



DEPARTMENT OF ECONOMIC SECURITY

Your Partner For A Stronger Arizona



Division of Developmental Disabilities

January 7, 2021

Agenda

- Introduction
 - COVID-19 Updates
 - Planning Meetings
 - Proposition 207
 - Electronic Visit Verification (EVV)
 - DDD Employment Services
 - Vocational Rehabilitation
 - DDD/VR Collaboration
-

DDD's top priority is the health and safety of our members, their families, and the professionals in our program that support them

The Division of Developmental Disabilities (DDD) is:

- Working with ADHS and CDC guidelines to ensure appropriate measures are in place to allow for the continuation of necessary services
 - Monitoring service delivery and availability to ensure service continuation
 - Providing regular updates on the DDD COVID-19 Website:
https://bit.ly/DDD_COVID19Actions
-

COVID-19 Flexibility Updates

Respite Year 2021

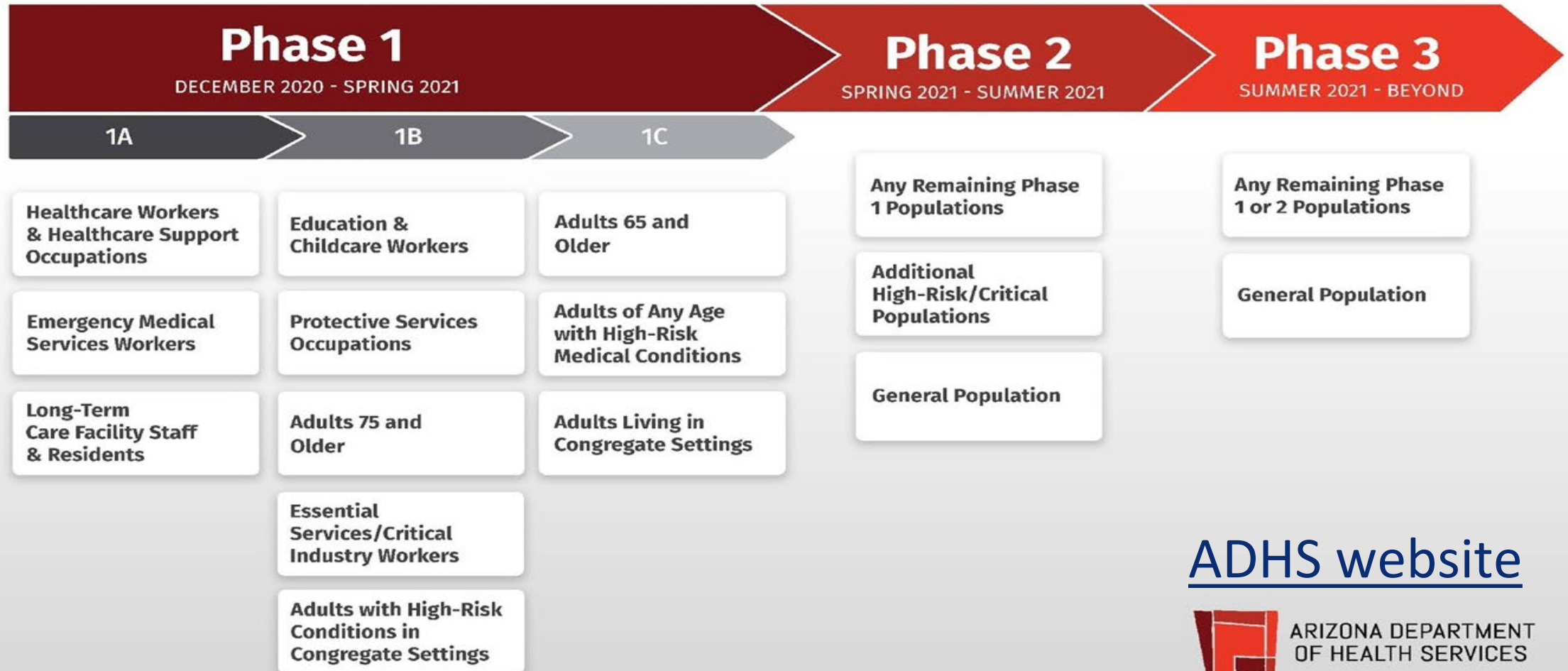
- Extended Hours from 600 to 720
- Extended through September 30, 2021

Home Delivered Meals

- Extended through April 16, 2021

COVID-19 Vaccinations

Arizona COVID-19 Vaccine Prioritization*



[ADHS website](#)

