify the conditions or employment settings in which the individual will be successful. Discovery is not a comprehensive vocational assessment.¶¶

(10) "Employment services" means services provided or funded by ODDS or VR that are intended to assist an individual with an intellectual or developmental disability (I/DD) to choose, get, learn, and keep work in an integrated employment setting. Employment services will utilize evidence-based practices in instances where they exist. Employment services shall be self-directed and "individualized," meaning that services shall be individually planned, based on person-centered planning. Employment services may include post-secondary education and training to the extent they reinforce employment goals and are reflected in an with disabilities (not including supervisory personnel or the people who are providing services to such employee) to the same extent that people who are not individual's ISP or individual plan for employment services.¶¶

(11) "Evidence-based practices" means well-defined best prawith disabilities which have been demonstrated to be effective with the I/DD population or the relevant subset of that population, such as youth 16 or older, by multiple peer-reviewed research studies that are specific to the I/DD population or subset of that population.¶¶

(12) "Goals achievement statement" means a document published by the Department stating either:¶¶

(a) The Department is meeting the goals described in OAR 407-025-0030(1); or and who are in comparable positions interact with other people; and ¶¶

(bc) The Department has not met a current goal described in OAR 407-025-0030, and the Departmat, as appropriate, present's corrective action plan for meeting the goals described in OAR 407-025-0030 in the future.¶¶

(13) "Individual" or "Individuals with I/DD" are persons who have an intellectual disability as defined in OAR chapter 411, division 320, or a developmental disability as defined in OAR chapter 411, division 320.¶¶

(14) "Integrated employment setting" means:¶¶

(a) An employment setting that satisfies the requirements for competitive integrated employment, or ¶¶

(b) An employment setting that provides opportunities for individuals to have interaction opportunities for advancement that are similar to those for other employees who are not individuals with non-disabled persons. The setting must allow an individual to interact with non-disabled persons in a manner typical to the employment setting. Such settings may include small group employment. Employment in an integrated employment setting does not mean facility-based work in a sheltered workshop, and cannot be non-work activities such as day support activities and who have similar positieons.¶¶

(15) "ODDS" means the Department's Office of Developmental Disability Services.¶¶

(16) "ODDS/VR target population" means sheltered workshop workers and transition-age individuals as defined in this rule.¶¶

(17) "Person-centered planning" for employment sDepartment" means the Oregon Department of Human Services means: (ODHS).¶¶

(a4) A timely and formal or informal process that is driven by the individual with an intellectual or developmental disability that gathers and organizes information that helps an individual:¶¶

(A) Determine and describe choices about personal employment goals, activities, services, provides, and lifestyle preferences; ¶¶

(B) Design strategies and networks of support to achieve goals and a preferred lifestyle using individual strengths, relationships, and resources; and ¶¶

(C) Identify, use, and strengthen naturally occurring opportunities for support at home and in the community.¶¶

(b) The methods for gathering information vary, but all are consistent with the individual's cultural considerations, needs, and preferences.¶¶

(18) "Policy group" means a group consisting of representatives of the Oregon Department of Education (ODE), the Department, legislators, and stakeholders formed to make recommendations to "Developmental disabilities services" mean the services and service settings described in OARs chapter 411, division 004 and divisions 300 through 455.¶¶

(5) "Director" means the Director and of the Deputy Superintendent of Public Instruction regarding design and implementation on issues including but not limited to education, outreach, development of provider capacity, training, and processes for assessment and discovery Oregon Department of Human Services.¶¶

(196) "Qualified employment services provider" means a qualified provider of employment services that meets the qualification requirements to deliver employment services consistent with OAR chapter 411, division 323; OAR chapter 411, division 340; OAR chapter 411, division 345; and OAR chapter 582, division 010.¶

(20) "Related entity"¶

(7) "Employment services" means the services which are provided by ODDS or VR in conjunction with or after the completion of needed employment services provided or funded by the Office of Developmental Services in order to enable an individual to maintain or advance in competitive integrated employment. Services may include but are not limited to benefits counseling, transportation support, personal care supports (such as activities of daily living), environmental accessibility adaptations, behavioral supports, assistive technology, and social skills training as they relate to continued participation in competitive integrated employment.¶

