



Developmental Disabilities Administration

National Disability Employment Awareness Month (NDEAM)

“America’s Recovery: Powered by Inclusion”

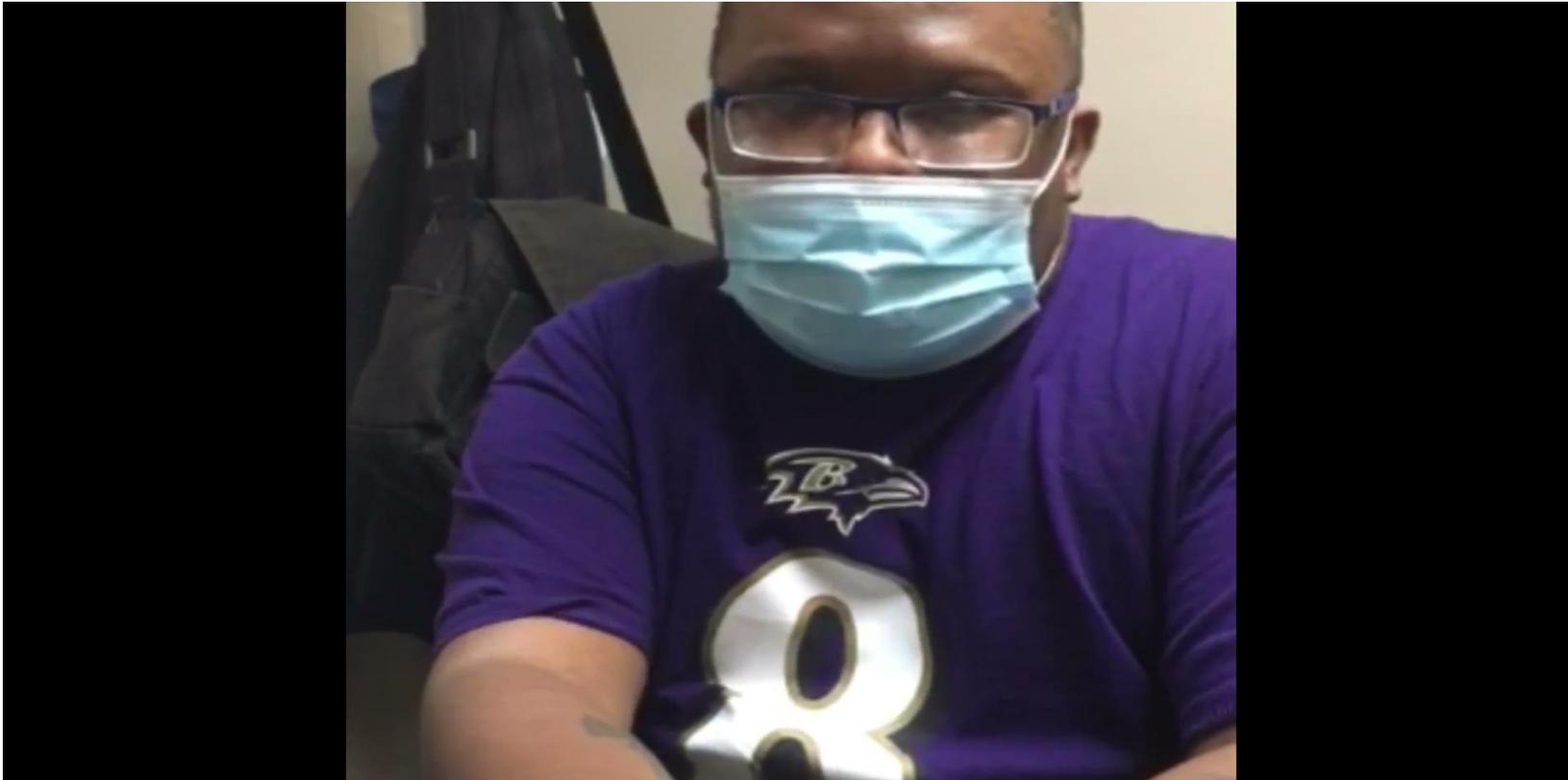
October 18, 2021



National Disability Employment Awareness Month (NDEAM)



Employment Celebrations



Today's Agenda

- Opening Remarks and Governor's Proclamation
- Employment Celebrations
- National and State Employment Data Trends - Emerging Services
- DDA Employment Policies and Innovations - A Year Recap
- Innovation and Looking to the Future

Deputy Secretary's Opening Remarks



Deputy Secretary Bernard Simons
Developmental Disabilities Administration
Maryland Department of Health

Opening Remarks



Director Scott Dennis
Division of Rehabilitation Services
Maryland State Department of Education



Employment Celebrations



Emerging Services and the New Reality

John Butterworth PhD

Senior Research Fellow, Director for Employment Systems Change and Evaluation
Institute for Community Inclusion UMASS Boston

