

# HAWAII

DEVELOPMENTAL DISABILITIES DIVISION

Hawaii continues to increase competitive integrated employment for people with intellectual and developmental disabilities across the state by:

- ❖ emphasizing the importance of employment in the person-centered planning process
- ❖ making waiver improvements that provide enhanced clarity and flexibility
- ❖ engaging and coordinating with the Division of Vocational Rehabilitation (DVR)
- ❖ investing in provider capacity building

## Providing Information on Employment

The need to focus on health and safety due to the pandemic has created complexities for Hawaii Developmental Disabilities Division (DDD) in development of large-scale training on changes to the waiver for person-centered planning teams.

- ❖ Even with these challenges, the state provides web-based information on waiver changes, a clear compendium of resources, inclusive employment policies and changes, and user-friendly materials.
- ❖ An Employment First landing page on the DDD website is dedicated to keeping stakeholders and partners updated on employment.

## Waiver Clarity and Flexibility

When barriers arose for people to access employment through the provider community, DDD engaged with providers and stakeholders to identify the specific barriers and possible solutions. Using the feedback from the providers and stakeholders, DDD incorporated changes to the waiver and guidance for providers, case managers, and other partners.

DDD analyzed and fine-tuned the parameters of reimbursable activities essential for an employment specialist or other provider staff, through Individual Employment Supports, to conduct activities where the participant may or may not be present. DDD successfully provided guidance and support, including examples of reimbursable activities. DDD expanded access to job development services by increasing allowable authorizations from up to 4 hours per week for up to 3 months to 80 hours per plan year.

- ❖ DDD included telehealth as an additional modality for service delivery for Individual Employment Supports in the waiver renewal, effective July 1, 2021. This allows for additional needed supports to expand access to the service.

SELN member states as of June 2022



## 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).

## HAWAII

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

- ❖ Community Learning Service-Individual was expanded to provide more flexibility for authorization as a needed service for employment success.
- ❖ DDD also developed a new service, Community Navigator, in the July 1, 2021 waiver renewal to strengthen community life engagement supports.

## Engaging and Coordinating with DVR

Hawaii DDD ramped up efforts with DVR to update the Memorandum of Understanding (MOU) between DDD and DVR; a final draft is under review. DDD collaborated with DVR to revise DVR's procurement process for supported employment services. DVR is aligning the provider qualifications and rates for supported employment with DDD's qualifications and rates. DVR is implementing new contract structures to increase the pool of potential DVR providers and to expand the number of competitive integrated employment contracts.

## Capacity-Building Efforts

Recently, Hawaii invested in provider transformation and capacity-building technical assistance to amplify the successes of this past reporting period. This includes support to up to six waiver providers to develop business plans to transform their organizations with a focus on competitive integrated employment.

### 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.

