

The Settings Rule & the Support Coordinator's Role in Employment

utah department of
human services
SERVICES FOR PEOPLE WITH DISABILITIES



DSPD Quarterly Support Coordinator Meeting - 01/15/2020

New Settings Review Process

- All new residential, day support, and group employment settings are required to be in compliance with the Settings Rule from the first day services are provided
 - DSPD, DOH, OQD, and OL have worked together to create a new review process for new settings
 - Continue to work with current providers to be in full compliance with the Settings Rule by March 2022

New Settings Review Process (cont.)



Family and Self-Advocate Engagement

- DSPD is hosting a quarterly meeting to provide informational updates on DSPD processes to families and self-advocates
 - Self-advocates are individuals who have a disability and may or may not participate in DSPD services.
- First gathering was held in November and the Settings Rule was presented by a parent and self-advocate.
- Feedback was positive and the next meeting will be in mid February. Details will be coming shortly.

PCSP Workgroup Updates

- Pathway to Employment Tool
 - Four stakeholder workgroups currently reviewing and national experts at SELN
- Continuing to develop the new PCSP software, tools, and protocol for how tools will interact with the software
- Aligning the requirements for rights restrictions with the Settings Rule and refining the definition of a rights restriction

PCSP Workgroup: Next Steps

- Piloting the Pathway to Employment Tool
- Piloting Charting the Life Course tools
- Developing guidance and a training manual for the new PCSP software

Home and Community Based Services (HCBS) Settings Rule

- The setting is integrated in, and supports full access of individuals receiving Medicaid HCBS to the greater community, including **opportunities to seek employment and work in competitive integrated settings...**
 - An individual is not required to seek employment, but they must be given the opportunity to do so.
 - **Competitive Integrated Employment** means that individuals with disabilities are able to work in the community with people of all abilities; and that they are paid at a rate comparable to those people without disabilities who work in the same place.

Employment First Priority

- H.B. 240 (2011):

“When providing services to a person with a disability, give priority to providing services that assist the person in obtaining and retaining meaningful and gainful employment.”
- Utah was at the forefront of a national movement
 - One of the first ten states to pass Employment First legislation

Support Coordinators & Employment

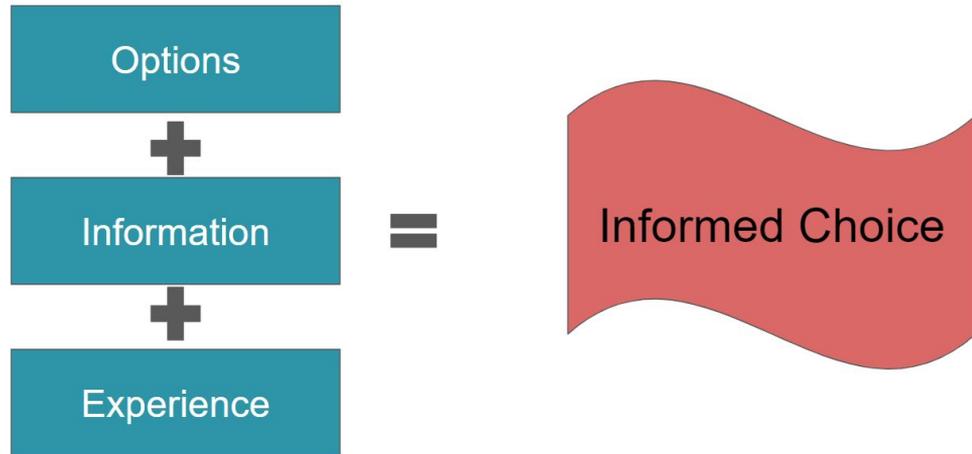
- Support coordinators have a pivotal role being...
 - An advocate for individuals
 - Helping them to recognize the value of employment and acknowledging they can work .
 - A source of connection to employment resources for an individual

What can YOU do?



Support Coordinators...

- Promote **informed choice** by providing an individual with the:
 - **Options**
 - **Information**
 - **Experience**...in order to make a decision about employment



Support Coordinator's Role in Employment

- Use person-centered planning and tools to build a base for positive discussion around employment
- Ask open-ended questions and facilitate targeted discussions to help discover a person's knowledge, opinions, and feelings about employment
 - DSPD is developing a Pathway to Employment Tool

Support Coordinator's Role in Employment (cont.)

- Assist individuals in addressing any challenges or barriers to employment by trying different solutions and documenting what works and what doesn't work in the person-centered support plan
- Link the individual to employment supports and provide information and referral to other agencies that may meet the individual's additional needs
- Maintain clear communication about the role each person plays in supporting an individual on their employment pathway

Employment Team

Questions? Contact:

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Opportunities to Seek Employment: The Support Coordinator's Role (A Four-Part Series)

- Starting on January 21, DSPD and Utah State University - Center for People with Disabilities are sponsoring a four-part virtual webinar series presented by the Supported Employment Leadership Network (SELN).
 - Module 1: The Importance of Employment - 1/21
 - Module 2: Having the Employment Conversation - 2/27
 - Module 3: Employment and the Person-Centered Support Plan - 3/26
 - Module 4: The Employment Process - 4/23

For questions, email Tricia Jones at Tricia.Jones@usu.edu

*Be aware that space is limited so groups may want to participate together.

Family Voice

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