Beyond COVID

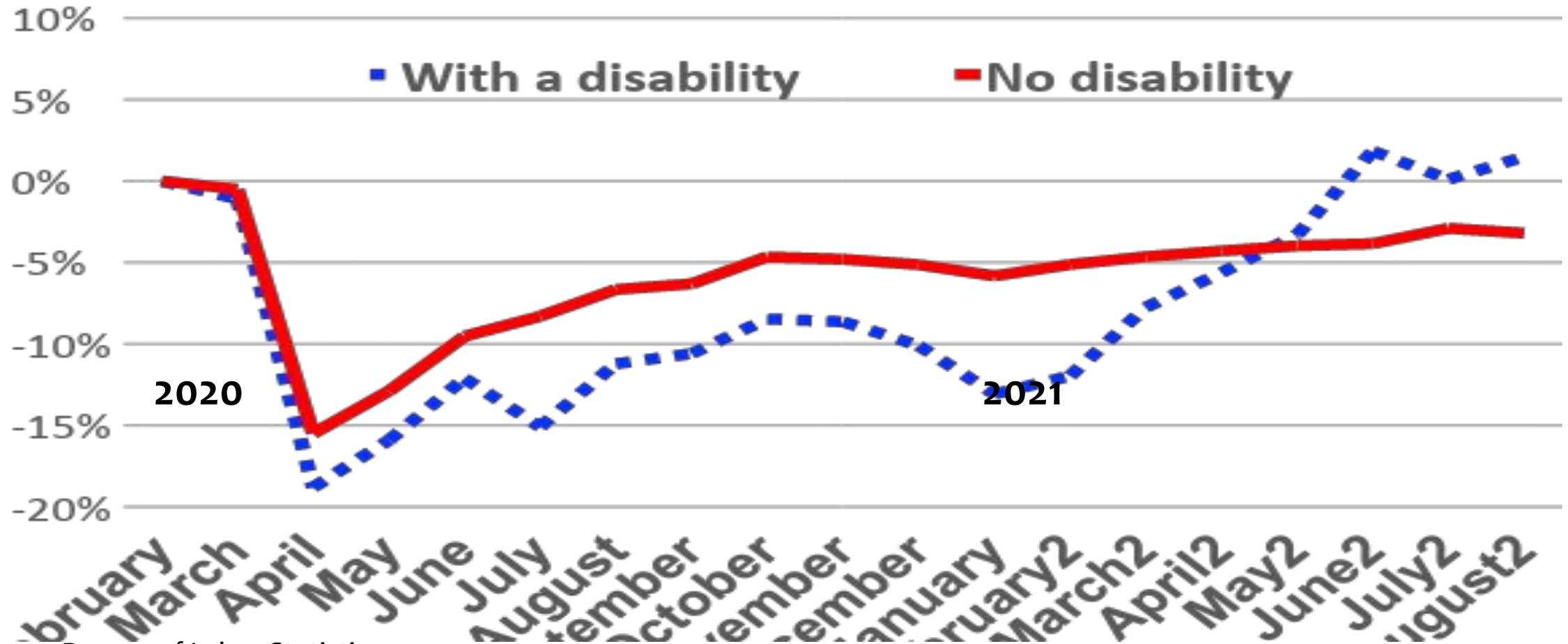
Emerging Services and the New Reality

John Butterworth

October 18 2021



Percent change in number employed compared to February 2020: General population

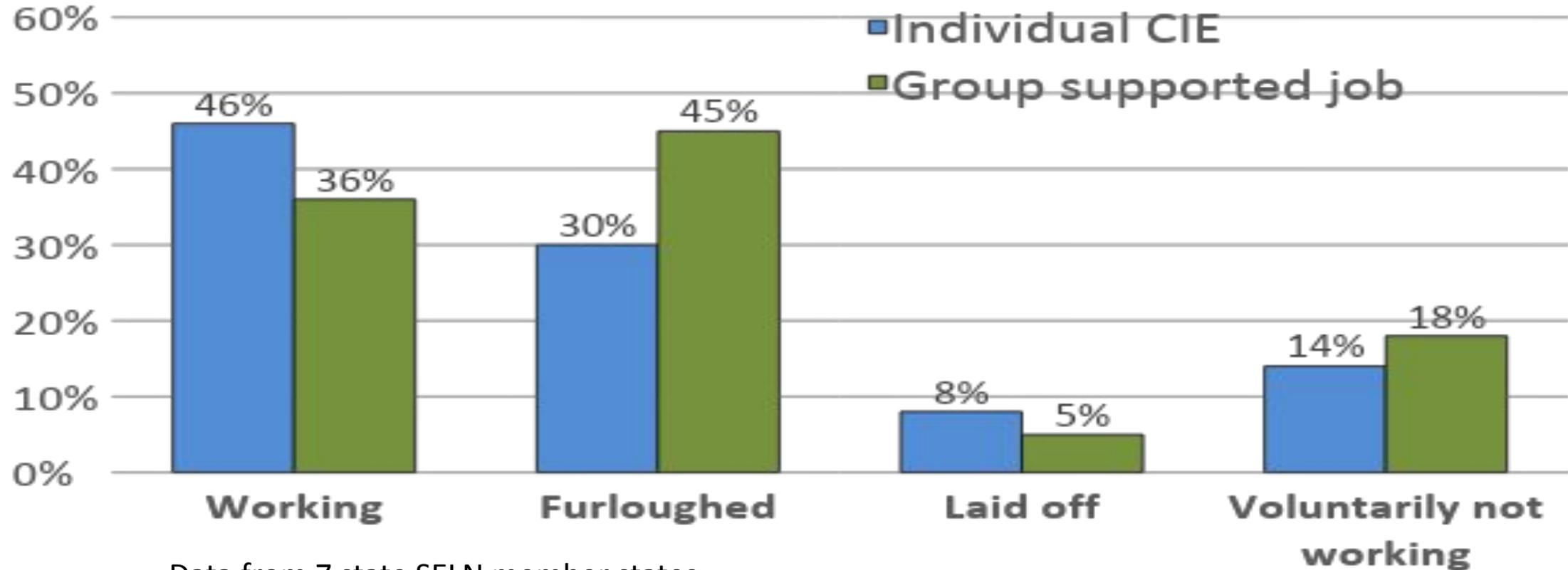


Source: Bureau of Labor Statistics
Monthly Employment Situation

Percent who continued working after March 1

