

Request for Annual Membership  
State Employment Leadership Network (SELN)  
July 1, 2015 through June 30, 2016

Funding request in the amount of \$17,500 is for continued support of the Division of Developmental Disabilities (DDD) membership in the national State Employment Leadership Network (SELN). The SELN is a network of state Developmental Disability Agencies committed to improving integrated employment outcomes for their program members. The SELN has proven to be a valuable resource to DDD, its members and staff of the Arizona Developmental Disabilities Planning Council (ADDPC) through its work both directly with Arizona as well as the work it does on behalf of its overall membership. SELN membership supports ADDPC's goal to support Community Integrated Employment opportunities for Arizona citizens with intellectual and developmental disabilities.

#### Summary of Accomplishments

DDD has continued its leadership role in a broadly-based statewide partnership working toward a consistent "Employment First" approach for individuals with disabilities. With funding for facilitation provided by the Arizona Developmental Disabilities Planning Council, a statewide strategic planning effort is currently under way. DDD is Co-Chair of the statewide Employment First Strategic Planning Core Team. To begin community awareness and broader stakeholder buy-in, the Core Team held an employment first webinar April 30, 2014 promoting a move to integrated employment as the primary option for all adults of working age, including those with disabilities. Members of the Arizona SELN Technical Assistance Team along with Core Team members presented national and state activities that support Arizona's move into an employment first initiative.

Six community forums were held July and August 2014 to meet with community stakeholders including individuals with disabilities, family members, state agency representatives, employers, providers and advocates. Over 300 people participated and contributed their ideas, recommendations and input for strategic planning consideration. The SELN consulting team also provided the Employment First Core Team with a follow-up online survey to solicit input from all webinar participants and provided the Strategic Planning Committee with a comprehensive overview of the feedback received. That feedback was incorporated into the work of the Employment First Strategic Planning Core Team. On April 29, 2015 the Employment First Core Team presented a second webinar and shared the draft of the Employment First Strategic Plan.

Monthly conference calls with Arizona's dedicated team of SELN consultants has produced guidance specific to the strategic planning goals and action steps. Their review and input has helped guide the process based on lessons learned from other SELN state efforts and the knowledge of the Arizona team consultants including: John Butterworth, Alison Hall, Suzanne and Cindy Thomas from the Institute on Community Inclusion; and Rie Kennedy Lizotte and Jeanine Zlockie from the National Association of State Developmental Disabilities Directors.

DDD and ADDPC staff has participated in the monthly SELN webinars held with all state members on a variety of issues that impact the ongoing work of state agencies on behalf of their membership. Issues addressed include national Employment First initiatives,

recent Department of Justice enforcement and related settlement actions related to integration of services, Centers for Medicare and Medicaid Services (CMS) rule promulgation affecting waiver services for eligible Medicaid service recipients, the new Workforce Innovation and Opportunity Act (WIOA) requirements impacting state DDD agencies and other stakeholders with reciprocal responsibilities and services, and family involvement that is so critical in assisting family members' successful employment outcomes.

DDD is a standing member of the SELN Data Committee benefitting from best and promising practice of other states as it considers enhancements to its own processes. Members of the Arizona SELN team participated in the Evidence-Based Practice Conference hosted by the Institute for Human Development UCEDD at Northern Arizona University (NAU) and met with DDD leadership as part of their visit to address data system development unique to Arizona's needs.

### Future Outcomes

DDD proposes to collaborate with SELN to develop strategies to address key issues such as rates for providers, and working with Rehabilitation Services Administration/ Vocational Rehabilitation to improve employment outcomes. DDD leadership proposes to continue to take advantage of the SELN resources as it looks to enhance its employment-related data infrastructure including how data is collected, analyzed and reported so as to assess ongoing progress in improving employment outcomes for its members.

DDD is working with its SELN Arizona team members to identify resources to assist in implementation of Employment First Strategic Plan outcomes, particularly as they relate to family engagement and employment service provider training. Providers have expressed the need for practical guidance on transitioning their businesses from non-integrated to integrated models. Likewise, the SELN has resources available for enhancing the skills of direct care professionals involved in the provision of employment related services including job development and job coaching. This is another Employment First Strategic Plan goal, as well as identifying methods to increase employment opportunities for those currently in the job market and those of future job seekers.

With the anticipated release of regulations for the new WIOA legislation, the SELN will be a resource in addressing the impact of new requirements and processes affecting the relationships between state DD Agencies, state Vocational Rehabilitation Agencies, state special education services and local school programs.

### Funding Request

Initially ADDPC provided full funding at a level of \$35,000, and last year provided funding in the amount of \$25,000. Financial support requested by DDD for SELN membership is declining. For the period July 1, 2015 through June 30, 2016, DDD is requesting funding from ADDPC in the amount of \$17,500 with the Division of Developmental Disabilities continuing to support the remaining \$17,500, or 50% of the \$35,000 membership fee. DDD anticipates building the full cost of the SELN membership into future budget considerations given its vision and commitment to enhancing the integrated employment opportunities available to its membership.