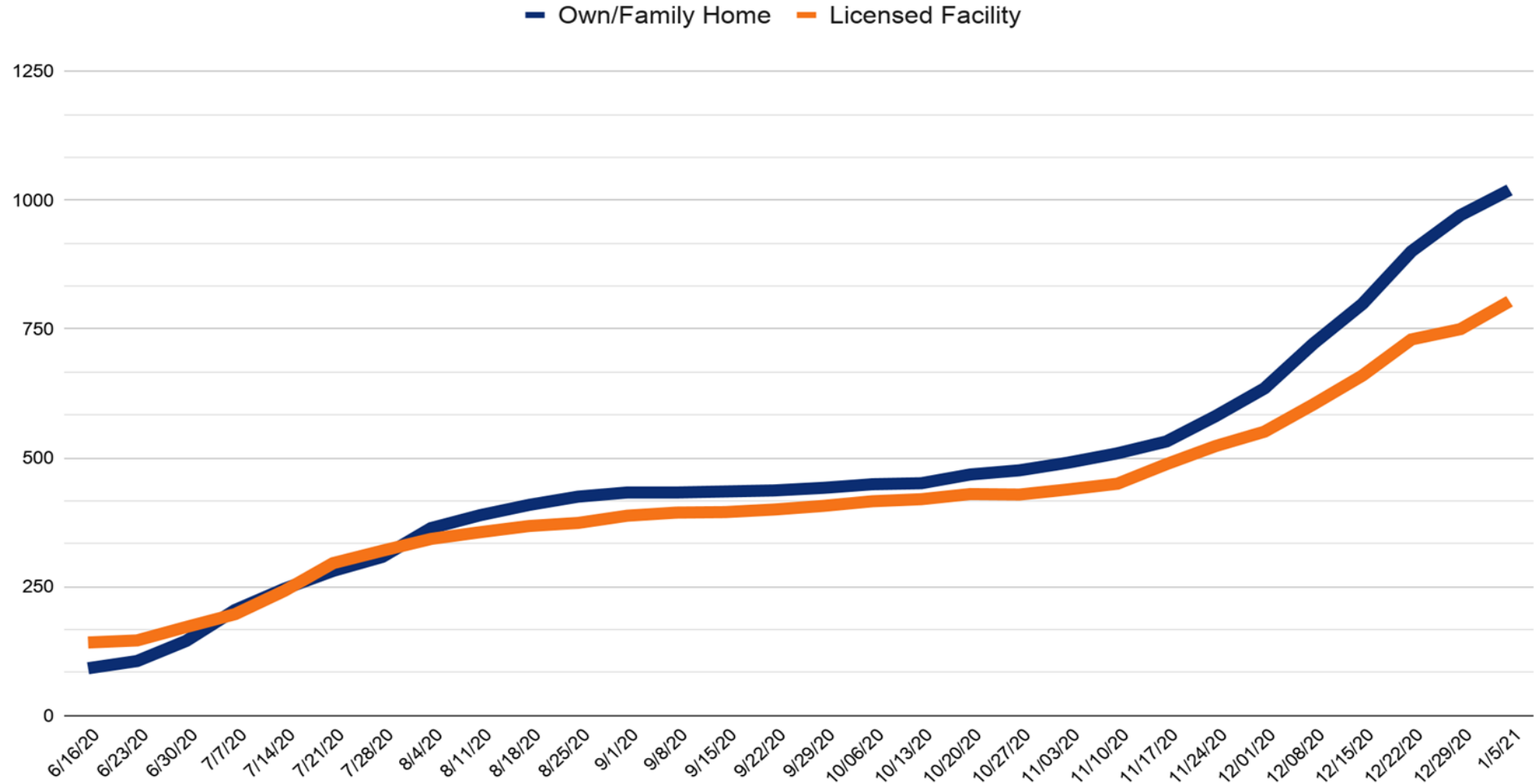


ARIZONA DEPARTMENT
OF HEALTH SERVICES

*Distribution groups and timelines of phases shown are tentative. This information is subject to change due to future [vaccine distribution guidance recommendations](#), FDA approval of vaccines, and vaccine allocation/availability.

