

2019–2020 SELN ACCOMPLISHMENTS

DISTRICT OF COLUMBIA

DEVELOPMENTAL DISABILITIES ADMINISTRATION



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

The District of Columbia Department on Disability Services (DDS) held its second annual World Café on the theme of Increasing Career Pathways. The World Café was funded through DDS's DC Earners and Learners project and with support from NASDDDS. DDS, including DC's VR and Developmental Disabilities Administration, led the project, in collaboration with the Office of the State Superintendent of Education, District of Columbia Public Schools, Department of Employment Services, Public Charter School Board, Developmental Disabilities Council, and over 20 other members.

This strong consortium works to increase employment outcomes and economic self-sufficiency for youth and adults with IDD, while developing a replicable, sustainable model for systems change. Families, self-advocates, and other consortium partners participated in the World Café, focused on creating inclusive career pathways programs. Participants explored career pathways and adult education programs, strategies for engaging families, advocacy, informed choice, youth leadership, and postsecondary education.

The project also partnered with the Youth Employment Solutions "YES! Center" to deliver a 4-part webinar series titled Partnering for Employment: The Critical Roles of Families. The webinar provided parents and siblings with the tools and knowledge to assist family members with IDD in the employment process.

The webinars covered ways to understand family members interests and dislikes, the basics of Discovery and Customized Employment, how to have conversations with hiring managers, the importance of networking and leveraging relationships for employment opportunities, and tools that families can use at home. Videos developed from the webinars will be used to engage family groups and other stakeholders in discussions around the important role of families in the employment process and how agencies can empower them.

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.

DISTRICT OF COLUMBIA
Developmental Disabilities
Administration

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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.