



DEPARTMENT OF ECONOMIC SECURITY

Your Partner For A Stronger Arizona



Division of Developmental Disabilities
October 03, 2024

Agenda

- Announcements
 - 2024 Cultural Competency Survey for DDD Members and 2024 Cultural Competency Survey for Qualified Vendors
 - Special Announcement
- The Vocational Rehabilitation & Division of Developmental Disabilities Partnership
 - Penelope Lovatt, Employment Services Specialist
 - Fiona Donohoe, Statewide Developmental Disabilities Coordinator

If you joined late, click the interpretation button at the bottom of your Zoom screen and select English or Spanish to hear the meeting.
Si se unió tarde, haga clic en el botón de interpretación en la parte inferior de su pantalla Zoom y seleccione inglés o español para escuchar la reunión.



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Announcements

2024 Cultural Competency Survey for DDD Members and Qualified Vendors

- DDD wants to ensure Qualified Vendors and providers serving the DDD community are respectful and responsive.
- For this reason, DDD recently sent out a Cultural Competency Survey to DDD members AND Qualified Vendors to complete.
- Family members or friends can help DDD members fill out the survey if they need help.
- The surveys were emailed. Please complete them as soon as possible!

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Special Announcement

- **DDD CARES Administration Bureau Chief, Leah Gibbs, will be retiring in December 2024**
- Leah has served more than 30 years with DDD and will be missed by her colleagues and the community
- DDD will keep you posted as her transition begins
- Please join us in thanking Leah for her service and wishing her well!



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The Vocational Rehabilitation & Division of Developmental Disabilities Partnership

Presenters



Penelope Lovatt

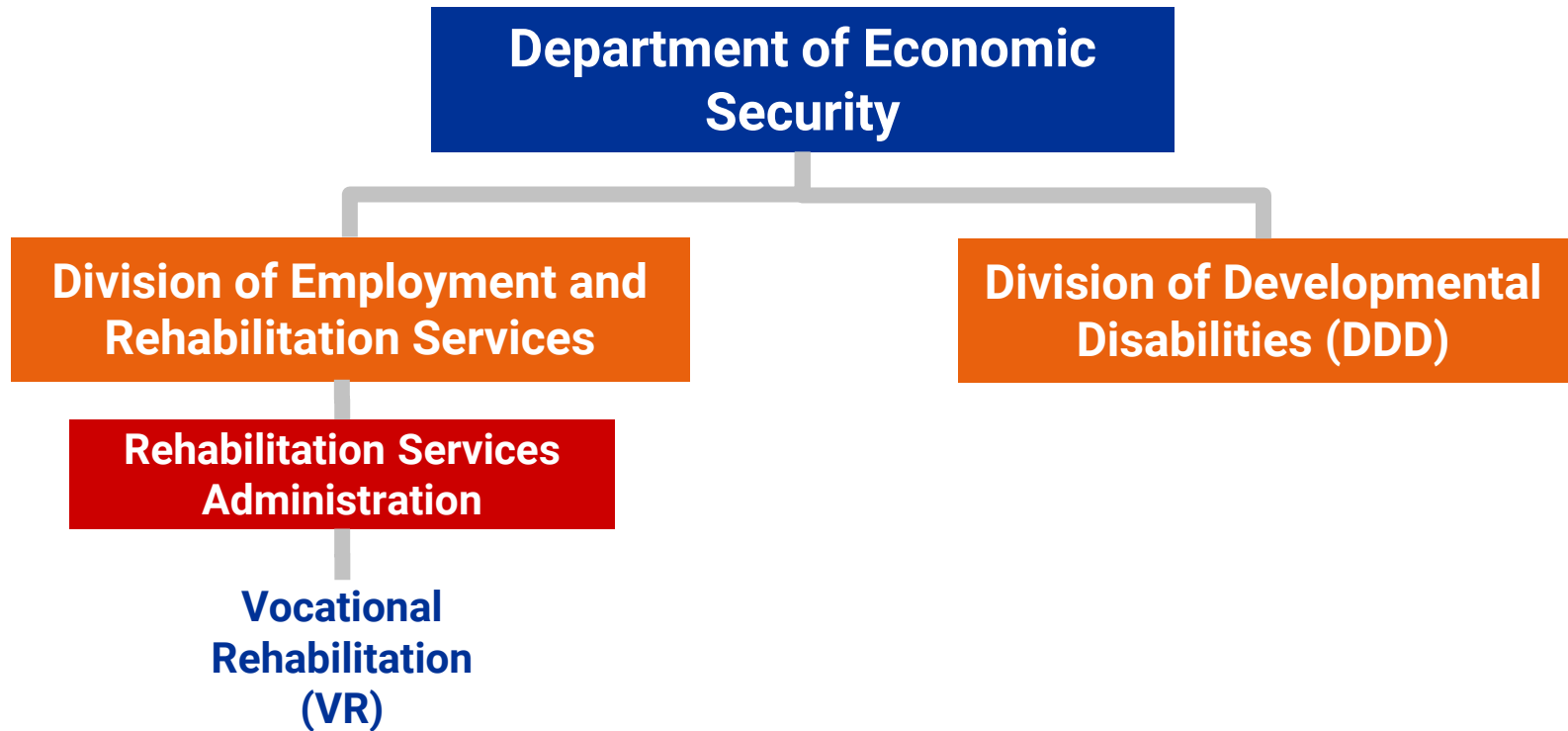
Employment Services Specialist
Division of Developmental Disabilities



