

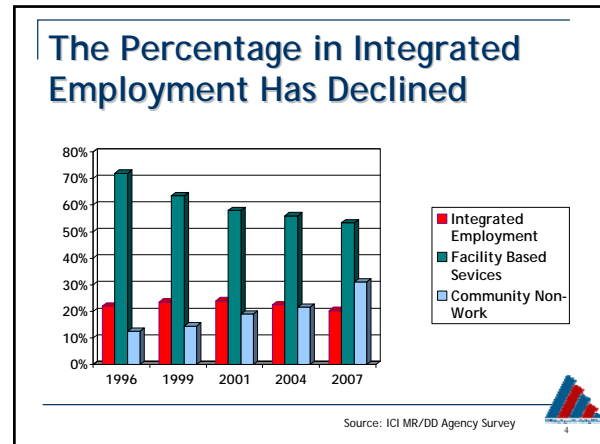


State Employment Leadership Network

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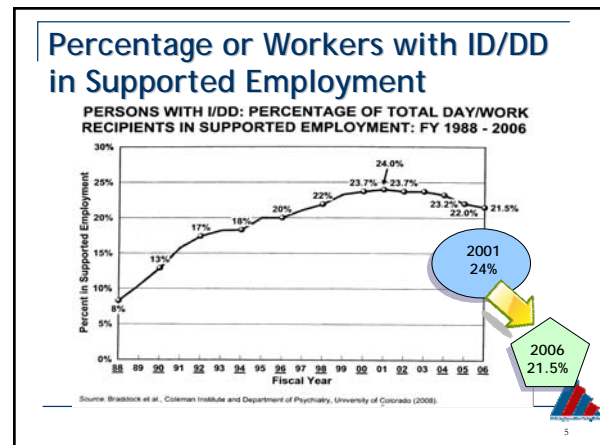




What is the SELN?

- Multi-state technical assistance collaborative
- Improving employment outcomes

Led by:

- NASDDDS
- Institute on Community Inclusion at University of Mass/Boston



Origins

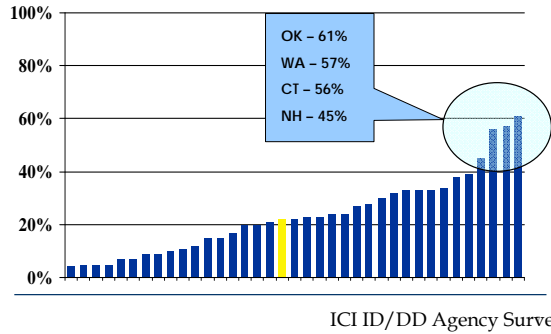
- The benefits of integrated employment for persons with DD are clearly demonstrated
- Yet, movement from segregated settings has been slow
- The percentage in integrated employment has been flat since the mid 1990s
- State DD agency directors recognized the need for change

Yet, Medicaid waiver spending for Supported Employment is increasing..

Service	% Spending 2002	% Spending 2005
Managed Care	4.3%	3.1%
Residential Care - Other	4.5%	3.0%
Case Mgt/Support Coordination	3.1%	2.5%
Habilitation: Prevocational	1.0%	1.6%
Hab: Supported Employment	0.4%	1.5%
Adult Day Care	2.3%	1.4%
Respite	1.5%	1.2%
Homemaker	1.5%	1.1%

Source: Thompson-Reuters

State Integrated Employment Percentages Vary Widely



SELN Membership 2009-2010



2006-07 NCI Employment Data Percentage Employed (N=3895)

- Across all levels of ID
 - 24% were employed in the community
 - 31% were in facility based work activities
 - 40% were in non-work programs
- Over 50% of individuals with mild or no ID, and 75% of those with moderate ID were working in segregated settings

8

Elements of High Performing States

- Strong agency leadership
- Clearly defined goals and data collection
- Interagency collaboration
- Ongoing training and outreach
- Communication through relationships
- Local control
- Flexibility and respect for innovation

11

Pulling the Network Together

- NASDDDS - ICI/UMass Boston partnership
- Development of a Network of states
 - *Collaborate* on improving employment outcomes
 - *Share expertise* - peer to peer consultants
 - *Develop solutions* to common problems such as funding, rate-setting, data management and training

9

SELN Vision

Transform systems to enable people with disabilities to acquire real jobs

- Integrated employment
- Fair wages
- Career development

12

SELN Focus

- Maximize available state and federal resources
- Develop more effective employment systems
- Use data to guide daily program management
- Improve system performance at all levels
- Share resources for systems change



