

MARYLAND DEPARTMENT OF HEALTH

Developmental Disabilities Administration

Employment First Summit:
Collaborating for Change

Staci Jones, Employment Services Coordinator

Wednesday, Oct. 10

Employment First Summit 2018

Welcome

National Disability Employment Awareness Month

#NDEAM

- **Deputy Secretary, Bernard Simons**
Developmental Disabilities Administration (DDA)

State-of-the-State in Employment First

2018 Updates

2018 Updates

DDA Service Realignment:

Family Supports Waiver New	Community Supports Waiver New	Community Pathways Waiver Renewal
<ul style="list-style-type: none">• Children birth to 21• Various support services• Service cap of \$12,000 annually	<ul style="list-style-type: none">• Children and adults• Includes Meaningful Day services• Service cap of \$27,000 annually	<ul style="list-style-type: none">• Children and adults• Includes Meaningful Day AND Residential services

State-of-the-State in Employment First

2018 Updates

Available Today

Supported Employment

Employment Discovery and Customization Services

Career Exploration

- Facility Based Supports
- Small Group Supports
- Large Group Supports

Community Development Services

Day Habilitation

Medical Day Care

Effective January 2020

Employment Services

- Discovery
- Job Development
- Follow Along Supports
- On-going Job Supports
- Co-worker Supports
- Customized Self-employment

Career Exploration

- Facility Based Supports
- Small Group Supports
- Large Group Supports

Community Development Services

Day Habilitation Services

Medical Day Care

2018 Updates

DDA Service Realignment:

- Policy and guidance related to community settings rule
- Non-residential site validation visits
- Community Supports Waiver site validation visits

2018 Updates

Capacity Building Initiatives:

- [Leadership Institute for Maryland providers](#)
- Employment First State Leadership Mentor Program
 - Transformation technical assistance (six providers)
 - [Webinar series](#)
 - Stakeholder conversations about Employment First

2018 Updates

Ken Capone — [Equal Employment Act](#)

- January 2017: 41 DDA provider agencies utilizing 14c certificates
- October 2018: 21 DDA provider agencies utilizing 14c certificates
- October 2019: Seven DDA provider agencies report that they will still be using 14c certificates
- October 2020: All 14c certificates will be phased out

2018 Updates

Partner Initiatives:

- DDA and Division of Rehabilitation Services (DORS) [memorandum of understanding](#) and regional trainings
- American Job Centers: [Disability Employment Initiative](#) (DEI)
- Developmental Disabilities Council and Maryland Works: [Transforming and Improving Practices through Customized Technical Assistance \(TIP\) Grants](#)
- State Agencies' Transition Collaborative of Maryland
- Employment First State Leadership Team and [Strategic Plan](#)

State-of-the-State in Employment First

Data Updates

2018 Updates

www.statedata.info/MDDA

Activity type	October 2017 Percent of people in activity	May 2018 Percent of people in activity	
Individual competitive job	19.9	21.4	increase
Individual contracted job	3.6	4.1	
Group, integrated job	8.8	9.7	
Facility-based/sheltered job	16	12.7	decrease
Self-employment	0.3	0.3	
Community-based nonwork	40.4	43.4	increase
Volunteer job	20.5	20.8	
Facility-based nonwork	58.2	56.9	decrease

2018 Updates

www.statedata.info/MDDA

Activity type	October 2017 Percent of people in activity	May 2018 Percent of people in activity
Individual competitive job	19.9	21.4
Average hours in activity	38.4	38.1

- *Are people working the number of hours they want to work?*
- *What are the barriers to working more hours?*
 - *Fear around benefits?*
 - *Negotiating more hours?*
 - *Lack of supports?*



2018 Updates

www.statedata.info/MDDA

Activity type	October 2017 Percent of people in activity	May 2018 Percent of people in activity
Facility-based/sheltered job	16	12.7

- *Are people being supported to explore choices as 14c certificates phase out?*
- *What activities will this group be participating in after that phase out?*



2018 Updates

www.statedata.info/MDDA

Activity type	October 2017 Percent of people in activity	May 2018 Percent of people in activity
Self Employment	0.3	0.3

- *What does self-employment look like when it's not tied to a person's services?*
- *How can we better support self-employment outcomes?*
- *What types of long-term supports might someone need when self-employed?*
- *How do we help supporters to support these outcomes?*



2018 Updates

Activity type	October 2017 Percent of people in activity	May 2018 Percent of people in activity
Community Based Nonwork	40.4	43.4

