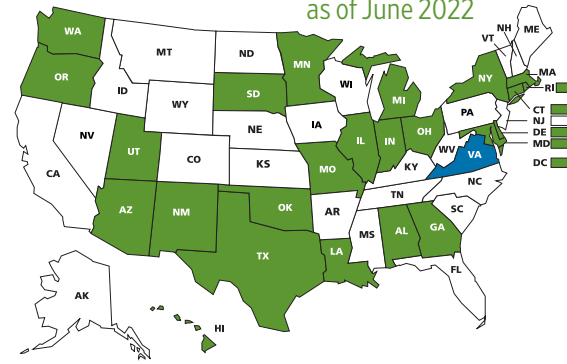


VIRGINIA

VIRGINIA DEPARTMENT OF BEHAVIORAL HEALTH AND DEVELOPMENTAL SERVICES

SELN member states as of June 2022



SUMMARY OF THE ALTERNATIVE HIRING PROCESS

As legislated in 2021, an Alternative Hiring Process was established to increase employment of individuals with disabilities within Virginia state government. This process was implemented on April 5, 2022, as a collaborative effort with the Virginia Department for Aging and Rehabilitative Services (DARS) Pathway Grant and the Department of Human Resource Management (DHRM).

This process connects to the state’s initiative as a model employer for inclusion, increased employment, and accommodation of individuals with disabilities in the state workforce. Individuals apply using a Certificate of Disability from DARS, or from the Department for the Blind & Vision Impaired (DBVI). The certificate does not disclose the disability and states the applicant “has a documented disability as determined by DARS/DBVI and may be considered for employment under the Commonwealth of Virginia’s Alternative Hiring Process.”

DATA IMPROVEMENTS

Virginia Department of Behavioral Health and Developmental Services (DBHDS) implemented a major data improvement effort to increase reliability and validity of employment data reported semi-annually. The Employment Data Survey Tool (EDST) addresses data integrity issues, identifies duplicates and provides clear category definitions for data entry. DBHDS entered into a data-sharing agreement with DARS to ensure all data received meets the same requirements as the EDST.

The EDST also provides in-workbook support with the addition of Frequently Asked Questions, General Information with data dictionary, and EDST Training Guide. Providers were offered training in groups and small sessions as requested prior to its implementation in July 2022.

The modified process will decrease the workload for providers by only requiring additional columns if warranted after the initial entries are completed. The EDST serves as a warehouse for all providers’ reported data. DBHDS can examine trends within datasets across the Commonwealth or multiple regions and or time-periods. DBHDS has documented a significant improvement in on time or early error-free submissions. Also, data received is now automated reducing the manual efforts to clean the data for analysis is now complete in 30 mins or less.

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.

VIRGINIA

Virginia Department of Behavioral Health and Developmental Services

Acting Deputy Commissioner, Division of Developmental Services: Heather Norton
SELN lead contact: Stephanie Subedi
stephanie.subedi@dbhds.virginia.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

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.