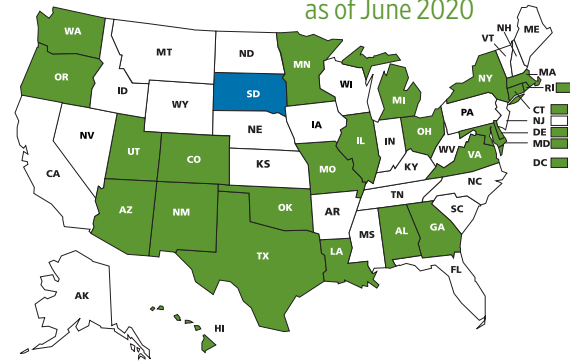


# 2019–2020 SELN ACCOMPLISHMENTS

# SOUTH DAKOTA

## DIVISION OF DEVELOPMENTAL DISABILITIES

SELN member states  
as of June 2020



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

### Activity 1: Strategic Goals and Operating Policies

The SD Department of Human Services contracted with an outside consultant to review the state's continuum of care for South Dakotans with IDD. This review was generated to assist new administrators with understanding the current system and included:

- ❖ Review of current services and supports available through the waiver programs, state plan, Intermediate Care Facilities, and other service delivery systems commonly accessed by people with IDD such as mental health facilities
- ❖ Identification of opportunities to maximize the availability of community-based settings
- ❖ Provision of technical assistance regarding how service and supports options can be expanded for children and adults with IDD
- ❖ Suggestion of ways to improve access to home and community-based services and serve children and adults in the community, including transition and crisis supports
- ❖ Recommendation of provider skill sets and additional actions to enhance the IDD continuum of care, including state quality oversight and monitoring capacity
- ❖ Assessment of systems' readiness for psychiatric and medical supports
- ❖ Analysis of use of Medicaid funding and opportunities to enhance or leverage that funding
- ❖ Recommends improvements in supporting children in the least restrictive environment possible
- ❖ Recommendations specific to employment will be reviewed and used to inform future planning

### Activity 2: Services and Service Innovation

In recent years, the South Dakota Department of Human Services Division of Developmental Disabilities created a new employment-related service, career exploration, to replace and update the prior prevocational service. Career exploration provides new pathways and opportunities for individuals to experience community-based activities leading to paid work.

### 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](http://www.nationalcoreindicators.org).

#### SOUTH DAKOTA

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)

As part of a continuous quality improvement effort, every individual receiving career exploration was asked to join with their team and evaluate:

- ❖ The person's identified and documented existing work readiness skills;
- ❖ Whether an outcome for competitive, integrated employment is included in the individual service plan (ISP);
- ❖ What goals and supports related to employment should be in the ISP;
- ❖ The time required to successfully transition to competitive integrated employment and/or integrated community activities;
- ❖ Activities to support each employment goal

As the Division reviewed requests to continue career exploration where appropriate, new insights were gained regarding how to improve the service and what additional parameters would be needed to most effectively manage it. Engaging in this work has brought the state one step closer to fully integrating as many individuals in competitive integrated employment as possible.

## 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.

