

# UTAH

DIVISION OF SERVICES FOR PEOPLE WITH DISABILITIES

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

Utah's Department of Human Services, Division of Services for People with Disabilities (DSPD) prioritized direct messaging and communications with internal and external stakeholders on inclusive community activities, person-centered planning, and Employment First.

Consistent messaging with multiple external stakeholders and improved coordination with partners at Vocational Rehabilitation (VR), Utah Developmental Disabilities Council (UDDC), the Utah Parent Center, and others has benefited DSPD's efforts to reach individuals experiencing disability and their families throughout Utah.

External stakeholder engagement activities included:

- ❖ Family and self-advocate information sessions on Employment First, the Home and Community-Based Settings Rule, and the VR process
- ❖ Contributions to a transition-age youth manual and training, statewide community employment public service announcements, and a one-stop resource webpage for job seekers and employers
- ❖ Joint trainings on support approaches during COVID-19 for providers in the VR and I/DD systems
- ❖ A 4-part webinar series, presented in partnership with SELN, for support coordinators about meaningful day activities, employment, and development of quality goals and support strategies
- ❖ A collaboratively funded opportunity with the UDDC for family members, providers, and support coordinators to observe and report takeaways from Worklink, a San Francisco community-based day service and employment program

Internal stakeholder engagement began with a division-wide retreat focused on Charting the Life Course principles and Employment First initiatives in Utah. Each month, division staff are updated on these initiatives. Progress will continue next year as DSPD plans to hold an Employment First training with each team within the division.

A final highlight this year was the development of the DSPD Employment Pathway Tool. DSPD will use this tool to support guided employment conversations as a part of efforts to improve our person-centered planning process. We are piloting the tool with individuals, providers, and support coordinators, and look forward to full implementation next year.

SELN member states as of June 2020



## Employment for Individuals with Intellectual and Developmental Disabilities

### State Snapshot

**39.3%**  of people with a cognitive disability are employed\*

**21%**  have a paid job in the community\*\*

**54%**  of those who do not have a job want one\*\*

\* Data Source: US Census Bureau. (2018). 2016-2017 American Community Survey

\*\* Data Source: In-Person Survey, National Core Indicator (NCI) Project, 2018-2019. For more information, visit [www.nationalcoreindicators.org/resources/reports/](http://www.nationalcoreindicators.org/resources/reports/)



## 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.

## 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.