Individuals supported by a state IDD agency

Collected late May to June 2020



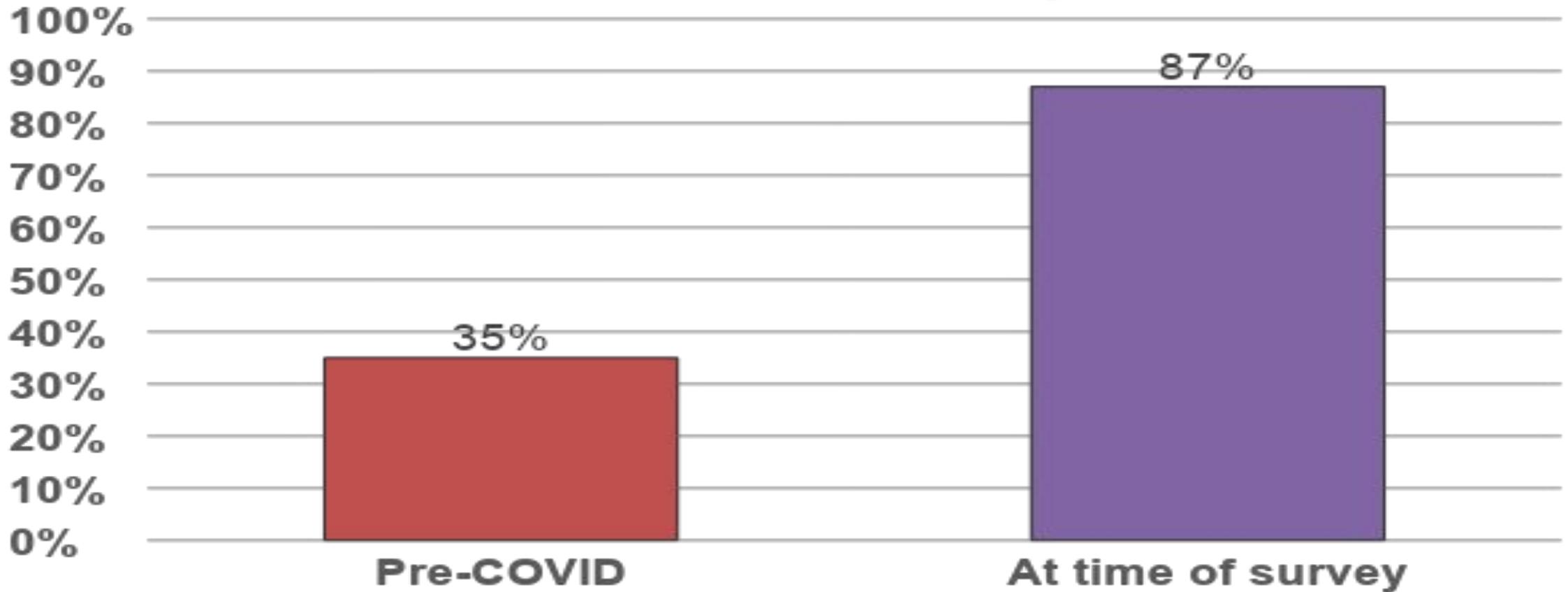
Data from 7 state SELN member states

Individual CIE n=10,420

Group SE n=2,780

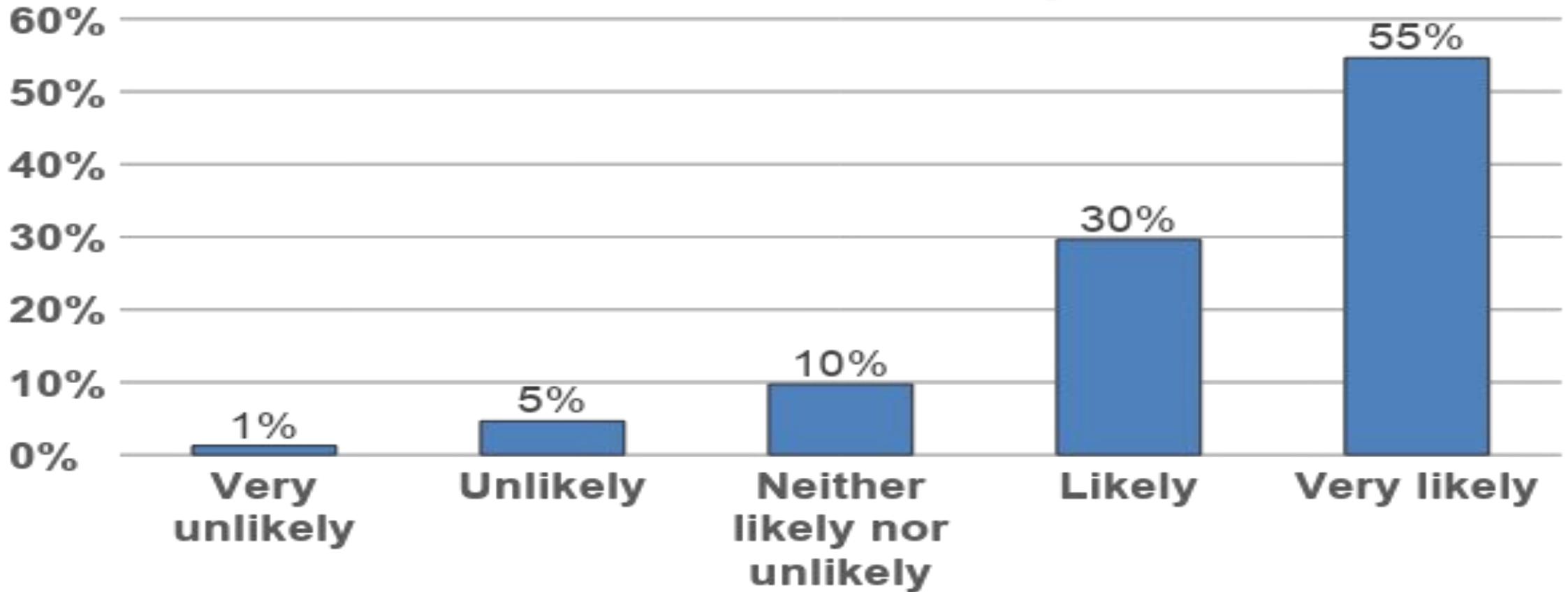
Percent using remote/virtual employment supports

APSE Provider Survey 2



Do you plan to continue to use remote/ virtual supports post COVID?

