



Improving lives THROUGH
supports and services
THAT FOSTER self-determination.

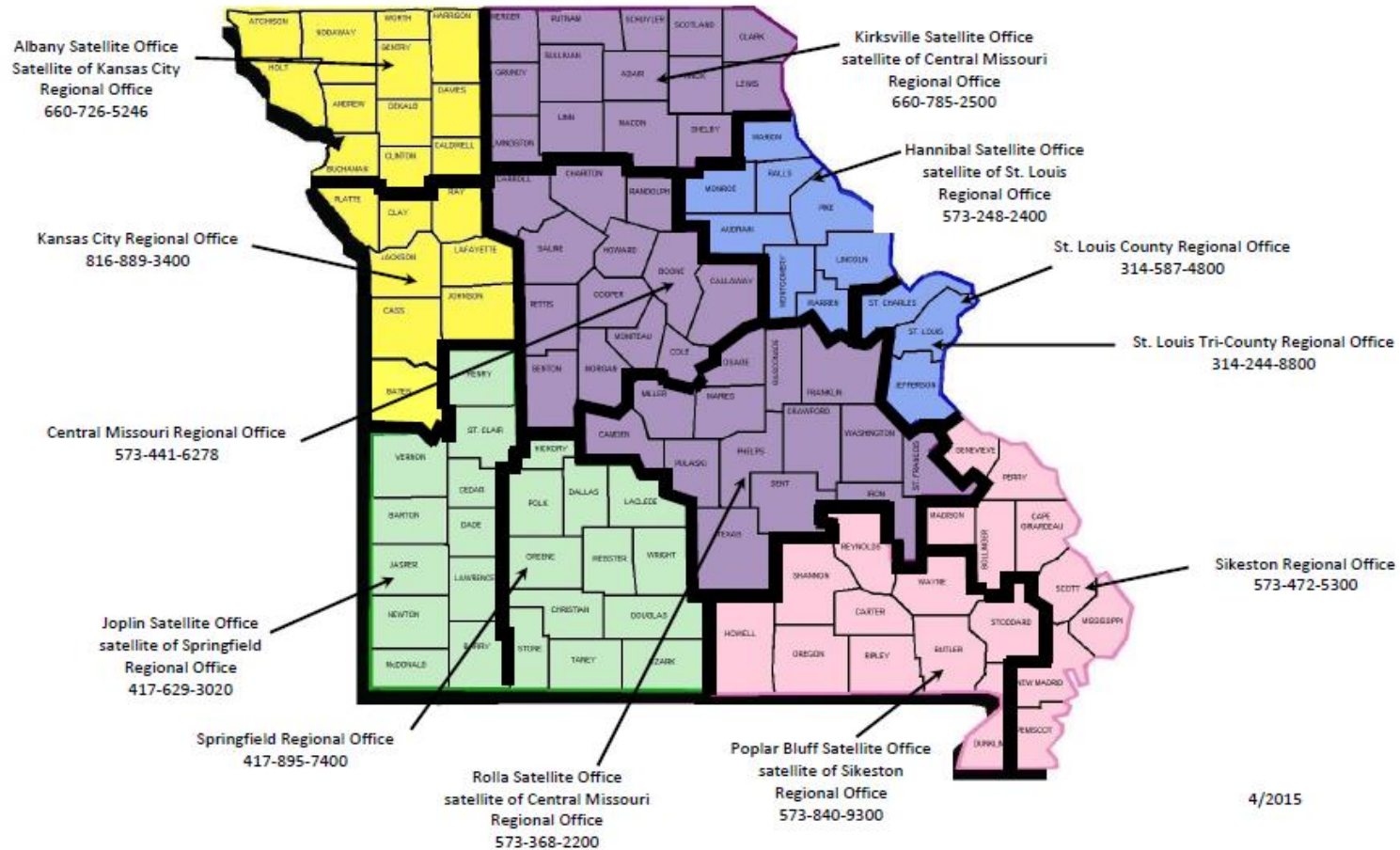
Empowering Through Employment

Division of Developmental Disabilities



- The Missouri Division of Developmental Disabilities is committed to improving the quality of life for individuals with developmental disabilities and their families.
- Offering support across the lifespan, the Division implements a statewide system of supportive services that:
 - Focus on assuring health and safety
 - Supporting access to community participation
 - Increasing opportunities for meaningful employment

