

**DBHDS**

Virginia Department of  
**Behavioral Health and  
Developmental Services**

# **EMPLOYMENT FIRST & The DOJ Settlement Agreement**

Adam Sass

Community Resource Manager for Employment Services  
Department of Behavioral Health and Developmental Services

---

To the greatest extent practicable, the Commonwealth shall provide individuals in the target population receiving services under this Agreement with integrated day opportunities, including supported employment.

# Settlement Requirements

The Commonwealth shall maintain its membership in the State Employment Leadership Network (“SELN”)

The Commonwealth shall establish a state policy on Employment First for the target population ...

Within 180 days of this Agreement, the Commonwealth shall develop, as part of its Employment First policy, an implementation plan to increase integrated day opportunities for individuals in the target population, ...

Employment Data collection

# SELN Membership

- Virginia continues to be active, contributing participant in the SELN
- Virginia was one of 5 states to be asked to be a member of the SELN 5 Year reviewer selection group,
- one of 10 states asked to participate in the SELN National Data Users Group,
- one of 4 states asked to participate in the DD/VR guide writing group.
- Virginia was asked to be one of three states to represent SELN at the reinventing Quality Conference

# Draft Employment First Policy

- It is the policy of the Board that in the development and implementation of policies and procedures and the delivery of services, the Department and CSBs shall ensure that community-based individual supported employment in integrated work settings is the first and priority service option offered by case managers and support coordinators to individuals receiving mental health, developmental, or substance abuse day support or employment services and shall expand access to integrated, community-based employment opportunities for individuals receiving services.

- Five Main Goal Areas
  - Interagency Collaboration
  - Training and Technical Assistance
  - Services and Service Innovation
  - Financing and Contracting Methods
  - Performance Measurement

- Interagency Collaboration
  - Employment First Leadership Summit (meeting) –Commitment to collaborate on Employment First objectives
  - Align licensing, certification, accreditation and other standards to facilitate employment outcomes

- Training and Technical Assistance
  - Employment First Statewide Summit (annual)
  - Employment First Regional Summits
  - Set up dedicated website for Employment First
  - Develop Comprehensive system-wide supported employment practice training plan
  - Work Incentives & Benefits Counseling Intensive Training for Case Managers and service providers
  - Provide Trainings on Innovative Employment Models for Individuals with disabilities
  - Reach out to families and individuals with disabilities
  - Strategize on ways to reach out to business communities to educate and increase awareness of employing persons with disabilities



- Services and Service Innovation
  - Review and revise Waiver Day Support regulations to increase flexibility and emphasis on employment as the priority focus.
  - Allowable Services standardized to be in line with best practice and DARS employment services

- Financing and Contracting Methods
  - Develop braided funding procedures
  - Review and modify Waiver Employment rates and non-Waiver employment-related funding
  - Develop Medicaid funding streams for people with behavioral health diagnoses
  - Further develop Virginia's Use of Ticket to Work program
  
- Performance Measurement
  - Development of employment data gathering methodology
  - Establish Accurate Baseline of Employment Data
  - Develop 1-3 year employment outcomes goals

# Trainings

Trainings and presentations on Employment First Initiative delivered at 45 venues across the state

Regional Summits held in:

Martinsville August 2012 to 85 people

Fredericksburg may 2012 to 75 people

Chesapeake June 2012 to 25 people

1<sup>st</sup> and 2<sup>nd</sup> Annual Employment First Summits with participation by over 400 people

# Employment Data

- There are currently 9027 individuals receiving services through the ID waiver, 280 individuals receiving services through the Day Support Waiver, and 581 receiving services through DD waivers for FY 2011.

**Total Individuals Receiving Supported Employment: 852**

Individual supported employment -- 194

Group supported employment -- 658

The average earnings were \$1,171.08 per quarter based on Virginia Employment Commission information from June 2011.

The number of individuals in pre-vocational services -- 866

Data is available for the ID and Day Support Waivers and not the DD Waiver.

# Plan Monitoring

- Regional Quality Councils, shall review data regarding the extent to which the targets identified are being met.
- These data shall be provided quarterly to the Regional Quality Councils and the Quality Management system by the providers.
- Regional Quality Councils shall consult with those providers and the SELN regarding the need to take additional measures to further enhance these services.
- The Regional Quality Councils shall annually review the targets set and shall work with providers and the SELN in determining whether the targets should be adjusted upward.

# Moving Forward

- Issue DOJ “Implementation Plan” data
  - Use data quarterly and annually to measure progress
  - Improve data collection and measures over time
- Leadership summit:
  - Moving from a DBHDS Strategic Plan to a Virginia Strategic Plan
  - Annual update to Virginia’s Strategic Plan