APSE Provider Survey 2



Some People Went to Work

People in an individual competitive integrated job continued to work through the pandemic and were often supported through use of technology.



Some People started new jobs

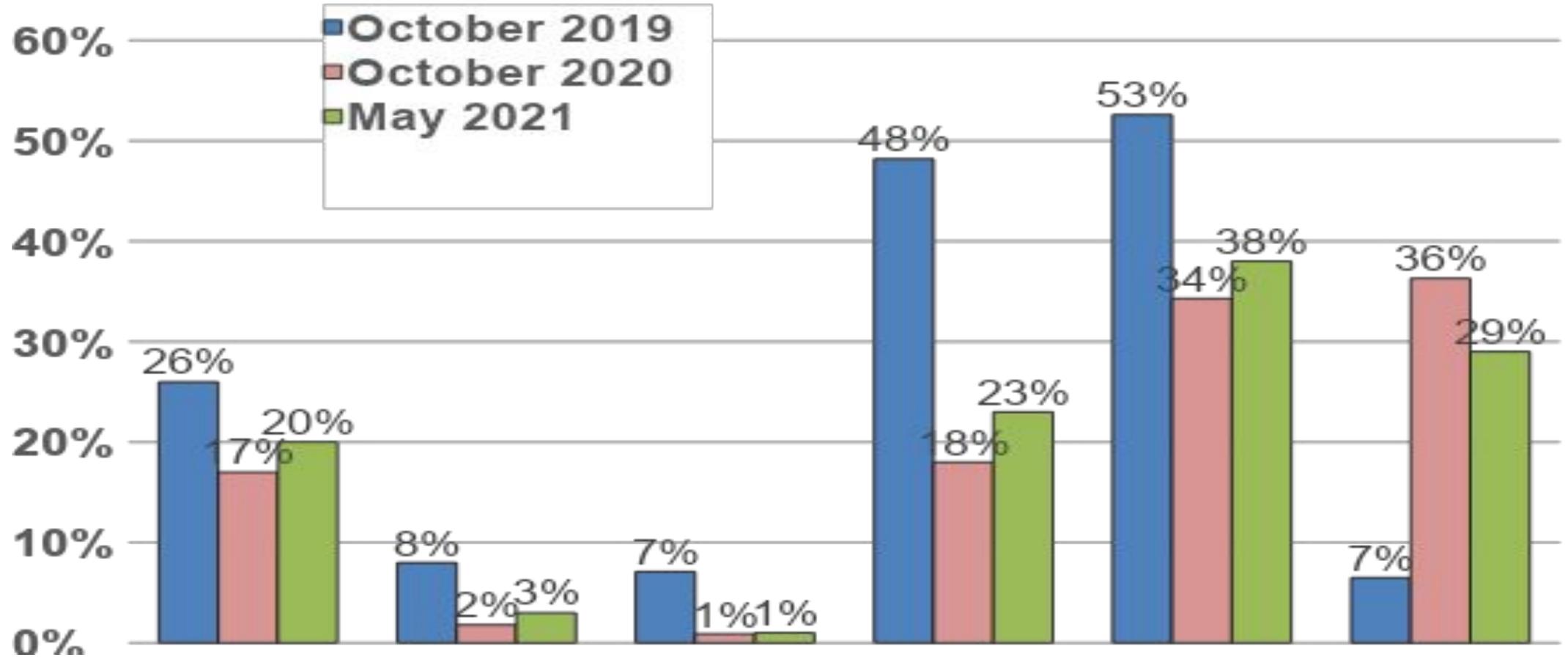
343 new individual competitive jobs

76 new individual contracted jobs

10/2019 to 10/2020

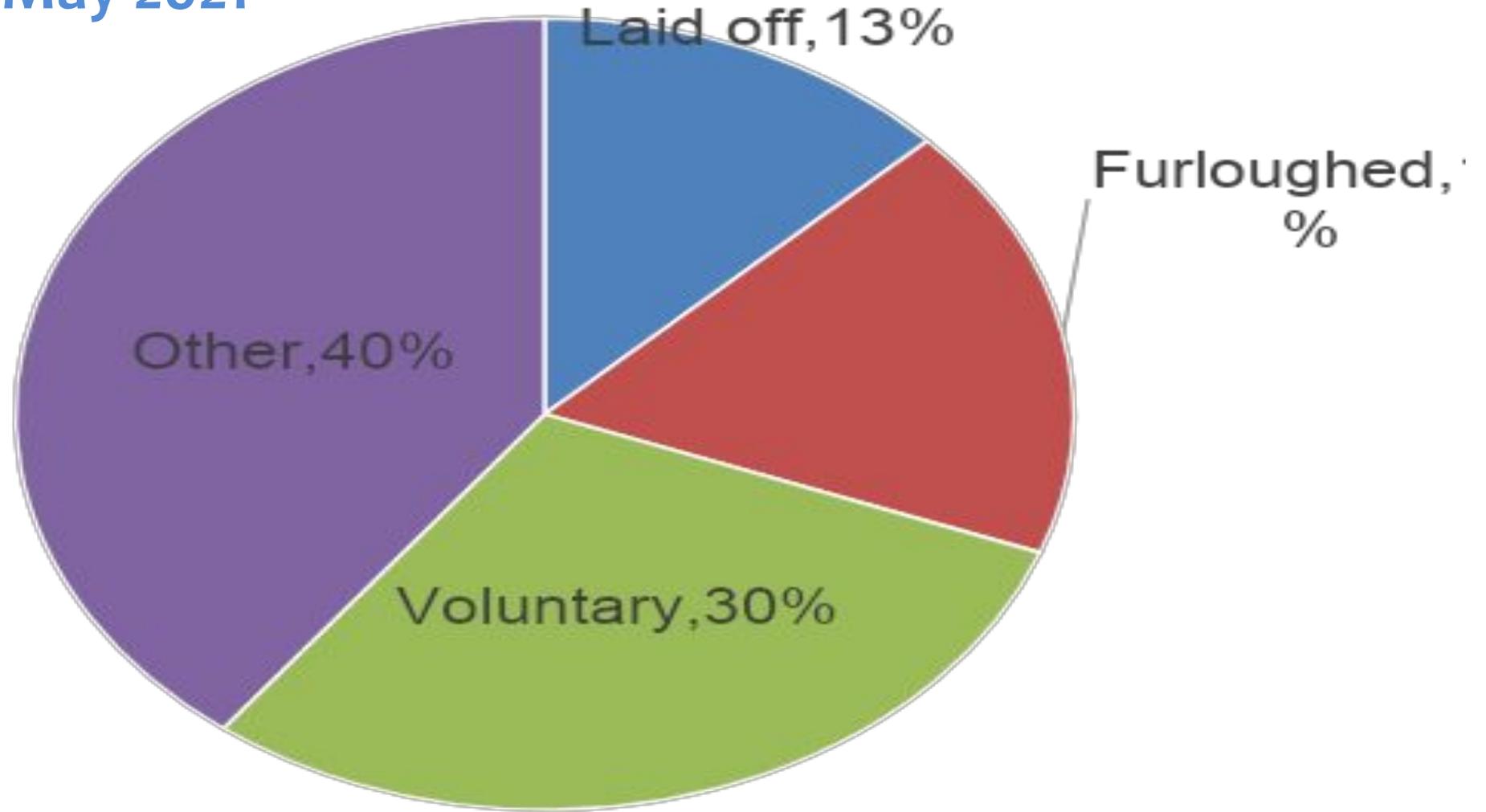
Maryland

Percent participating by activity

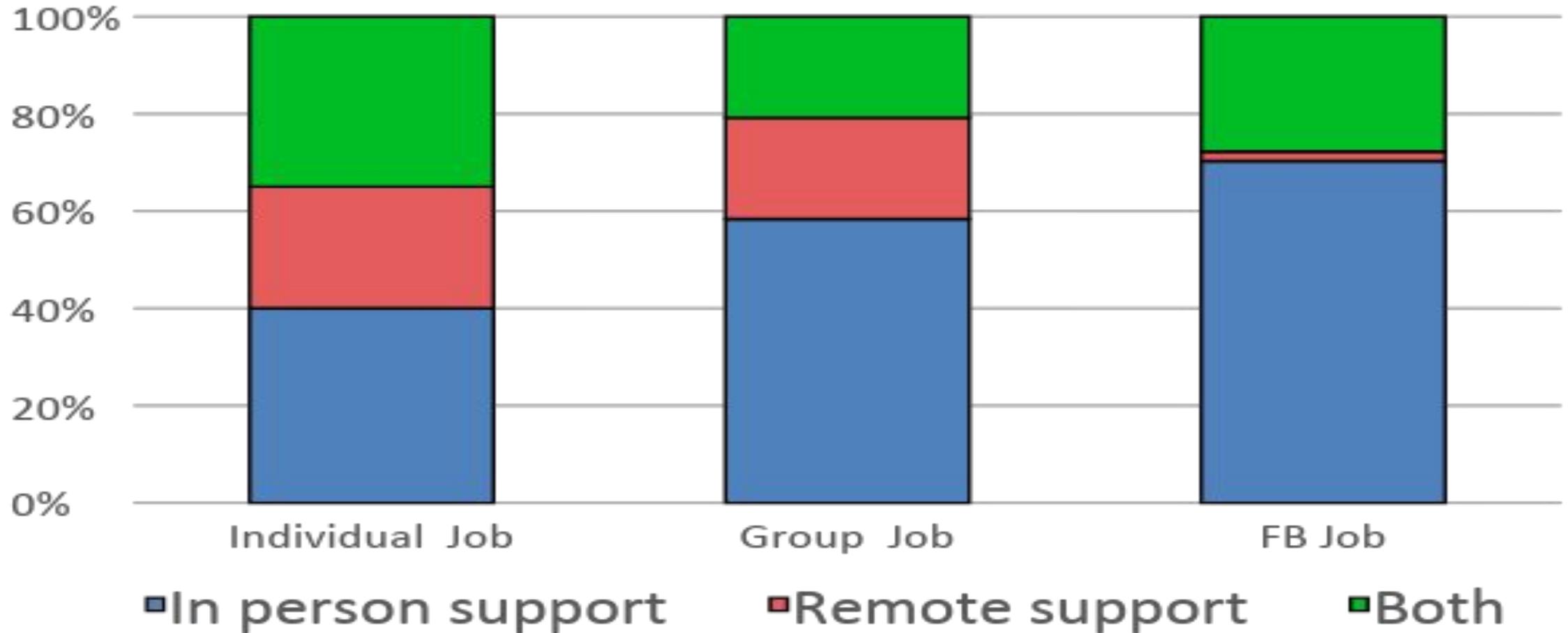


Source: [Maryland Employment Outcome Information System](#)

COVID related reasons for not participating in individual employment May 2021



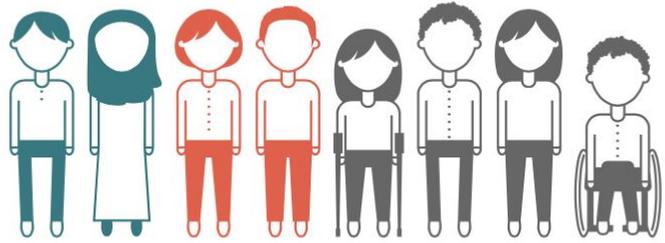
Maryland Type of support May 2021



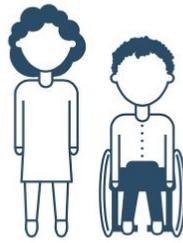
Hours worked and income increased

	October 2019	October 2020	May 2021
Hours worked over 2 weeks			
Individual competitive job	37	40	40
Group integrated job	31	30	34
Income over 2 weeks			
Individual competitive job	\$447	\$545	\$521
Group integrated job	\$340	\$351	\$411