COVID-19 Member Positive Tests

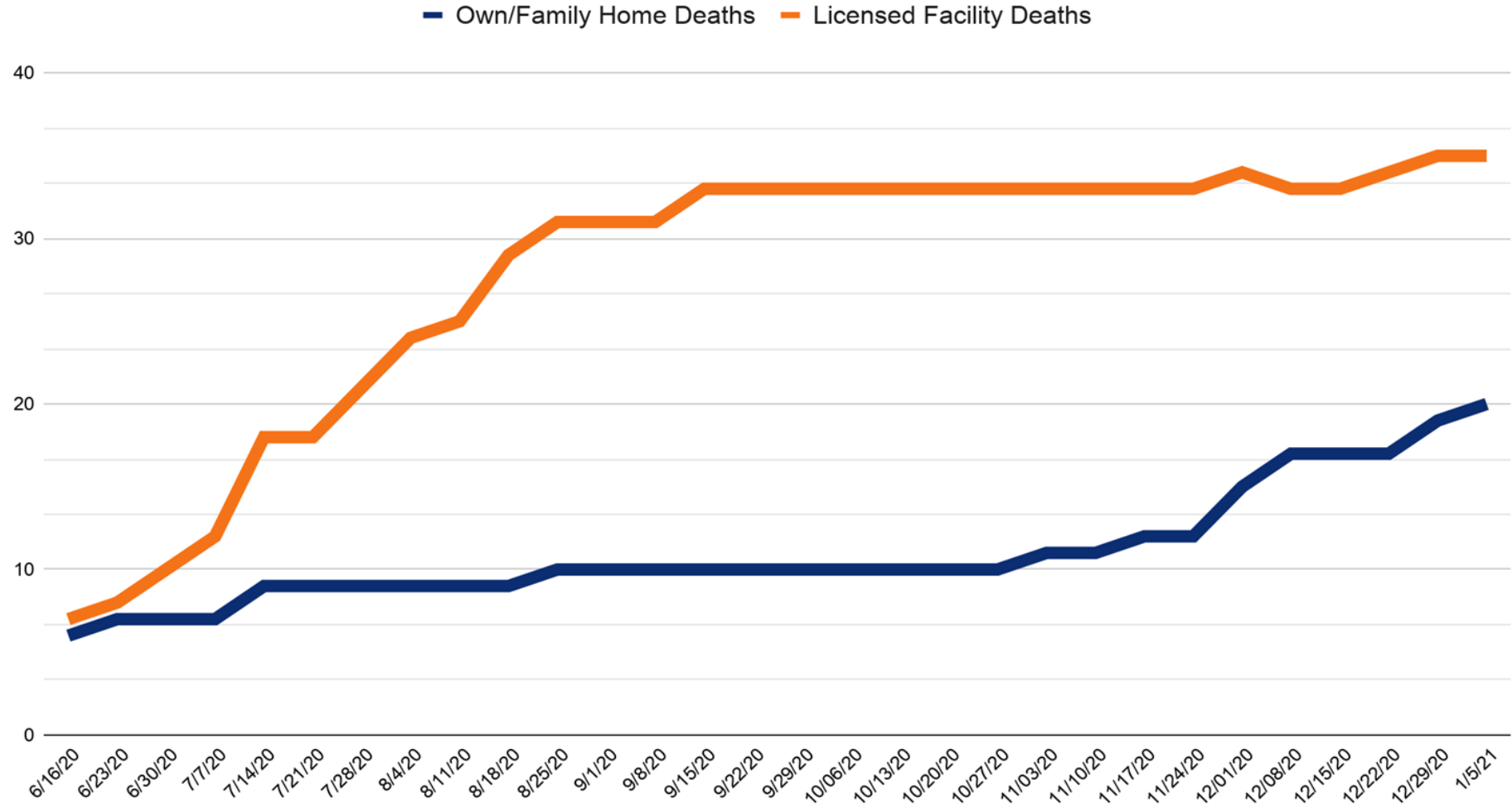
Member Positive Cases - Own/Family Home & Licensed Facilities



As of 01/05/2021

COVID-19 Member Mortality

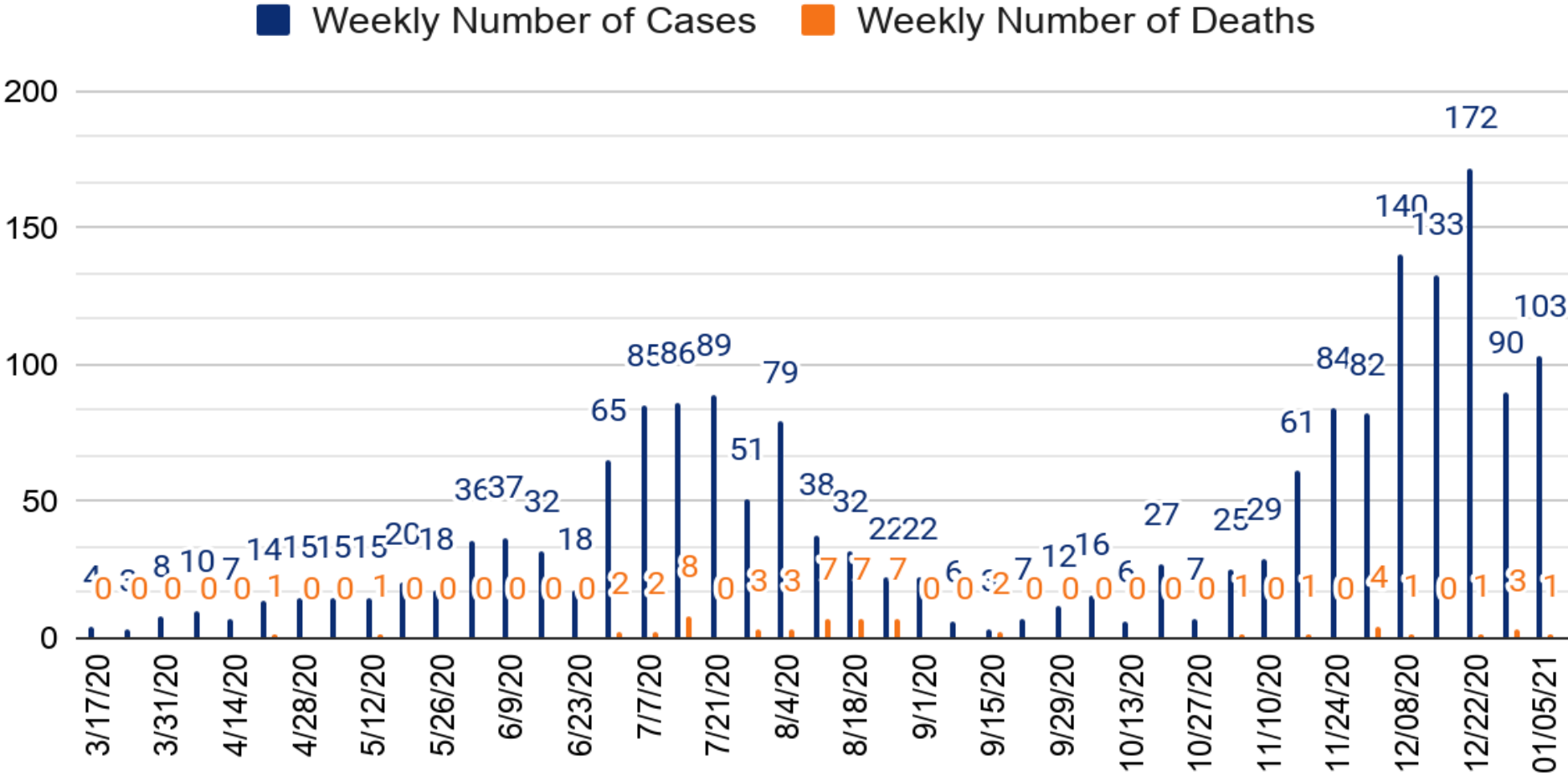
Member Deaths - Own/Family Home & Licensed Facilities