Fiona Donohoe

Statewide Developmental Disabilities
Coordinator
Rehabilitation Services
Administration/Vocational Rehabilitation

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](#)



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 individual's 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
JOB
JOBS
Job Opportunities Build Success

www.azemploymentfirst.org

Employment First Means...

I have the information and support I need to make my own decisions about working

I have support to plan my future - like job counseling, work-based learning, and advocacy training

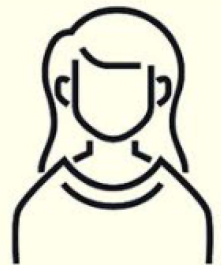
I work collaboratively with my loved one and a team of people to help them reach their employment goals

I support ALL students in preparing for college and careers

I understand resources, strategies, and technologies available to support job seekers in competitive employment

I understand the economic and social value of hiring people who have disabilities

I am accountable for helping job seekers who have disabilities with their employment goals



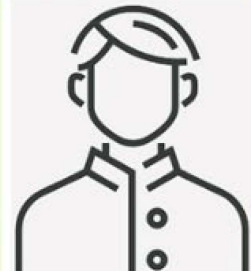
Job Seeker



High Schooler



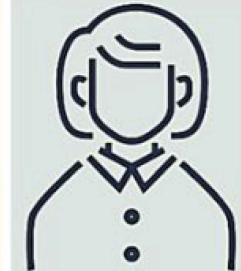
Family Member



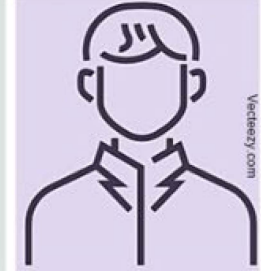
Educator



Service Provider



Employer



State Agency

How Can I Support Employment First?

- ★ Hold high expectations for people who have disabilities (PWDs):
 - Expect and believe that all PWDs can work with the right supports
- ★ Promote informed choice by providing information, creating options, and respecting decisions of PWDs
- ★ Involve people who have disabilities when creating programs and policies
- ★ Remain open to new ideas



- ★ Collaborate with others to align systems and supports:
 - Other State agencies
 - Schools
 - Nonprofits
 - Employers
 - Join coalitions and communities of practice
- ★ Develop programs and policies that affect people with disabilities



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Partnership

The Purpose of the VR/DDD Collaboration

- ★ Advance collaboration, cooperation, and communication between DDD/VR
- ★ Increase employment outcomes for individuals with intellectual and developmental disabilities
- ★ To establish efficient, coordinated and collaborative processes to enable eligible DDD members to participate in VR services and obtain competitive integrated employment.



