Maryland Rehabilitation Conference:
Supporting Transitioning Youth on a Trajectory Toward their Good Life and Employment
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Brief History
Maryland Employment First

Major Initiatives
Employment as one of DDA’s 5 Focus Areas:
1. Self-Determination
2. Self-Advocacy
3. Supporting Families
4. Independent Living
5. Employment

Major Initiatives
2009- DDA position statement drafted
2014- DDA/SELN employment outcome data initiative
2016- Formation of Maryland Employment First State Leadership Team
2016- Ken Capone- Equal Employment Act (14c phase out)
2016- National Technical Assistance Center on Transition (NTACT)
2016-2018- Employment First State Leadership Mentor Program
2018- DDA and DORS (VR) MOU update
2018- non-residential site validation and compliance visits
2016-2019- Provider Technical Assistance opportunities, Communities of Practice and other stakeholder outreach and education

Maryland Meaningful Day Service System
2018- new menu of services outlined to start 7/1/20
Available Today
• Phasing Out Supported Employment and Employment Discovery and Customization Services
• Career Exploration
  o Facility Based Groups
  o Small Group Supports
  o Large Group Supports
• Community Development Services
• Day Habilitation
• Medical Day Care

Effective July 2020
• Employment Services
  o Discovery
  o Job Development
  o Follow Along Supports
  o On-going Job Supports
  o Co-worker Supports
  o Self-Employment Development Supports
• Career Exploration
  o Facility Based Groups
- Small Group Supports
- Large Group Supports
  - Community Development Services
  - Day Habilitation
  - Medical Day Care

**Slide 6**
DDA’s Employment First Trajectory
Want more of this? Employment First, community membership, person-centered, flexibility, capacity, quality, seamless transition, and more…
Want less of this? Unemployment, isolation, poverty, segregation, restriction, lack of choice, low expectations, eligibility-supports, only lives…

**Slide 7**
Moving away from Program Life
Everyone exists within the context of family and community.
Graphic: concentric circles labelled “person,” “family,” and “community.”
Traditional Disability Services.
Graphic: concentric circles labeled “person,” “services,” “family,” and “community.”
Integrated Services and Supports within the contact of person, family and community.
Graphic: concentric circles labelled “person,” “family,” and “community” with stars.

**Slide 8**
Charting the Life Course Framework
Focusing on the “Why”

**Slide 9**
Focusing on the “Why”
Charting the Life Course Framework
- Created by Families (UMKC IHD F2F) to help individuals and families of all abilities develop a vision for a “Good Life.”
- Think about what they need to know and do.
- Identify how to find or develop supports/resources.
- Discover what it takes to live lives of their choosing.
- Universal Application.

**Slide 10**
All People
Have the right to live, love, learn, work and pursue their aspirations in the their community.
Graphic: Montage of photos of consumers and their communities.

**Slide 11**
Vision for the Good Life
- The individual will achieve self-determination, interdependence, productivity, integration, and inclusion in all facets of community life
- Families will be supported in ways that maximize their capacity, strengths, and unique abilities to best nurture, love, and support all individual members to achieve their goals.

**Slide 12**
Trajectory and Life Stages
Graphic: Arrow pointing upward toward The Good Life. (This is the Why)
Slide 13
Experiences and Outcomes
Graphic: arrow pointing up toward: What we Want: Friends, Family, Job I like, status, enough money, home, faith, vacations, relationship, health, choice, freedom, etc. Sections of the arrow are labeled experiences at age 5, experiences at age 13, and experiences at age 65. Graphic: Flat line points to: What we don’t Want.

Slide 14
Graphic: The same experiences arrow points to: What happens if there is no vision here? What happens if the vision is systems-focused?

Slide 15
What happens if there is no vision for work?
Graphic: Four empty boxes labeled:
1. Age 5
2. Age 13
3. Age 21
4. Age 45 and beyond…

Slide 16
What could or does happen when there is a vision for work?
Graphic: Same four empty boxes as previous slide.

Slide 17
What could or does happen when there is a vision for work?
At any/every age, if you treat a person like they are a person that can work if they want to, then the rest of their lives will be oriented that way…

Slide 18
What could or does happen when there is a vision for work?
As soon as we determine or declare that someone can’t work, then conversely, their lives will also be oriented that way…

Slide 19
Charting the Life Course Framework
Figuring out the “How”

Slide 20
Integrated Supports Star
- All people need support to lead good lives.
- Using a combination of many different kinds of support helps to plot a trajectory toward an inclusive, quality, community life.
- This tool can help people brainstorm the supports that they already have or might need in order to work in partnership to make their vision for a good life possible.
Graphic: Star labelled “Integrated Supports” surrounded by sections labeled:
- Technology
- Personal Strengths & Assets
- Relationships
- Community Resources
- Eligibility-Specific Supports

Slide 21
The Good Life
Graphic: Integrated Supports Star from previous slide.
Graphic: Arrow pointing toward “The Good Life.”
Slide 22
- What and where are the gaps?
- Who else should be involved in the discussion?
- This can become your road map.

Graphic: Integrated Supports Star from previous slide. The center section now says Employment. Each section has been elaborated on.
- Technology – iPad, smartphone apps, remote monitoring, adaptive equipment.
- Personal Strengths & Assets – Life experiences, personal knowledge, personality traits, social skills education and training.
- Relationships – Family, friends, neighbors, co-workers, community members, church members, acquaintances.
- Community Resources – Schools, public transportation, businesses, churches, public safety, hospitals, libraries, parks & rec.
- Eligibility-Specific Supports – Developmental disability services, special education, Medicaid, Section 8 housing, food stamps, voc rehab.

Slide 23
Questions?

Slide 24
Resources:
LifeCourse Tools
DDA’s Employment Data Initiative www.statedata.info/mdda

Slide 25
Resources:
Screenshot: DDA Employment First webpage dda.health.maryland.gov/Pages/employment.aspx

Slide 26
Meaningful Day Services
For full presentation on Meaningful Day Service descriptions
Screenshot: Employment First Webinars webpage

Slide 27
DDA Regional Offices
- Central Maryland Regional Office
  Serving Anne Arundel County, Baltimore City, Baltimore County, Harford County, Howard County
  410-234-8200  TDD: 877-874-2494
- Eastern Shore Regional Office, Kimberly Gscheidle, Director
  Serving Caroline, Cecil, Dorchester, Kent, Queen Anne's, Somerset, Talbot, Wicomico and Worcester Counties
  410-572-5920  TDD: 1-800-735-2258
- Southern Maryland Regional Office
  Calvert, Charles, Montgomery, Prince George's and St. Mary's Counties
  301-362-5100  TDD: 1-888-207-2479
- Western Maryland Regional Office  Cathy Marshall, Director
  Serving Allegany, Carroll, Frederick, Garrett and Washington Counties
  301-791-4670  TDD: 1-888-791-0193

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DDA Regional Office Employment Leads:
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Thank You
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