



NJ DEPARTMENT OF HUMAN SERVICES

DIVISION OF DEVELOPMENTAL DISABILITIES

Employment Overview

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DDD Mission Statement

- DDD assures the opportunity for individuals with developmental disabilities to receive quality services and supports, participate meaningfully in their communities and exercise their right to make choices.

Employment in New Jersey

- Governor Christie made New Jersey an “Employment First” state on April 19, 2012.
- Competitive **employment** is the **first** and preferred post-education activity for everyone, including those with disabilities.
- 40 States are “Employment First”



Workforce Innovation and Opportunity Act (WIOA)

- National Legislation signed into law on **July 22, 2014**
- Competitive integrated employment became a national priority for people with disabilities
- Intended to improve employment outcomes for individuals with disabilities
- Provides access to employment, education, training, and support services to succeed in the labor market
- Matches employers with the skilled workers they need to compete in the global economy
- Funding provided to help youth and people with significant barriers to employment get high-quality jobs
- Assists employers with hiring and keeping skilled workers.

Competitive Integrated Employment (CIE)

- The Workforce Innovation and Opportunity Act (WIOA) defines competitive integrated employment as work that is performed on a full-time or part-time basis for which an individual is:
 - Compensated at or above minimum wage
 - Wages are comparable to the rate paid to other employees without disabilities performing similar duties and with similar training and experience
 - Receiving the same level of benefits provided to other employees without disabilities in similar positions
 - At a location where the employee interacts with other individuals without disabilities
 - Presented opportunities for advancement similar to other employees without disabilities in similar positions

What is DDD Doing to Implement Employment First

- DDD follows the [Principles of Employment for People with Intellectual and Developmental Disabilities](#)
- DDD requires an annual discussion about employment through the Pathway to Employment
- DDD incorporates the Employment First initiative within the NJ Individualized Service Plan (ISP)
- DDD provides availability of additional funding for Supported Employment
- DDD has begun collecting employment-related data of individuals receiving DDD services
- DDD provides training and technical assistance for all stakeholders



Principles of Employment for People with Intellectual & Developmental Disabilities

New Jersey became an Employment First State, as announced by Governor Christie, on April 19, 2012. Employment First initiatives provide a fundamental change in philosophy, policy, and expectations related to employment of people with disabilities.

In order for New Jersey to meet the raised expectations associated with being an Employment First State, it is essential that we embrace the following principles:

1. Competitive employment in the general workforce is the **first** and **preferred** post education outcome for people with any type of disability.
2. People are “ready” to work as soon as they express an interest in doing so. The Supported Employment process should start soon after a person expresses this interest in working.
3. It is presumed that all people with disabilities can and should work. Instead of being asked to prove their employment worth, working age people with disabilities – like their peers without disabilities – will have to “opt out” of employment rather than “opt in”
4. Supported Employment is defined as competitive (minimum wage or above) work in integrated work settings for persons with the most severe disabilities.
5. All Supported Employment services must utilize a Person-Centered Approach that acknowledges the individuals’ skills, abilities, needs, wants and potential barriers to achieving competitive employment.
6. Vocational assessments provide the most detailed, accurate, and informative results when they are conducted at real job sites in the community. Community-Based Vocational Assessments (also known as Situational Assessments) are the preferred method of measuring a job seeker with a disability’s ability to perform on a job site.
7. Supported Employment relies on the place and train model (on-the-job training) as the preferred method for people with disabilities to learn their jobs and gain employment skills. Post-secondary education and vocational training in the skills and competencies necessary to work in specific industries is also encouraged.
8. All job supports will be ongoing, as needed, and based on the individual.
9. The Supported Employment process must be a collaborative effort led by the individual and supported by his/her network of stakeholders.
10. Benefits and additional services/supports are the safety net that supplements competitive employment, not the other way around.