DDD/VR Memorandum of Understanding & Other Practices

- Memorandum of Understanding Highlights:
 - ◆ Established standards of practice for:
 - Communication & coordination between agencies
 - Referrals
 - Information sharing practices
 - ◆ Expedited VR eligibility
- DDD ensures members and families have access to information and guidance regarding:
 - ◆ DDD employment services
 - ◆ Competitive integrated employment services through VR, and
 - ◆ Assist member with developing employment goals



VR/DD Interagency Collaboration Team Members



Vocational Rehabilitation

- Statewide Developmental Disabilities Coordinator
- Developmental Disabilities Specialist
- Specialized VR counselors throughout State
- VR Transition Team

DDD Employment Services

- Employment Services Manager
- Employment Services Specialists
 - ◆ 5 districts: North, East, South, West, Central
- Support Coordinators



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DDD Eligibility & Employment Services

DDD Mission

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



DDD Employment Services Mission Statement

The Employment Team believes that every individual with a developmental disability has the right to work, to informed choice and to services and supports that are person-centered.

Role of the Employment Specialist

DDD Employment Services Specialists can:

- ❖ Answer questions on Employment Services and Employment - partnering with Support Coordinators, families, and planning teams.
- ❖ Provide technical assistance regarding employment services for members
- ❖ Educate community and staff regarding Employment Services and the principles and practices of Employment First throughout the state
- ❖ Attend meetings supporting members regarding employment
- ❖ Review and process referrals to Vocational Rehabilitation
- ❖ Review and authorize DDD employment services



Transition Employment Supports & Services

Transition to Employment (TTE):

- ❑ Classroom based training that teaches the soft skills required for employment, with 17 topics/modules.
- ❑ Is individualized
- ❑ Does not include wages for member
- ❑ Is typically provided at a ratio of one(1) staff to four (4) members with supervision at all times
- ❑ For members 16 and over



Paid Employment Supports & Services

Group Supported Employment (GSE)

- Community Integrated Work settings
- 2-6 members supervised by provider staff/**job coach at all times** and paid by the hour
- Minimum wage or sub-minimum wage

Center-Based Employment (CBE)

- Facility-based, non-integrated settings
- Person is supervised and paid by agency provider/vendor based on productivity
- Vocational skill building

*If member is 24 or under and wants Subminimum wage employment:
VR referral required before authorizing



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 Aide (ESA)

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



source

Ask DDD Support Coordinator to Send VR Referral

- ✓ Support Coordinator (SC) will ask member/guardian complete Release of Information
- ✓ SC will complete referral packet



SC Sends Packet to DDD Employment Specialist

- ✓ DDD Employment Specialist (ESS) reviews packet



ESS Sends Referral to Closest VR Office



VR Staff Contact Member/Guardian

- ✓ VR will ask for SSN
- ✓ Schedule Orientation

★ Referral may also be requested by VR staff if member referred to VR through other means



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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**.



To Apply: Visit the VR [website](#) to fill out the referral form and email.

How Does VR Work with Youth?



- ★ Outreach to Schools and Community about VR services for youth
- ★ Technical assistance to Schools and youth on IEP transition planning and career exploration
- ★ Pre-Employment Transition Services
- ★ VR services & Coordination of services to help youth achieve employment

Services for Youth

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.

Transition to Employment VS. Pre-Employment Transition Services

There is overlap between services, however both services can be provided!

→ Discuss with team what makes sense for member

Transition to Employment

- More intensive:
 - Equivalent of 40 hours per week for one year
 - More in depth
- Age 16 +

