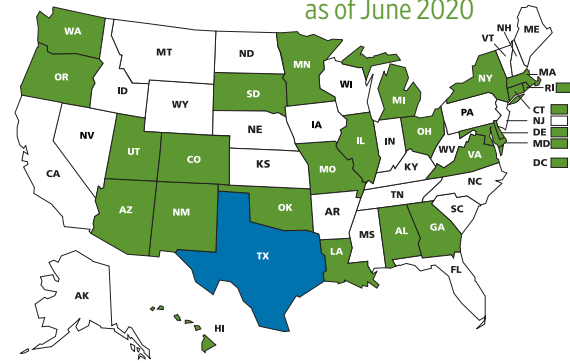


TEXAS

HEALTH & HUMAN SERVICES (HHS)

INTELLECTUAL AND DEVELOPMENTAL DISABILITIES & BEHAVIORAL HEALTH SERVICES

SELN member states
as of June 2020



The following activities are snapshots of the progress Texas is making in its effort to build a sustainable higher-performing integrated employment system. Employment First efforts in Texas focus on education and outreach.

Vocational Soft Skills/Employment Readiness Training

Texas HHS developed a series of web-based training modules aimed at improving skills to facilitate transition to integrated, community-based work settings. Additionally, HHS will purchase employment readiness curricula to augment the training of local authority (LIDDA) regions, waiver service private providers, program recipients, and families/guardians.

Employment Services/Employment First Training

HHS is developing a series of six web-based training modules on various employment services elements for direct support staff. The COVID-19 pandemic has been a catalyst for Texas to transition to a primarily web-based format for training, outreach, and information. The web-based training format may reach a wider audience otherwise not able to attend in person.

The modules cover the following topics:

- ❖ Employment First and Home and Community Based Services Overview
- ❖ Employment Services, Family Concerns, Supplemental Security Income and Other Benefits
- ❖ Vocational Assessment and Employment Profile
- ❖ Soft Skills
- ❖ Job Coaching, Mobile Apps, Electronic Tablets
- ❖ Building and Maintaining Strong Employer Relationships

Employment Services/Benefits Resources

HHS created a pamphlet that has been distributed to families, advocates, program participants, providers, state office staff, etc. and is available on the HHS Employment First webpage. The pamphlet provides an explanation of HHS employment services, a benefits overview, and community-based resources for employment. HHS updated the former Department of Aging and Disability Services Guide to Employment. This guide assists with improving employment outcomes for people with disabilities.

Employment Public Awareness Campaign

HHS' public awareness campaign promotes the benefits of becoming an employment services provider, for both individuals served who are interested in achieving competitive, integrated employment, and the providers themselves. HHS collaborated with the Texas Workforce Commission on the development of a pamphlet and magnet as part of this campaign.

Supporting Employment Goals for People with Disabilities

HHS developed an employment video for individuals and families. This video is the latest in a series showcasing success stories of persons with disabilities achieving integrated, community-based work across Texas.

TEXAS

Intellectual and Developmental Disabilities & Behavioral Health Services

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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

Employment First Outreach by the Numbers



19,653 PARTICIPANTS

93 Presentations at civic organizations

27 Stakeholder presentations

50 Employment First training sessions

256 Meetings with employers

MEDIA

7,115 Hiring People with Disabilities
views

805 Supporting Employment Goals for People with Disabilities
views

STAFF

3 Full-time staff dedicated to employer recruitment and outreach

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.

