



Human Services
Research Institute

Employment and Social Connections Promising State Initiatives

Florida Statewide Quality Improvement Council

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New HCBS Setting Rule

- Is **integrated** in and supports access to the greater community
- Provides **opportunities** to seek employment and work in competitive integrated settings, engage in community life, and control personal resources
- Ensures that the individual receives services in the community with the **same degree of access** as individuals not receiving Medicaid home and community-based services

New Federal Guidance Affordable Care Act Section 2402(a)

Person-Centered Service Plans Goals

Must include individually identified goals and preferences related to:

- **relationships**
- community participation
- **employment**
- income and savings
- healthcare and wellness,
- education, etc.



Social Connections and Relationships

How To Connect People

- Angela Amado, Institute for Community Inclusion, studies and publishes on this subject. Free manual to download.
- Angela recommends a shift in thinking from planning an “activity” to “who is person going to get to know there?”
- She teaches that relationships grow from:
 - Same place
 - Same time
 - Same people meeting over time
 - Shared interest

Lutheran Social Services - Minnesota

- Five year project, 49 individuals living in 35 homes.
- Goal to support social relationships between individuals with ID/DD and other members of their communities.
- Involved training, matching well-connected individuals to those who were not, doing quarterly check in sessions to share successes and problem solve, and doing annual surveys.
- Staff initially thought that being “well-connected” was the result of person characteristics – however this proved not to be the case.
- Instead agency factors such as the number of project trainings staff attended, supervisor stability, and the ability of staff to spend time with individuals were more predictive

Florida Self-Directed Care in Behavioral Health

- Program of the Department of Children & Families
- Active in two areas: Jacksonville & Southwestern Florida
- Adults receive a life coach and over \$1,600/year in discretionary funds to use to meet person-centered plan goals in social inclusion, employment, wellness, and/or education.
- Funds can be used to connect socially through activities like bowling (e.g., for league membership, bowling clothes and shoes, bowling ball and transportation).
- Funds can be used to start businesses like house cleaning (e.g., purchases can include a computer, business cards, and setting up a website).

Sharing Success Stories

Florida SDC Annual Holiday Card

Got a car

Lost 40 lbs.

Quit smoking

Got a new bike & road it for miles

Earned CEU's

Joined a church

Adopted a puppy

Got married & had a beach wedding

Made jewelry and sold it

Opened an antiques shop

Learned how to use a computer

Earned a Peer Specialist Certificate

Purchased own home Joined a gym

Made a workbook for teaching classes

Joined and volunteered at the Hope Clubhouse

Completed a residential drug and alcohol rehab program

Set up a website to sell own music Started own business

Celebrated son's first birthday Joined SDC Advisory Council

Moved into own apartment Moved into own mobile home

Wrote a contract to purchase own home Received first SSDI check

Became an investigator in training on the Florida Paranormal Research Group

Got a full-time office manager job Completed the NAMI Collier fundraising walk

Became a childbirth coach and helped to deliver a friend's baby in the delivery room

Got a part-time job working as a census worker, grocery store produce worker, & personal assistant

Completed online classes toward a bachelor's degree in accounting Played guitar at a coffeehouse

Traveled to Ohio, Illinois, Massachusetts, Michigan, Pennsylvania, Minnesota, Wisconsin, Georgia and Alabama

Volunteered at church, thrift shops, food pantries, Haven Drop in Center, Reeves Out Patient Program, and NAMI

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Did professional modeling
Taught Spanish classes
Created a painting
Sold antiques

THE SDC TREE: WE HAD A YEAR OF GREAT ACHIEVEMENTS. HAPPY HOLIDAYS! Susan Sholle-Martin

Community Belonging Project

Kentucky DBHDID

- Agencies applied. 13 agencies in different parts of state.
- 3 to 5 individuals selected per agency. 50 individuals started, 43 at the end.
- Lots of training: individual agencies and regional meetings
- Of the 43, positive results for 40 individuals:
 - New community friends: **124**
 - Community groups/associations: **25**
 - New valued social roles: **20**
 - Improved family relationships: **18**

New Hampshire

- Bureau of Developmental Services conducted a project in one region to integrate social connections into service delivery.
- Individual's annual service plans had relationship goals.
- Direct care staff and managers' job descriptions required supporting people to build relationships and social roles.
- Performance evaluations included supporting people to have relationships



Real Friends Project is a partnership between *The Arc of Massachusetts* and the *Department of Developmental Services*



Employment Initiatives

Systems Change Initiatives

State

- State Employment Leadership Network (SELN)
- AIDD Partnerships and Employment Learning Community
- ODEP employment first initiative

Federal

- Department of Justice (DOJ)
- Centers for Medicaid and Medicare Services (CMS)
- Advocacy efforts
- Federal initiatives:
Administration on Intellectual and Developmental Disabilities,
Department of Labor, Social Security Administration,
Department of Education

Mount Effective Policies

John Butterworth, Institute for Community Inclusion suggests:

- Develop Employment First policies
- Prioritize funds for employment at transition
- Make funding more flexible
- Ensure adequate funding for integrated employment
- Alter state hiring practices
- Fund short-term programs such as apprenticeships and internships
- End use of state funds for segregated or sub-minimum wage work environments
- Collect, review and utilize robust and transparent employment data

Develop Performance Contracts - California

Department of Developmental Services (DDS) provides community services and supports to individuals through 21 Regional Centers.

