

2019–2020 SELN ACCOMPLISHMENTS

DELAWARE

DEVELOPMENTAL DISABILITIES ADMINISTRATION

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



Activity 1: Strategic Goals and Operating Policies

The Delaware Division of Developmental Disabilities Services (DDDS) has aligned services for all individuals regardless of where they live. Previously, only limited services were available to people living at home or in a residential setting. In 2017, revisions to the Lifespan Waiver allowed DDDS to expand services for people living at home.

DDDS approached the Pathways to Employment (PTE) program this year in the same way. The State Plan Amendment (SPA) previously did not allow for those living in a provider-managed setting to access the PTE program. This limited who could access the services and benefit from the in-depth support to join the workforce. On January 1, 2020, DDDS received approval to remove this language from the SPA, which has opened services to those living in provider-managed settings.

Delaware is also awaiting final approval to lift the age cap in the PTE program. Currently, people who are 25 years old age out of the program; this change will allow people to remain in the program beyond that age.

Activity 2: Interagency Collaboration and Partnerships

DDDS has a long history of productive collaboration with the Division of Vocational Rehabilitation and the Department of Education to ensure individuals and families are knowledgeable about available services. This year, both DVR and DDDS hosted cross-trainings to increase staff competencies on the services both systems provide. DVR and DDDS also participated in monthly transition cadre meetings with school districts, hosted by DOE. These meetings focused on addressing the needs of students using shared resources.

Additionally, DVR removed a requirement which limited how past assessments were used. This decision clarified and emphasized expectations for using person-centered approaches more aligned with employment goals. Providers now must research what has already been done in school settings to know what different experiences will assist an individual to reach their stated employment goals.

These changes led to an increase of 7% more people employed as a result of their time in the PTE program this year. Due to collaborative efforts with DVR, local education agencies, and DOE, 16% more individuals were served in the PTE program compared to last year's enrollment.

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.

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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

Activity 3: Services and Service Innovation

Throughout the current pandemic, individuals with IDD have been supported to continue working. Providers have adapted how services are delivered, adding virtual job coaching. During this time, many individuals in job placements are in essential positions and have been eager to work, taking on more hours each week and expanding their skill sets on the job.

To deliver supports and ensure individuals could continue to work, providers expanded skill development (e.g., video calling). This was possible because the providers already had established the use of cell phones with individuals in the past. Guidance on proper PPE use has been consistently shared and weekly provider meetings encourage a learning community environment during the pandemic.

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.