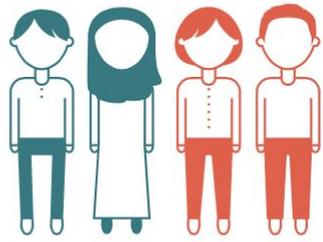
Do not have a job



Have a job



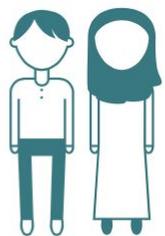
Want a job



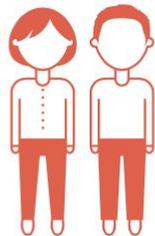
Don't want a job



Have goal



No goal





- Virtual coffee dates
- Virtual job clubs
- Remote interviews
- Remote check-ins and real-time supports
- Natural supports
- Remote job shadowing

Adapted from work of ICI and



What Families Said Was Helpful During COVID-19 and Wish to Keep/Adapt/Expand

Peer to Peer

Self Advocacy
Peer to Peer

More
Individualized

Person Learned
New Skills

Imagining the future

- ❖ Flexibility
 - Schedules • Activities • Settings • Supports •
- ❖ Individualization
- ❖ Connections
- ❖ Discovery and job exploration
- ❖ Virtual and remote supports

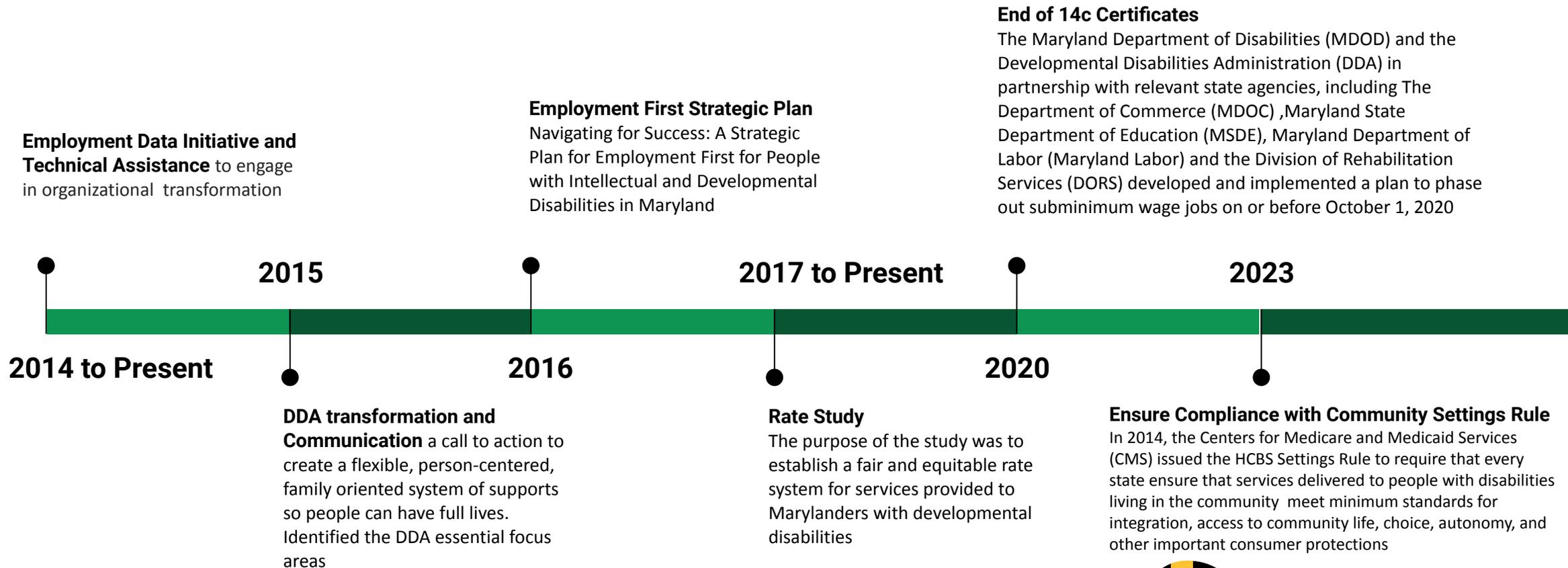
Employment Celebrations



Employment First - 2021 Year Recap

Developmental Disabilities Administration

DDA Employment First History



DDA Employment First History

- [Developmental Disabilities Transformation and Communication](#)
- [Employment First Strategic Plan](#)
- [End of 14c Certificate \(sub-minimum wage\) use by 2020 in Maryland](#)
- [Rate-setting study](#)
- [Maryland's Employment Data Initiative](#)
- Technical assistance to providers to engage in organizational transformation
- [Employment First resources \(website, newsletter, webinars, etc.\)](#)
- Compliance with Community Settings Rule by 2023

DDA Employment Policies



[POLICYSTAT](#)

- Meaningful Day Policy
 - Transportation Visual Scenarios
- Competitive Integrated Employment Policy
 - CIE Checklist
- Employment Services and Conflict of Interest Policy
- Meaningful Day Training Policy
 - Training Reimbursement

Meaningful Day Policy Update

- Meaningful Day services refer to both the current and future menu of DDA services designed to support people of all abilities receiving DDA services on every part of their path to employment and/or community-based outcomes and goals
- Updates include
 - CMS Approved Waiver Amendment 3 Service Scope
 - Employment Services - Discovery Milestone Documentation Instructions
 - Virtual Service Delivery

Meaningful Day Transportation Visual Scenarios

- The Developmental Disabilities Administration (DDA) created a visual guide in assisting stakeholders with understanding differences between transportation included in Meaningful Day Services and stand alone Transportation Service. This guide is available under attachments in Meaningful Day Policy.
- Visuals are color coded
- Represents a variety of transportation people may use to support their meaningful day or employment

Meaningful Day Transportation Visual Scenarios



Meaningful Day Transportation Visual Scenarios

Purpose

The Developmental Disabilities Administration (DDA) created a visual guide in assisting stakeholders with understanding differences between transportation included in Meaningful Day Services and stand alone Transportation Service.