(21) "Self-employment" means an option for achieving competitive integrated employment Disabilities Services or Vocational Rehabilitation that are intended to assist and is recognized as a viable means of promoting independence and economic self-sufficiency. Self-employment generally refers to one person owning and controlling the operations and management of an enterprise that reflects the owner's skills, interests, and preferred work environment. An individual in self-employment may or may not receive ongoing supports. Self-employment yields an income that is comparable to the income received by other individuals who are not individuals with disabilities, who are self-employed in similar occupations or on similar tasks, and who have similar training, experience, and skills.¶

(22) "Sheltered workshop workers" means working-age individuals with I/DD found eligible for ODDS employment services and who worked in sheltered workshops on or after the effective date of Executive Order 13-04.¶

(23) "Sheltered workshop" means a facility in which individuals with I/DD are congregated for the purpose of receiving employment services and performing work tasks for pay at the facility. A sheltered workshop primarily employs individuals with I/DD and other disabilities, with the exception of service support staff. A sheltered workshop is a fixed site that is owned, operated, or controlled by a provider, where an individual has few or no opportunities to interact with non-disabled individuals, except paid support staff. A sheltered workshop is not small group employment in an integrated employment setting, and is not otherwise an integrated employment setting as defined in this rule.¶

(24) "Small group employment" means work performed in regular business, industry, and community settings by groups of two to eight individuals with I/DD. It is not competitive integrated employment, which is the much preferred and optimal form of employment for individuals with I/DD, but small group employment can have value as a way to offer additional opportunities for integration and employment while further exploring competitive integrated employment. Small group employment is provided in an integrated employment setting and in a manner that promotes integration into the workplace and interaction between participants and people without disabilities. Small group employment must allow an individual with an intellectual or developmental disability to obtain, or advance in, competitive integrated employment as described in OAR chapter 411, division 345 and defined in OAR 411-345-0020.¶

(8) "Individual" means a young adult or an adult who currently receives, or will receive, developmental disabilities services.¶

(9) "Integrated employment setting" means:¶

(a) An employment setting that satisfies the requirements for competitive integrated employment; or¶

(b) An employment setting that provides opportunities for individuals to interact with non-disabled persons in a manner typical to the employment setting. The wage paid to the supported individual must meet or exceed state and local minimum wage requirements as specified in competitive integrated employment, and wages and benefits must be comparable to those paid other people, who are not individuals without disabilities who perform similar work. The individual must maintain go, in a manner typical to pursue competitive integrated employment opportunities. Small group employment support is funded by ODDS. VR may not fund small group employment.¶

(25) the employment setting. ¶

(10) "Statewide Employment First Coordinator" means the person or people designated by the Director department to oversee and coordinate the Department's employment services program and all activities required by the Department, ODDS, or VR under the Department's integrated employment rules.¶

(26) "Supported employment" means services provided to support competitive integrated employment, self-employment, and small group employment.¶

(27) "The State" means the Office of Developmental Disability Services and Vocational Rehabilitation, as administered through the Department of Human Services and the Oregon Department of Education.¶

(28) "Transition age" means individuals:¶

(a) Not older than 24 years of age,¶

(b) Not younger than 14 years of age.¶

(A) With respect to VR, individuals who are under 16 years of age may receive employment services with

Department approval.¶¶

(B) With respect to ODDS, individuals who are under 18 years of age may receive employment services with Department approval all activities required by these rules, including coordination of the Statewide Employment First Advisory Committee described in OAR 407-025-0115.¶¶

(2911) "Transition-age individuals" means individuals with I/DD who at any time from the effective date of Executive Order 13-04 until July 1, 2022 meet the definition of transition-age, and who are found eligible for ODDS employment services as described these rules" mean the rules in OAR chapter 41107, division 345, or who are found eligible for ODDS and VR services.¶¶

(30) "Transition age target population" means transition age individuals with I/DD who receive employment services on or after July 1, 2013 through July 1, 2022.¶¶

(31) "Target population" means the transition age target population and the working age target population.¶¶

(32) "VR" means the Department's Vocational Rehabilitation Services.¶¶

(33) "Working age individuals" means adults with I/DD who are 21 or older and who no longer receive public school services, and those with I/DD over 60 or older who choose to continue employment.¶¶

(34) "Working age target population" means working age individuals with I/DD who receive sheltered workshop services on or after July 1, 2013025 about Employment First and advancing competitive integrated employment for people with intellectual or developmental disabilities.

