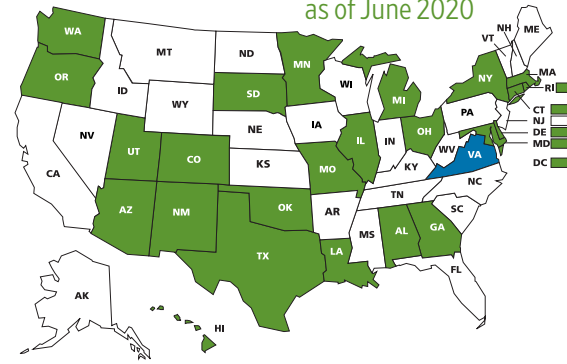


VIRGINIA

VIRGINIA DEPARTMENT OF BEHAVIORAL HEALTH AND DEVELOPMENTAL SERVICES

SELN member states as of June 2020



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

This past year, the Virginia Department of Behavioral Health and Developmental Services (DBHDS) focused on strengthening cross-system collaboration with the Department of Medical Assistance Services (DMAS), Department of Education (DOE), Department for Aging and Rehabilitative Services (DARS), and Developmental Disability Services (DD).

Employment First Advisory Group Expands Focus to Include Mental Health/Substance Use

DBHDS re-structured its Employment First Advisory Group (E1AG) to provide integrated employment services to individuals with mental health/substance abuse disorders, in addition to those with intellectual and developmental disabilities. DD applied best practices gained from the agency’s participation in technical assistance activity, engaged in as a result of the Department of Justice Settlement Agreement.

The E1AG is comprised of representatives from DMAS, DOE, DARS, DBDHS, DD, the Substance Use Disorder Program, and serious mental illness advocacy organizations, as well as employment services organizations.

VOICE Technical Assistance Received from ODEP

This year, DBHDS and DARS participated in the Office of Disability Employment Policy’s Visionary Opportunities to Increase Competitive Integrated Employment (VOICE) initiative. One of just 12 states selected for the initiative, VA is receiving 300 hours of technical assistance (TA) to develop integrated employment policies for people with mental health disabilities.

The TA hours have been used to develop a framework for individual placement and support (IPS) services and to gather input from stakeholders to inform future work. DBHDS and DARS created a state implementation team around IPS.

Employment for Individuals With IDD

Nationwide Snapshot



14% In an Individual Job



\$9.88 Average Wages For 2 Weeks



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.

VIRGINIA

Virginia Department of Behavioral Health and Developmental 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

Customized Employment Training Delivered

DBHDS strengthened its provider network by providing customized employment (CE) training in partnership with Griffin-Hammis Associates.

- ❖ Disseminated technical assistance and guidance to DARS, staff, clients, and CE providers to support awareness and understanding of CE best practices. Facilitated with informed choice the implementation of virtual CE strategies and supports for new and existing DARS-sponsored CE cases.
- ❖ Developed and delivered a three-part CE Leadership Community of Practice series designed for state agency and employment services organization leadership. The series supported communication and discussion to ensure a common vision regarding CE training and capacity development initiatives. The leadership sessions also provided participants with a forum to explore concerns and opportunities related to COVID-19.

To meet project implementation deadlines impacted by COVID-19 restrictions, DBHDS modified its in-person trainings to occur remotely.

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.