Transportation Type	Transportation Color Code	Transportation Descriptions
Stand Alone Transportation		<p>For the purpose of this guidance, Standalone Transportation Services are a separate service that a person may request to support independent transportation needs in the person centered plan.</p> <p>Standalone transportation can include mileage reimbursement, ride shares, public transportation, and travel training.</p> <p>This service does not include direct support.</p>
Meaningful Day Transportation		<p>Currently, and until DDA provider organizations transition to the new Meaningful Day Service rates, the DDA-funded Meaningful Day Services are paid at a daily rate based on a four (4) hour minimum of service provision.</p> <p>Transportation costs are included in the rates and providers are responsible for providing or arranging for transportation for the following services:</p> <ul style="list-style-type: none"> • Supported Employment • Employment Discovery & Customization • Community Development Services • Career Exploration (Facility-Based, Small Group and Large Group) • Day Habilitation • Employment- Ongoing Job Supports • Employment- Discovery • Employment- Job Development • Employment - Self Employment Job Development

► Issue Date: 9/24/2021

Developmental Disabilities Administration

Find Out More: 844-253-8694 | dda.health.maryland.gov



Scenario #1

 7:30am A person is picked up from their home to be transported to their Meaningful Day service.	7:30am- 8:15am Transportation time to the Meaningful Day service is not billable time, but costs are included in the hourly rate. 	8:15am- 2:45pm The person arrives at the location at which Meaningful Day service will begin (i.e. Day Habilitation site, CDS community location, person's job etc.) The person is transported to various activities throughout the day, <i>within the same Meaningful Day service, during which Direct Support is occurring.</i> Transportation to/from activities while within the same service is part of the Meaningful Day billable time. Billing for service begins now and ends when the service ends. 	2:45pm-3:30pm Transportation time from the Meaningful Day service is not billable time, but costs are included in hourly rate. 	 3:30pm The person is dropped off at their home.	Total Billable Time in LTSS: 6.5 Meaningful Day Service Total Billable Time in PCIS2: 1 Daily Rate Meaningful Day Service
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Please note, this At a Glance guidance document is to assist with identifying support needs and services requirements. The requirements set forth in this document are not exhaustive. Participants and DDA Providers are responsible for complying with all applicable requirements set forth in the federally approved Waiver and applicable laws, regulations, and policies.

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Meaningful Day Training Policy Update

- In addition to the DDA Core Training requirements, each Employment Specialist providing billable services or deliverables under **Discovery, Job Development, and Self-Employment Development Supports** must also:
 - Show proof of competency by completing and passing the [Certified Employment Support Professional \(CESP\) exam](#) through the [Association of People Supporting Employment First \(APSE\)](#) within 365 days of beginning their role
 - [DDA will continue to pay for training and CESP test reimbursement until full LTSS implementation](#)
- DDA Employment Services Training Phase in Plan is no longer required to be submitted to DDA

Competitive Integrated Employment Policy Update

- Competitive Integrated Employment is when the employment position has competitive wages and the same opportunities for advancement and benefits as individuals without a disability and requires that the individual work in an integrated location
- DDA's CIE Policy defined standards and an updated CIE Checklist has been created to be used during Person Centered Planning in assessing whether a person's employment meets those standards to be authorized for employment supports

CIE Checklist



COMPETITIVE INTEGRATED EMPLOYMENT CHECKLIST

This attestation form should be used and/or updated when seeking authorization and/or re-authorization for the Developmental Disabilities Administration (DDA) **Employment Services** after July 1, 2020, through **Follow- Along Job Supports** and/or **Ongoing Job Supports**. To be authorized a participant's job should have the qualities of Competitive Integrated Employment (CIE). This means the position should have:

- Competitive wages;
- Integrated location; and
- Same opportunities for advancement and benefits as other employees with similar job descriptions.

All statements in the checklist below must be **True** or **N/A** to be considered CIE. Refer to the DDA's CIE policy and guidance to assist in accurately answering the questions. The DDA may request additional evidence and/or complete a site visit for validation.

Complete checklist below and sign the signature page on the back of this form and include in Person-Centered Plan for service authorization. If the person acquires CIE prior to the annual Person-Centered Plan and there is no other need to create a revised Person-Centered Plan then the CCS will complete the CIE checklist and upload in client attachments. Furthermore the CCS should document the completion in notes and quarterly monitoring.

Name of Employed Participant: _____ **Date:** _____

	N/A	TRUE	FALSE
1. Wages received in the position are competitive (All subparts must be true)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1a. The position pays an hourly wage at or above the state or local minimum wage rate, whichever is higher, for the area in which the employment site is located.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1b. The position is not subject to "time studies" to which people with disabilities are not also subject.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1c. The individual is an employee hired on an individual basis and not part of a segregated or implied group.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1d. If the job has been customized, it was done so through an individualized process to identify a job match as opposed to filling a slot held only for an individual with a disability.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Employment position is integrated and complies with federal community settings rule requirements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. The individual has similar opportunities for advancement and benefits as other employees with similar job descriptions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. If employed either directly, or via contract, by the DDA Employment Service provider, there is an approved Conflict of Interest policy in place.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Issue date: 8/17/21

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Attach to this form: Position description describing essential functions of the jobs, any benefits available, work schedule and any other pertinent information.

