2020-2022 SELN ACCOMPLISHMENTS

DIVISION OF DEVELOPMENTAL DISABILITIES

Provider Person-Centered Supported Employment Performance Program (PCSEPP) Mentoring

Using Association of Community Rehabilitation Educators (ACRE) training, mentoring, fidelity scales, and proficiency tools, this project aims to create a pool of qualified provider agencies that can contract with state agencies to deliver high-fidelity, customized employment supports for job seekers with significant barriers to employment. The project partners include multiple employment provider agencies and Griffin-Hammis Associates. Provider agency staff received ACRE curriculum training before engaging in group mentoring sessions designed to address specific experiences in the field.

Nine staff from provider agencies completed the 12-week program. The 12-week program included capstone sessions via Zoom to review the draft Discovery Staging Record. Seven staff completed the entire program and started Customized Job Development (CJD). In the spring of 2022, we held two follow-up sessions with mentees to continue the use of CJD to fidelity.

PCSEPP Summary 2020-2022 **Person-Driven Technology**

Through Person-Centered Supported Employment Performance Program (PCSEPP), Able Opportunities, Inc. was tasked to work with six main provider agencies in Rhode Island, integrating low- and hightechnology accommodation tools into Employment First services. However, COVID-19's impact brought significant challenges to this work, including:

- all hardware and software delivery were delayed
- we taught tools virtually, without side-by-side modeling and hands on support
- absences, turnover, and the consequent strain on staff created barriers to training attendance and follow-up meetings, creating an ongoing need to start over and restructure training delivery and staff support delivery models
- there was a strain on team spirit and capacity to learn and integrate new ideas

Despite the barriers, we made progress as teams worked to best serve their customers with new tools and strategies.

The focus on person-driven accommodation tools supports the person with intellectual and/or developmental disabilities (I/DD) to develop and reference their own individualized tools, bringing higher levels of independence and satisfaction and more successful direct connection with community members, coworkers, and employers.

We are in the process of completing a final film that includes a glimpse into training sessions, stories from stakeholders, and project examples. We will highlight projects including Self-Advocacy Film, Video Resumes, the Work Autonomy App, Business Pitch, Cost Analysis, and more.

RHODE ISLAND

Division of Developmental Disabilities

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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 Inclusion at UMass Boston and the National Association of

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.