As of 01/05/2021

COVID-19 Member Mortality

Member Positive Cases and Deaths Reported Each Week



Planning Meetings

Planning Meetings are Essential for all DDD Members

- In order to support members effectively the Team needs member and family participation in Planning Meetings.
- The Support Coordinator facilitates by:
 - Scheduling the next meeting, at the end of the current meeting
 - Sending out Planning Document which lists the next scheduled meeting date on the cover page
 - Emailing Team Members a Google Meet Invitation (virtual meeting connection) for the next meeting
- Contact your Support Coordinator if you are unsure of the next scheduled meeting date

Planning Meetings

- Per AMPM 1620-E, Support Coordinators must conduct in-person visits for members residing in a skilled nursing facility every 180 days and to a member receiving HCBS or acute-only services every 90 days; these timeframes remain in effect during the Public Health Emergency.
- AHCCCS allows electronic visits as long as Support Coordinators can visually assess the member through electronic means.
- If no video conference option is available, the Support Coordinator should conduct an in-person assessment of the member, assuming that the member and/or member's representative is comfortable with an in-person visit and appropriate precautions (including PPE, social distancing, and safety protocols) are taken.
- If a video conference option is not available and a member or member's representative declines an in-person visit, that should be documented in the member's case management file.

What is Prop 207?

Arizonans voted to pass Proposition 207

- Legalized for people age 21 and older to have and use marijuana products
- Allows adults to grow no more than (6) six marijuana plants in their home
- Made the Arizona Department of Health Services (DHS) responsible for adopting rules to regulate marijuana
- It is not legal to use marijuana in public

What is Prop 207?

- Gives Cities, Towns, and Counties:
 - Power to decide where marijuana is sold
- Allows anyone convicted of some types marijuana crimes related to:
 - Having
 - Using
 - Growing
 - Transporting

To ask to clear their criminal record starting on July 12, 2021

DDD Policy for Medical Marijuana

320-M MEDICAL MARIJUANA AND CBD OIL PRODUCTS

- Does not cover Medical Marijuana or CBD oil
- Does not pay for an office visit or any other service that helps a person get Medical Marijuana
- Does not let any employee of the Department or any vendor or provider to give or store Medical Marijuana or CBD Oil products

Oregon Developmental Disabilities Services (ODDS) Approach

DDD met with (5) five states that have recreational marijuana laws.

Oregon was the closest in alignment with Arizona's service delivery model. Their policy includes:

- Marijuana is legal in Oregon, however; it is not legal at the federal level
- Medicaid money cannot be used to buy or use marijuana
- Providers may allow marijuana to be stored and used at a program site (Group Home, Developmental Home, IDLA)

Oregon Developmental Disabilities Services (ODDS) Approach

Vendors or Providers who allow use and storage of marijuana must have policies telling how members may use and store it.

- No help can be provided in the buying or using marijuana:
 - to plan for
 - budget for
 - transport
 - travel to
 - shop for
 - prepare
 - help to use

Proposition 207

DDD has been engaging various stakeholders about areas of focus the Division should consider in creating a Policy surrounding the use and storage of Recreational Marijuana

To be notified directly by email about changes to DDD policies and publications: <http://bit.ly/dddpolicyupdates>

Electronic Visit Verification (EVV)

EVV is being implemented as a result of the 21st Century Cures Act, which is a federal requirement.

Electronic Visit Verification (EVV) ensures, tracks and monitors timely service delivery and access to care for members.

The DDD services impacted are:

- Attendant Care
- Homemaker/Housekeeping
- Habilitation Hourly
- Home Health (Nursing)
- Respite
- Skills Training and Development



EVV applies to all providers of these services, **including** paid family direct care workers who live with the member and independent providers.

Providers providing impacted services must begin using EVV on January 1, 2021; with the exception of Independent Providers which will begin using EVV in Summer 2021.

Office of Individual and Family Affairs (OIFA)

Customer Service Center

1-844-770-9500 option 1

DDDCustomerServiceCenter@azdes.gov



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Questions?



