

# ILLINOIS

DIVISION OF DEVELOPMENTAL DISABILITIES

These snapshots and the data (at right) show progress in Illinois to build a sustainable, higher performing integrated employment system, driving future work and systems' goals.

Illinois just finished its first year of SELN membership. The Illinois Department of Human Services (IDHS) Division of Developmental Disabilities (DDD) has led the efforts, in collaboration with the IDHS Division of Rehabilitation Services (DRS) and the Illinois Council on Developmental Disabilities (ICDD). One central goal is to engage in the comprehensive stakeholder-driven process of creating the SELN recommendations report. Another core objective is to advance systems change to increase the number of people with intellectual and developmental disabilities (IDD) employed in the state.

## Systems Change

The DDD worked with a rates consultant to develop new service definitions and rates for pre-vocational and employment supports under the home and community-based services waiver. The DRS also launched a 5-year customized employment pilot program starting July 1, 2020.

## Provider Capacity Building

The SELN team visited Illinois in December and held several listening sessions focused on provider capacity to move from sheltered work to competitive integrated employment. The sessions included community day service providers, 14(c) sub-minimum wage certificate holders, employment providers, associations, and advocacy groups.

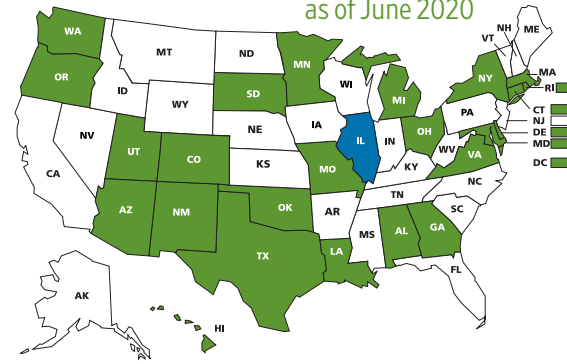
In December 2019, Chicago announced a provision within the FY2020 city budget that will phase out the use of sub-minimum wages for persons with disabilities. The Illinois Council on Developmental Disabilities (ICDD) created a grant opportunity to support Chicago-based providers to move away from 14(c) programming to community-based employment. This gave the state a chance to act on learnings from the SELN listening sessions.

## Provider Training Opportunities

Over the past year, there has been increased provision of employment-focused training in Illinois. A number of trade associations and other groups have hosted training series emphasizing a shift to competitive integrated employment.

In addition, the ICDD has contracted with Marc Gold and Associates to provide virtual customized employment training, resulting in ACRE certification for participants completing the course. Training participants include IDD service providers and DRS staff.

SELN member states  
as of June 2020



## Employment for Individuals with Intellectual and Developmental Disabilities

### State Snapshot



**12%** Have a paid job in the community

**79%** Number of people attending a day program



**16%** Have community employment as a goal

Data Source: In-Person Survey, National Core Indicator (NCI) Project, 2016-2017. For more information, visit [www.nationalcoreindicators.org/resources/reports/](http://www.nationalcoreindicators.org/resources/reports/)

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[Division of Developmental Disabilities](#)

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**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](http://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.