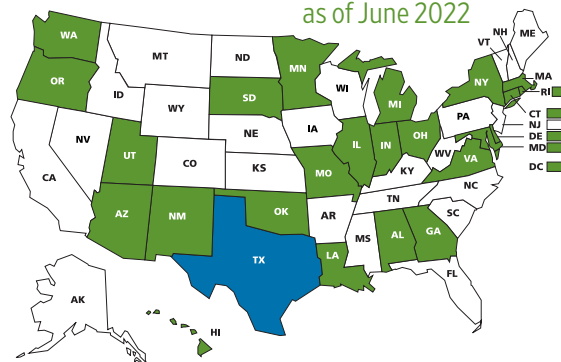


TEXAS

HEALTH & HUMAN SERVICES (HHS)

INTELLECTUAL AND DEVELOPMENTAL DISABILITIES & BEHAVIORAL HEALTH SERVICES

SELN member states
as of June 2022



Employment Services/Employment First Training

Texas HHS deployed six virtual training events from September through December 2021. Originally planned as in person, the webinar format was used due to COVID in late summer and fall 2021. The training was designed for any staff member with a role in supporting people’s employment goals or staff with direct, hands-on duties, such as service coordinators, employment specialists, direct care staff, day habilitation staff and job coaches, and supervisors. Training topics include:

- ❖ Overview of Texas Employment First Policy
- ❖ Employment services in Medicaid waivers
- ❖ Basic facts on Social Security Administration disability benefits
- ❖ Basic facts on developing an employment profile and vocational assessment
- ❖ Building connections and working with families
- ❖ Developing soft skills and job-readiness skills
- ❖ Basic overview of applications and tablets for job coaches
- ❖ Building and maintaining strong employer relationships

Family Focus Meetings

During summer 2022 HHS deployed a round table information series for families and stakeholders at five locations around Texas. These five round table opportunities focused on addressing family and stakeholder concerns about competitive, integrated employment in the community. The goal was to collect feedback and develop a refined approach strategy for similar events in other locations and via web-based formats.

HHS Employment Positions

HHS has three full-time staff dedicated to Employment First initiatives:

Employment Recruitment Coordinator furthers the state’s Employment First principles with continued field work across the state, directly working with employers and presenting to civic organizations to expand awareness and generate additional integrated employment opportunities for persons with disabilities.

Employment First Coordinators assist with the implementation of the HHS Supported Employment Initiative conducting other activities as necessary to improve employment services for individuals with developmental disabilities served by HHS.

Texas Employment First Resources

Webpage

[HHS Employment First Webpage](#)

Videos

[Hiring People with Disabilities](#)

[Supporting Employment Goals for People with Disabilities](#)

Guide/Pamphlets/Brochure

[HHS Guide to Employment for People with Disabilities](#)

Employment for People with Disabilities Pamphlet

- [English version](#)
- [Spanish version](#)

[Becoming a Provider of Employment Services for People with Disabilities](#)

TEXAS

Intellectual and Developmental Disabilities & Behavioral Health Services

Deputy Executive Commissioner: Haley Turner

SELN lead: Donnie Wilson

Email: Donnie.wilson@hhs.texas.gov

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

Grant-Funded Projects

HHS employment-based projects funded through the Money Follows the Person Demonstration (MFPD) include:

Community-based Apprenticeship Pilot – This project provides opportunities for paid internships for individuals with intellectual and developmental disabilities or individuals receiving behavioral health services. The goal is to provide transferrable skills for further employment.

Electronic Tablets/Employment Transition Pilot – This project uses electronic tablets and currently available assistive applications to provide individuals with interactive technology that lessens their dependence on assistance or intervention from others.

Transition to Competitive Integrated Employment – The goal of this project is a toolkit, and demonstration and training to assist service providers in transitioning away from a heavy focus on day habilitation and sheltered workshop services to a focus on community-involved, 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.

