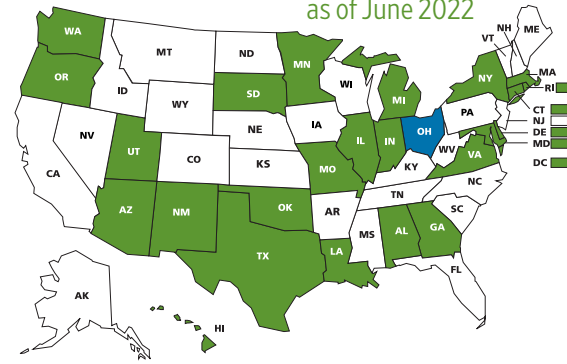


# OHIO

DEPARTMENT OF DEVELOPMENTAL DISABILITIES

SELN member states  
as of June 2022



## Provider Transformation & Innovation Efforts

In 2021-22, the Ohio Department of Developmental Disabilities (DODD) invested funding and engagement efforts toward systems transformation and provider innovation, supporting the field to evolve from facility to community-based supports and to develop innovative strategies and funding methods to support people with complex needs. [Seventeen providers were awarded grants](#) to move innovation forward within their organizations. Providers who received these funds connected with subject matter experts to develop assessment-based plans. Providers were also part of the 2021 Transformation Series, which was exclusively web-based, and the revamped 2022 Innovation Series, which included expert facilitated web-based conversations as well as in-person innovation labs composed of providers, case managers, family members, and self-advocates throughout five regions in Ohio. Weekly “Innovation Tuesdays” spotlighted providers, families, and self-advocates with over 1,000 stakeholders participating.

- ❖ [Learn more information and view the Transformation Series 2021 recordings](#)
- ❖ [Learn more information and view the 2022 Innovation series recordings](#)

A variety of stakeholders spanning providers, systems partners, families, self-advocates, and county board staff established the [Blueprint for Adult Day and Employment Services Workgroup](#) which published their [final Blueprint proposal](#). The main charge from 2020–2022 was to generate this report with recommendations advising DODD on implementation strategies to improve adult day support services and competitive integrated employment outcomes. [Three implementation teams](#) are active.

## Technology First Expansion

The Ohio DODD ramped up efforts in 2021–2022 to ensure technology is one of the first considerations when planning and providing supports. We established a [Technology First](#) Taskforce to provide statewide advocacy and alignment with representatives from DODD, Office of Innovate Ohio, Ohio Department of Education, Ohio Department of Medicaid, Opportunities for Ohioans with Disabilities, and Ohio Department of Job and Family Services. We instituted Technology First priorities around why technology can:

- ❖ increase safety, independence, and control in people’s lives
- ❖ provide solutions for the workforce crisis
- ❖ be an integral resource across the lifespan

Ohio awarded several grants to increase knowledge capacity in the field, incentivize provider innovation, and provide access to internet assistance. Our state deployed a [Rapid Response System](#) to connect case managers at county boards, intermediate care facilities, and developmental centers with technology vendors.

## 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](http://www.nationalcoreindicators.org).

### OHIO

Department of Developmental Disabilities

Director: Kim Hauck  
SELN lead contact: Keith Banner  
Email: [Keith.banner@dodd.ohio.gov](mailto:Keith.banner@dodd.ohio.gov)



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](http://www.selnhub.org)

In April 2022, the [Technology First rule](#) was launched to ensure that county boards, intermediate care facilities, and developmental centers create policies and procedures around supportive technology in their organizational and person-centered planning. We inaugurated a Technology First monthly update, highlighting stories, resources, and events.

One of the main ways DODD continues to support building capacity is through telling the personal stories of people who use supportive technology in their daily lives. [The Ohio Tech Ambassadors project](#) supports people with developmental disabilities who use technology-related supports to consult and convene events. The [Technology First video playlist includes](#) over 95 videos featuring stories around the benefits of technology in people’s lives.

## Employment First 10 Year Anniversary

In 2021–2022, DODD celebrated the 10<sup>th</sup> anniversary of Employment First with a kickoff [video](#) featuring remarks and reflections from Director Kim Hauck. Other videos featured Cuyahoga County Boards of Developmental Disabilities’ [business engagement](#) efforts, and a focus on [Christine Brown](#), a self-advocate who promotes community employment. We continued efforts in building capacity around transition from high school to work, including regional planning teams and a new series of videos highlighting the [Ohio Employment First Transition Framework](#). The Ohio Employment First Taskforce developed “Establishing Families as Partners,” a train-the-trainer handbook and modules to support more intentional and beneficial family engagement for educators. We also created an Employment First 10 Year Anniversary [logo](#). DODD and [Opportunities for Ohioans with Disabilities](#) strengthened our partnership through an updated memorandum of understanding that broadens the scope of Employment First efforts, including access to more dually certified providers.

## Quality and Innovation Team

In 2022, DODD developed a Quality and Innovation Team under the Division of Policy and Strategic Direction. The purpose of this team is to ensure that Ohioans with developmental disabilities will have increased opportunities to live, love, work, learn, and pursue their own life aspirations through state-of-the-art planning, innovative technology, and support that focuses on their talents, interests, and skills. Stacy Collins will lead the team as Assistant Deputy Director of Quality and Innovation. This team will be responsible for these DODD flagship initiatives:

- ❖ [OhioISP](#)
- ❖ [Technology First](#)
- ❖ [Employment First](#)
- ❖ [Charting the Lifecourse](#)



## 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.