What is Employment First?
Utah passed *Employment First Priority* legislation in 2011, placing emphasis on employment opportunity for all. Expecting, encouraging, providing, creating, and rewarding community integrated employment in the workforce:
- At competitive wages and benefits
- As the first and preferred outcome

What is the Vision?
The Employment First vision is:
Every person who receives services from DSPD achieves their career possibilities.

### How many people Received DSPD Supported Employment Services?

<table>
<thead>
<tr>
<th>Year</th>
<th>In Services</th>
<th>Waiting List</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>689</td>
<td>115</td>
</tr>
<tr>
<td>2015</td>
<td>812</td>
<td>106</td>
</tr>
<tr>
<td>2016</td>
<td>1,011</td>
<td>203</td>
</tr>
</tbody>
</table>

### Employment First Strategic Issues and Strategy:

1. **Education**
   - Inform all stakeholders on
     - National movement
     - Goals
     - Benefits
   - Development of outreach and training material
   - Gather information and data
   - Build stakeholder cohesion

2. **Finance & Contract**
   - Create strong outcomes
   - Minimize barriers in policies & practices

3. **Service Innovation**
   - Support service system to greater community based system
   - Increase access & flexibility

4. **Measurement**
   - Establish performance management measures
   - Use data already gathered

Utah Department of Human Services – Division of Services for People with Disabilities
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