

LOUISIANA

LOUISIANA DEPARTMENT OF HEALTH
OFFICE FOR CITIZENS WITH DEVELOPMENTAL DISABILITIES

SELN member states
as of June 2020



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

Louisiana’s Office for Citizens with Developmental Disabilities (OCDD) is committed to improving waiver services so that individuals with I/DD have access to the community. OCDD began a workgroup of 13 stakeholders that includes state personnel and providers to work on the revision and restructuring of services that place a focus on a pathway to individual community employment.

Funding for subminimum wage employment was discontinued in March 2020. Rates are being revised to align with the focus on employment and to ensure that we are supporting individuals to become employed and have a life that they desire in the community. The focus is on small-group community participation, discovery, career planning, job development, job coaching, and follow-along as a pathway to employment.

Louisiana is planning to go into a single waiver within the next two years, so services are being aligned across waivers in anticipation of this event.

OCDD and Louisiana Rehabilitation Services (LRS) began laying the groundwork to ensure a seamless transition between waiver services and LRS as the state moves forward with individual employment opportunities. A memorandum of understanding is being updated to include the process of working between systems.

OCDD is updating its data collection process and system. This will allow the agency to better track the work being done to support individuals in community activities and individual employment.

Over the last four years, Louisiana has been investing time and energy into moving towards improving employment outcomes for individuals with disabilities. An Employment First Taskforce that included stakeholders across agencies, individuals with disabilities, and families was created by the governor and a plan was created. This taskforce has laid the groundwork to make Louisiana an Employment First state and also created

Employment for Individuals With IDD

Nationwide Snapshot



14% In an Individual Job



\$9.88 Average Hourly Wage



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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[Louisiana Department of Health
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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

a State as a Model Employer Taskforce that is working across agencies to increase the number of individuals with disabilities in state government.

Louisiana has received technical assistance through the Department of Labor's Office of Disability Employment Policy Employment First State Leadership Mentoring Program and Visionary Opportunities to Increase Competitive Employment initiatives. Through these initiatives, a quarterly Community of Practice meeting was started in several regions and OCDD is working to expand these meetings into other regions. These meetings are used to share information among providers and other stakeholders with the goal of increasing employment among individuals with I/DD.

In 2019, Louisiana received funding from the Louisiana Developmental Disabilities Council to train 450 people in the I/DD system on supported employment through the Elsevier Online College of Employment Services. The DD Council has also funded several rounds of training in customized employment over the last couple of years.

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.