Employer (Company) Name: _____

Supervisor Name: _____

Job Title: _____

Work Location(s): _____

Start Date of Employment: _____

Signature of Individual Receiving Services _____ Date _____

Name and Signature of Coordinator of Community Services _____ Date _____

Name and Signature of Employment Services Representative (if applicable) _____ Date _____

Name and Signature of additional team member (if applicable) _____ Date _____

Issue date: 8/17/21

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- PCP Instructions
- N/A Option
- Fillable Update

Value Based Payments Update

- February 2021 - DDA and National Association of State Directors of Developmental Disabilities Services (NASDDDS) hosted a kick off webinar introducing Value Based Payments and the projected planning timeline for Maryland to begin to research and collaborate with stakeholders for a Value Based Payment for Employment Support
- [To view this presentation please click this link for access](#)

Value Based Payments Update

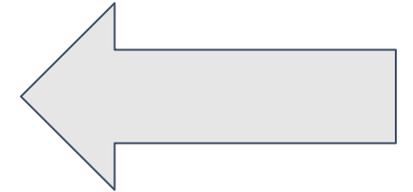
Phase I - Orientation to Value Based Payments

Phase II - DDA Advisory Work Group

Phase III - State Presentations/Collaboration

Phase IV - Final Draft of Recommendations to DDA

Phase V - DDA Approval and Roll Out Timeframes

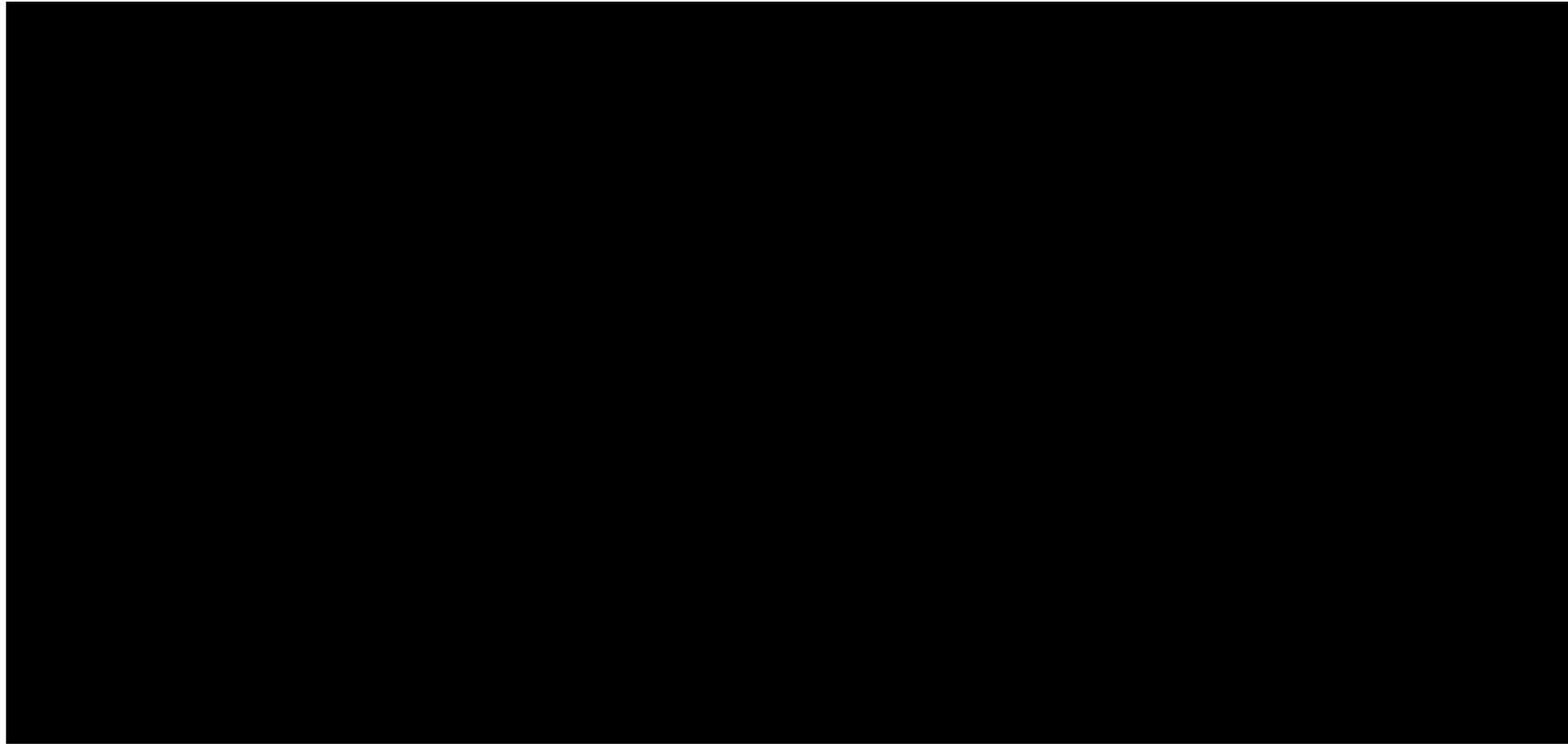


Employment First: The Road to Recovery



- Continue to strengthening partnerships and collaborations
- Continue to support flexible and innovative support models including hybrid and remote supports
- Increase training and opportunity for staff development
- Increase return to work efforts and community membership
- Increase quality employment outcomes for people with disabilities

Employment Celebrations



Thank you Employment First State Leadership Team Members



Laurie Lyons
Program Manager
Service Coordination, Inc.

Allan Shehan
Chief Program Officer
Abilities Network

Thank you to Employment Partners



Wrap-up



Stay in Touch

- [Sign up for our mailing lists](#)
- [Sign up for trainings and webinars](#)
- [Read Newsletters](#)
- Submit stories to Kathleen.Walker1@maryland.gov