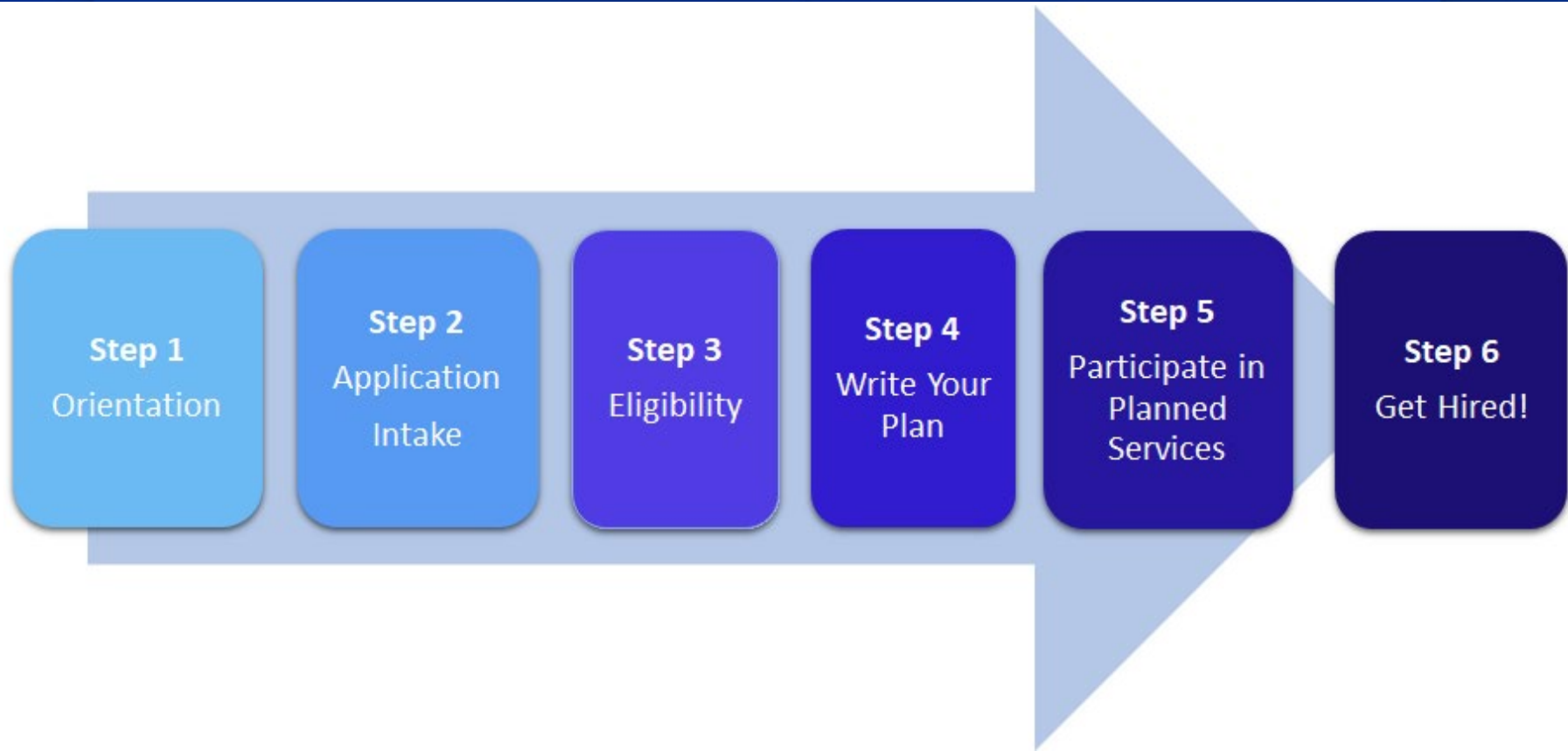


Pre-Employment Transition Services

- Less Intensive:
 - Minimum of two hours per workshop
 - Topic information is more general
- Students ages 14-22

*Services may vary based on vendor and availability

The VR Steps



Possible VR Services

Assessments	On-the-Job Training	Career Exploration	Vocational Counseling & Guidance
Job-Readiness Training	Assistive Technology	Post-Secondary Education	Disability Related Skills Training
Pre-Employment Transition Services	Psychological Counseling	Job Coaching	Job Development & Placement

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

Steps Once Hired

Continuation of Services with DDD

Job coaching helps person:

- Learn job
- Increase independence on job

Once stable on the job:

- The team meets
- Funding for job coaching changes to DDD (if ALTCS eligible)

Once services transitioned to DDD:

- DDD provides job coaching as long as needed
- VR case closes

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 clients
- 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

Contact Information

VR DD Coordination Team:

VRDDDreferrals@azdes.gov

DDD Employment Specialist Team:

DDDESS@azdes.gov

Contact RSA Transition Team:

1-800-563-1221 (toll free)

RSATransition@azdes.gov

DDD Customer Service Line:

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

or

DDDCustomerServiceCenter@azdes.gov

QUESTIONS





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Questions?



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Thank You