2020—2022 SELN ACCOMPLISHMENTS
UTAH
DIVISION OF SERVICES FOR PEOPLE WITH DISABILITIES

SELN member states
as of June 2022

#1 The 2021 SELN plan year saw completion of the next phase of the <u>Department of Services for People with Disabilities (DSPD) Employment Pathway Tool.</u> We developed this state-specific guided employment conversation tool to facilitate informed choice conversations. The first pilot project with case managers and three phases of testing and feedback sessions occurred in September 2020. Following input from multiple stakeholders in a focus group, DPSD released an electronic version of the DSPD *Employment Pathway Tool* in September 2021. Case managers are required to engage in an informed choice conversation at least annually. This tool will help ensure every working-age person engages in an informed choice employment conversation on a regular basis. DSPD intends to track progress and employment outcomes based on pathway choice in the future.

#2 In spring 2021, DSPD released the *Employment Services Workflow* in collaboration with the Utah State Office of Rehabilitation. The universal resource provided a process guide for people in services, support coordinators, rehabilitation counselors, and providers to access employment services from both agencies. Sections within each step are devoted to helping each participant understand how they are involved in the process and what they can expect from supports. This process map is a valuable tool to answer frequently asked questions, provide consistent guidance across agencies, and coordinate individual support needs.

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

54% Those Who Do Not Have a Paid Community Job and Want One

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

State Employment Leadership Network

UMass Boston   ICI   NASDDDS
National Association of State Directors of Developmental Disabilities Services

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

UTAH

<u>Division of Services for People with Disabilities</u>

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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.

CATALYSTS → STRATEGY → OUTCOMES

Leadership

Values

Policy & Goals
Financing
Training & TA
Service Innovation
Outcome Data

Integrated Jobs

INTERAGENCY COLLABORATION

Hall et al (2007)

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.