



## **Employment Supports Professional Interest Section Meeting**

November 2, 2021

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### **Today's Agenda**

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- Welcome
- Upcoming Events
- DDRS Overview and Direction Going Forward
- Resources for Helping to Find Employment for People with Disabilities
- Section Discussion

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## Upcoming Events

### Professional Interest Section Meetings / Professional Development:

- November 4 - Pieces to the Group Home Financial Puzzle Training
- November 11 - Financial Management (10 AM-Noon) / Human Resources (12:30-2:30 PM)
- November 17 - DSP Series Webinar: Seizure Management in Community-Based Settings (1-2:15 PM)
- November 18 - Complimentary Webinar: Motivational Interviewing: Becoming an Agent of Enduring (10-11:15 AM)

### Upcoming Member Forum and Board of Directors Meetings:

- November 19 - Board of Directors Meeting only - Virtual
- December 17 - Member Forum / Board of Directors Meeting - Hybrid - location TBD

Registration for each meeting is available 3 weeks in advance. Recordings and materials will be available on the [INARF Member Portal](#) within 2-3 business days following each meeting.

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## Sponsorship Recognition

*Alicia M. Boyd, CPA*  
Professional Corporation



CPAs / ADVISORS



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## Employment Supports

# DDRS Overview and Direction Going Forward

Kelly Mitchell, Associate Director,  
Division of Disability and Rehabilitative Services



Professional Interest Section Meeting



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## DDRS Update and Overview

*November 2, 2021*

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**INDIANA FAMILY & SOCIAL SERVICES ADMINISTRATION**

## •How it Started - 2016

We Were Here

So, We Started Here

**SUPPORTING FAMILIES**  
of individuals with intellectual & developmental disabilities  
THE NATIONAL COMMUNITY OF PRACTICES FUNDED BY THE ADMINISTRATION ON INTELLECTUAL & DEVELOPMENTAL DISABILITIES

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**INDIANA FAMILY & SOCIAL SERVICES ADMINISTRATION**

## •How It's Going

Vision of a Good Life

Quality and Monitoring Systems

Service Models and Structure

Stakeholder Engagement...LifeCourse Framework...Data System Development...Service Innovations...Supported Decision-Making

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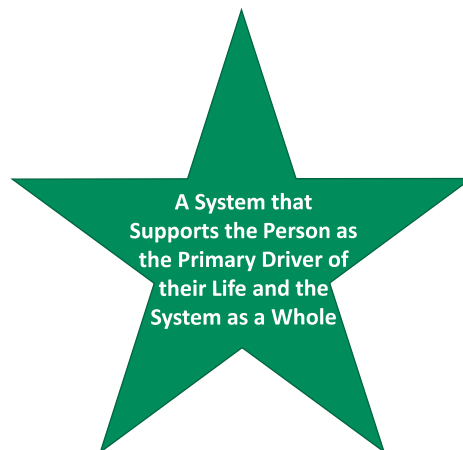
## • So, Where do We Go Next . . .



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## • We Keep Moving Toward Here. . .



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**INDIANA FAMILY & SOCIAL SERVICES ADMINISTRATION**

## So, Where Do We Start... With Self-Advocates' Vision of a Good Life

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**INDIANA FAMILY & SOCIAL SERVICES ADMINISTRATION**

## How Do We Get There....

Comprehensive State Plan on Community-Based Services for Persons with Intellectual and Developmental Disabilities (IDO)

Indiana Commission on Rehabilitation Services

Employment First Plan  
Adopted September 11, 2020

Proposed Spending Plan for Implementation of the American Rescue Plan Act of 2021, Section 9817  
State of Indiana  
Submitted to: The Centers for Medicare and Medicaid Services

July 9, 2021

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# How Do We Get There....

- 1 Community Settings and Individualization
- 2 Inclusive Resources and Programs
- 3 Individual and Family Need
- 4 Sustainable, Equitable, and Available

- ❖ Data
- ❖ Employers
- ❖ School to Work
- ❖ Policy Alignment
- ❖ Quality Services
- ❖ High Expectations


- ❖ Workforce
- ❖ Enhance HCBS (Pay for Performance)
- ❖ Build Provider Capacity (14(c) Transitions)
- ❖ Caregiver Training & Support

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graph TD; Workforce[Workforce] --> Creative[Creative Service Delivery]; Workforce --> Partnerships[Partnerships with Business]; Workforce --> DSW[DSW Advisory Board]; Workforce --> Provider[Provider Capacity]; Workforce --> Labor[Labor Market vs I/DD Issue]; Workforce --> Career[Career Path/Training];
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The diagram illustrates the Workforce structure for the Indiana Family & Social Services Administration. It features a central box labeled "Workforce" which branches into six categories:

- Creative Service Delivery
- Partnerships with Business
- DSW Advisory Board
- Provider Capacity
- Labor Market vs I/DD Issue
- Career Path/Training





## One last thought. . .

Paid to be Human

Being in human services is cool because...  
 in essence, you're paid to be human.  
 Paid to explore the commonalities of the human condition,  
 paid to discover the incredible diversity of the human spirit,  
 paid to spend your day doing something that matters,  
 that makes a difference, something that you can be proud of.  
 Done right, you've chosen both a job and a passion,  
 both a passion and a mission,  
 both a mission and a purpose.  
 There are those who spend their lives looking for purpose.  
 You will rise to it each morning,  
 and that's a hell of a way to start the day.

*-Dave Hingsburger*

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## Employment Supports

# Resources for Helping to Find Employment for People with Disabilities

Jason Weppleman, Client Program Manager, Autism & Disability  
Employment National SME

Annie Moore, Vice President of Talent Operations, Inclusively



Professional Interest Section Meeting



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## Employment Supports

# Section Discussion

INARF Employment Supports Co-Chairs



Professional Interest Section Meeting



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 **JA BENEFITS**  
Strategy Driven. Future Focused.

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# Thank you!

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