In 2015, Regional Center contracts with DDS will include elective goals for quality improvement including employment performance. DDS can measure progress using NCI data.

Increase the percentage of adults with:

- Service plans with integrated employment goals
- Paid community work*
- Those without a community job who indicate they want one

*competitive, individual or group supported

Close Sheltered Workshops - Vermont



Bill Villemaire, 58, has been employed at the Sweet Clover grocery store for four years. Before that, Villemaire, who has an intellectual disability, worked for less than minimum wage in the last sheltered workshop to close in Vermont. (Champlain Community Services)

- Over a four year period, Vermont Developmental Disabilities Services Division (DDSD) closed its last sheltered workshop in 2002.
- DDSD started by closing new admissions to sheltered workshops.
- Funding to sheltered workshops was cut over time. Public dollars are now only used for integrated employment.
- Changes took place outside of the state's legislative process
- In 3 years, 80 percent of people in the last sheltered workshop found jobs.

Move to Employment First: Washington State

- In 2007, the Division of Developmental Services developed an Employment First policy and redirected public day program funds to supported employment.
- 2011-12 NCI data shows WA with 34% people with a paid community job compared to 14% across other NCI states.

Remove Barriers: South Dakota



Dan Lusk is the director of the Division of Developmental Disabilities (DDD) with the South Dakota Department of Human Services (DHS). South Dakota is an SELN member state.

- Governor established a statewide task force on employment.
- One goal is to eliminate disincentives for employment for people with I/DD.
- Self-advocate advised Dan that he loved his job and wanted to work more, but he couldn't work to his capacity and enjoy all of the benefits of employment because he had to pay for his services after exceeding the earned income limit.
- DDD found this widespread and made policy changes, found new resources, and ultimately submitted a HCBS waiver amendment.

New York Road to Reform (Work)

- No new workshop admissions (7/1/2013)
- Increase individuals in competitive employment by 700 in one year
- Plan to transition to employment
- Plan for workshop closures
- Restructure case management
- Redesign funding structure
- Review employment data

Massachusetts Blueprint for Success

- Close front door to workshops 1/2014
- Close sheltered workshops by 7/2015
- Transition workshop participants to IE or CBDS
- Transition individuals from CBDS to integrated work
- Phase out group employment settings that pay less than minimum wage

Florida – SELN Member State

APD developed the **Supported Employment Tracking System** to gather information on the employment status of individuals participating in the agency's 5-Year Employment Initiative. This data collection system gives APD officials the capability to track the earnings and hours worked for all individuals receiving supported employment services.

Christopher Blake:

<https://www.youtube.com/watch?v=mpZW6X3sxmo>

Jackie Williams:

<https://www.youtube.com/watch?v=kbnECLjek-g#t=39>

Florida - Employment Enhancement Project

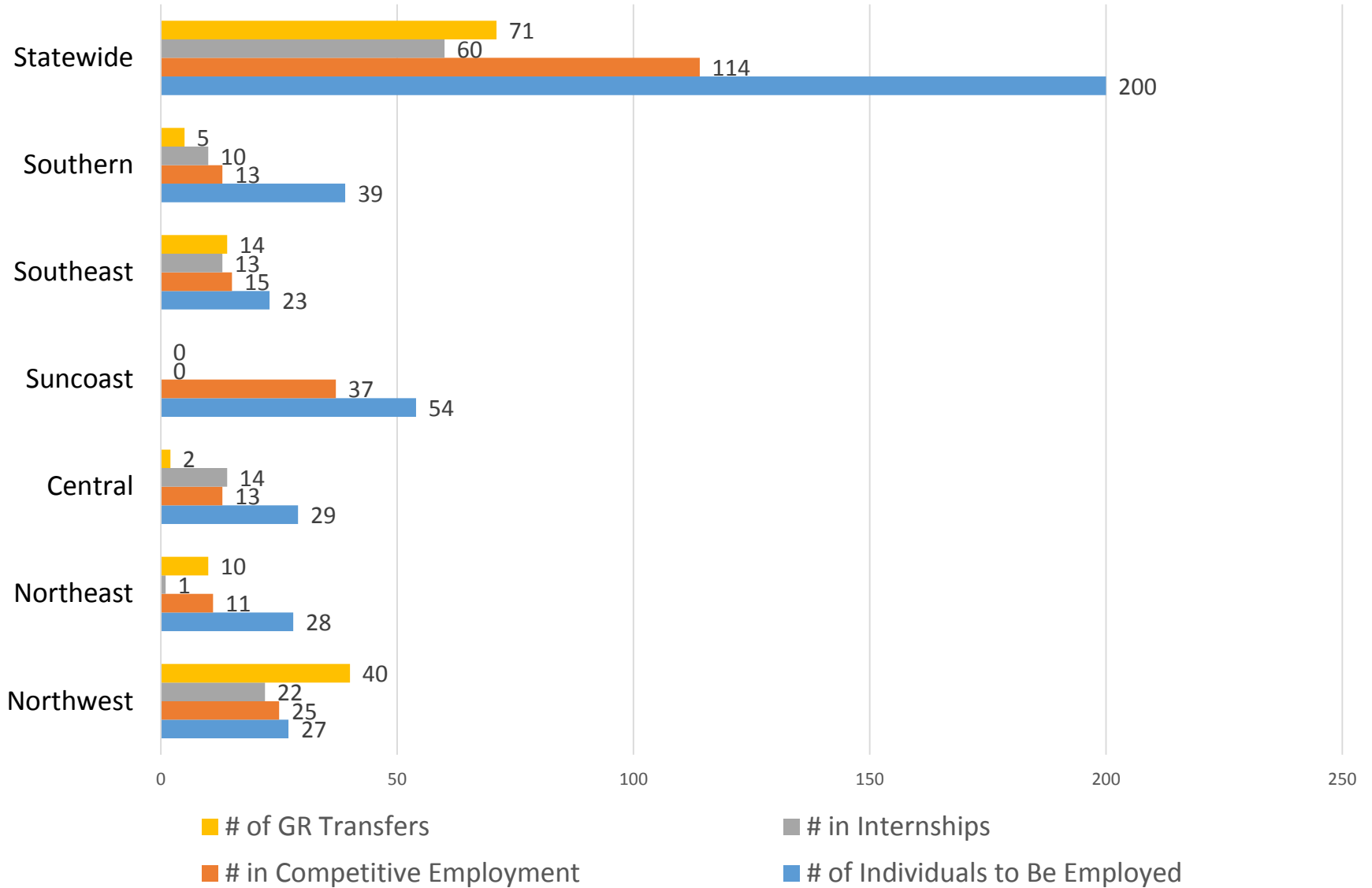
- Legislature renewed appropriation of \$500,000 for FY 2014-2015 to assist individuals on the Waiting List (primarily ages 18-24) transitioning from school to work.
- APD allocated approximately \$2500 per EEP job seeker to provide Supported Employment coaching, follow-along services for Supported Employment, transportation, and paid internships.
- This fiscal year individuals meeting the criteria in any Florida county may be considered for participation in the EEP.
- The intent is for APD, local school districts, collaborating agencies and organizations to work together.

Florida - Employment Enhancement Project

- APD Regional staff identified employment and internship opportunities. From January to May 2014, 13 individuals were employed in new jobs and 18 in paid community internships.
- In April, 300 students participated in Transition Services Fair at University of West Florida in Pensacola. APD set up mock interviews with 12 employers and teachers to provide students interview experience.
- Regional Employment Liaison presented at the Visions Conference in April to show how creative writing can be used as a tool toward employment.
- Link to 2013-14 report: <http://apd.myflorida.com/customers/supported-employment/docs/EEP%20Data%20Report%20Color%202014%2007%2009.pdf>

EEP Data Report

July 9, 2014



LEAD On!

- The LEAD Center is a collaborative of disability, workforce and economic empowerment organizations led by National Disability Institute with funding from the U.S. Department of Labor's Office of Disability Employment Policy.
- The Center disseminates information on individual and systems-level change to improve competitive, integrated employment and economic self-sufficiency for people across the spectrum of disabilities.
- Quarterly newsletters on employment, policy and economic advancement across disabilities are available.

References & Information Sources

Angela Novak Amado, Ph.D., Institute for Community Integration, University of MN, 651-698-5565, amado003@umn.edu. Link to manual: <http://www.rtc.umn.edu/friends/>

California DDS performance contracts: <http://www.dds.ca.gov/Transparency/RCPPerformanceContracts.cfm>

Florida Self-Directed Care web site: www.floridasdc.info

Florida SELN info:

http://www.selnmembers.org/images/stories/site_documents/dmr%20request%20employment%20policy%203-08rev.pdf

John Butterworth, Ph.D., Institute for Community Inclusion at UMASS Boston, 617)-287-4357, John.Butterworth@umb.edu

Massachusetts Blueprint for Success: <http://www.mass.gov/eohhs/docs/dmr/blueprint-for-success.pdf>

Medicaid.gov website, Home & Community Based Services page, Final Regulation Fact Sheets and webinar PPT: <http://www.medicaid.gov/HCBS>

The LEAD Center newsletter sign up: <http://leadcenter.us6.list-manage2.com/subscribe?u=bb0c478f9803ed67c40eec568&id=79c43d2d82>

Vermont's employment transition in Disability Scoop: <http://www.disabilityscoop.com/2014/09/30/what-sheltered-workshops-close/19717/print/>

Supported Employment Leadership Network (SELN): <http://www.selnmembers.org/>

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