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The Vocational Rehabilitation & Division of Developmental Disabilities Partnership

Department of Economic Security

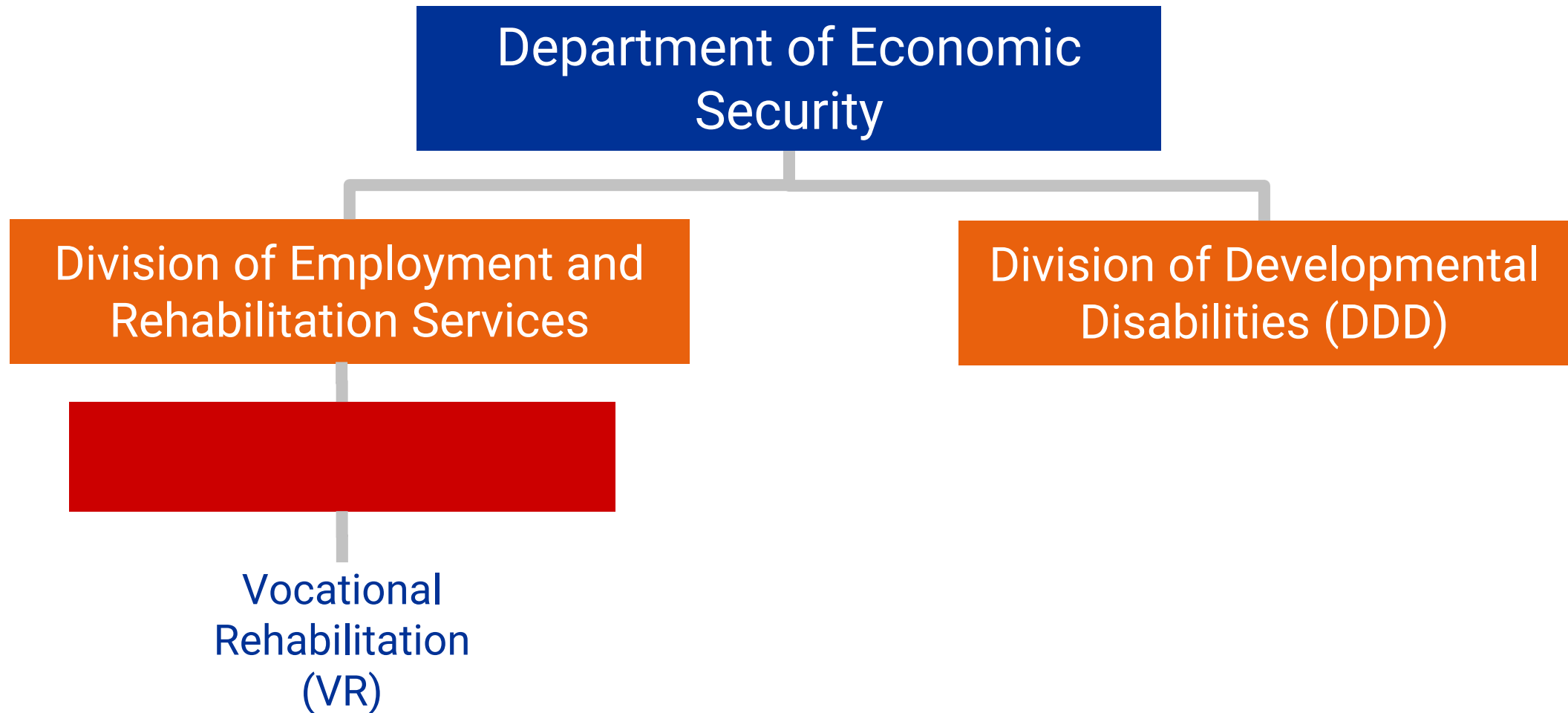
DES True North:

All Arizonans who qualify receive timely DES services and achieve their potential.

DDD Mission:

Empowering Arizonans with developmental disabilities to lead self-directed, healthy and meaningful lives.

Vocational Rehabilitation & The Division of Developmental Disabilities



What is Employment First?

Employment First is the vision and belief that employment should be the FIRST and preferred outcome for all working age individuals who have disabilities

AZ Employment First Executive Order

Douglas A. Ducey
SIGNED!

Governor Doug Ducey declares Arizona an Employment First State.

On November 16, 2017, the Governor of Arizona signed an executive order that will require key state agencies to partner with private sector vendors to expand job opportunities for all Arizonans who have a disability through Employment First principles and practices.

GOVERNOR DOUGLAS A. DUCEY
STATE OF ARIZONA
EXECUTIVE ORDER

Executive Order 2017-08
The establishment of Arizona as an Employment First State

WHEREAS, Arizonans who have disabilities are valued members of society; and

WHEREAS, opportunity for all includes ensuring opportunity for individuals who have disabilities; and

WHEREAS, there is a dignity in work that provides individuals not only a source of income, but also a source of pride, sense of accomplishment, and opportunities for social interaction; and

WHEREAS, every Arizonan should have the opportunity to participate in the workforce, including those who have disabilities; and

WHEREAS, an estimated 418,000 individuals in Arizona have some form of disability; and

WHEREAS, the employment gap between individuals with and without disabilities in Arizona has been between forty and fifty percentage points over the last several years; and

WHEREAS, opportunities for meaningful and competitive employment will improve the individuals' quality of life, increase community participation, and empower them to make their own choices in life; and

WHEREAS, individuals who have disabilities can be dedicated and productive members of the workforce; and

WHEREAS, in 2014, only 14% of Arizona's developmental disability funding spent on day and employment services went to integrated employment; and

WHEREAS, an inclusive and diverse workforce will help erase the stigma attached to those who have disabilities; and

WHEREAS, Arizona seeks to improve and coordinate efforts to increase community employment opportunities for Arizonans who have disabilities.