Community of Practice

- *Monthly Network Meetings*
 - Using the waiver to support integrated work
 - Effective employment strategies
 - Developing system-wide Employment First policies
 - Prioritizing employment in the ISP process

16

SELN Operations

- Directed by a **Steering Committee** of participating state representatives
- Managed by a **Project Team** of NASDDDS and ICI staff
- Furnish technical assistance through a dynamic **Community of Practice**
 - Monthly Network meetings
 - Teleconferences and Webinars
 - Problem solving opportunities

14

Key Cross-Cutting Themes

- ✓ Effective rate & reimbursement policies / practices
 - Fiscal/program incentives
- ✓ Statewide employment policies
- ✓ Using data to inform decision making and planning
- ✓ Improving access to high quality training and workforce development

17

Community of Practice....

- *Inter-State Collaboration*
 - Successful coalition building
 - Cross-cutting issues, barriers & needs
 - Rate-setting, funding and payment policies
 - Data, data, data



15

Key Activities

- State self-assessment
- Summative report
- Development of an *Employment Workplan*
- Technical assistance from network members and national consultants



18

Strategic Self-Assessment Framework

- Strategic Goals and Operating Policies
- Leadership
- Financing and Contracting Methods
- Training and Technical Assistance



19

Additional Activities

- Direct Technical Assistance
- Network Teleconferences
 - Data Display
 - Data Use
 - Employment policy development
- Network Meetings
 - Medicaid Infrastructure Grants
 - Using the waiver to support employment
- Website and List-Serve



22

Self- Assessment *continued...*

- Interagency Collaboration
- Services and Service Innovations
- Performance Measurement, Quality Assurance and Program Oversight



20

State Consultation and Technical Assistance

- Rate-setting and reimbursement practices (OR, MA, CT)
- Developing statewide employment-first policies practices (MA, WA, TX, TN)
- Improving data management and design (SC, WI)



23

Strategic Work Plan

- Framework for implementing change
- Focus on specific outcomes
 - Strategic goals and operating policies
 - Financing and contracting
 - Training and technical assistance
 - Interagency collaboration
 - Performance measurement & program oversight



21

State Consultation and Technical Assistance *cont'd.*

Developing employment work plans, goals, strategies and collaboration

- Texas and Florida on employment goals and collaboration
- Delaware- work plan and strategy, meeting with providers



24

State Consultation and Technical Assistance *cont'd.*

- Wisconsin - Employment Task Force on policy and strategies used by high performing states
- West Virginia - Development and implementation of state Work-plan
- Hawaii - Improving collaboration between stakeholder groups, steering employment goals and statewide policies

25

Emerging Issues

- Self-directed employment
- Transition - school to work
- Transportation
- Subminimum wage
- Employment First

28

SELN Products

- Documenting funding practices in 5 states
 - CT
 - FL
 - NC
 - OK
 - TN
- SELN Data Notes: See www.statedata.info



26

Employment First

Participating States

- Washington
- Tennessee
- Colorado
- Florida
- Oklahoma
- Oregon
(*in progress*)

29

Topical Documents & Briefs

- ✓ Performance- Based Provider Incentives for Achieving Integrated Employment Outcomes
- ✓ Employment First policies
- ✓ State Employment Definitions
- ✓ Review of the use of data in three states
- ✓ State Approaches to Prioritizing Employment (in process)

27

Employment *First* Policies

State practices vary

- Employment First - Employment as the primary day support option
 - Prioritizing Employment in the ISP
 - Flexibility in residential & day service options
 - Gathering data, tracking outcomes
- Employment Only
 - Allowing other services by exception

30

Employment First Policy: *Key Elements*

- Integrated employment is the primary service option / optimal outcome for adults receiving day habilitation services (CO, OK).
- And require steps to be taken toward integrated employment for those individuals not currently working in such settings (WA).
- Require integrated employment to be addressed in each recipient's Individual Service Plan (CO).

31

Achieving Employment Outcomes

- Changing the terms of reimbursement to focus on preferred outcomes
- Fully fund individualized integrated employment
- Decreasing financial disincentives
- Decreasing reliance in sheltered settings
 - VT
 - ME

34

Continued...

- Identify employment as the first day service that should be explored (TN).
- Performance goals with specific increases in the % of persons with IDDD working in integrated jobs (FL, AZ).
- Regulatory provisions ensuring full access to employment and the training necessary to sustain employment (PA)

32

For More Information

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35

Continuing....

- Include regulations ensuring choice & assistance to find and change jobs (TN).
- Require that services support a job for everyone who wants one (TN).
- Require special authorization to receive funding for non-employment service options (WA).

33