

2020–2022 SELN ACCOMPLISHMENTS

MARYLAND

DEVELOPMENTAL DISABILITIES ADMINISTRATION

The Maryland Department of Health, Developmental Disabilities Administration (DDA) continues to focus on systems change improvement efforts as well as developing and building capacity. The activities in this profile highlight a few of those efforts.

As a result of pandemic-related impacts, Maryland DDA used the Medicaid Home and Community Based Services (HCBS) waiver Appendix K approach for its flexibility to continue supporting the Employment First vision: **all individuals who want to work can work and make contributions to their community**. We identified new options and approaches for individuals and families seeking competitive integrated employment. We plan to continue offering these options and using these service delivery approaches.

- ❖ We continued to provide the appendix K flexibilities as part of our Medicaid Waiver services, such as remote and virtual supports, as a vehicle to deliver employment services.
- ❖ We promoted and provided various trainings to Coordinators of Community Services (CCS) to enhance the development of person center plans that fully represent the person’s employment goals and their trajectory to their person-centered “good life”.
- ❖ We continued routine and consistent online discussions through the [MD Community of Practice for Supporting Families Webinar Series](#) as well as through several employment and transitioning youth webinars during the year. These events continue to bring diverse groups together to build knowledge, skills, and resiliencies to face challenging employment situations as we are coming out of the pandemic.
- ❖ We have enhanced and clarified meaningful day services’ policies and tools to improve implementation of new services as providers move into the state’s Long-Term Services and Supports (LTSS) Maryland-DDA Module billing platform.
- ❖ We have continued our partnership with the Institute for Community Inclusion (ICI) to provide technical assistance and training to help meaningful day service providers develop new business models and service practices that line up with the DDA’s LTSS Maryland-DDA Module. This resource has been well received by our provider community:
 - Eight providers successfully completed cohort #1 and reported that it was “very helpful”. Two providers from cohort #1 signed up for the second round of technical assistance. Now, additional and new staff can be trained on thinking creatively about staffing schedules to demonstrate flexibility to meet the needs of the individuals served, creating training for individuals to help them obtain the necessary skills to compete in the competitive job market, and learning how to partner with community stakeholders as part of achieving their goals. Three new providers applied for and were accepted into cohort #2. Thirteen DDA providers have completed or are in process of taking advantage of this training opportunity.

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.

MARYLAND

[Developmental Disabilities Administration](#)

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State Employment Leadership Network

UMass Boston



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

- ❖ We continue to partner with ICI to gather data to track the expansion of people engaging in meaningful day services and participating in competitive integrated employment opportunities.
- ❖ Despite shutdowns, DDA's fall 2021 employment data demonstrate steady recovery from the pandemic:
 - In October 2019, 33% of individuals who received day supports worked in integrated jobs. That figure dropped to 19% in October 2020 but rebounded to 22% in spring 2021 and 26% in fall 2021.
- ❖ We are participating in the State Employment Leadership Network (SELN) Case Manager e-learning course series. This online course is for case managers who are advising, assisting, and advocating for people with intellectual and developmental disabilities seeking employment.
 - To date, 58 CCSs have participated in the training. Maryland has increased their approved seats from 50 to 100 so CCSs can take advantage of this wonderful professional development opportunity.
- ❖ In the next year, the DDA will begin providing support and resources to providers to become familiar with and begin using technology as part of their service delivery.
- ❖ Maryland DDA will be working on HCBS waiver renewal in the coming year. We will work with people in services, families, and providers to get their feedback and enhance our current waiver services.

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.

