EMPLOYMENT 1ST
MARYLAND

January 2018 Monthly News & Updates

Happy New Year 2018!!

Employment First Webinar

Friday, January 19, 2018 10am-12noon- Register Here!

Are you growing weary with the idea of Transformation? (New waivers, New Services, New Initiatives, Final Rule Compliance, end of 14c, ...etc)

If so, this webinar is for you! Staci Jones, Statewide Career and Employment Services Coordinator will be helping to bring everything together, along with some next steps and answers to some frequently asked questions related to new service definitions, etc.

Joining Staci will be Jennifer Mettrick, Director of Operations, with Change Inc. in Carroll County. Jennifer will be

sharing the story of her organization's journey thus far related to transformation, including: *lessons learned, how vision and values keep them grounded and what's next in their transformation.*

Include your entire Transformation team in this webinar. It will be a great way to get focused for the coming year.

Click here to get registered for this webinar today. As a reminder, webinars are held the 3rd Friday of every month. Archived webinars can be viewed by clicking here.

Technical Assistance Hours Awarded

Congratulations to the organizations that will be receiving Technical Assistance through the Employment First State Leadership Mentoring Program between now and August, 2018. Organizations chosen include, Somerset Community Services, SEEC, Change, Inc., Providence Center, The Arc of Washington County and The Arc of Baltimore

This year's TA focuses specifically on Executive Leadership development, and will include direct interface with Executive Director's. The TA will not only focus internally on organizations, but will also include a component designed to foster collaboration directly with DDA on systems change, as well give participating providers the tools to provide peer mentoring to other Maryland provider organizations.

The DDA takes seriously its commitment to supporting capacity building for provider organizations around Employment. Thank you to everyone that applied for Technical Assistance. There will be follow-up with organizations that were not awarded hours, in order to identify potential resources and next steps.

2017 Employment First Year in Review

It's been a big year for DDA concerning Employment First. Below is a recap of the bigger initiatives.

Transition

The DDA continued to collaborate with state partners in our shared vision of improving the state-level coordination of transition services leading to an increase in employment and post-secondary education outcomes for students and youth with disabilities in Maryland. Partners in this collaborative include: Maryland State Department of Education (MSDE), The University of Maryland, Maryland Department of Disability (MDOD), The Maryland Coalition for Inclusive Education (MDCIE), The Division of Rehabilitation Services (DORS), the Department of Labor Licensing and Regulation (DLLR) and The Developmental Disabilities Administration (DDA).

This initiative includes regular, facilitated technical assistance through National Technical Assistance Center on Transition (NTACT). The past year's focus was around identifying a time line of transition goals and activities and the role that each partner plays in that time line. Partners also began refining and updating existing Memorandums of Understanding.

Technical Assistance in 2018 will focus on the partners operationalizing and jointly messaging values, expectations and best practices related to transition to all stakeholders, including families.

Post-Secondary Education
The Maryland Inclusive Higher Education Collaborative, which consists of representatives from: Maryland Higher Education Commission (MHEC), Maryland State Department of Education (MSDE), Maryland Developmental Disabilities Administration (DDA), Maryland Department of Disabilities (MDOD), University of Maryland College Park (UMCP),
Maryland Colaition for Inclusive Education (MCIE), and Maryland Developmental Disabilities Council (DD Council) collaborated to plan and provide 2 Capacity Building Institutes designed to provide information regarding inclusive higher education for citizens with intellectual disabilities in Maryland. Both full-day events included institutions of higher learning around Maryland coming together to hear from existing inclusive higher education programs in surrounding states.

The DDA has committed $250,000, which will be distributed via an RFP process early in 2018, to an institute of higher learning to develop

and implement sustainable and inclusive post-secondary programs for people with intellectual disabilities.

For more information on inclusive post-secondary education, click here to go to Think College.

14c Certificate Phase-Out

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 by October, 2020, through the Individuals with Disabilities- Minimum Wage and Community Integration- Ken Capone Equal Employment Act.

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.

Click here to read the final report.

New Service System

Maryland has been working over the last several years on rebuilding its service delivery system to align with the principles of Employment First and the national best practices of Customized Employment. The DDA has initiated with stakeholders over the last year around the Community Pathways Waiver renewal, which includes a new menu of Meaningful Day services that support the path to employment and competitive integrated employment outcomes.

Disability Employment Initiative

The DDA partnered with the Department of Labor, Licensing and Regulation (DLLR), The Maryland State Department of Education (MSDE), The Behavioral Health Administration (BHA), Division of Rehabilitation Services (DORS), in the Disability Employment Initiative (DEI).

Desired outcomes of this initiative are to expand the capacity of American Job Centers (AJCs) to improve education, training and

employment outcomes for adults with disabilities, including those with significant disabilities. AJCs in Montgomery County and Anne Arundel County are targeted for this initiative, with the hope that after its completion, the practices can be replicated state wide.

Click here, to read a fact sheet about the DEI initiative.

Technical Assistance and Transformation

- The DDA and The National Leadership Consortium on Developmental Disabilities at the University of Delaware partnered to provide a rare opportunity for a dozen provider organizations to participate in a week-long, intensive leadership development program with leaders of other DDA funded agencies to learn from each other and, from leading experts from across the country to embrace the shift to individualized, responsive supports for people with disabilities. The skills, knowledge and values developed through participation in the Maryland Leadership Institute will be essential to make quality lives and meaningful community inclusion a priority for adults with intellectual and developmental disabilities.

- Through the United States Department of Labor's, Office of Disability Employment Policy (ODEP) Employment First State Leadership Mentoring Program (EFSLMP) Maryland received technical assistance hours focused on raising capacity around Employment First among provider organizations. The TA hours enabled providers to have access to a 4-part Organizational Transformation webinar series, as well as 2 in-person sessions with subject matter experts around transition.

- The DDA provides outreach around Employment First via monthly webinars, a monthly newsletter as well as face-to-face visits at provider organizations and with families.

National Partnerships and Recognition

- In 2017, the State Employment Leadership Network (SELN) released a case study recognizing Maryland's promising practices in Employment First. The study identified factor's in Maryland's success in this area, including leadership, capacity building efforts and collaboration with state partners around Employment First issues. The case study was shared with other states to help identify areas for improvement in their own Employment First

efforts.

- For FY 18, Maryland was once again selected to receive Training and Technical Assistance (T/TA) as a Core State under the United States Department of Labor's,Office of Disability Employment Policy (ODEP) Employment First State Leadership Mentoring Program (EFSLMP). Core States are eligible to receive up to 200 hours of T/TA to support the state in achieving its goals as an EFSLMP state. ODEP was very pleased with Maryland's success as a former Core State and has recognized our state as a leader in achieving results that have positively impacted the lives of the individuals that we serve through our state's service delivery systems.

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