



State Employment Leadership Network (SELN)
Missouri DMH Division of Developmental Disabilities
State Employment Work Plan

Framing Policy Goals

Director of Employment and Training: Nancy Nickolaus

DMH Employment Coordinators:, Andrea Zoellner, Nancy Nickolaus, Judy Satterfield, Debbie Peabody, Dewayne Robertson, Robert Keen, Steven Taylor, Monica King, Nancy Bechtold, Stacey Law, Jill Erlandsen, Beth Ostroff, Angela Haulman,

DMH Employment Network – SELN Advisory Committee: Jake Jacobs, Linda Baker, Ron Berg, Linda Bowers, Amanda Cade, Becky Dickey, Jill Erlandsen, Kristen Funk, Roger Garlic, Barb Gilpin, Lori Pace, Brenda Simmons, Wendy Sullivan, Wendy Witcig

This work plan summarizes the state's overarching goals in the disability employment arena, and reflects our commitment to moving the employment initiative forward.

Mission - To expand the Division of Developmental Disabilities system to support people with developmental disabilities to have increased community integrated employment opportunities.

Vision – Employment is a viable option for all people with developmental disabilities.

Beliefs:

- People who want to work can work;
- People that are of working age are expected to work;
- People have the right to achieve their career goals;
- People should earn prevailing wage; and
- People should have the opportunity and support to realize economic self-sufficiency.

Long-Range Goal: Increase the number of individuals successfully employed in integrated community employment leading them to

become economically self-sufficient.

2009 -2010 Accomplishments:

- Development of Work Plan
- Development of Employment First Policy
- Established SELN Advisory Group (Employment Network)
- Membership on 7 Community Transition Teams and Regional Transition Network
- Developed content for Person Centered Planning Guidelines
- Developed Content for Service Coordinator manual
- Developed e-learning session on service coordinator manual employment module
- Development of web content and brochure marketing employment coordinator services
- 14 individuals completed Social Security Work Incentive benefits training by Vicky Wilson
- Addition of employment fields to the Consumer Information management and Reporting (CIMOR) system
- The Division of DD was approved as an Employment Network through Social Security Administration
- Development of PowerPoint / training regarding the division’s employment initiative and Career Planning
- Data Collection Pilot completed in 2 regions and will be used to move forward a statewide data collection system
- Reviewed of employment competencies from ACRE, TACE and other states.

Goal 1: Increase the number of individuals who choose community employment as their first option for meaningful day activity.

Objective 1: Outcome 1: Develop Strong partnerships with agencies and organizations to improve employment outcomes for adults and youth in transition

Strategies/ Action Plans	Timeframes	Responsible Party
A. Participate on interagency workgroups including but not limited to: - Missouri interagency Transition Teams - Community Transition Teams - Autism Employment Workgroup - ASD Youth Coalition	Ongoing	Director of Employment and Training

B. Coordinate cross training activities with partner agencies including but not limited to the: - State VR agency, - Department of Elementary and Secondary Education - Thompson Center	Ongoing	Director of Employment and Training Regional Employment Coordinators
C. Develop strategy with State VR staff to address issues that arise at the local level.	Ongoing	Director of Employment and Training Regional Employment Coordinators
D. Create employer Awareness strategies including marketing materials regarding the hiring of persons with disabilities.	Ongoing	Director of Employment and Training Regional Employment Coordinators

Objective 2: Plans will reflect employment and career goals and outcomes.

Strategies/ Action Plans	Timeframes	Responsible Party
A. Ensure employment is the first day service option discussed in the planning process	Ongoing	Regional Employment Coordinators
B. Provide Training on the person centered planning guidelines and service coordinator manual.	Ongoing	Regional Family Support Coordinators
C. Provide training on and access to career planning tools such as the Missouri	Ongoing	Regional Employment Coordinators

Planning Council's Career Discovery Guide		
D. Implement Quality Enhancement Processes to track compliance with planning requirements.	March 31, 2011	Director of Employment and Training State QE team Members

Goal 2: Increase use of and access to information about a variety of employment alternatives

SELN TA: Provide technical assistance regarding national trends on service definitions and other waiver issues.