NOW, THEREFORE, I, Douglas A. Ducey, by virtue of the authority vested in me by the Constitution and Laws of the State of Arizona hereby declare the following:

1. All state agencies that provide services and support to persons who have disabilities shall implement Employment First in Arizona and shall coordinate efforts to improve employment opportunities for working-age adults who have disabilities. Such efforts shall include:

azgovernor.gov/executive-orders

Opportunity for all means that everyone in our society has the opportunity to get a job and participate in the workforce . . . this executive order focuses on empowering all Arizonans, and our hope is that it will mean more and better jobs for individuals with disabilities. I thank all our community partners and stakeholders who will be working with the state to make this initiative a success. — Governor Ducey

AZ EMPLOYMENT FIRST
JOBS
Job Opportunities Build Success
www.azemploymentfirst.org

Employment First



AZ Employment First means that competitive integrated employment is the expectation for all Arizonans who have a disability.

EF IS A... <ul style="list-style-type: none">✓ Vision✓ Initiative✓ Movement	Arizona has an Employment First Executive Order (2017) declaring state	agencies must work to improve employment outcomes	EF IS NOT A... <ul style="list-style-type: none">✗ Program✗ Agency✗ Service
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How to achieve EMPLOYMENT FIRST

- Use **appropriate services and supports**, such as **supported and customized employment practices and assistive technologies**
- Instill **person-centered practices**
- Focus on **strengths and interests**
- Advocate for **informed choice**, including supported decision making and benefits counseling
- Implement Arizona Employment First **Executive Order**



To learn more, visit AZEMPLOYMENTFIRST.ORG

Support Coordinator

Once a person is found eligible for the DDD they will be contacted by a Support Coordinator (case manager).

- Support Coordinators assist with connecting individuals with services and resources.
- Support Coordinators are the person's primary contact with the Division.
- The Support Coordinator will meet with the individual/family at regular intervals, based on eligibility requirements and individual/family preference.
- The Support Coordinator serves many roles, the first of which is developing an Individualized plan.
- The Support Coordinator facilitates service planning and coordination to identify services to meet the members needs.

Role of DDD Employment Services Specialists (ESS)

DDD Employment Services Specialists can:

- ❖ Answer questions on Employment Services and Employment Related Topics;
- ❖ Provide technical assistance regarding the most appropriate services for a members and team in assessing employment services as part of a member's Individual Service Plan;
- ❖ Participate in IEP meetings to discuss with members, families and teams about employment services and options;
- ❖ Carry the message of Employment First throughout the State to Support Coordinators, members and their families, providers, other state agencies and collaborators.

\$ Paid Employment Supports & Services \$

Group Supported Employment (GSE)

- Community Integrated Work setting
- 2-6 members supervised by provider staff and paid by the hour
- Sub-minimum or minimum wage dependent upon individual productivity
- Typical settings include enclaves or mobile work crews

Center-Based Employment (CBE)

- Facility-based, non-integrated settings
- Supervised and paid by agency provider based on productivity
- Paid work and vocational skill building



Transition Employment Supports & Services

Career Preparation and Readiness (CPR)

- Promotes movement from CBE settings to integrated employment
- Available to members currently in CBE
- Time-limited services up to 6 months, with an option for two three month extensions.

Transition to Employment (TTE):

- Classroom based training that teaches the soft skills required for employment, with 17 topics.



Transition Employment Supports & Services

Transition To Employment (TTE)

- Classroom based training curriculum
- Soft skill development
 - 17 instructional modules
- Time limited
- Intended outcome is integrated or competitive employment

17 Instructional Models

- Assessing learning style
- Identifying likes, dislikes and interests
- Assessing career interest
- Enhancing self-determination
- Developing community safety skills
- Developing positive work behaviors
- Dressing for success
- Following the rules
- Understanding the impact of income on disability benefits
 - (i.e. Disability Benefits101)
- Getting along with your supervisor
- Getting along with your co- workers
- Responding to and resolving conflict at work
- Developing a resume
- Applying for a job
- Getting to work
- Receiving and using your paycheck
- Job exploration and job shadowing

Employment Supports and Services

Individual Supported Employment (ISE)

- Competitive wages with an employer in the community
- Wages paid by the employer
- Job coaching supports
- Job search services

Employment Support Aid (ESA)

- 1-to-1 support while at work
- Can assist the person with personal care needs while at work
- Behavioral support
- On the job follow along support can be long-term



[source](#)

Customer Service

Assist DDD members & Potential members with a variety of questions, concerns, and resources

Contact your Support Coordinator or

the DDD Customer Service Center:

Toll Free (844) 770-9500, Option #1
(TTY/TDD 711)

or

DDDCustomerServiceCenter@azdes.gov



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**Division of Employment and Rehabilitation
Services/Vocational Rehabilitation**

Vocational Rehabilitation

Provides **training and rehabilitative services** to **people with disabilities** (ages 14 and up) to help them become **competitively employed** in the community making at least **minimum wage**.

How does VR work with Youth?

VR collaborates with high schools and high school youth to help them plan for career goals



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How does VR Work with Youth?