Division of DD Regional Offices



4/2015

Potential DD Support

The Division of Developmental Disabilities serves individuals with a variety of diagnoses including:

- intellectual disability
- autism
- cerebral palsy
- brain injury
- seizure disorders and other conditions that result in multiple and serious impairments in functioning.

- The term “developmental” refers to conditions that result in those serious functional impairments during childhood (age 21 or younger for most conditions, or age 18 or younger for those with an intellectual disability). While individuals older than 21 can apply and be found eligible for Division services, there must be a record of the functional impairment at age 21 or before.

Potential DD Support Services

- Personal Assistant
- Behavioral services
- Assistive Technology
- Community Networking
- Community Specialist
- Counseling
- Crisis Intervention
- Environmental Accessibility
- Specialized Medical Equipment
- **Prevocational Services**
- **Supported Employment**
- **Career Planning**
- **Job Development**
- Individualized Skill Development
- Person Centered Strategies Consultation
- Speech Therapy
- Transportation
- Physical Therapy
- Occupational Therapy
- **Benefits Planning**



Promoting Employment First

- The Division of Developmental Disabilities is committed to enhancing employment options for all individuals with intellectual and developmental disabilities. As such, “Promoting Employment First” is one of the Division’s priorities.
- The guiding principle of Employment First is that all individuals who want to work, can work and contribute to their community when given opportunity, training, and supports that build upon their unique talents, skills, interests and abilities.

Title II of the ADA

- Prohibits discrimination by public entities in services, programs, and activities
- Integration regulation requires administration of services, programs, and activities **in the most integrated setting** appropriate
- Most integrated setting is one that enables people with disabilities to **interact with people without disabilities to the fullest extent possible**

DOJ Presentation 2016

***Olmstead v. L.C.*: Unjustified Segregation is Discrimination**

- Supreme Court held that Title II prohibits unjustified segregation of people with disabilities
- Set out “**two evident judgments**” about institutional placement:
 1. “perpetuates **unwarranted assumptions** that persons so isolated are incapable or unworthy of participating in community life”
 2. “**severely diminishes the everyday life activities of individuals,**” including family, work, education, and social contacts

DOJ Presentation 2016

Final HCBS Rule (March, 2014) Setting Requirements 42 CFR 441.30(c)(4) and 441.710

- HCBS Rule requires that an HCB Waiver Service setting:
 - Is **fully integrated** in and supports **access to the greater community**
 - Provides **opportunities to seek employment and work in competitive integrated settings, engage in community life, and control personal resources**
 - Ensures the individual receives services **in the community to the same degree of access as individuals not receiving HCBS**
 - Is **selected by the individual** from more than one setting option, **including non-disability specific settings** and an option for a private room in a residential setting

Why Employment?