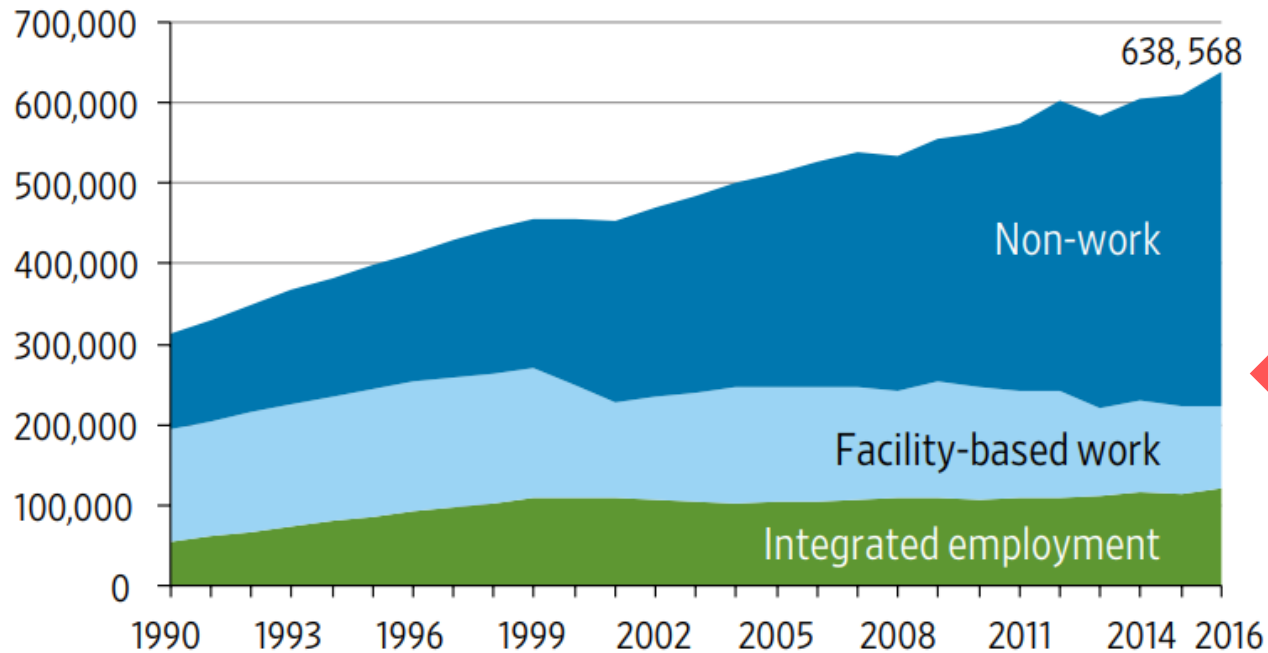
- *Is this **quality** Community Life Engagement (CLE)?*
- *How is this different from “getting out of a building?”*
- *What is true CLE?*
- *What are ways we can measure quality?*
- *How do we help supporters to support these outcomes?*



[Engage: A Brief Look at Community Life Engagement](#)

Nonwork

Chart 1: Number in Employment and Day Services



Source: ICI National Survey of State IDD Agency Day and Employment Services 2016

[Engage: A Brief Look at Community Life Engagement](#)

Wrap-up and What's Next

Staci Jones

State Collaboration

Figure 2. High Performing States



Source, p. 18, https://www.statedata.info/sites/statedata.info/files/files/statedata_bluebook_2016.pdf

State Collaboration

State Employment System Rankings

What?

Analysis to describe the relationship between state employment system characteristics and employment outcomes for individuals with intellectual and developmental disabilities (IDD).

Why?

To better understand higher-performing state employment systems.

Source: <https://www.thinkwork.org/sites/thinkwork.org/files/files/ThinkWork%20Composite%20Indicator.pdf>

State Collaboration

State Employment System Rankings and Composite Indicator (CI) Scores

	Rank	Overall CI Score	IDD Score	VR Score	Education Score
MD	1	47.38	21.60	15.22	10.56
NH	2	47.26	22.76	9.63	14.86
VT	3	46.88	22.76	13.75	10.37
OR	4	44.77	21.60	12.81	10.35
WA	5	44.26	22.84	10.87	10.56
IA	6	42.48	15.42	13.78	13.28
OK	7	41.98	21.67	12.79	7.52
SD	8	40.51	14.33	14.72	11.46
CO	9	39.78	14.47	13.92	11.39
DE	10	39.60	19.20	14.32	6.08

