

Direct Connection

MISSOURI DIVISION OF
DEVELOPMENTAL
DISABILITIES



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CONNECTING WITH THE DIVISION OF DEVELOPMENTAL DISABILITIES

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Mental Health

Division of Developmental
Disabilities

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The Power of Partnership

In January 2014, the Center for Medicare and Medicaid Services (CMS) established new requirements for recipients of Home and Community Based (HCB) Services which added protections and enhanced assurances that individuals with intellectual and developmental disabilities be helped in becoming active members of their communities, receive services in the most integrated settings, and be supported in accessing employment no differently than those not receiving HCB services. In July 2014, President Obama signed the Workforce Innovation and Opportunity Act (WIOA) into law which designs and improves the workforce system through programs and services offered by the Departments of Labor, Education (to include Vocational Rehabilitation), and Health and Human Services. A key component of WIOA is that Americans, including youth and those with the most significant disabilities, have access to high-quality jobs and careers, and businesses are supported in hiring and retaining their workforce.

Partnerships with other state and federally funded programs will be essential in the quest to assist individuals with community life engagement as set forth in these federal programs. The Inclusion Coalition for Employment (I.C.E.) for Metro St. Louis partners with professionals to provide quality inclusive employment outcomes for individuals with disabilities. I.C.E. includes members representing employment service providers, Vocational Rehabilitation, the Department of Mental Health, Senate Bill (SB) 40 Boards, St. Louis Special School District, local businesses, St. Louis Job Centers, and local workforce investment boards. Representatives from these partner agencies have come together annually since 2014 to host an event called *Accommodations for Success*. The first year, approximately 125 business professionals representing 60 different employers from the greater St. Louis Area attended workshops on Interviewing Etiquette, Workplace Supports, Recruiting Supports, Assistive Technology, and Tax Incentives. The second year, over 100 business personnel representing 70 different companies attended the *Accommodation for Success* event, and many of those businesses participated in a job fair the following day. A total of 49 businesses recruited new talent from at least 229 job seekers with disabilities.

Partnership is a powerful tool which only requires an investment of time, vision, and communication. Innovative partnerships have the potential to turn policy into promising practices.

"Only those who dare to fail greatly can ever achieve greatly."

-Robert Kennedy



Employment Dreams Come True

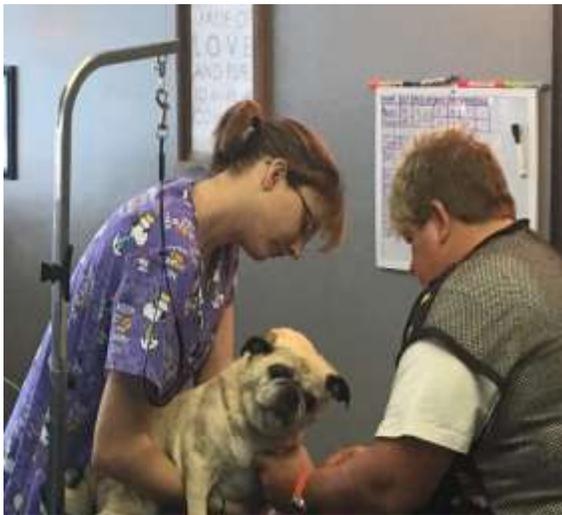
David began his journey of employment with the Developmental Center of the Ozarks (DCO) in 2006. He first started in the Technology and Learning Center (TLC) where he began learning culinary arts in the Culinary Arts Class. David was able to advance from TLC to food service work at CoxHealth South Hospital in the Food and Nutritional Services Department through DCO's job training program.

David developed employment skills for future independent employment in the community. Some of these skills developed were appropriate workplace socialization, work ethic, and time management and organization skills. He performed a variety of tasks for the "Salad C" section, including salad preparation, portioning food products, and plating meals for the patients at CoxHealth South Hospital. David also gained experience in stocking, cleaning, dishwashing, and light janitorial tasks.

David showed CoxHealth staff and supervisors his dedication and work ethic in such a positive light that they created a position specifically for him so he could continue to be a part of the CoxHealth team. CoxHealth was able to see David's endless abilities rather than his disability. David was hired at CoxHealth in April 2016 as a Dietary Environmental Services Assistant. Some of his duties include taking out the trash, organizing and stocking the storeroom, operating the floor scrubber, and sanitizing the kitchen area. David is now working at CoxHealth independently without the supports of a job coach. He truly is an inspiration for all individuals who have a dream of becoming employed.



In May 2015, Kaitlyn started receiving Career Planning and Prevocational Services through Blue Sky Community Employment Services to help gain employment skills and secure a job of her choice. During career planning, Kaitlyn explored different occupations and work environments through job tours, and she learned more about her vocational interests and preferences. During Prevocational Services, she worked on increasing her employability skills including effective communication, maintaining a positive attitude, networking, working as a team member, and independent problem solving. She completed preparatory job interviews and created a professional resume, and she volunteered at a local veterinary clinic where she was able to gain valuable experience.



