

# ILLINOIS

DIVISION OF DEVELOPMENTAL DISABILITIES

SELN member states  
as of June 2022



## Funding

In 2018, we convened a special Oversight Committee and transitioned to an Illinois Department of Human Services commissioned Rate Study. In 2020, after 18 months of intense work, Illinois Division of Developmental Disabilities (DDD) received a final report that outlined new policy recommendations and significant changes to service rates. During the 2021 legislative session, the Illinois General Assembly approved many of the important recommendations and accompanying rate changes, including the elimination of earned income collection for people living in provider residential settings who are engaged in competitive integrated employment (CIE). The Illinois General Assembly also approved a massive bump to the supported employment portion of the DDD budget that allowed for a 138% increase to the waiver rate for individualized supported employment.

In addition, in December 2021, DDD issued the Competitive Integrated Employment Capacity (CIEC) grant, a competitively bid Notice of Funding Opportunity, to its provider network. CIEC offered up to \$5,000,000 over Fiscal Years 2022–24 to 11 organizations that have strategic goals to expand agency capacity in assisting individuals with intellectual and/or developmental disabilities (I/DD) to explore, access, and obtain CIE.

## Waiver Amendment and Supports Revalidation

In the fall of 2021, aligned with the policy changes and rate increase and with the impending approval of the Medicaid Home and Community Based Services (HCBS) Waiver amendment, Illinois embarked on a new project to revalidate every award issued for waiver funded supported employment. This project allowed DDD to begin verifying the competitive and integrated nature of employment opportunities by collecting data related to individual and group supported employment (wages, location, benefits, hours worked, level of support, engagement with Vocational Rehabilitation, and more).

## Training

Illinois engaged a new cohort of Independent Service Coordination (ISC) (case management) staff statewide in the SELN eLearning series “Supporting a Vision for Employment”. The course offers micro-lessons and learning checks geared toward professional development, empowering personnel to overcome common barriers to CIE through intentional person-centered planning.

DDD also partnered with the Division of Rehabilitation Services to engage cross sections of personnel from DDD, Vocational Rehabilitation, providers, and ISCs in the ICI supported State Learning Collaborative.

The unique combination of increased funding, enhanced oversight, data collection, and professional development are keys to a bright future for CIE in Illinois.

## 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).

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[Division of Developmental Disabilities](#)

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**State Employment Leadership Network**

UMass Boston



NASDDDS  
National Association of State Directors  
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](http://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.