

2019–2020 SELN ACCOMPLISHMENTS

MINNESOTA

MENTAL HEALTH AND DEVELOPMENTAL DISABILITIES

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

Aligning State Agency Employment First Efforts

Minnesota's Departments of Human Services and Employment and Economic Development signed an interagency agreement in September 2019 outlining how they will align their employment services. The goal is that people receiving waiver services get seamless and timely supports to make informed choices and meet their competitive, integrated employment goals.

Since this agreement was finalized, the agencies have been collaborating closely to revise service definitions, align funding structures, align service provider pools, and integrate benefits planning across systems with a "benefits coaches" training model. The agencies also have created common definitions, designed business process flows, and developed tools for support professionals.

The actions required by the interagency agreement are set to be implemented in summer 2021, but have already led to the following accomplishments:

- ❖ **Agile Stakeholder Engagement:** In spring 2020, the state launched the Professional Input Panel on Employment (PIPEin). PIPEin is a volunteer group of professionals who provide feedback to the state human services and employment and economic development agencies as they align their employment services systems. PIPEin members (currently over 200) receive quick engagement activities to provide feedback, such as reviewing documents, taking surveys, participating in focus groups, and engaging in interviews. Members include case managers, VR counselors, and employment service providers. MN also has a similar feedback group for people with disabilities and their families, called the Virtual Insight Panel (VIP).
- ❖ **Informed Choice Training:** Through the Disability Hub Minnesota, MN is launching a new online training module for support professionals on informed choice. This free training leads case managers, VR counselors, and school staff through the history, definition, and importance of informed choice.

SELN member states
1/1/2020



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.

MINNESOTA

[Mental Health and Developmental Disabilities](#)

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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

Dual Enrollments

As part of our interagency agreement, MN is undertaking work to encourage dual enrollment for employment service providers in both waiver services and VRS. At the start of 2020, 13% of waiver employment service providers (59 out of 450) were also enrolled as vocational rehabilitation service providers.

Recent actions include increasing the amount “limited use vendors” (like vendors trying out VR services) can bill (increase from 40,000 over two years to 100,000 over two years), offering regional webinars outlining benefits and steps to become dually enrolled, as well as conducting gaps analysis to identify areas for new provider recruitment.

For broader data on how MN is tracking progress towards increasing competitive, integrated employment outcomes for people with disabilities, visit Minnesota’s Employment First Dashboards.

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.

