Empowering Arizonans with developmental disabilities to live self-directed, healthy and meaningful lives.
Who is eligible?

Individuals with:

• Intellectual Disability
• Cerebral Palsy
• Epilepsy
• Autism/Autism Spectrum Disorder
• Under six and are At-risk
Who may qualify?

In addition to one of the four developmental disabilities, an individual must:

• Be an Arizona resident and lawfully reside in the United States
• Have documentation that the developmental disability occurred prior to their 18th birthday
• Have substantial, functional limitations in at least three out of seven life areas
• Comply with ALTCS requirements
Life Domains

- Self-care
- Receptive and/or expressive language
- Learning
- Mobility
- Self-direction
- Capacity for independent living
- Economic self-sufficiency
Who determines eligibility?

- Each district has staff designated to complete the intake and eligibility determination process with interested persons.

- Interested individuals and/or their families may also access eligibility and intake information and/or submit a referral at the Division’s website at:

  www.azdes.gov/ddd
Eligibility Categories

• **DD-Only**
  - Eligible for DDD support coordination and community resource referrals

• **Targeted**
  - Eligible for DDD support coordination, acute health care services through AHCCCS and community resource referrals

• **ALTCS (Arizona Long Term Care System)**
  - Eligible for all of the above, DDD support coordination and home and community-based services as assessed
Ongoing Eligibility

Our program is voluntary and the division will serve all eligible individuals from birth to the end of their life.

Once found eligible, a redetermination for eligibility must occur at age six and again at age 18.
Support Coordination

• Once a person is found DDD eligible, they will be contacted by a Support Coordinator (case manager)

• Support Coordinators serve as the primary point of contact for the Division

• The Support Coordinator will meet with the individual/family at regular intervals, based on eligibility requirements and individual preference
Support Coordination

• The Support Coordinator has the responsibility for developing an individualized plan for every Division member.

• Support Coordinators assist with connecting individuals and their family with resources in their community.

• Support Coordinators assess for medically necessary services when natural and community supports cannot meet the need.
The Plan

The Division uses an individualized and person centered approach in the planning process.

**Plan types include:**

**Individualized Family Service Plan (IFSP)**
Used for children from birth to age three

**Individual Support Plan (ISP)**
Used for individuals over the age of three
Division Services

• All services depend on eligibility, the assessed need and funding availability

• Services cannot be provided by the Division until the individual’s plan documents the assessed need and the desired outcomes
Home and Community Based Services

- The Division offers a wide range of ALTCS funded Home and Community Based Services (HCBS)
- 89% of the individuals enrolled with the Division live in their own or family home
Respite

- This service is designed to give the unpaid primary caregiver a break
- Service may be provided in the person’s own home or the provider’s certified home
- If there is a skilled nursing need, a nurse will provide the service
Attendant Care

- This service provides assistance for an individual to remain in their home and participate in community activities by attaining or maintaining personal cleanliness, activities of daily living, and safe and sanitary living conditions.

- Attendant care can include activities such as bathing, toileting, eating and meal preparation when a primary caregiver is unable to perform these tasks.
Habilitation

- This service provides learning opportunities designed to help a person develop skills and independence.
- For a child, the service can help a family member learn how to teach their child a new skill.
- This service can be provided in a person’s home or their community.
Other services the Division offers include:

- Assistive technology
- Habilitative therapies such as occupational, physical, and speech
- Home nursing
- Home modifications
- Residential living arrangements
- Home health care
Day Treatment and Training (DTA)

• Provides training, supervision, and therapeutic activities designed to promote skill development in independent living, self-care, communication, and social relationships.

• Can be provided part-time, full-time, during summer break or after school.

• This service is typically facility-based.
Employment Supports and Services
My goal is to work!

Why do people choose to work?

What is the benefit of working?
Always consider employment first!

- Employment is part of society’s culture
- Employment enhances quality of life
- Employment increases self-esteem
- Employment increases social interaction
- Employment is a way to contribute to society
- Being employed is a valued role in society

Employment is a natural progression in life.
Employment: Removing the Barriers

• What are some of the common beliefs as to why someone shouldn’t or couldn’t work?

• What might be a way you change their mind or remove the barrier?
Begin the Discussion

- Discuss your Goals with your DDD Support Coordinator and Planning Team(s)!
- Let them know you are interested in working!
- Ideally, discuss your Goals prior to graduation. But even if you have graduated or are close to graduating, it is not too late to talk to your Support Coordinator and Planning Team(s)!
- Your Planning Team will work with you to help you be successful with achieving your employment goals.
Having the Conversation

It is never too early to talk to a child about their plans for the future!

What are your thoughts about after graduation?

What kind of work do you see yourself doing?

