

2019–2020 SELN ACCOMPLISHMENTS

NEW YORK

OFFICE FOR PEOPLE WITH DEVELOPMENTAL DISABILITIES

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

Continued Movement from Workshops to Integrated Employment

During 2019, 10 providers discontinued segregated employment services through sheltered workshops in addition to the 25 providers that took that action in 2018. Integrated businesses that are fiscally sustainable, meet the Home and Community-Based Waiver settings requirements, and employ people with and without disabilities have been created by 25 providers. Individuals continue to transition from sheltered workshops to community-based prevocational services and supported employment in accordance with their person-centered plans.

The Office for People with Developmental Disabilities (OPWDD) has expanded the number of individuals eligible for community-based prevocational services, which assist individuals to prepare for competitive employment. These services focus on general employment skills, offer career exploration and experiences in different occupational categories, and help develop each individual's strengths and interests. During 2019, structured training for providers developing these services has been funded by OPWDD to increase the number of community-based services offered.

Discovery Services and the Employment Training Program

Discovery services are the cornerstone of successful employment outcomes. In 2018 and 2019, OPWDD created services that allow providers to help a person discover their skills, abilities, and interests. This helps ensure the person's job is a strong match for them, in addition to meeting the employer's needs. Providers may use community-based prevocational services, Pathway to Employment, or the Employment Training Program (ETP) to offer activities that can lead to the development of a career and vocational plan.

In 2019, the ETP served more than 1,100 people including high school students. The ETP is designed to increase the number of businesses that hire individuals with IDD and to offer individuals an employment opportunity that might not otherwise be available. OPWDD pays the wages of the individuals while they are learning the job, with the expectation that the business will then hire the person.

SELN member states as of June 2020



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.

NEW YORK

Office for People with
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

Staff Education and Training

In 2019, OPWDD had 10,700 individuals enrolled in supported employment, with 8,750 individuals working in competitive integrated employment. That same year, OPWDD continued its support for 356 classes to train 9,000 voluntary provider staff from more than 200 agencies. These classes help providers understand OPWDD expectations for service delivery, Employment First, and person-centered planning.

In OPWDD's supported employment regulations, staff providing services must initially complete 24 hours of trainings in the Innovations in Employment Supports series and then 6 hours of additional trainings each year. The trainings are held throughout the state on a regular basis. Classes focus on practical skills such as job coaching (basic and advanced), person-centered planning, and business engagement.

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.

