

The main point about Employment First is that employment should be the very first option offered to any adult with a disability, before any kind of non employment option. There are currently over 25 states that are focused at some level on the concept of Employment First (Hoff, 2011).

Central to Employment First are the establishment of clear public policies (e.g., legislation, policy directives that prioritize community employment. To date, approximately 10 states have such policies in place.

Case management services seldom place employment on the top of the agenda.

Allocation of staff time in most community rehabilitation providers is consumed by first maintaining the facility based work and non work as well as community based non work services with much less effort invested in community jobs (Inge et al., 2009).

Many self-advocates are clearly stating that they do not want to be in a shelter employment setting but rather a competitive integrated employment setting (Migliore et al., 2008).

(currently 70%: U.S. Department of Labor, Bureau of Labor Statistics, February 2011).