Statutory/Other Authority: ORS 409.050, Oregon Laws 2025, Chapter 228 (Senate Bill 810)

Statutes/Other Implemented: ORS 409.050, 427.007, Oregon Laws 2025, Chapter 228 (Senate Bill 810)

AMEND: 407-025-0020

RULE SUMMARY: OAR 407-025-0020 is being amended incorporate the outcomes of the Lane v. Brown Settlement Agreement, which prohibits state funds for employment services or comprehensive vocational assessments in segregated or sheltered workshop settings.

Other minor changes may be made to this rule to provide clarity or address issues raised during the public comment period. These changes will not affect services or introduce additional requirements.

CHANGES TO RULE:

407-025-0020

No Funding in Sheltered Workshops-

~~(1) Effective July 1, 2014, ODDS and VR~~The Department shall no longer purchase or fund employment services or comprehensive vocational assessments for individuals with I/DD intellectual or developmental disabilities that occur in segregated or sheltered workshop settings.~~¶~~

~~(2) Effective July 1, 2015, ODDS and VR shall no longer purchase or fund~~Employment services must be designed to support obtaining or advancing in competitive integrated employment.~~¶~~

~~(2) For the purpose of this rule, "sheltered workshop placements for:~~~~¶~~

~~(a) Transition age individuals with I/DD;"~~means a facility in which individuals with disabilities are congregated for the purpose of receiving employment services and performing work tasks for pay at the facility.~~¶~~

~~(b) Any working age sheltered workshop primarily employs individuals with I/DD newly eligible for ODDS or VR services; and~~disabilities, including intellectual or developmental disabilities, with the exception of service support staff.~~¶~~

~~(c) Any working age individual with I/DD already utilizing ODDS or VR services w~~sheltered workshop is a fixed site that is owned, operated, or controlled by a provider agency and where an individual has few or no opportunities to interact with people who are not individuals with disabilities, not including paid support staff.~~¶~~

~~(c) A sheltered workshop is not already working small group employment in an integrated employment setting a sheltered workshop and is not otherwise an integrated employment setting.~~

Statutory/Other Authority: ORS 409.050, Oregon Laws 2025, Chapter 228 (Senate Bill 810)

Statutes/Other Implemented: ORS 409.050, 427.007, Oregon Laws 2025, Chapter 228 (Senate Bill 810)

RULE SUMMARY: OAR 407-025-0030 is being repealed to remove outdated targets established under the Lane v. Brown Settlement Agreement.

CHANGES TO RULE:

~~407-025-0030~~

~~Employment Services Provided through ODDS and VR~~

~~(1) ODDS and VR will provide employment services as described in section (6) of this rule to at least 7000 unique individuals in the ODDS/VR target population, including sheltered workshop workers who wish to receive those employment services, between July 1, 2013 and July 1, 2022, in accordance with the following schedule:¶¶~~

~~(a) By July 1, 2014, to at least 600 individuals.¶¶~~

~~(b) By July 1, 2015, to at least 1,350 individuals.¶¶~~

~~(c) By July 1, 2016, to at least 2,200 individuals.¶¶~~

~~(d) By July 1, 2017, to at least 3,000 individuals.¶¶~~

~~(e) By July 1, 2018, to at least 3,800 individuals.¶¶~~

~~(f) By July 1, 2019, to at least 4,600 individuals.¶¶~~

~~(g) By July 1, 2020, to at least 5,400 individuals.¶¶~~

~~(h) By July 1, 2021, to at least 6,200 individuals.¶¶~~

~~(i) By July 1, 2022, to at least 7,000 individuals.¶¶~~

~~(2) The requirement in this section that additional individuals receive employment services by a given date refers to a cumulative number of additional individuals.¶¶~~

~~(3) Any sheltered workshop worker who, in his or her career development plan as described in OAR 407-025-0050 indicates a desire to work in an integrated employment setting and to receive employment services as described in section (5) of this rule, shall receive these employment services.¶¶~~

~~(4) The policy group, as defined in OAR 407-025-0020, shall be responsible for recommending metrics aimed at assessing the delivery of employment services described in this rule to sheltered workshop workers who desire to receive employment services, as well as reviewing the state's performance under those metrics.¶¶~~

~~(5) Both ODDS/VR target populations will receive employment services as described in section (6) of this rule. The delivery proportions of employment services to different target populations shall be reviewed by the policy group to assure delivery is consistent with the expected outcomes as outlined in this rule. On an annual basis, beginning July 1, 2016, the Department shall evaluate whether the service numbers in section (1) of this rule should be increased or otherwise changed in light of the demand for services and other appropriate factors. By September 1, 2016, and annually thereafter, the Department shall report in writing its evaluation and any recommendations to the policy group.¶¶~~

