# 2020-2022 SELN ACCOMPLISHMENTS

DEVELOPMENTAL DISABILITIES ADMINISTRATION

# **Activity 1: Strategic Goals and Operating Policies**

The Delaware Division of Developmental Disabilities Services (DDDS) has aligned services for all individuals regardless of where they live. Previously, only limited services were available to people living at home or in a residential setting. In 2017, revisions to the Lifespan Waiver allowed service expansion for people living at home. DDDS approached the Pathways to Employment (PTE) program this year in the same way.

The State Plan Amendment (SPA) previously did not allow for individuals over the age of 25 access to PTE. On January 1, 2022, the Division of Medicaid and Medical Assistance (DMMA) approved the removal of the age cap restriction. Removing the maximum age requirements will address the service gap experienced by a subset of Medicaid-eligible individuals who require certain supports to obtain or maintain competitive integrated employment that they cannot receive from other programs.

Because PTE is a Medicaid state plan option, individuals may be concurrently enrolled in Pathways and either the Diamond State Health Plan (DSHP) Plus Program or the DDDS Lifespan HCBS Waiver. Removing the upper age limit from PTE will enable individuals who have chosen to enroll in the DSHP Plus program but who want to work to be able to access needed employment supports.

# **Activity 2: Interagency Collaboration and Partnerships**

DDDS has a long history of productive collaboration with the Division of Vocational Rehabilitation (DVR) and the Department of Education (DOE) to ensure individuals and families are knowledgeable about available services. This year, both DVR and DDDS hosted crosstrainings to increase staff competencies on the services both systems provide. DVR and DDDS also participated in monthly transition cadre meetings with school districts, hosted by DOE. These meetings focused on addressing the needs of students using shared resources.

# **Activity 3: Services and Service Innovation**

Throughout the current pandemic, individuals with IDD have been supported to continue working. Providers have adapted how services are delivered, adding virtual job coaching. During this time, many individuals in job placements are in essential positions and have been eager to work, taking on more hours each week and expanding their skill sets on the job.

To deliver supports and ensure individuals could continue to work, providers helped them expand skill development (e.g., video calling). This was possible because the providers already had established the use of cell phones with individuals in the past.

### **DELAWARE**

Developmental Disabilities Administration

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# **Employment for** Individuals With IDD

Nationwide Snapshot



11% In an Individual Job



\$10.46 Average Hourly Wage



26.3 Average Hours Worked For 2 Weeks

Data source: In-Person survey, National Core Indicators Project, 2020–2021. For more information, visit www.nationalcoreindicators.org.



The SELN is a joint program of the Institute for Community 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.