

ARIZONA

ARIZONA DIVISION OF DEVELOPMENTAL DISABILITIES

Arizona has focused on making system improvements and developing capacity. The activities below show the progress made during the 2019-2020 membership year.

Collaboration with DERS/VR

The Arizona Division of Developmental Disabilities (DDD) continued to collaborate with the Division of Employment and Rehabilitative Services/Vocational Rehabilitation (DERS/VR) to increase the number of members engaged in competitive integrated employment by implementing the following tasks:

- ❖ The memorandum of understanding between the divisions was updated to streamline the process from coordination of DDD-eligible members receiving VR services to achieving employment goals.
- ❖ A brochure was developed entitled “Employment That Is Right for Me!” It explains the employment supports provided by both divisions and the roles and responsibilities of the two divisions.
- ❖ Events were held with staff from both divisions so everyone understands their individual and shared responsibilities on the continuum to assisting members on a path to employment.

Virtual Employment Services

In response to the COVID-19 crisis and to meet members’ needs for employment and other services while avoiding congregate settings, DDD developed a guide that provides direction to vendors to determine when employment services can adequately and safely be provided to a member via telehealth.

Members go through an assessment process to determine if telehealth services will help them to continue their vocational aspirations. This includes supporting the transition into a more independent employment setting, as well as achieving employment outcomes and a progressive move to competitive integrated employment.

Collection and Use of Data

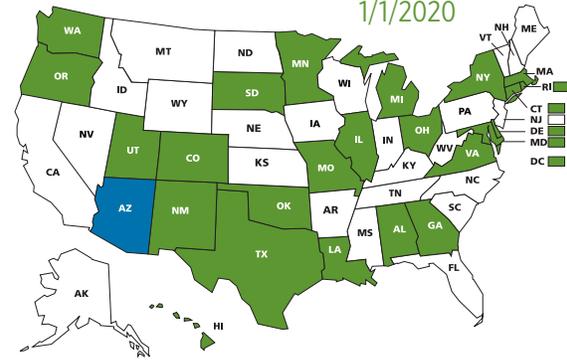
The Arizona Division of Developmental Disabilities developed a project using its Business Operations and Management Information System to review data on members receiving employment services. The project will collect demographic information, as well as data on whether members are working full or part time, with or without supports.

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Arizona Division of
Developmental Disabilities

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SELN member states
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Employment for Individuals With IDD

Nationwide Snapshot



19% In an Individual Job



\$9.88 Average Wages For 2 Weeks



23.9 Average Hours Worked For 2 Weeks

Data Source: In Person Survey, National Core Indicators Project, 2018-2019. For more information, visit www.nationalcoreindicators.org.



State Employment Leadership Network



The SELN is a joint program of the Institute for Community Inclusion at UMass Boston and the National Association of State Directors of Developmental Disabilities Services.

www.selnhub.org

The Employment Framework

Member states enlist the support of a wide variety of key informants to participate in discussions and workgroups to determine a state's course of action. A direct member benefit is access to guidance that can lead states to a better understanding of priorities while setting that course. The Framework for Employment, developed through extensive experience and research conducted within states, is used to guide the SELN's strategy for system improvements. The elements represent practices and outcomes known to be effective at enabling states to develop and sustain high-performing integrated employment systems.



Elements of a High-Performing Employment System

This graphic demonstrates the factors that, when working together, can lead to better integrated employment outcomes. It is the dynamic interplay of all the elements that can lead to long-term systems change.

Leadership.

Clear and unambiguous commitment to employment in individual community jobs at all levels in the system.

Strategic Goals and Operating Policies.

Employment is supported by program goals and operating practices

Financing and Contracting Methods.

State resource allocation formulas, reimbursement methods, and rate-setting practices support integrated employment.

Training and Technical Assistance.

Investment in the development and maintenance of a strong, competent workforce.

Interagency Collaboration and Partnership.

Building relationships to remove barriers to employment supports.

Services and Service Innovation.

Service definitions and support strategies are structured and aligned to facilitate the delivery of employment supports.

Performance Measurement and Data Management.

Comprehensive data systems are used to measure progress, benchmark performance, and document outcomes.