2020-2022 SELN ACCOMPLISHMENTS NEW MEXICO DEVELOPMENTAL DISABILITIES SUPPORTS DIVISION

Fiscal Year 2022 was a very humbling year, as Governor Michelle Lujan Grisham and the state of New Mexico announced the end of the historic Jackson et al., vs. the Los Lunas Center for Persons with Developmental Disabilities et al., one of the longest-running institutional reform lawsuits in the country. US Magistrate Judge John F. Robbenhaar granted the state's motion to dismiss recognizing the extensive and effective measures the state has employed to remedy the original violations to establish and maintain a successful community-based system that protects the health and safety and safeguards the rights of New Mexicans with intellectual and developmental disabilities (IDD).

In November 2021, New Mexico also issued a Developmental Disabilities Waiver Standards re-write with new training requirements for all employment provider staff to include:

- All employment staff at each agency are required to complete "Supported Employment Training Across Waivers" prior to providing any employment service. The three trainings include:
 1) Employment First, 2) Working with Division of Vocational Rehabilitation, and 3) What do you mean I can work and still be on disability?
- At least one staff person in each Community Integrated Employment Agency must hold the Association for Community Rehabilitation Educators (ACRE) Certificate or be a valid Certified Employment Support Professional (CESP) through the Association for People Supporting Employment First (APSE) at all times.

In March 2020, New Mexico Partners for Employment (PFE), moved to supporting a 100% online training curriculum and will continue to offer trainings virtually until further notice. PFE is a statewide collaborative between the New Mexico Department of Health Developmental Disabilities Supports Division (DDSD), New Mexico Public Education Division of Vocational Rehabilitation (DVR), and the University of New Mexico Center for Development and Disability (UNM/CDD) to improve competitive integrated employment for individuals with IDD. The PFE mission is to build capacity by providing training, certification, technical assistance, and opportunities for networking and collaboration.

College of Employment Services (CES) is an ACRE-approved training created by the Institute for Community Inclusion (ICI) through the University of Massachusetts Boston. PFE offers CES as a 15-week online course that combines online training and online technical assistance to help improve outcomes and support staff in implementing learning objectives and best practices in their daily work. For FY 2022, we offered three fall and three spring cohorts with 121 participants.

For the third year in a row, PFE hosted its annual *Reaching New Heights in Supported Employment* as a virtual conference. In previous conference years, the face-to-face format was able to support approximately 250 registrations. The FY 2022 Conference offered 10 breakout sessions with 573 cumulative attendances.

The number of individuals credentialed as APSE Certified Employment Support Professionals (CESP) with ACRE certificates also continues to

NEW MEXICO

Developmental Disabilities Supports Division Director: Jason Cornwell SELN lead contact: Frank Gaona frank.gaona@state.nm.us



Employment for Individuals With IDD

Nationwide Snapshot



]]% In an Individual Job



\$10.46 Average Hourly Wage



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 Inclusion at UMass Boston and the National Association of State Directors of Developmental Disabilities Services.

www.selnhub.org

rise. New Mexico now has 62 APSE CESPs and 202 individuals that hold ACRE certification.

PFE also launched the New Mexico Training Associates (NMTA) program, which was developed as a unique professional development opportunity that offered emerging, supported employment professionals real-time experience in creating and leading supported employment trainings in conjunction with PFE. Four individuals completed the training in FY 2022.

Other New Mexico DDSD accomplishments for FY 2022 include:

- Received an honorable mention for the Cathy Anderson Award for Public-Private Partnership.
- New collaboration Parents Reaching Out (PRO), which hosted 10 Forward at 14 workshops with 78 attendees. PRO also hosted the Family Leadership Conference, which had 240 registrants with 167 in-person attendees. We provided planning tools with students transitioning out of high school, opportunities to network with their peers, and connections to valuable information and resources.
- Established a Memorandum of Understanding with the New Mexico Commission for the Blind.
- Developed a new PFE online training, Building Workplace Readiness throughout Your Life, a webinar designed to provide information and resources for youth and the people who support them in school-to-work transition.
- Started the *Enabling Technology Transformation* pilot project.

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.

