Brief History

Maryland Employment First
Employment as one of DDA’s 5 Focus Areas:
Maryland Employment First

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**

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<tr>
<th>Available Today</th>
<th>Effective July 2020</th>
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<tbody>
<tr>
<td>Supported Employment</td>
<td>Employment Services</td>
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<tr>
<td>Employment Discovery and Customization Services</td>
<td>• Discovery</td>
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<td></td>
<td>• Job Development</td>
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<td>• Follow Along Supports</td>
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<td>• Large Group Supports</td>
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<td>Community Development Services</td>
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<td>Day Habilitation</td>
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<td>Medical Day Care</td>
<td>Medical Day Care</td>
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Maryland Employment First

DDA’s Employment First Trajectory

Employment First, community membership, person-centered, flexibility, capacity, quality, seamless transition, and more…

Unemployment, isolation, poverty, segregation, restriction, lack of choice, low expectations, eligibility-supports-only lives…
Everyone exists within the context of family and community

Traditional Disability Services

Integrated Services and Supports within context of person, family and community

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Maryland Employment First

Moving away from Program Life
Charting the Life Course Framework

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

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Focusing on the “Why”

All People

Have the right to live, love, learn, work and pursue their aspirations in their community.
Focusing on the “Why”

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.
Focusing on the “Why”

Trajectory and Life Stages

The Good Life

(THIS is the WHY!)

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Focusing on the “Why”

Experiences and Outcomes

What We Want

Friends, family, job I like, status, enough money, home, faith, vacations, relationship, health, choice, freedom ....etc.

What We DON’T Want

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Experiences and Outcomes

Focusing on the “Why”

What happens if there is no vision here?

What happens if the vision is systems-focused?

Experiences at age 5

Experiences at age 65

Experiences at age 13

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What happens if there is no vision for work?

Age 5

Age 13

Age 21

Age 45 (and beyond....)
What *could* or *does* happen when there is a vision for work?

- Age 5
- Age 13
- Age 21
- Age 45 (and beyond)
What *could* or *does* happen when there is a vision?

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......
What *could* or *does* happen when there is NOT a vision?

As soon as we determine or declare that someone can’t work, then conversely, their lives will also be oriented that way......
Charting the Life Course Framework

Figuring out the “How”
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

*Figuring out the “How”*

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Figuring out the “How”

“The Good Life”

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What and where are the gaps?

Who else should be involved in the discussion?

This can become your road map
Questions
Resources

LifeCourse Tools

DDA’s Employment Data Initiative

https://www.statedata.info/mdda/
Resources

Resources

Ways to stay informed of DDA Employment First Updates:
Sign up here to get on the Employment First updates mailing list

Questions or comments related to Employment First? Email
Steve.Jones@maryland.gov

Success Stories

DDA’s Employment Data Initiative
This website summarizes data collected at the individual level for people who receive employment or related day supports funded by the Maryland Developmental Disabilities Administration. Data on variables such as total wages or total hours of participation are for the two-week data collection interval.
https://www.statedata.info/mddata/

Transformation
- Conversations Around Employment
- OCED Transformation Manuals
  - 2017
  - 2018
- Provider Self Assessment
  - Part I
  - Part II
- When the Sheltered-Workshop Closes
- T-Trap: A Mentor Guide to Increase

https://dda.health.maryland.gov/Pages/employment.aspx
Meaningful Day Services

For full presentation on Meaningful Day Service descriptions
## DDA Regional Offices

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

ESRO- Kathleen.Walker1@Maryland.gov
CMRO- LaShell.Green@Maryland.gov
WRMO- Brenda.Sperow@Maryland.gov
SMRO- JasmineD.Thomas@Maryland.gov
Thank You

Patricia Sastoque, Director of Programs
Patricia.Sastoque@Maryland.gov

Staci Jones, Statewide Career and Employment Services Coordinator
staci.jones@maryland.gov