- Outreach Activities
 - ◆ Presentations to students, families, & staff about VR
- Collaboration around IEP Transition Planning
- Coordination of Services
- Individualized Plan for Employment (IPE)
 - ◆ Developed prior to high school exit for students who are VR participants
- Pre-Employment Transition Services



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Pre Employment Transition Services (Pre-ETS)

- ❑ Instruction in Self Advocacy
- ❑ Job Exploration Counseling
- ❑ Work Readiness Training
- ❑ Work-Based Learning
- ❑ Counseling on Post-Secondary/Training Opportunities

Available to any student with a disability (age 14-22) and can be conducted virtually

These students do not have to be VR clients to receive Pre-ETS.

Vocational Services for People with Disabilities

For People with disabilities age 14 and up who:

- ❑ Want a permanent job in the community that pays at least minimum wage.
*subminimum wage for youth 24 years of age or younger: must be referred to VR first
- ❑ Capable of working with minimal on-the-job supports, once they have learned the job.
- ❑ Who require VR support to prepare for, obtain, and keep a job.

All VR services provided must be related to helping the person reach their specific job goal.

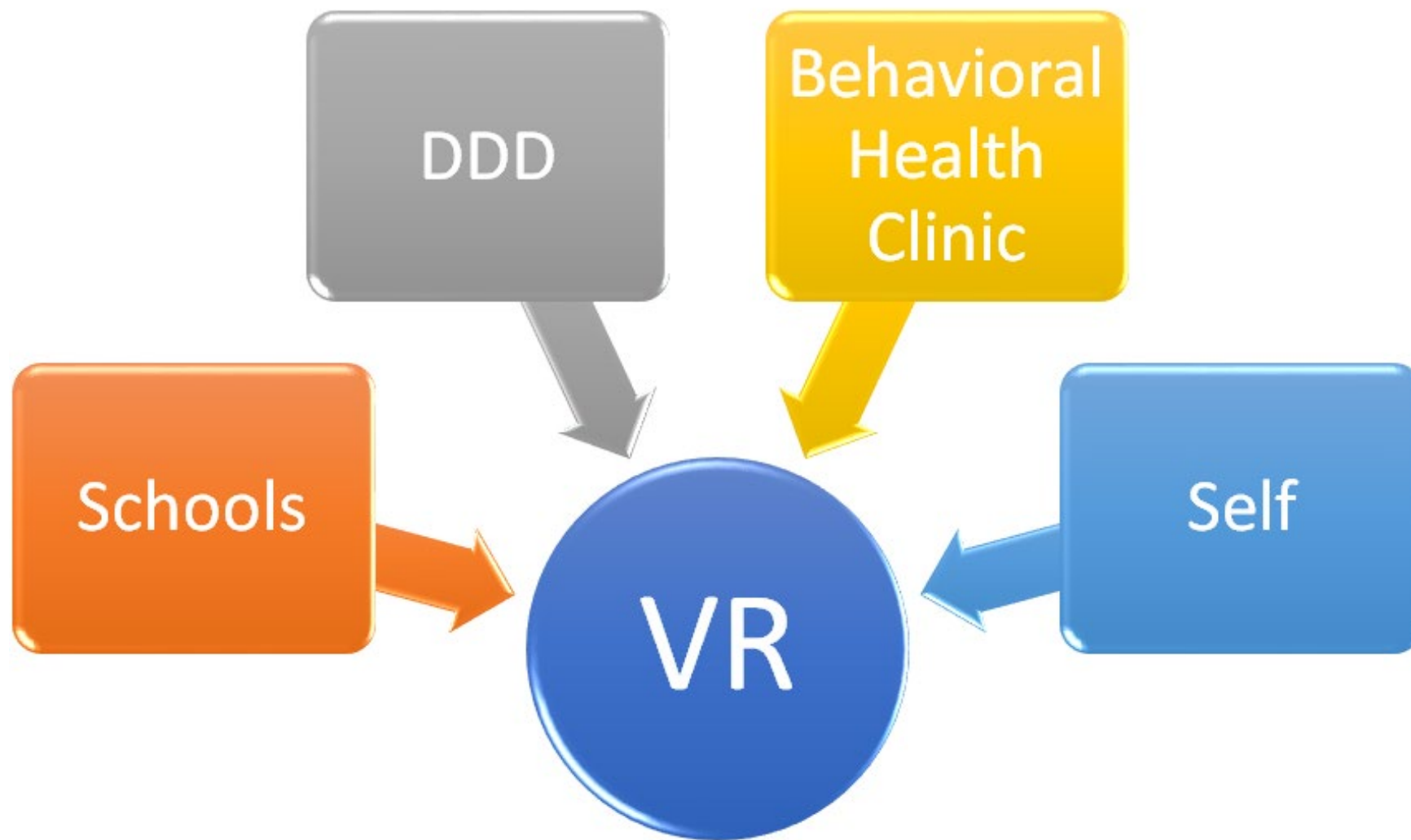
VR Eligibility Criteria

An employment program for individuals who:

