

LOUISIANA

LOUISIANA DEPARTMENT OF HEALTH
OFFICE FOR CITIZENS WITH DEVELOPMENTAL DISABILITIES

Louisiana has focused on our commitment to...

Since the beginning of the pandemic and due to several hurricanes affecting many regions of our state, Louisiana has been in recovery and stabilization mode multiple years while continuing to provide supports and services to the over 13,000 participants we serve. During the pandemic when the State Health Officer closed day program agencies, Louisiana Office for Citizens with Developmental Disabilities (OCDD) allowed individuals to receive support and services in their homes. Our state allowed us to make retention payments to the day and employment providers in two separate payments to assist these providers with maintaining their agencies. We implemented new services, including Community Life Engagement and Career Planning in small groups and virtual delivery of select services, including Supported Employment, Follow Along, Day Habilitation, and Career Planning.

Continuity of Services

Over the course of the last two years OCDD increased flexibility to maintain continuity of services to individuals. We held stakeholder meetings with individuals who receive waiver services, families of those served, and representatives from the Local Governing Entities and support coordination agencies to gain insight into what was needed to continue past the pandemic. We gathered input into the continuation of flexibilities and added those to the waivers. Some additions include:

- ❖ Monitoring In-Home Caregiving as a service
- ❖ Delivering Support coordination services virtually
- ❖ Allowing family living in the home to be paid caregivers

New Services

Legislation passed in June 2021 allowing adults who receive waiver services to access dental services. In October 2021, OCDD implemented a rate increase across waiver services, including day and employment services, to help maintain staffing. In June 2022, legislators passed a rate increase for transportation services that will be implemented in the waivers this year. Transportation will be added to the Supports Waiver as a separate service. In July 2022, we held a meeting with the Day and Employment Redesign

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.

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State Employment Leadership Network

UMass Boston



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

Workgroup to finalize the new individual supported employment service menu and rates. We requested funding for these new rates and additional services for next fiscal year.

New Training

In May 2022, OCDD rolled out the SELN eLearning course for Support Coordinators, “Supporting a Vision for Employment”. We offered this training to all Support Coordination Agencies on a first come, first served basis. OCDD had a great response and received positive feedback from those who participated in the training. In July 2022, the Developmental Disabilities Council offered free Customized Employment Gateway Training in Discovery to 25 providers on a first come, first serve basis.

OCDD has continued to support providers of day and employment services to transform and align with Employment First values and the HCBS settings rule expectations via virtual meetings, trainings, and guidance.

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.