~~(6) For an individual to be counted as being provided an employment service under this rule, that individual must have received one or more of the following:¶¶~~

~~(a) Discovery services through ODDS;¶¶~~

~~(b) Comprehensive vocational assessments through VR;¶¶~~

~~(c) An approved IPE with VR;¶¶~~

~~(d) Job development services through ODDS; or¶¶~~

~~(e) Supported employment services through ODDS.¶¶~~

~~(7) None of the services listed in section (6) of this rule shall be counted in a way that creates a duplicate count of individuals that were provided employment services. Any additions to the list of employment services to be counted will be subject to review and approval by the policy group.¶¶~~

~~(8) The policy group shall be responsible for recommending outcome metrics aimed at assessing the effectiveness of the employment services described in this rule as well as reviewing the Department's performance under those metrics.¶¶~~

~~(9) Any person or organization may request a goals achievement statement as defined in OAR 407-025-0010 from the Department if the Department has not published a currently effective goals achievement statement.¶¶~~

~~(a) If the Department has not already published a goals achievement statement, the Department must publish a goals achievement statement upon request.¶¶~~

~~(A) The person or organization must submit the request in writing or email to the Director or the Statewide Employment Coordinator.¶¶~~

~~(B) Within ten (10) business days of receipt of a request for a goals achievement statement, the Department shall deliver by US Mail or email to the requesting person or organization a written acknowledgement of the request.¶¶~~

~~(C) The Director or Statewide Employment Coordinator shall publish the Department's goals achievement statement and shall deliver the statement to the requesting person or organization by certified US Mail within forty-five (45) calendar days of the receipt of request.¶¶~~

- (b) If the Department publishes a goals achievement statement, and if any person or organization disagrees with that statement, a complainant may submit a grievance to the Director or Statewide Employment Coordinator.¶¶
- (A) The complainant must submit the grievance in writing to the Director or Statewide Employment Coordinator within three (3) calendar months of the goals achievement statement being published.¶¶
- (B) The grievance must specify what part of the goals achievement statement the complainant is grieving and the remedy sought, if applicable.¶¶
- (C) The Department will consolidate all grievances with respect to a particular goals achievement statement into a single proceeding.¶¶
- (D) Within ten (10) business days after three (3) calendar months from the goals achievement statement being published, the Director or Statewide Employment Coordinator shall deliver by US Mail or email to any complainants, a written acknowledgement of the grievances. The acknowledgement shall offer the complainants the opportunity to meet with the Director or the Statewide Employment Coordinator within ten (10) business days of the date of the Department's letter to resolve the grievance informally.¶¶
- (E) If the grievances are resolved informally, the Director or Statewide Employment Coordinator shall deliver by certified US Mail within forty-five (45) calendar days of resolution, a written response documenting the agreed upon resolution.¶¶
- (F) If a complainant declines the informal review, which may be made verbally, in writing, by email, or no response, or the grievance is not resolved during the informal review, then the Director or Statewide Employment Coordinator shall deliver to the complainant a written decision by certified US Mail within forty-five (45) calendar days of receipt of the grievance.¶¶
- (G) If the complainant is unsatisfied with the Department's decision, the complainant may seek additional review in through a contested case hearing as provided under ORS 183.411 to 183.471. The Department, in its sole discretion, may consolidate any requests for hearing into a single contested case proceeding with respect to a particular goals achievement statement.

Statutory/Other Authority: ORS 409.050

Statutes/Other Implemented: ORS 409.050

REPEAL: 407-025-0040

RULE SUMMARY: OAR 407-025-0040 is being repealed because the general policy for employment services, required by the Lane v. Brown Settlement Agreement, is now established in Oregon's Employment First Policy.

CHANGES TO RULE:

~~407-025-0040~~

~~General Policies~~

~~ODDS and VR shall establish and implement a policy that employment services shall be evidence-based and individualized. Employment services shall be individualized and services shall be individually planned, based on person-centered planning principles and evidence-based practices, when they exist. Employment services shall be based on an individual's capabilities, choices, and strengths and shall be individually tailored.~~

~~Statutory/Other Authority: ORS 409.050~~

~~Statutes/Other Implemented: ORS 409.050~~

AMEND: 407-025-0050

RULE SUMMARY: OAR 407-025-0050 is being amended to:

- Improve career development planning by ensuring the person-centered service planning process includes informed choice about employment and career advancement.
- Incorporate the outcomes of the Lane v. Brown Settlement Agreement.