Are you going to be a Wildcat or a Sun Devil?

What do you want to be when you grow up?

What is after high school?
DDD’s Role in High School Transition Planning

- Invite your Support Coordinator to attend the Individual Education Plan (IEP) meetings
- DDD participates as an active member of the team
- DDD works collaboratively with the student, family, vocational rehabilitation (VR) counselor, teachers and other school personnel to achieve employment outcomes
DDD’s Role in High School Transition Planning

• Determines how the Division may assist and support the student during transition planning and after exiting high school based on transition goals

• Coordinate efforts for extended supported employment services to be provided upon exiting the Vocational Rehabilitation program
Employment Services

- Individual Supported Employment
- Employment Support Aide
- Transition to Employment
- Group Supported Employment
- Center-Based Employment
- Career Preparation and Readiness
- Transportation to Employment
Individual Supported Employment (ISE)

• Competitive wages with an employer in the community
• Wages paid by the employer
• Job coaching supports
• Job search services

It’s a JOB!
Individual Supported Employment (ISE)

What is ISE?

Let’s see Individual Supported Employment in action!

https://www.youtube.com/watch?v=0V04MwKm0fQ
Individual Supported Employment (ISE)

What is ISE?

“Robby’s Story”

http://www.youtube.com/watch?v=LzGO0jWaqeM
Employment Support Aid (ESA)

- 1-to-1 support while at work
- Can be to assist the person with personal care needs while at work
- Behavioral support
- On the job support can be long-term
Transition To Employment (TTE)

- Classroom based training curriculum
- Soft skill development
  17 instructional modules
- Time limited
- Intended outcome is integrated or competitive employment
Transition to Employment Modules

- Assessing learning style
- Identifying likes, dislikes and interests
- Assessing career interest
- Enhancing self-determination
- Developing community safety skills
- Developing positive work behaviors
- Dressing for success
- Following the rules
- Understanding the impact of income on disability benefits (e.g., Disability Benefits)

- Getting along with your supervisor
- Getting along with your coworkers
- Responding to and resolving conflict at work
- Developing a resume
- Applying for a job
- Getting to work
- Receiving and using your paycheck
- Job exploration and job shadowing
Group Supported Employment (GSE)

- Community integrated work setting
- 2-6 members supervised by provider staff and paid by the hour
- Sub-minimum or minimum wage dependent upon individual productivity
- Typical settings include enclaves or mobile work crews
What is Group Supported Employment?

Video

“Chris’ Job At The Main Street Café”

https://vimeo.com/73822598
What is Group Supported Employment?

Video

“Sara’s Employment Journey”
The Main Street Café

http://www.youtube.com/watch?v=hOM0jQ_yEVs
Center-Based Employment (CBE)

- Facility-based, non-integrated setting
- Supervised and paid by agency provider based on productivity
- Paid work and vocational skill building
Have you heard about the new law?

The Workforce Innovation and Opportunity Act

WIOA
What WIOA means for youth with disabilities:

WIOA prohibits employers from hiring and paying subminimum wages to any Individual 24 years of age or younger unless the youth has completed the following:

1. **Transition services** under the Individuals with Disabilities Act (IDEA) and/or **Pre-Employment Transition Services** under WIOA

2. **Vocational Rehabilitation (VR), as follows:**
   a. The youth applied for VR services and was found ineligible OR
   b. The youth applied for VR services and was found eligible AND
      i. had an individual plan for employment (IPE) AND
      ii. worked toward an IPE outcome for a reasonable period without success, AND
      iii. The VR case was closed AND

3. **Career counseling including information and referrals to Federal and State programs and other community resources**

https://www.doleta.gov/WIOA/
Group Supported Employment
• WIOA requirements apply when the individual is earning less than minimum wage.

Centered-Based Employment
• WIOA requirements apply since wages typically are at less than minimum wage.
CPR promotes progressive movement from Center Based Employment (CBE) settings to integrated employment.

- Available to members currently in Center Based Employment (CBE)
- Only provided by existing CBE Qualified Vendors
- Time-limited service
How will working affect my benefits?

• This is a common concern of many individuals working within their local communities or considering employment.

• In fact, in almost all circumstances you **can work and still receive your ALTCS, AHCCCS and Social Security Benefits**.

• By working, You have the potential to earn even more money that just Social Security Benefits alone!

• Go to [www.az.db101.org/ddd](http://www.az.db101.org/ddd) to calculate how working may affect your specific benefits or to find a benefits counselor that can answer more questions for you.
Why Employment?

Employment Supports and Services help people gain skills and knowledge to get a job and stay employed.
Questions?

www.azdes.gov/ddd

Division of Developmental Disabilities

Call Toll Free (844) 770-9500 or visit our information booth at this conference