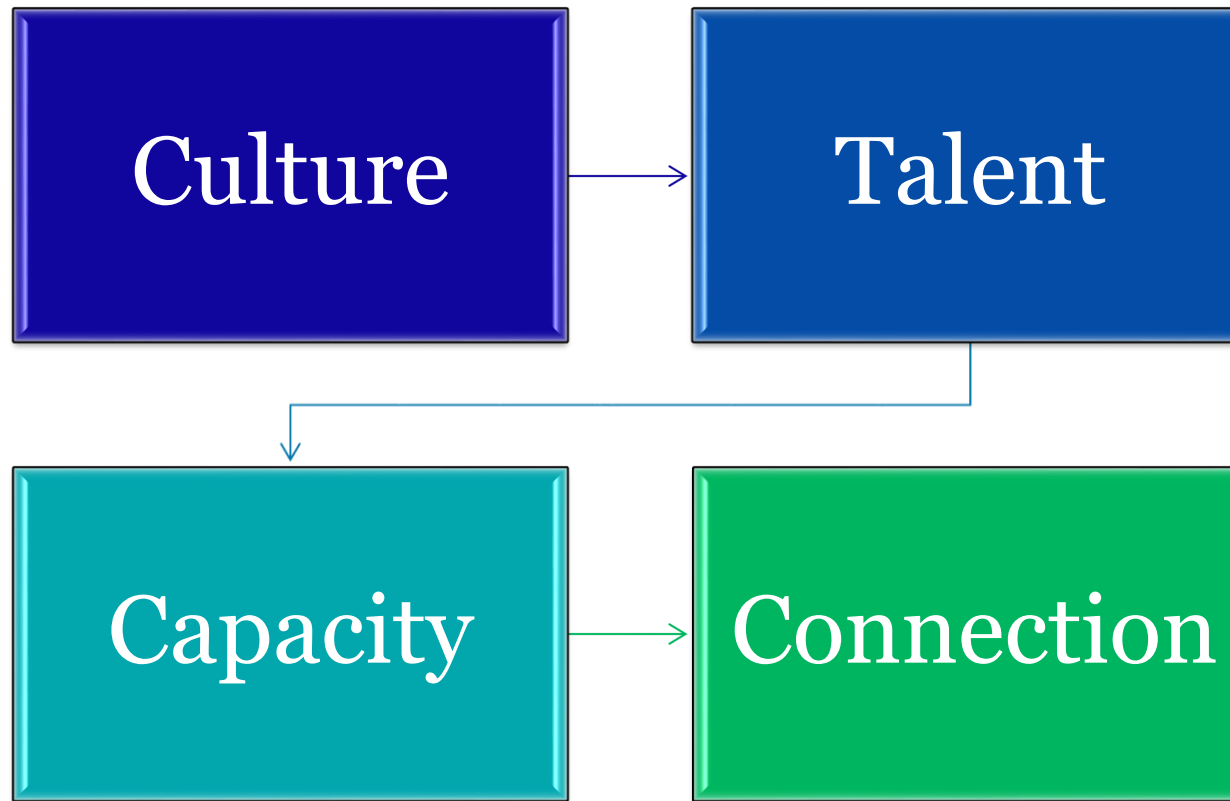
- Employment is a fundamental part of adults' community lives and helps promote self-identity, self-confidence, self-determination and self-sufficiency.
- Employment leads to greater physical and mental health benefits, positive lifestyles and personal satisfaction.
- Financial and social capital are increased through employment.

Integration

- Important Principles of Integrated Services
 - *Integrated Employment means:*
 - Individualized, typical jobs in the community.
 - Earning at least minimum wage.
 - Working among peers without disabilities for the maximum number of hours consistent with a person's abilities and preferences.
 - *Integrated Day Services means:*
 - Self-controlled community-based recreational, social, educational, cultural, and athletic activities, including volunteer and training activities.

DOJ Presentation 2016

Implementation



DD Scaling Best Practices

- U.S. Dept. of Labor, Office of Disability Employment Policy
- Employment First State Leadership Mentoring Program
- State Employment Leadership Network
- Association of Professionals Supporting Employment First
- Professional Development – Institute for Community Inclusion
- Empowering Through Employment Initiative
- Technical Assistance and Consultation – Employment First Missouri
- [MO DD Employment First Policy](#)

Employment First in Missouri

- Employment and Career Planning must be addressed in the person centered planning process for everyone of school age throughout the life span.
- Career exploration must occur in a way that is meaningful to the individual and accommodating to his/her communication and learning style.
- Employment services and service definitions have been developed to promote individualized supports with attaining successful employment