Other minor changes may be made to this rule to provide clarity or address issues raised during the public comment period. These changes will not affect services or introduce additional requirements.

CHANGES TO RULE:

407-025-0050

Career Development Planning ¶

~~(1) No later than January 1, 2014, ODDS shall adopt an~~ Under Oregon's Employment First Policy, career development planning presumes that all individuals with intellectual or developmental disabilities can work and advance in competitive integrated employment. ¶

~~(2) The Office of Developmental Disabilities Services shall maintain policies and procedures for developing eCareer dDevelopment pPlans. The policies must include a presumption that all individuals in the ODDS/VR target population are capable of working in an integrated employment setting, including a process for individuals to make an informed choice about employment and career advancement. Steps taken to help ensure informed choice, as described in section (5) of this rule, are documented annually in an individual's service plan according to OAR 411-415-0070.~~ ¶

~~(23) Career dDevelopment pPlans shall be based on person-centered planning principles.~~ ¶

~~(34) The eCareer dDevelopment pPlan shall prioritize competitive integrated employment before other employment in. The optimal and expected outcome for all employment services is competitive integrated employment settings. The career development process shall focus on the strengths of thean individual and shall be conducted with the goal of maximizing the number of hours spent working, consistent with an individual's abilities and choice preferences.~~ ¶

~~(45) By July 1, 2015 sheltered workshop workers who desire to receive employment servicesTo help ensure informed choice regarding employment, the annual person-centered service planning process, described in OAR 407-0211-415-003070, shall receive a career development plinclude:~~ ¶

~~(a) At least an annual conversation regarding employment and career advancement. The conversation shall be based on the presumption that individuals will work and as part of the employment services they receive under OAR 407-025-0030. Transition-age individuals should have a edvance in competitive integrated employment.~~ ¶

~~(b) The conversation shall be accessible to an individual, clearly explain competitive integrated employment and its benefits, and address any concerns the individual expresses about competitive integrated employment.~~ ¶

~~(c) If an individual wants to pursue employment, this decision shall be included in their Career dDevelopment pPlan no later than the date of their anticipated departure from the Oregon public schools, but no later than one year after their departure. The provision of employment services by ODDS may not be delayed or denied due.~~ ¶

~~(d) If an individual chooses not to pursue employment, this decision shall be documented in their Individual Support Plan, including:~~ ¶

~~(A) Details of the conversation affirming the individual's talents and addressing questions or potential barriers.~~ ¶

~~(B) A discussion on the individual's employment history and how any negative experiences could be improved.~~ ¶

~~(C) Assurance that the conversation was in a format accessible to the individual.~~ ¶

~~(D) Identification of any new or different strategies used to the lack of a career development planlp ensure informed choice.~~ ¶

~~(E) Confirmation that the individual can change their decision about working at any time during the year.~~

Statutory/Other Authority: ORS 409.050, Oregon Laws 2025, Chapter 228 (Senate Bill 810)

Statutes/Other Implemented: ORS 409.050, 427.007, Oregon Laws 2025, Chapter 228 (Senate Bill 810)

AMEND: 407-025-0060

RULE SUMMARY: OAR 407-025-0060 is being amended to reflect the expectations and practices of Oregon's Employment First Policy.

Other minor changes may be made to this rule to provide clarity or address issues raised during the public comment period. These changes will not affect services or introduce additional requirements.

CHANGES TO RULE:

407-025-0060

Training for Employment Providers

~~(1) Effective January 1, 2014, ODDS and VR shall establish and update, when appropriate, competencies for providers. The Department shall maintain training and curriculum for employment providers delivering employment services, and, ¶~~

~~(2) The Department shall adopt and implement competency-based training standards for eCareer dDevelopment pPlans, job creation, job development, job coaching, and coordination of those services. ¶~~

~~(23) Effective July 1, 2016, ODDS and VR The Department shall purchase employment services for individuals with I/DD intellectual or developmental disabilities only from agencies or individual providers licensed, certified, endorsed, credentialed, or otherwise qualified as required by Department rules or contracts these rules and OAR chapter 411, division 323. The requirements for providing employment services shall be competency-based and may include such national credentialing programs as the APSEssociation of People Supporting Employment First's Certified Employment Support Professional eExam or a substantial equivalent.~~

Statutory/Other Authority: ORS 409.050, Oregon Laws 2025, Chapter 228 (Senate Bill 810)

Statutes/Other Implemented: ORS 409.050, 427.007, Oregon Laws 2025, Chapter 228 (Senate Bill 810)

AMEND: 407-025-0070

RULE SUMMARY: OAR 407-025-0070 is being amended to reflect the expectations and practices of Oregon's Employment First policy.

