DEVELOPMENTAL DISABILITY ADMINISTRATION (DDA) EMPLOYMENT FIRST NEWSLETTER

December 2018 Monthly News and Updates

Research Report on Disability Employment and Inclusion

Read and share the recently released report called **Getting to Equal: The Disability Inclusion Advantage**. The report was produced in partnership with Disability:IN and the American Association of People with Disabilities (AAPD).

The report sought to answer the following question: *Is there a positive correlation between how inclusive a company is of persons with disabilities and its financial performance?*

To find out, researchers took an in-depth look at companies participating in the Disability Equality Index over the past four years. The Disability Equality Index is an annual transparent bench-marking tool conducted by Disability:IN and the AAPD that gives U.S. businesses an objective score on their disability inclusion policies and practices.

What researchers found:

According to the report: "Our research found that a correlation does exist and it also shows just how much companies stand to gain if they welcome persons with disabilities, an untapped talent pool of 10.7 million people. Companies that embrace best practices for including persons with disabilities also performed better financially, outperforming other companies in revenue, net income and economic profit margins.

"Leading companies are accelerating disability inclusion as the next frontier of corporate social responsibility and mission-driven investing" said Ted Kennedy, Jr., Disabilities Rights Attorney, Connecticut State Senator and Board Chair, American Association of People with Disabilities

To download and read a copy of the full report click here.

Ken Capone Equal Employment Act - 2018 Report

In October, 2018, the Maryland Department of Disability (MDOD) and the Developmental Disabilities Administration (DDA) released their

second 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, also known as the Ken Capone Equal Employment Act.

The MDOD and the DDA also work in partnership with other relevant Maryland State agencies, including the Department of Commerce (MDOC), the Maryland State Department of Education (MSDE), the Department of Labor Licensing and Regulation (DLLR) and the Division of Rehabilitation Services (DORS) on the development and implementation of the plan to phase out sub-minimum wage jobs on or before Oct. 1, 2020.

Click here to view the final October 2018 report.

December Employment First Webinar: Using Assistive Technology

Register and join us for DDA's December Employment First webinar. Staci Jones, DDA's

Employment Services Coordinator, will be joined by The Arc of Baltimore's Director of Assistive Technology & Information Systems, Daphi Steffin.

During the webinar, participants will hear all about what Assistive Technology is, how it can be accessed and how it can be used when supporting people to become connected members of their community.

Date: Friday, Dec. 21
Time: 10 a.m.- 12 p.m.

Register for webinar here.

Webinar Recording: "Bringing it all Together - Part II"

If you missed November's webinar, you can find the recording, along with a downloadable PPT by visiting DDA's archived webinar page.

This webinar will move beyond basic service definitions, to include multiple scenarios that will help bring the new service delivery system to life.

DDA Transitioning Youth Resource Document

Transitioning from high school is an exciting time for young adults and their families as they consider options for the future. The DDA offers services that help youth and their families navigate a path toward a "good life" as adults.

Understanding DDA's Transitioning Youth (TY) Services

DDA-funded services are not an entitlement. Funding for TY services comes, in part, from one of DDA's three federal waiver programs: Community Pathways, Family Supports, or Community Supports. Waivers allow the DDA to provide specific services through funding from the federal Centers for Medicare and Medicaid Services (CMS).

Additionally, the Governor's Transitioning Youth Initiative (GTYI) earmarks funds in the DDA budget for eligible students leaving school.

The GTYI is a collaboration through a partnership between the DDA and the DORS.

Eligibility
To be eligible for the GTYI, a person must be found fully eligible as developmentally disabled, based on the following criteria:

- Maryland resident
- Waiver eligible
- 21 years old
- Have a severe chronic disability that:
    - Is attributable to a physical or mental impairment other than a sole diagnosis of mental illness
    - Results in the need to have services which are individually planned and coordinated
    - Results in a need for services that are likely to continue indefinitely
    - Results that occurred before the age of 22
    - Results in the inability to live independently

Note: A sole diagnosis of a developmental disability does not mean a person is automatically eligible.

Applying for Services
You can apply for DDA services at any time and at any age. You must be found DDA-eligible to receive any DDA services. If you are specifically applying for TY services, contact the servicing DDA regional office when you are age 14.

You may ask for assistance to update or complete the application for determining your eligibility. All DDA waiver applications must be completed by June 30 of the eligibility year to be considered for funding. If the date of transition is after the 21st birthday, the person will be eligible for one year after the date of exiting or graduating from high school. Applications submitted later will be placed on a waiting list. Applications are available online here.   https://dda.health.maryland.gov/Pages/Developments/2015/dda_ea_application.pdf

Document to Share
Those looking for this information in a format that can be easily shared with families and stakeholders can find them here.

Employment First State Leadership Mentoring Program Community of Practice Monthly Webinar

The webinar will take place Wednesday, Nov. 14, from 3 - 4 p.m. at <u>CoP Webina</u>r.

The Employment First State Leadership Mentoring Program (EFSLMP) Community of Practice (CoP) Webinar Series is structured to augment the technical assistance areas of primary focus in Employment First systems change (Capacity building, provider transformation, school-to-work transition, employer engagement, and policy/funding alignment). CoP participants will benefit from national subject matter experts (SMEs) presenting information and resources to support Employment First efforts.

Topic: Living and Working with a Serious Mental Illness (SMI): My Path to Competitive Integrated Employment with SMI and Helping Others with SMI to Reach Their Employment Goals
Deborah Homan is a professional with a serious mental illness. With support from her family and working with her psychiatrist, she has successfully maintained her career in competitive, integrated employment. In this webinar, Deborah will share her personal story about her return to work after experiencing mental health symptoms and explain how her current work as an Individual Placement and Support (IPS) trainer for the state of Illinois has helped others with serious mental health conditions do the same.

By attending this webinar you will learn:

- What is IPS?
- How is IPS funded?
- Why does IPS work?
- The importance of work as a social determinant of health for people with mental health disabilities.

Unable to Attend?
EFSLMP Webinars are recorded and the link will be distributed to the list serve within two business days following the webinar.

Share this announcement with your colleagues! If they are not a current subscriber to the Office of Disability Employment Policy's (ODEP) EFSLMP mailing list, direct them to visit the [ODEP subscription page](#).

Want more information about Employment First?

- Go to the DDA's [Employment First Page](#)
- Sign up for the [Employment First mailing list](#)
- View previous [Employment First webinars](#)
- Contact Staci Jones by email at [staci.jones@maryland.gov](#)

Maryland Department of Health
201 W. Preston St. | Baltimore MD, 21201
health.maryland.gov

The Maryland Department of Health promotes the health and safety of all Marylanders through disease prevention, access to care, quality management, and community engagement. The State of Maryland pledges to provide constituents, businesses, customers, and stakeholders with quality customer service. Take our Customer Satisfaction Survey.