

RHODE ISLAND

DIVISION OF DEVELOPMENTAL DISABILITIES

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

New Performance-Based Customized Employment Program

Rhode Island's Division of Developmental Disabilities (DDD) released a request for proposals soliciting innovative and collaborative customized employment projects for the Person-Centered Supported Employment Performance Program 3. This iteration of the project focuses on a smaller cohort of individuals who have never been employed and are members of the consent decree target population. Funded projects consist of a lead IDD organization that collaborates with other IDD organizations and community partners to provide a comprehensive and holistic approach to customized employment.

The state contracted with Griffin & Hammis Associates to provide ACRE training in customized employment to the DDD employment staff. The IDD and vocational rehabilitation teams will be trained in the Discovery Fidelity Scale. The project originally was planned to take 18 months but had a delayed start. It is now running through FY 21 with anticipation to continue into FY 22.

Statewide Software to Assist Data Collection and Tracking

Rhode Island implemented Therap Software statewide for all licensed providers of IDD services. Therap provides a web-based case management system where the state and providers can view, update, and share information. The information tracked includes referrals, demographics, eligibility, assessments, service plans, and much more.

The Therap system was developed for providers supporting individuals with IDD and for state agencies that provide funding and oversight to these programs. The state will pay the annual software fees to cover all licensed providers.

In the last year, RI has completed Phase 1 of the implementation, which involved the administrative set-up and rolling out the core modules, as well as enabling secure communications between the state and providers. Despite the impact of COVID, Phase 2 has begun, involving Individual Support Plans and authorizations and billing. Therap is improving communication, reporting, information sharing, and oversight within Rhode Island.

SELN member states as of June 2020



Employment for Individuals with Intellectual and Developmental Disabilities

State Snapshot

29%  have a paid job in the community

\$11.26  average hourly wage

56%  of those who do not have a job want one

Data Source: In-Person Survey, National Core Indicator (NCI) Project, 2018-2019. For more information, visit 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.

www.selnhub.org

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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.