

ARIZONA

ARIZONA DIVISION OF DEVELOPMENTAL DISABILITIES

SELN member states
as of June 2022



The Arizona Division of Developmental Disabilities (DDD) and consultants drafted a new Qualified Vendor Agreement to improve services for our members. Designed to help vendors get accredited, the agreement strengthens training requirements for all direct support professionals and employment services and offer incentives to qualified vendors who help DDD members get jobs.

We continue to revise and update our DDD employment services. Our newest service includes Pathways to Employment which aims to assist members in exploring career interests and abilities and developing an employment plan. Through Pathways instruction will focus on developing skills, abilities, and behaviors to work. We provide opportunities to explore interests and aptitudes for employment across different job types. DDD also worked to improve other employment services, such as individual supported employment and ensure it was used effectively. The public provides feedback on all proposed service revisions and implementation will occur in the next year.

DDD and Arizona Rehabilitation Services (VR) continued collaborative efforts to support DDD members in preparing for and achieving competitive integrated employment.

- ❖ DDD and VR developed a joint presentation to foster better understanding and collaboration between agency staff on a local level. The DDD/VR collaborative meetings have successfully continued providing important information to VR and DDD staff on collaboration to support mutual members. These meetings will continue through 2022.
- ❖ The Division and VR created a Service Coordination Aid to help staff understand the purpose of each agency, the services each provide, and ways to collaboratively support members to achieve competitive integrated employment. We explain the Service Coordination Aid and share it with participants during collaboration presentation meetings. A desk aide was developed as well to assist in employment-related conversations. The desk aide is structured to identify common barriers, suggested responses, and how to link the person to DDD supports specific to their situation.

DDD partnered with the Sonoran University Center for Excellence in Developmental Disabilities to provide a Supported Employment Train the Trainer Curriculum for all employment staff.

DDD also partnered with the Program Monitoring Unit to prepare and educate approximately 100 qualified vendors on Medicare and Medicaid Home and Community-Based Services (HCBS) settings rule compliance and provided technical assistance on provider capacity-building and development that impacts settings compliance.

Employment for Individuals With IDD

State Snapshot
(July 1, 2021–June 30, 2022)

505 DDD members referred to VR
169 DDD members made eligible for VR services
72 DDD members obtained CIE



\$13.15 Average Hourly Wage of DDD members in CIE



22.6 Average Hours Worked by DDD members in CIE

Data Source: Arizona DDD data

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Arizona Division of
Developmental Disabilities

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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

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.