Employment Services

Help for Every Step of the Process

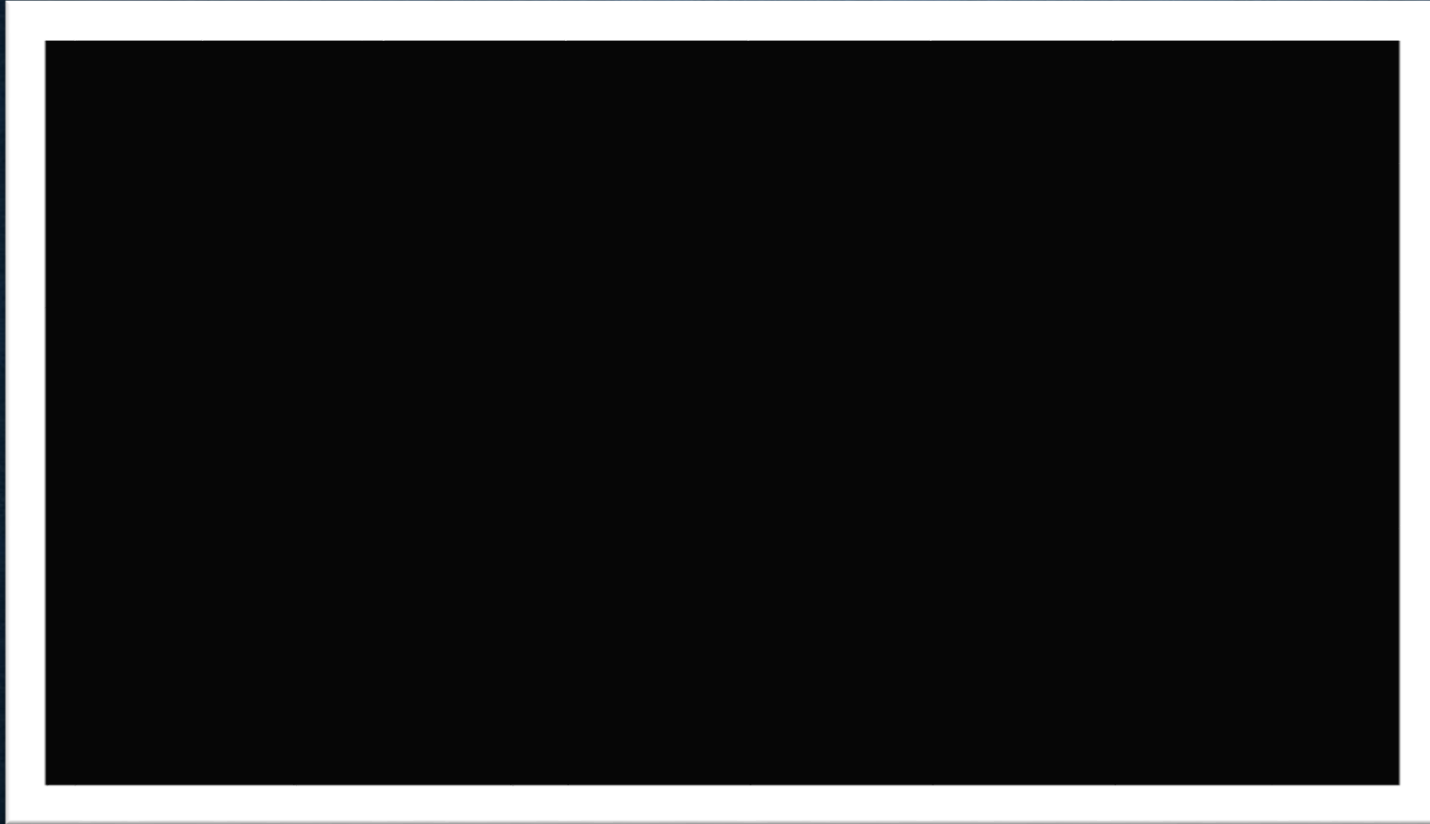




MISSOURI AS A MODEL EMPLOYER