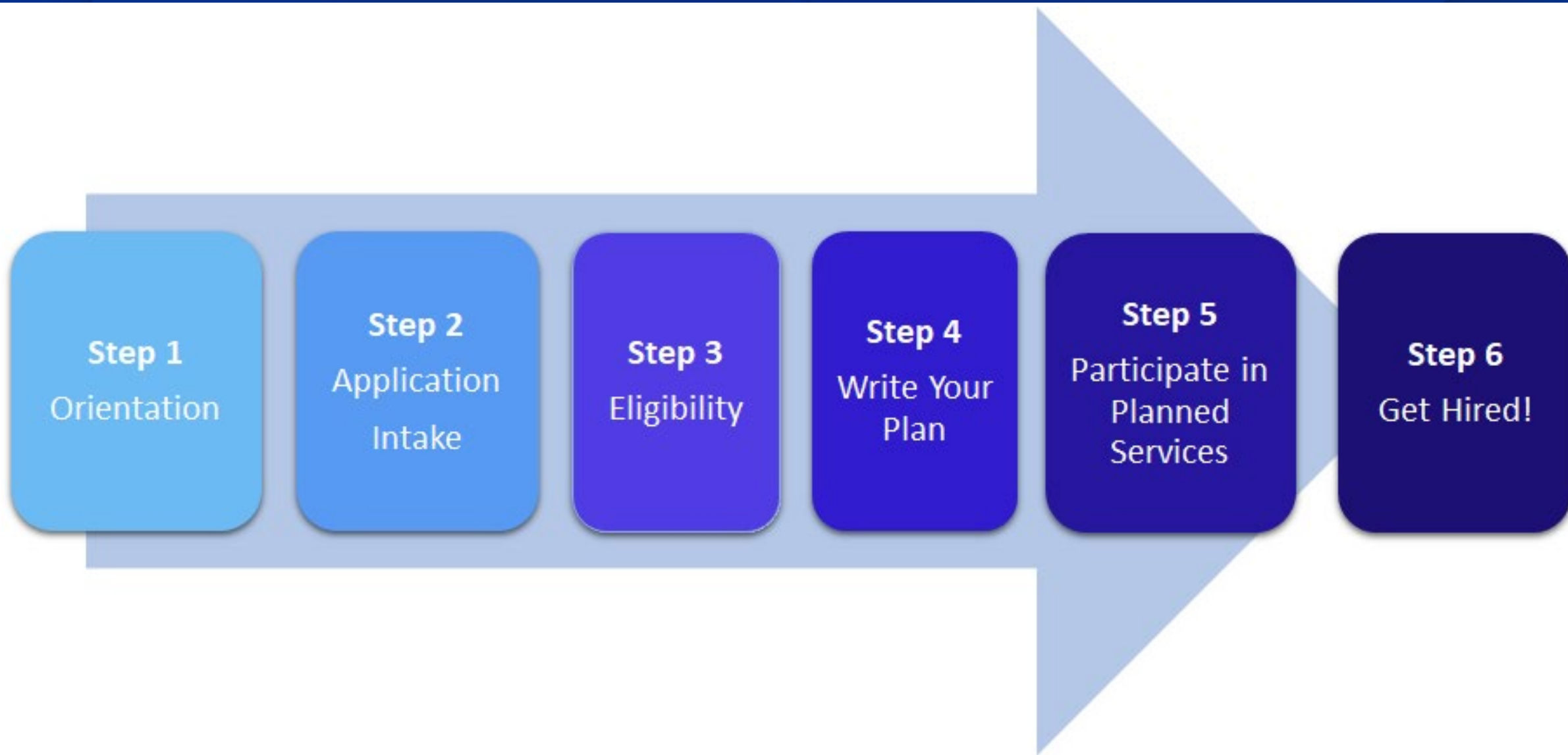
- ❑ Have a documented disability
- ❑ Whose disability creates a barrier to employment
- ❑ Who need VR services to prepare for, get, or keep a job.



Ways to Get to Connected with VR



The VR Steps





*** All VR services provided must be related to helping the person reach their specific job goal.**



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Collaboration

VR and DDD - Who is Who?

VR helps a client:

- Prepare for Competitive Employment in the community
- All services must support attainment of a specific job goal
- Serves all people with disabilities, regardless of ALTCS Eligibility
- Services are short term

DDD ALTCS employment services:

- Are usually long-term supports and services
- Provide ongoing support and helps person maintain employment
- Services aim to support the person in achieving life goals
- Services for ALTCS eligible members only



RSA/VR + Arizona School Districts

All High Schools may receive the following services:

- ★ Outreach
- ★ Referral coordination
- ★ Technical assistance
- ★ Pre-ETS Coordination
- ★ Joint planning



RSA/VR & DDD Collaboration

- DDD Support Coordinator (SC) discusses employment goals at planning meetings
- SC refers interested members to VR
- VR expedited eligibility (30 days)
- Extended Supported Employment for ALTCS eligible DDD members
- Both VR & DDD attend meetings with community partners (IEP, IPE, and DDD/Planning meetings)



Resources

Arizona Division of Developmental Disabilities

www.des.az.gov/services/disabilities/developmental-disabilities

Arizona Vocational Rehabilitation

www.des.az.gov/vr

AHCCCS

www.azahcccs.gov

ARIZONA@WORK

www.arizonaatwork.com

Arizona Disability Benefits 101

www.az.db101.org

Job Accommodation Network

www.askjan.org

Arizona Employment First

www.azemploymentfirst.org

Raising Special Kids

www.raisingpecialkids.org

Contact Information

Contact RSA:

1-800-563-1221 (toll free)

AZRSA@azdes.gov

DDD Customer Service Line:

Toll Free (844) 770-9500, Option #1
(TTY/TDD 711)

or

DDDCustomerServiceCenter@azdes.gov



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Thank You