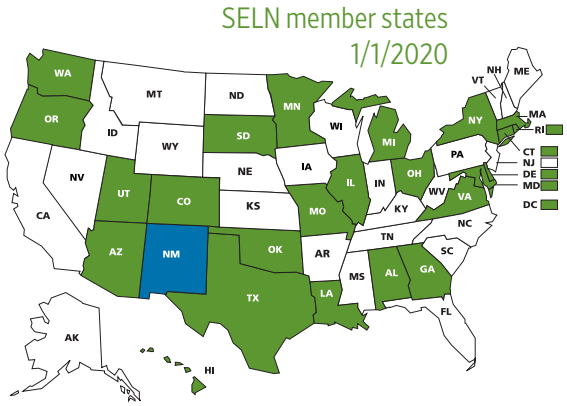
2019—2020 SELN ACCOMPLISHMENTS

NEW MEXICO

DEVELOPMENTAL DISABILITIES SUPPORTS DIVISION



These snapshots and the data (at right) show progress in NM to build a sustainable, higher-performing integrated employment system, driving future work and systems' goals.

Certifications on the Rise

The Partners for Employment Collaborative supports expanding the capacity of employment providers in New Mexico by supporting employment professionals to complete ACRE certified training and achieve the APSE Certified Employment Support Professional (CESP) credential. The goal of the training is to support new staff as they learn their jobs, and to provide learning opportunities for more seasoned staff who need a refresher on a specific topic.

Achieving Virtual Success

Partners for Employment (PFE) is a statewide collaborative training and technical assistance program that includes the University of New Mexico's Center for Development and Disability, as well as the NM Department of Health's Developmental Disabilities Supports Division (DDSD) and the NM Division of Vocational Rehabilitation (DVR).

In addition to moving all training and networking opportunities online in early March due to COVID-19, PFE made a huge leap to move its annual in-person conference to a virtual platform. The conference hosts keynote speakers and has tracks focused on best practices in supported employment, leadership, and school-to-work transition. This year's theme was "Reaching New Heights." The 3-day in-person event was slated to host 250 participants with 13 sessions. The virtual event, which started in May and ended June 30, hosted 680 participants with 11 training sessions, several of which were recorded and posted to the PFE website.

The impact of this event continues as a result of the recorded sessions. A 99% satisfaction rate was reported, with many participants expressing appreciation that they did not have to travel to attend.

Prioritizing Youth Services

DDSD has identified school-to-work transition services for youth with IDD as a top priority. To further this goal, the first-ever statewide transition lead position was created and filled in May 2019.

The first year of developing the DDSD school-to-work transition program has been filled with research, learning, and collaboration with partners such as school districts, DVR, and PFE. DDSD's goal is to develop materials and resources for families and youth to help navigate the wide variety of funding streams and support systems. The coming year will include additional program development for youth with IDD, including building connections to resources, developing independence, entering the workforce, and exploring community inclusion.

Supporting Employment Professionals Certification: Then & Now

2015

3 CESPs

0 ACRE Certified Staff

2020

57 CESPs

125 ACRE-Certified Staff

Source: University of New Mexico/ Center for Development & Disability Partners for Employment

NEW MEXICO

Developmental Disabilities Supports Division

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State Employment Leadership Network

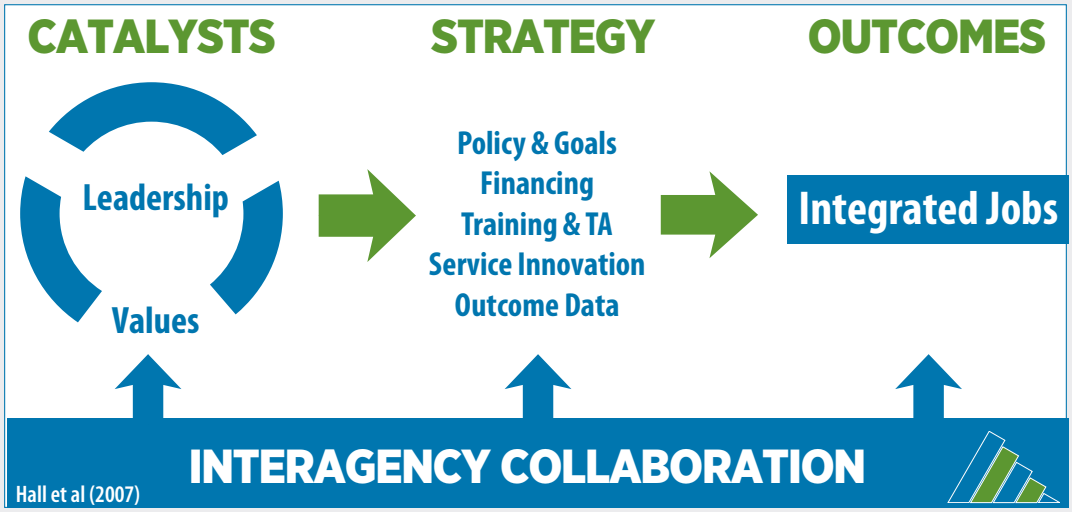
ICI UMASS BOSTON NASDDDS National Association of State Directors of Developmental Disabilities Services

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.