

DDA EMPLOYMENT FIRST NEWSLETTER



December 2017 Monthly News & Updates



Happy Holidays!

Executive Leadership Technical Assistance-Apply!



Part of Maryland's FY2018 Office of Disability Employment Policy (ODEP), [Employment First State Leadership Mentor Program \(EFSLMP\)](#) Technical Assistance hours are focused on continuing to support Executive Leadership Development at the provider level. It is through strong and focused leadership that organizations are best able to make the decisions and changes necessary to create new business models and create sustainable operations focused on employment and community outcomes.

The DDA is seeking current Day/Employment providers that are committed to transformation and organizational change to take part in the FY 18 round of EFSLMP Technical Assistance (TA). Most of the TA provided through this project will happen on-site with the provider between April and August, 2018, and will focus on Executive Leadership skill development, including financial literacy and focus on development and implementation of new business models and service delivery via the transformation process. Virtual TA hours will also be provided in between in-person visits. Executives that take part in this TA will also be expected to join a Leadership Community of Practice in order to share and mentor to others as well as sign a Technical Assistance Provider Expectation agreement, attached with this email.

[Click here to read Deputy Secretary Simons' full letter](#) announcing this opportunity.

[Click here to access the application via Survey Monkey.](#)

MD Works 10th Annual Employment Awards Luncheon



Maryland Works, Inc.

[Maryland Works, Inc.](#), a statewide membership association that advocates for and develops employment and economic opportunities for people with disabilities or other barriers to employment, held its 10th Annual Employment Awards Luncheon on Tuesday, November 7, 2017.

In the morning, a panel discussion was held on the State-of-the-State on Employment of People with Disabilities.

The panel included participation from Richard Davis, Office of Disability Employment Policy (ODEP), Jade Gingerich (pictured right), Maryland Department of Disabilities (MDOD), Staci Jones (pictured center), Developmental Disabilities Administration (DDA), Sue Page (pictured left), Division of Rehabilitation Services (DORS), Steve Reeder, Behavioral Health Administration (BHA), and Carolynette Scott, Maryland Department of Labor Licensing and Regulation (DLLR).



In the afternoon, a luncheon and awards ceremony were held. Awards were presented to *Employee of the Year*: Benjamin Smith, *Workforce Professional of the Year*: Linda Grygiel, Intineris, Inc., *Employer of the Year*: Cinemark Towson, *Provider of the Year*: Jewish Social Services Agency, *Special Employment Services Business Owner of the Year*: Annie Taubfeld - Anniegrams, *Transition Professional of the Year*: Mary Pay Dye and President's Award: Dr. Christy Stuart.



In October, 2017, the Maryland Department of Disability (MDOD) and the Developmental Disabilities Administration (DDA) released their first joint report outlining progress on the plan and phase out of sub-minimum wage jobs and the use of 14c certificates, through the Individuals with Disabilities- Minimum Wage and Community Integration- Ken Capone Equal Employment Act.

The MDOD and the DDA, work in partnership with other relevant Maryland State agencies, including The Department of Commerce (MDOC), Maryland State Department of Education (MSDE), the Department of Labor Licensing and Regulation (DLLR) and the Division of Rehabilitation Services (DORS) to develop and implement a plan to phase out sub-minimum wage jobs on or before October 1, 2020. Other partners in this initiative include the Arc Maryland, People on the Go, the Maryland Developmental Disability Council, Disability Rights Maryland, Maryland Works, inc., and Maryland Association of Community Services (MACS)

The multi-year phase out plan includes identification of benchmarks, outcomes and resources, as well as tracking of identified outcomes. In the first year of phase-out, 18 Community Rehabilitation Programs in Maryland had their 14c certificates expire and did not renew them. This leaves 17 active 14c certificates in use, to still be phased out. All certificate holders have been contacted to ensure they are aware of the legislative changes.

The DDA has been focusing multiple resources around supporting Maryland provider organizations in efforts to shift their focus and business models from facility-based vocational services to match the values and best practices of the national Employment First initiative. This initiative seeks to align values and systems to support the premise that all people, regardless of disability, are capable of full participation in integrated employment and community life.

[Click here to go to the final report.](#)

Looking for Stories

Do ***you*** have success stories or promising practices to share related to competitive, integrated employment or community integration? If so, please contact me at Staci.Jones@Maryland.gov



Things we would like to highlight:

1. Self-employment
2. Use of technical assistance
3. Creative supports and services for people with medical or personal care needs
4. Stories about community membership
5. Creative organizational structures, policies, trainings or service models

Want more information about Employment First?

- Go to DDA's [Employment First Page](#)
- Are you on our Employment First mailing list? If not, [sign up here](#)
- Want to see previous Employment First newsletters? [Click Here](#)
- Questions or comments email Staci.Jones@Maryland.gov