Other minor changes may be made to this rule to provide clarity or address issues raised during the public comment period. These changes will not affect services or introduce additional requirements.

CHANGES TO RULE:

407-025-0070

~~Outreach and Awareness~~ Employment First Outreach

~~Effective January 1, 2014, ODDS and VR shall develop, and update when appropriate, an outreach and informational education program for all~~ The Department shall maintain an outreach and communication plan aimed at individuals in the target population that explains the benefits of employment, addresses concerns of families and perceived obstacles to participating in employment services, and is designed to encourage individuals with I/DD and their families to seek employment service with intellectual or developmental disabilities.

Statutory/Other Authority: ORS 409.050, Oregon Laws 2025, Chapter 228 (Senate Bill 810)

Statutes/Other Implemented: ORS 409.050, 427.007, Oregon Laws 2025, Chapter 228 (Senate Bill 810)

AMEND: 407-025-0080

RULE SUMMARY: OAR 407-025-0080 is being amended to implement Senate Bill 810 (2025) by requiring that, subject to available funding, ODHS provide training and technical assistance to ensure there are enough qualified employment providers to deliver employment services to people eligible for developmental disabilities services.

Other minor changes may be made to this rule to provide clarity or address issues raised during the public comment period. These changes will not affect services or introduce additional requirements.

CHANGES TO RULE:

407-025-0080

Employment Provider Capacity-

(1) The Department shall make good faith efforts, within available budgetary resources, to ensure that there are a sufficient number of qualified employment providers to deliver the services and supports necessary for individuals in the ODDS/VR target population with intellectual or developmental disabilities to receive employment services consistent with the terms of the Department's integrated employment rules.

(2) Subject to available funding, the Department shall make training and technical assistance available to ensure there are a sufficient number of qualified employment providers to deliver employment services to eligible individuals with intellectual or developmental disabilities.

Statutory/Other Authority: ORS 409.050, Oregon Laws 2025, Chapter 228 (Senate Bill 810)

Statutes/Other Implemented: ORS 409.050, 427.007, Oregon Laws 2025, Chapter 228 (Senate Bill 810)

AMEND: 407-025-0090

RULE SUMMARY: OAR 407-025-0090 is being amended to:

- Implement the regional and statewide Employment First actions included in Senate Bill 810 (2025).
- Reflect the expectations and practices of Oregon's Employment First Policy.

Other minor changes may be made to this rule to provide clarity or address issues raised during the public comment period. These changes will not affect services or introduce additional requirements.

CHANGES TO RULE:

407-025-0090

~~Director Ac~~Regional and Statewide Employment First Coordinations-

~~(1) Effective January 1, 2014, t~~The Department shall designate a~~t least one Statewide e~~Employment e~~First Coordinator to oversee and coordinate its e~~the Employment services program~~First initiative and all activities required by the Department, ODDS, or VR under t in these rules. ¶~~

~~(2) The Department's, integrated employment rules. ¶~~

~~(2) Effective January 1, 2014, the Department shall~~collaboration with the Oregon Department of Education, shall provide support new or existing technical assistance provider(s) or use other available training resources to provide leadership, training and technical assistance to employment providers and to provider, county, support services brokerage, and vocational rehabilitation staff to support the performance of the Department's integrated employment rules. ¶

~~(3) Effective November 1, 2013, the Department shall adopt an integr~~for regional employment first committees to develop and implement local strategies for increasing capacity for, and removing barriers to, supporting individuals with intellectual or developmental disabilities in obtaining and advancing in competitive integrated employment. ¶

~~(3) The Department and the Oregon Department of Education shall maintain designated staff specialists for regional interagency coordination work. ¶~~

~~(4) The Department and the Oregon Department of Education shall appoint regional and statewide representatives to participate in a transition technical assistance network. The network shall meet at least quarterly to coordinated employment plan to further carry out the goals of the Department's~~services, strategize on interagency coordination, and discuss best practices for supporting youth with intellectual or developmental disabilities to obtain and advance in competitive integrated employment rules. ¶

