

HAWAII

DEVELOPMENTAL DISABILITIES DIVISION

Hawaii has focused on making system improvements and developing capacity. The activities below show the progress made during the 2019–2020 membership year.

Clarification of Waiver Services Supportive of Employment

Hawaii’s 1915(c) waiver offers a variety of supports for employment such as Discovery and Career Planning, Individual Employment Supports, and Assistive Technology. Community Learning Service (CLS) is another option for supports in employment, with an annual assessment by an employment specialist to assess the ongoing need for CLS staff to support participants in the workplace.

For the upcoming waiver renewal, the Developmental Disabilities Division (DDD) is working with employment providers and stakeholders to refine service definitions to increase access to and further the implementation of competitive integrated employment.

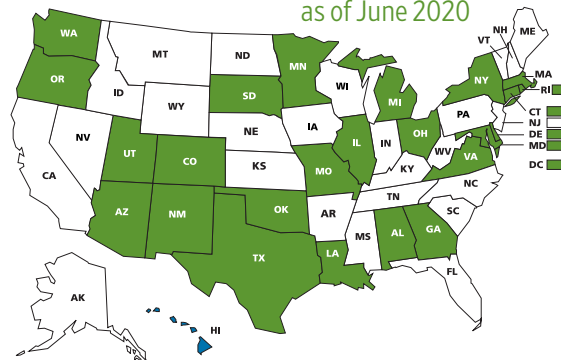
Capacity-Building Efforts

Hawaii continues to pursue increasing the number of waiver providers who are also able to provide vocational rehabilitation services to ensure a seamless continuity of services between the Division of Vocational Rehabilitation (DVR) and DDD. DVR and DDD are working together to increase availability of employment services and address barriers.

Roll-out of INSPIRE and Future Opportunities

DDD successfully deployed its second release for INSPIRE, the Division’s new IT case management system. The release included a LifeCourse module, new individualized service plan (ISP) features, and the Calculator 3.0 individual supports budget-planning tool. The ISPs in INSPIRE also include a dedicated section to prompt the discussion of employment and to collect data on participants’ employment status.

SELN member states as of June 2020



Employment for Individuals With IDD

Nationwide Snapshot



14% In an Individual Job



\$9.88 Average Hourly Wage



23.9 Average Hours Worked For 2 Weeks

Data source: In-Person survey, National Core Indicators Project, 2018–2019. For more information, visit www.nationalcoreindicators.org.

HAWAII

[Developmental Disabilities Division](#)

Administrator: Mary Brogan
 State Lead Contact: Wendie Lino
 Email: wendie.lino@doh.hawaii.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.