In March 2016, Kaitlyn started her employment in retail at a local dollar store which was her second career choice. Kaitlyn received Supported Employment Services from Blue Sky staff for the first few weeks at which time her store supervisor indicated Kaitlyn was ready to work independently. Kaitlyn continued to look for opportunities for her preferred career dream job of working with animals.

In July 2016, Kaitlyn took the initiative to seek out, apply for, and gain employment as a receptionist and kennel attendant at Canine Clipz in Jackson, Missouri. Her first day was July 20, and the following week, Kaitlyn resigned from her previous job. Kaitlyn had left a job on her terms and as part of her career ladder. Blue Sky continues to support Kaitlyn with Supported Employment Services while she develops her new job skills. Kaitlyn stated, "I love that my job is client first, meaning greeting the dogs first before greeting the owners. I also like that I come to work feeling motivated and leave feeling the same way. To me this job is my dream job and also is very rewarding."



Pride through Employment

Scott Trickey has been receiving services at the Kansas City Regional Office since 2000. He is a very independent and determined individual with an outgoing personality. Scott lives in an apartment by himself and has a long history with employment. He has been working at Godfather's Pizza for over a year and does seasonal marketing for Liberty Tax. He enjoys both of his jobs very much and works between three to five days a week. Scott is very proud of the fact the he was able to get these jobs on his own. He states that his employers are very caring and supportive.

National Disability Employment Awareness Month

Observed in October each year, National Disability Employment Awareness Month (NDEAM) is a nationwide campaign celebrating the skills and talents workers with disabilities bring to the workplaces. Led nationally by the U.S. Department of Labor's Office of Disability Employment Policy (ODEP), NDEAM's true spirit lies in the many grassroots observances held nationwide every year. Each spring, the theme for each year's celebration is announced to help organizations and groups plan their events. "By fostering a culture that embraces individual differences, including disabilities, businesses profit by having a wider variety of tools to confront challenges," said Jennifer Sheehy, deputy assistant secretary of labor for disability employment policy. "Our nation's most successful companies proudly make inclusion a core value. They know that inclusion works. It works for workers, it works for employers, it works for opportunity, and it works for innovation."

The theme of 2016's NDEAM is "#InclusionWorks." ODEP created this year's theme with input from a wide variety of its partner organizations, including those representing employers, people with disabilities and their families, and federal, state, and local agencies. The hope is that the hashtag theme spurs both individuals and groups to post images and stimulate discussion on social media about the many ways "inclusion works."

National Disability Employment Awareness Month's history dates back to 1945, when Congress declared the first week in October each year as "National Employ the Physically Handicapped Week." In 1962, the word "physically" was dropped to acknowledge individuals with all types of disabilities. In 1988, the federal legislature expanded the week to a month and changed the name to NDEAM. When the department established ODEP in 2001, the agency assumed responsibility for NDEAM.

For more information, visit www.dol.gov/ndeam to access free NDEAM outreach posters and to explore specific ideas how different types of organizations can participate.

"If you want something new, you have to stop doing something old."

-Peter Drucker

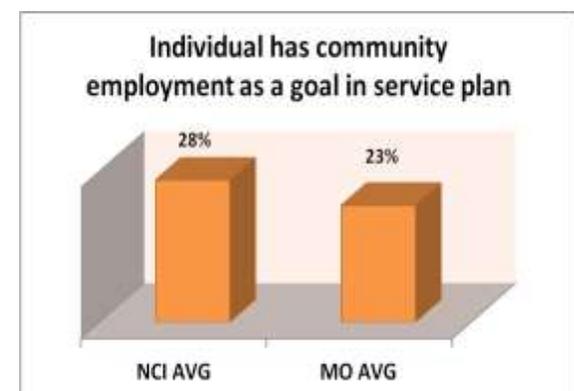
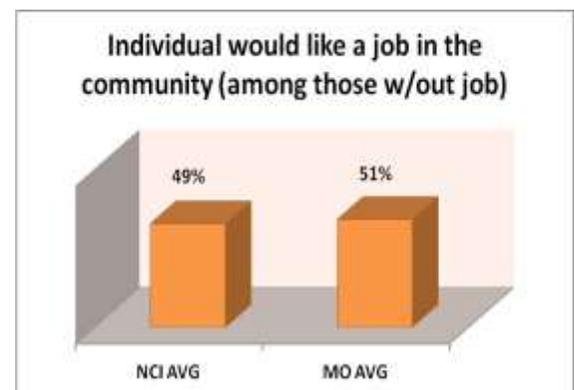
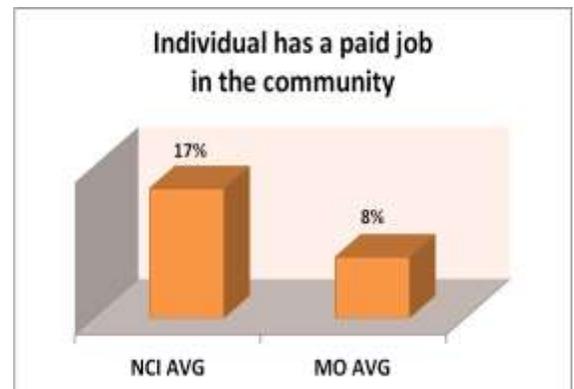
Use of National Core Indicators in Home and Community Based Services (HCBS) Continuous Quality Improvement