~~(5) The Department and the policy group~~Statewide Employment First Advisory Committee, as defin~~scribed in OAR 407-025-0010115, shall review the plan at least annually, and update the integrated employment plan as appropriate employment data metrics and make recommendations to update the Employment First Strategic Plan at least annually. ¶~~

~~(6) The Statewide Employment First Advisory Committee shall make recommendations annually to Oregon's Governor's Office, Department of Education, and Department of Human Services. ¶~~

~~(47) ODD~~The Office of Developmental Disabilities Services shall include specific provisions in its contracts with each support services brokerage and each community developmental disability program-(CDDP) to accomplish the full implementation of the Department's integrated employment~~se rules.~~

Statutory/Other Authority: ORS 409.050, Oregon Laws 2025, Chapter 228 (Senate Bill 810)

Statutes/Other Implemented: ORS 409.050, 427.007, Oregon Laws 2025, Chapter 228 (Senate Bill 810)

AMEND: 407-025-0100

RULE SUMMARY: OAR 407-025-0100 is being amended to reflect the expectations and practices of Oregon's Employment First Policy.

Other minor changes may be made to this rule to provide clarity or address issues raised during the public comment period. These changes will not affect services or introduce additional requirements.

CHANGES TO RULE:

407-025-0100

Quality Assessment and Improvement of Employment Services

~~Effective July 1, 2014, the Department shall develop, implement, and update, as appropriate, a quality improvement plan that is designed to promote:~~

~~(1) Promotes informed choice in regard to employment; ¶~~

~~(2) Ensures employment services are developed in accordance with the Department's integrated employment rules; and to e¶~~

~~(3) Evaluates the quality of employment services provided to persons with I/DD under the Department's integrated employment rules statewide individuals with intellectual or developmental disabilities as documented in OAR 411-323-0060.~~

Statutory/Other Authority: ORS 409.050, Oregon Laws 2025, Chapter 228 (Senate Bill 810)

Statutes/Other Implemented: ORS 409.050, 427.007, Oregon Laws 2025, Chapter 228 (Senate Bill 810)

AMEND: 407-025-0110

RULE SUMMARY: OAR 407-025-0110 is being amended to monitor the progress of Oregon's Employment First Policy by updating the requirements of the Employment First Annual Report and Strategic Plan.

Other minor changes may be made to this rule to provide clarity or address issues raised during the public comment period. These changes will not affect services or introduce additional requirements.

CHANGES TO RULE:

407-025-0110

Data Collection of Employment Services and Reporting-

(1) ~~Effective January 1, 2014, and semi-annually, thereafter, the Statewide Employment First Coordinator shall monitor the progress of implementation of the Department's integrated employment p~~Employment First Strategic Plan through data collection, data analysis, and quality improvement activities.~~¶~~

(2) ~~Effective January 1, 2014, and semi-annually, thereafter, ODDS and VR Department shall collect data and report to the employment coordinator and the policy group~~Statewide Employment First Advisory Committee the following data for working age individuals in the ODDS/VR target populations:~~¶~~

(a) ~~The number of individuals receiving employment services;~~~~¶~~

(b) ~~The number of persons working in the following settings: competitive integrated employment, self-employment, sheltered employment, and small group employment (8 or fewer) published report;~~~~¶~~

(a) The number of individuals eligible for developmental disabilities services who are receiving employment services;~~¶~~

(b) The number of individuals eligible for developmental disabilities services working in competitive integrated employment;~~¶~~

(c) The number of hours individuals in supported emp~~eligible for development;~~~~¶~~

(d) ~~The number of hours~~ al disabilities services are worked~~ing per week and hourly wages paid to those person~~~~individuals;~~~~¶~~

(ed) ~~The outcomes of emp~~number of youth eligible for development services selected by individuals through the career development planning process, including the selection of non-employment services;~~¶~~

(f) ~~Complaints and grievance~~ al disabilities services who had a community work experience. ~~¶~~

(e) The number of individuals who want to work but do not have a goal in their plan related to pursuing employment.~~¶~~

(f) The number of providers who deliver employment services for the Office of Developmental Disabilities Services; and~~¶~~

(g) The number of individuals receiving related emp~~providers who are dually enrolled to deliver employment services for both the Office of Development services.~~al Disabilities Services and Vocational Rehabilitation. ~~¶~~

(3h) ~~Effective January 1, 2014, and semi-annually, thereafter, the Statewide Employment First Advisory Committee.~~ ~~¶~~