Source: <https://www.thinkwork.org/sites/thinkwork.org/files/files/ThinkWork%20Composite%20Indicator.pdf>

Local Collaboration

Communities of Practice

- Supporting Families
- Employment First

Employer Council

Community outreach

Transition Councils

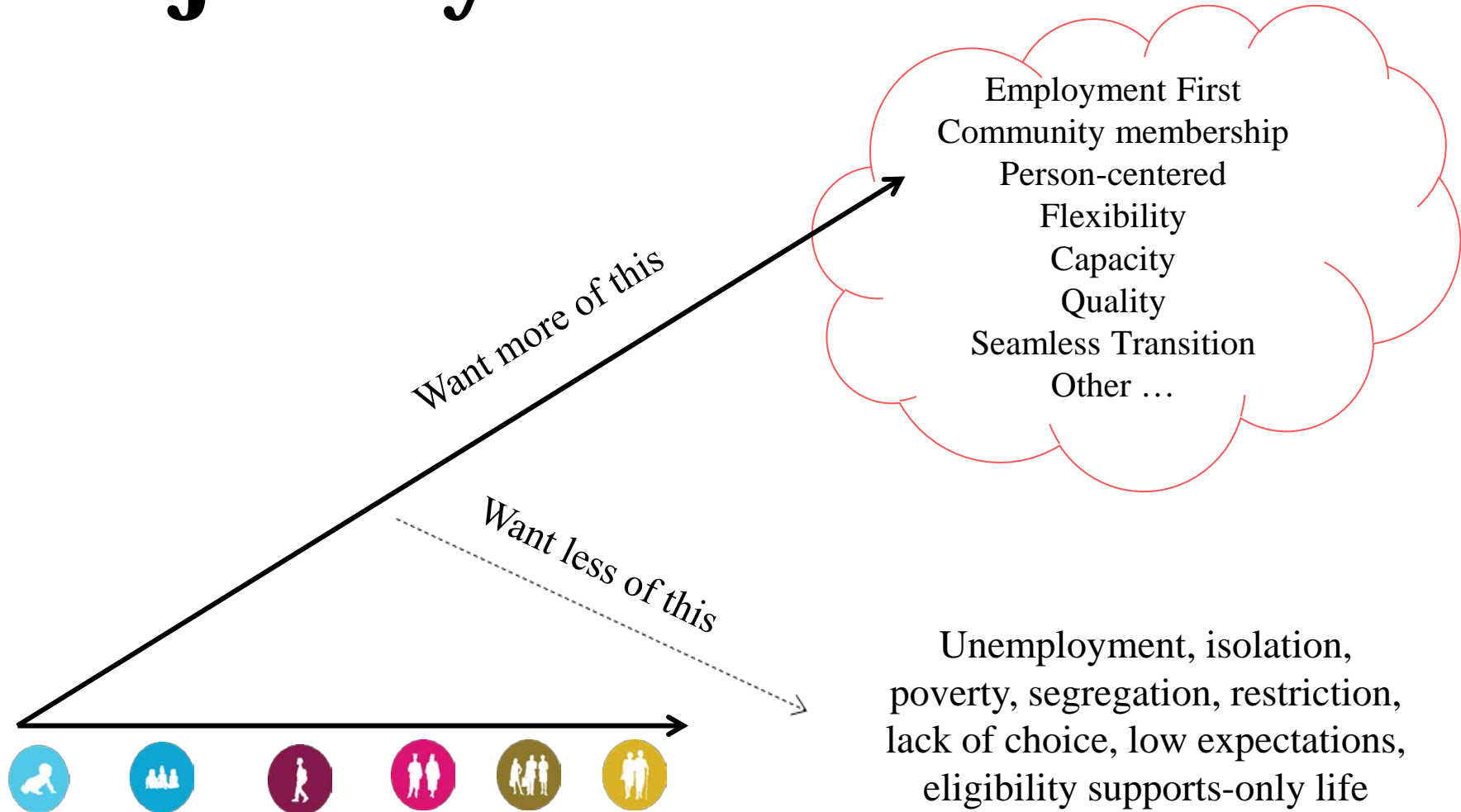
Learning Communities (TIP Grantees, etc.)

Reaching out to other agencies....find out what they do well!

Wrap-up and What's Next

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Trajectory



Wrap-up and What's Next

What's Next?

Thank you!