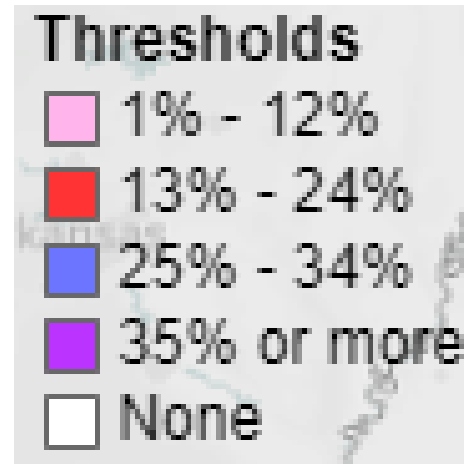
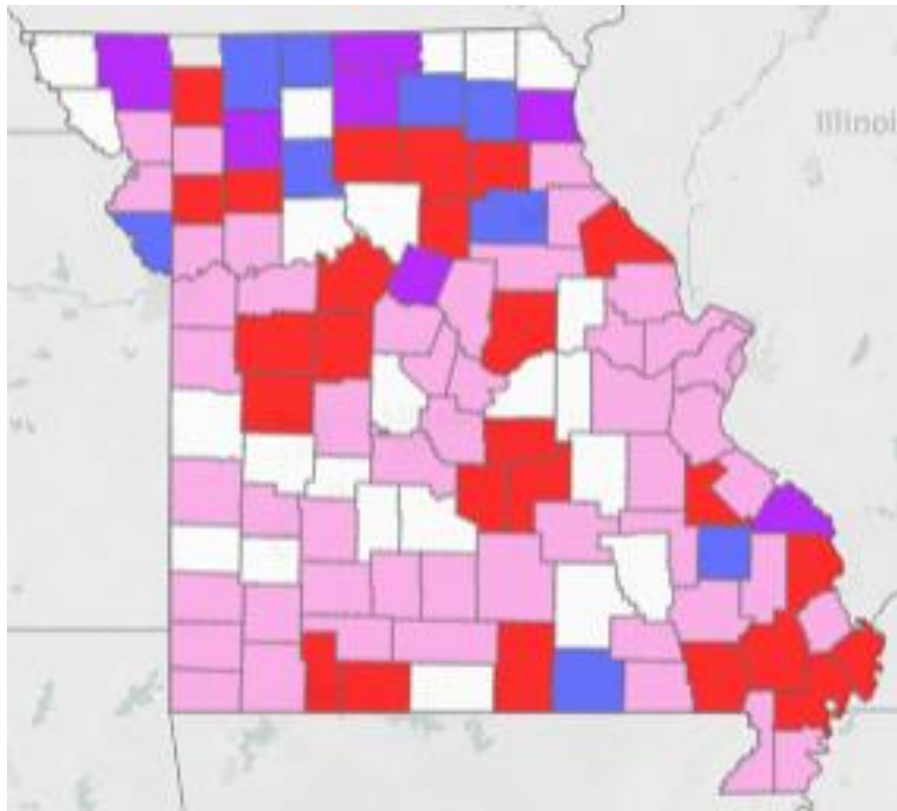
★ ★ ★ *Governor of Missouri* ★ ★ ★
MICHAEL L. PARSON