(3) Annually, thereafter, VR and ODDS Department shall report to the employment coordinator~~Statewide Employment First Advisory Committee on the progress made on the terms of the Department's integrated employment p~~Employment First Strategic Plan and the results of the data collected under this rule.~~¶~~

(4) ~~ODDS and VR shall begin a program of~~The Department shall regularly collecting and analyzing data described in this rule, and shall identify problems or barriers to placement in, or retaining jobs in, an integrated employment setting, as well as service gaps, and shall recommend ~~to the Director~~ actions to improve services to the Director. The Department and ~~policy group~~Statewide Employment First Advisory Committee shall review this information on an ~~semi-annual~~ basis. The Department shall develop and implement measures to improve services with respect to the problems and barriers identified.

Statutory/Other Authority: ORS 409.050, Oregon Laws 2025, Chapter 228 (Senate Bill 810)

Statutes/Other Implemented: ORS 409.050, 427.007, Oregon Laws 2025, Chapter 228 (Senate Bill 810)

AMEND: 407-025-0115

RULE SUMMARY: OAR 407-025-0115 is being amended to implement Senate Bill 810 (2025) by defining the purpose of the Statewide Employment First Advisory Committee and the membership of the Committee.

Other minor changes may be made to this rule to provide clarity or address issues raised during the public comment period. These changes will not affect services or introduce additional requirements.

CHANGES TO RULE:

407-025-0115

Policy Group Statewide Employment First Advisory Committee

(1) A policy group consisting of representatives of the Statewide Employment First Advisory Committee shall be formed to advise state agencies and the Governor on strategies for increasing opportunities for individuals with intellectual and developmental disabilities of the Oregon Department of Education, the Department, legislators, and stakeholders shall be formed to make to obtain and advance in competitive integrated employment. ¶

(2) The Statewide Employment First Advisory Committee shall: ¶

(a) Recommend outcome metrics aimed at assessing the delivery of employment services described in these rules. ¶

(b) Meet at least quarterly, and at least annually to review the Employment First Outcome Report. ¶

(c) Make recommendations for the development and implementation of a statewide Employment First Strategic Plan. ¶

(d) Make policy and budget recommendations to the Director and the Deputy Superintendent of Public Instruction regarding design and implementation on issues including but not limited to education of the Governor and state agencies regarding employment outcomes for individuals with intellectual or developmental disabilities and state and local workforce plans. ¶

(3) The Statewide Employment First Advisory Committee may appoint subcommittees as needed. ¶

(4) The members of the Statewide Employment First Advisory Committee shall include: ¶

(a) Individuals with intellectual or developmental disabilities. ¶

(b) Disability policy advisors who have lived experience with accessing the disability service delivery system. ¶

(c) Representatives of the division of the Department that provides developmental disabilities services. ¶

(d) Representatives of the division, outreach, development of provider capacity, training, and processes for assessment and discovery of the Department that provides vocational rehabilitation services. ¶

(e) Representatives of the Department of Education. ¶

(f) Representatives of employment services providers and provider associations. ¶

(g) Representatives of organizations that provide case management services to individuals with intellectual or developmental disabilities. ¶

(5) The members of the Statewide Employment First Advisory Committee may also include representatives of: ¶

(a) School districts and education service districts. ¶

(2b) The policy group shall Regional family support networks. ¶

(c) The nine federally recommend outcome metrics to the State, review the stagnized Indian tribes in Oregon. ¶

(d) The Oregon Council on Developmental Disabilities. ¶

(e) Oregon's federally mandated disability protection and advocacy agency. ¶

(f) Oregon's federally authorized university centers performance under those metrics, and make annual recommendations to the Governor for improving performance. Metrics developed by the policy group shall not create enforceable right for excellence in developmental disabilities. ¶

(g) The Oregon Disabilities Commission. ¶

(h) The State Independent Living Council. ¶

(i) The Commission for the Blind. ¶

(j) State and county behavioral health departments. ¶

(k) The division of the Department that provides aging and people with disabilities services. ¶

(l) The State Workforce and Talent Development Board and local workforce development boards. ¶

(m) The Oregon Health Authority. ¶

(n) Other statewide entities providing employment services to individuals with intellectual or developmental disabilities.

Statutory/Other Authority: ORS 409.050, Oregon Laws 2025, Chapter 228 (Senate Bill 810)

Statutes/Other Implemented: ORS 409.050, 427.007, Oregon Laws 2025, Chapter 228 (Senate Bill 810)