

2020–2022 SELN ACCOMPLISHMENTS

MINNESOTA

MENTAL HEALTH AND DEVELOPMENTAL DISABILITIES

Minnesota focused on strengthening its Employment First Minnesota (E1MN) partnership, developing a plan to end state use of subminimum wages, and launching a grant program to expand statewide capacity to support people’s competitive employment goals.

E1MN Partnership: In 2021, Minnesota launched its [E1MN state agency partnership](#) to advance Employment First outcomes for youth and adults with disabilities. E1MN brings together the Minnesota Departments of Human Services, Employment and Economic Development, and Education. These departments are aligning strategies across Minnesota’s Medicaid, Vocational Rehabilitation (VR), and school supports. As part of this partnership, Minnesota:

- ❖ Established shared commitments across state agencies to create joint tools and communication across programs, establishing transparency and one voice across the state in support of Employment First
- ❖ Developed a person-centered [Engage, Plan, Find, Keep Framework](#) to illustrate how supports across programs work together to support people at any phase of their employment path
- ❖ Published a [Work Toolkit on the Disability Hub MN](#) to build common practices across support professionals as well as a single youth in transition planning framework to build an equitable statewide approach to planning
- ❖ Supported local area collaboration through appointing employment liaisons at each county and VR office in Minnesota as well as hosting a series of regionally-based collaboration meetings

Task Force on Eliminating Subminimum Wages: In February 2022, [Minnesota’s Task Force on Eliminating Subminimum Wages](#) began meeting to develop a plan for how the state could end the payment of subminimum wages to people with disabilities by August 2025 should state or federal action end the practice. The 16-member task force is conducting extensive public engagement, communication, and research to identify benefits and barriers to ending subminimum wages, ongoing funding strategies, a plan to evaluate progress, and strategies to improve work opportunities. The task force will be submitting its plan to the state legislature in February 2023.

Provider Reinvigoration Grant Program: In 2021, Minnesota began administering a \$14 million grant program to promote independence and increase opportunities for people with disabilities to earn competitive wages. As part of this program, the University of Minnesota – Institute on Community Integration will serve as a statewide technical assistance firm. Additionally, eight provider organizations will receive grants to end their 14c certificates and 14 competitive employment service providers will receive grants to expand statewide capacity. As of January 2020, over 1,000 Minnesotans with disabilities were being paid subminimum wages through the eight provider organization grantees. We will complete all grant activities by March 31, 2024.

SELN member states as of June 2022



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.



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

MINNESOTA

[Mental Health and Developmental Disabilities](#)

Director: Natasha Merz
 SELN Lead Contact: Ryan Merz
 Email: ryan.merz@state.mn.us

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.