Objective 1: Implement a funding structure that promotes community employment

Strategies/ Action Plans	Timeframes	Responsible Party
A. Make revisions to current waivers to reflect best practices - Revision of Waiver Service Definitions - Revision of current reimbursement rates	June 30, 2011	Director of Employment and Training and Federal Program Unit Staff
B. Provide training and TA regarding new waiver definitions to all stakeholders	Fall 2011	Federal Program Unit Staff and RO Provider Relations Staff
C. Work with provider relations to increase the number of providers of employment services statewide (e.g. market new definitions and rates to providers).	Ongoing	Director of Employment and Training and RO Provider Relations Staff

Objective 2: Promote customized employment as an option to families and individuals.

Strategies/ Action Plans	Timeframes	Responsible Party
A. Provide training on customized employment options (e.g. micro-enterprises)	Ongoing (first trg April 2011)	Director of Employment and Training Regional Employment Coordinators
B. Partner with the Missouri Planning Council on the accessible business plan training (pilot) with UMC Extension Center	2011 - 2012	Director of Employment and Training
C. Share Success Stories Statewide	Ongoing	Director of Employment and Training Regional Employment Coordinators Community Partners
D. Coordinate efforts with Self Directed Coordinator to promote self direction as a method for supporting customized employment activities.	Ongoing	Director of Employment and Training and Director of Special Community Services Regional Employment Coordinators and Regional

Goal 3: Collect reliable data to use for trending, tracking and policy development

SELN TA: Already have provided data collection report to MO – DDD. Continue to provide TA.

Objective: Create a data collection system for use by regional office and provider staff.

Strategies/ Action Plans	Timeframes	Responsible Party
A. Request that current CIMOR data screen is enhanced to include number of hours worked per week and monthly gross income.	Completed	Director of Employment and Training
B. Implement the use of CIMOR data screens by RO service coordinators	March 31, 2011	Director of Employment and Training
C. Determine methodology for collecting data from non-state TCM providers	Summer 2011	Director of Employment and Training and county board partners
D. Provide training on screens to users	ongoing	Employment Coordinators
E. Obtain employment data from the National Core Indicator Project.	Annually	QE Team

Goal 4: Increase use of employment/work incentives

Objective 1: Implement the Division as an Employment Network State-wide.

SELN TA: provide TA regarding TTW and lessons learned in other states. Assist with networking with organizations and agencies.

Strategies/ Action Plans	Timeframes	Responsible Party
Create implementation work plan to determine: <ul style="list-style-type: none"> • Community partners for moving TTW forward in Missouri • Focus of ticket roll out and identification of ticket holders and users 	April 30, 2011	Director of Employment and Training

<ul style="list-style-type: none"> • Mechanism for ticket Assignment and tracking • Mechanism for documentation of earnings and wages • Procedures for billing Social Security for payments • Use and assignment of revenue from Ticket program – including incentive payments for providers • Writing and implementing policies/procedures • Create and distribute Outreach/Awareness and Marketing strategies 		
---	--	--

Objective 2: Increase understanding of work incentives

SELN TA: Development of informational materials

Strategies/ Action Plans	Timeframes	Responsible Party
A. Determine available work incentive training for staff	March 31, 2011	Director of Employment and Training
B. Partner with the MPCDD on initiatives such as the online benefits calculator	Ongoing	Director of Employment and Training
C. Inform individuals and families regarding available work incentives and link to work incentive experts	Ongoing	

Goal 5. Ensure knowledge of and skills in TACE and Department employment competencies to improve delivery of community employment.

Strategies/ Action Plans	Timeframes	Responsible Party
A. Participate in national and state level discussions regarding implementation of competency training.	January 2011	Director of Employment and Training
B. Be a resource to providers, families, individuals and staff regarding available training.	Ongoing	DMH Employment Coordinators
C. Conduct gap analysis of training that is available and that needs to be created.	June 30, 2011	Director of Employment and Training / ASPEMO
D. Develop training/resources to fill the gap.	Ongoing	Director of Employment and Training / ASPEMO