National Core Indicators (NCI) is a collaborative effort between the National Association of State Directors of Developmental Disabilities Services (NASDDDS) and the Human Services Research Institute (HRSI). NCI supports NASDDDS member agencies in gathering a standard set of performance and outcome measures that can be used to track their own performance over time, compare results across states, and establish national benchmarks.

An important focus of NCI is the gathering of information directly from service recipients through a variety of surveys. Each year, staff members at the Missouri Division of Developmental Disabilities (DD) administer the Adult Consumer Survey (ACS) to a random sample of individuals 18 and over receiving at least one service in addition to case management. Interviewers meet with individuals to ask questions about where they live and work, the kinds of choices they make, the activities they participate in within their communities, their relationships with friends and family, and their health and well-being.

NCI data, aligned with new Home and Community-Based Services (HCBS) requirements, are used to promote continuous quality improvement within the Division of Developmental Disabilities; the data complement information obtained from administrative data sources, inform remediation strategies, and provide a roadmap to system improvement activities.

Ensuring that individuals are afforded opportunities to explore and perform competitive, integrated employment is a requirement of the HCBS rule. Individuals must have the opportunity to have meaningful early work experiences which provide context for choices of exploring a career path which is individualized and builds upon one's skills, abilities, and interests. The Missouri NCI survey data indicate DD needs to strengthen its ability to affirm and optimize employment choices for recipients of HCBS, as 51% of respondents expressed an interest in community employment; however, only 23% of the individuals had a goal in their individual support plan to accomplish this interest, and only 8% of the respondents were employed with community businesses. As Employment First is a priority for the DD, Regional Employment First Specialists are available to provide training and technical assistance on coordinating employment supports. To learn more about employment tools and resources or to find your nearest Employment First Specialist, click on: <http://dmh.mo.gov/dd/progs/employment.html>.



The graphs above show how Missouri compared to other states participating in the National Core Indicators (NCI) project on questions pertaining to employment in 2014-2015.



Community Calendar

September 21, 2016 – Missouri AAIDD Fall Conference: Mental Health and People with Intellectual Disabilities
Executive Conference Center, 910 West Battlefield Road, Springfield, MO
For more information, contact Charles Snow at chucksnow724@gmail.com or Laura Cravens at lcravens@bcfr.org.

September 22 – 23, 2016 – 11th Annual Thompson Center Autism Conference
Doubletree St. Louis Hotel, 16625 Swingley Ridge Road, Chesterfield, MO 63017
For more information and to register, visit: <http://www.muconf.missouri.edu/autismconf/>

October 11, 2016 – Missouri AAIDD Fall Conference: Mental Health and People with Intellectual Disabilities
Developmental Disabilities Resource Board (DDRB), 1025 Country Club Road, St. Charles, MO
For more information, contact Charles Snow at chucksnow724@gmail.com or Laura Cravens at lcravens@bcfr.org.

October 12, 2016 – ARC of Missouri Annual Summit - Employment: The Changing Landscape, Stoney Creek Inn, 2601 S. Providence Rd., Columbia, MO 65203
Summit registration and details will be posted on their website at: <http://www.arcofmissouri.org/index.htm>

October 20 – 21, 2016 – 2016 Missouri Association of County Developmental Disabilities Services (MACDDS) Annual Conference, Tan-Tar-A Resort and Conference Center, 494 Tan-Tar-A Drive, Osage Beach, MO 65065
For more information, visit: <http://macdds.org/>

November 30 – December 2, 2016 – 2016 TASH Conference
St. Louis Union Station Hotel, 1820 Market Street, St. Louis, MO 63103
For more information and to register, visit: <https://2016tashconference.sched.org/info>

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

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Fostering Self-determination



Supporting Families



Facilitating Individualized Services and Supports



Developing Accessible Housing



Promoting Employment First

www.dmh.mo.gov/dd

MISSOURI DEPARTMENT OF MENTAL HEALTH