TALENT FOR TOMORROW

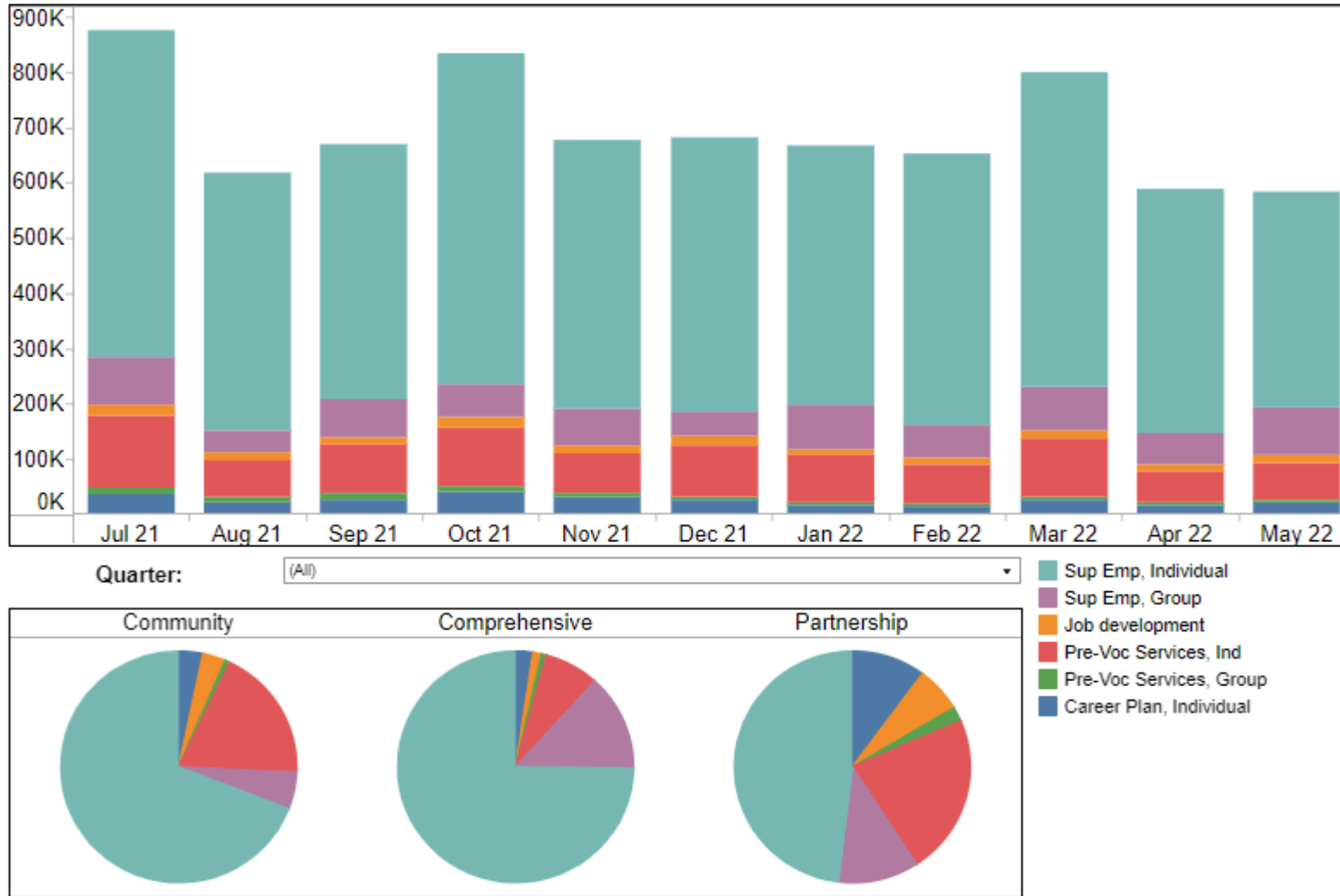


<https://youtu.be/9YQmGTQ8Hfg>

Individuals with an Employment Authorization FY22 Update



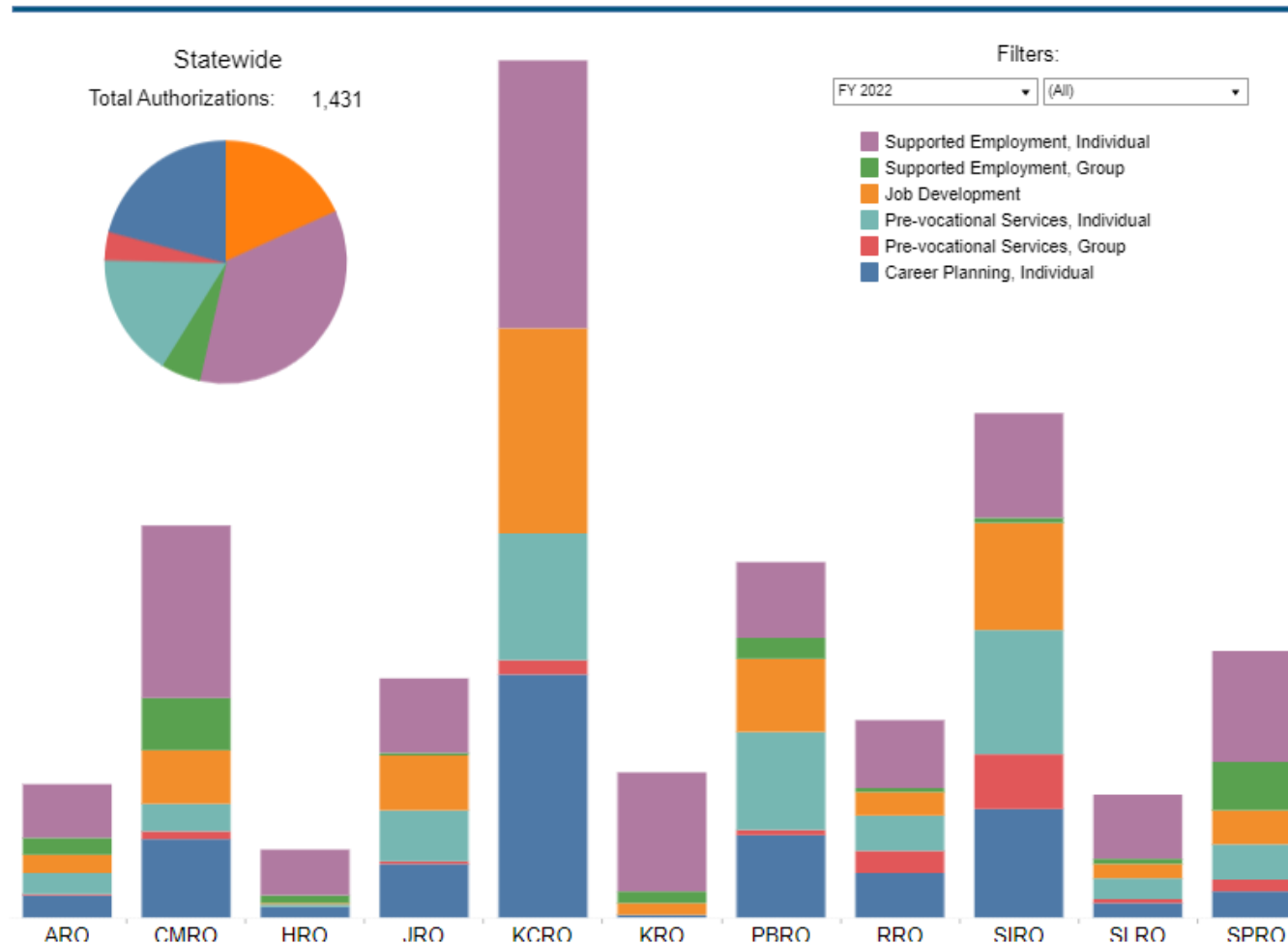
Employment Service Claims -FY22 Update



FY22 Employment Authorizations by Region

Employment Service Authorizations

A look at individual services as a portion of all employment services authorized.



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