

Department of Economic Security
DIVISION OF DEVELOPMENTAL DISABILITIES

EMPLOYMENT SERVICES AND SUPPORTS

History

- Rehabilitation Services Administration
- Arizona Medicaid Waiver
- Transition to DDD

DDD Mission/Vision Statement for Employment Supports and Services

- *One day persons with developmental disabilities will have quality paid work opportunities available which will enable them to choose from a variety of employers and experiences for their work lives in the community.*

Guiding Principles

- Advocacy and support
- Individualized opportunities
- Choice of purposeful and valued work
- Prevailing wages

Person-Centered Approach To Employment

- Services designed to meet needs of the individual - not filling slots
- Based on a vision of the future
- Life-long process

Referral and Authorization

- Individual and planning team identify employment as an outcome
- Waiver requires referral to Vocational Rehabilitation (VR)
- Division provides post-placement supports if VR eligible or initiates services if not eligible
- Provider identified
- Services authorized

Vocational Rehabilitation Process

- VR receives referral from DDD and invites the consumer to an orientation
- Determines eligibility for services within 30 days of application
- Develops an Individual Plan for Employment (IPE)
 - assessments, evaluations
 - job development & placement
 - job coaching

Individual Supported Employment (ISE)

- Age 18 or older
- Job coaching up to one year
- Job search
- Prevailing wages paid by the employer
- It's a JOB

Group Supported Employment (GSE)

- Age 18 or older
- Integrated in the community
- Supervised at all times
- Groups no larger than six (6) persons
- Commensurate wages paid by DDD vendor
- Service includes work-related skill teaching, behavior intervention, assistance with job performance and ongoing feedback

Center Based Employment (CBE)

- Age 21 or older
- Typically non-integrated, facility-based
- Participants supervised and paid by DDD vendor based on productivity
- Paid work and employment skill training

Employment Support Aide (ESA)

- Long-term on-the-job supports
- Personal care assistance
- Behavioral supports
 - Must have a documented co-occurring behavioral health diagnosis
 - Support services must have been denied by the relevant Regional Behavioral Health Authority

Employment-Related Transportation

- Limited to 2-trips a day-to and from their job site
- If all resources have been exhausted, family and friends may be reimbursed
- Cannot be authorized if consumer lives in a residential setting

Transition to Employment

- Begin discussion as early as age 14
- Encourage work experiences during school breaks
- Collaborate with families/caregivers, students and high school teachers
- New transition service being created for all DDD participants interested in going to work
- Split programs to encourage work experience

Employment Initiatives

- State Employment Leadership Network (SELN)
- Arizona Community of Practice on Transition (AzCOPT)
- Disability Benefits 101 (DB101)
- Arizona Employment and Disability Partnership
- Employment First

THANK YOU!!

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