What's Happening in New Jersey to Support Employment for Individuals with ID/DD

Transition Years

- The Department of Education (DOE) now uses Person Centered Planning
 - Transition planning must occur when an individual turns 14 years old.
 - Must include the child's strengths, interests, & preferences
 - Must include post graduation plans (employment, education)
 - It is recommended that students register with DVRS two years before graduating, if it has not happened prior

Career & Technical Education (CTE)

- DDD, DVRS, DOE Collaboration
- Working on getting individuals with ID/DD accepted into County Technical High Schools
 - Students graduate ready for employment
 - Currently, very difficult to get accepted
 - How can we bypass the testing requirements?
 - Can we offer alternatives to testing?
 - Can we start a Pilot Program?

Career Pathways

Partnership for Employment Accessibility



- DDD, DVRS, DOE, NJCCC (NJ Council of County Colleges)
- Working on creating programs (degree/certificate) where the individual will graduate with the skills needed to get employed in their area of study
- Talks about creating programs and tapping into some continuing education programs already established.

Career Pathways Model



- Collaboration with DVRS/DDD
 - Establishing system to streamline services
 - Talking about braiding funding
 - Identifying individuals with DVRS who will need DDD LTFA (Long Term Follow Along)
 - Working to avoid a delay in services
 - Assist individuals with applying for DDD services

State as a Model Employer (SAME)

- Legislation passed in New Jersey in January, 2022
 - Program working to eliminate barriers in the application and hiring process for people with disabilities
 - Civil Service Commission (CSC)
 - DVRS, DDD, DMHAS, CBVI, DDHH, EEO
 - Working on policies and procedures
 - Committees
 - Fast track applications for those with disabilities
 - Noncompetitive and unclassified positions (No CSC test needed)
 - Deadline for Governor is December, 2022
 - Roll-out currently set for January, 2023
 - DDD involved in the Training and Recruitment & Referral sub-committees

SAME

- Currently, 6 other states & 1 US territory have mandated this policy
 - California, Colorado, Illinois, Maine, Minnesota, Washington, and the territory of Guam.
- New Jersey's program will be operational in 2023
- Requires the state's Division of Equal Employment Opportunity and Affirmative Action and Civil Service Commission to develop a program to increase awareness of state employment opportunities for people with disabilities.

Project Search

- International Program
 - 11 Countries
 - 47 US States
- Internships for students with ID/DD
- Students in their last year of educational entitlement can apply
 - Three rotations in different departments throughout the school year
 - Partner agencies meet monthly (Steering committee)
 - Some individuals get hired by host sites, while others are prepared for a position outside of the host site.

Project Search

- Currently have sites in Sussex, Camden, Monmouth, Union, Bergen, Passaic, Hudson, Burlington, and a new site in Gloucester this year.
- New Jersey Agencies Involved
 - DVRS, DDD, Educational Agency/County Agency, Host Business
- Businesses involved in NJ are hospitals, hotels, banks

Success Rate ~80%

- Competitively employed 16 hours or more per week
- Follow-up

Employment Services Available Through DDD

Employment Services

Career Planning

- Time-limited service that engages an individual in identifying a career direction and developing a plan for achieving competitive, integrated employment.
- If an individual is already employed, Career Planning may be used to find other employment or advancement opportunities that are more consistent with the individual's skills and interests.

Employment Services

Prevocational Training

- A service with specific outcomes related to employment readiness, such as effective communication, workplace behavior, problem solving skills, following directions and completing tasks.
- Provides learning & work experiences, where the individual can develop general skills that can contribute to employability.
 - Generally, people can be in a prevocational training program for 2 years.
 - Must submit a request annually to DDD after 2 years for approval

Employment Services

Supported Employment- Individual or Small Group

- Can be provided for both an intensive period upon job start and as ongoing “follow along” support to maintain employment.
- Supports may include training and systematic instruction, job coaching, benefit support, travel training, and other workplace skills that enable the individual to successfully integrate into the job setting.
- Group services for 2-8 individuals may include mobile crews and other business-based workgroups employing workers in integrated settings.

Extra Funding for Supported Employment

- Can be accessed in situations when the individual budget does not sustain the level of Supported Employment
 - Individual Employment Support needed in order for the individual to find or keep a competitive job in the general workforce.
 - Every attempt must be made to use existing budget prior to requesting additional support

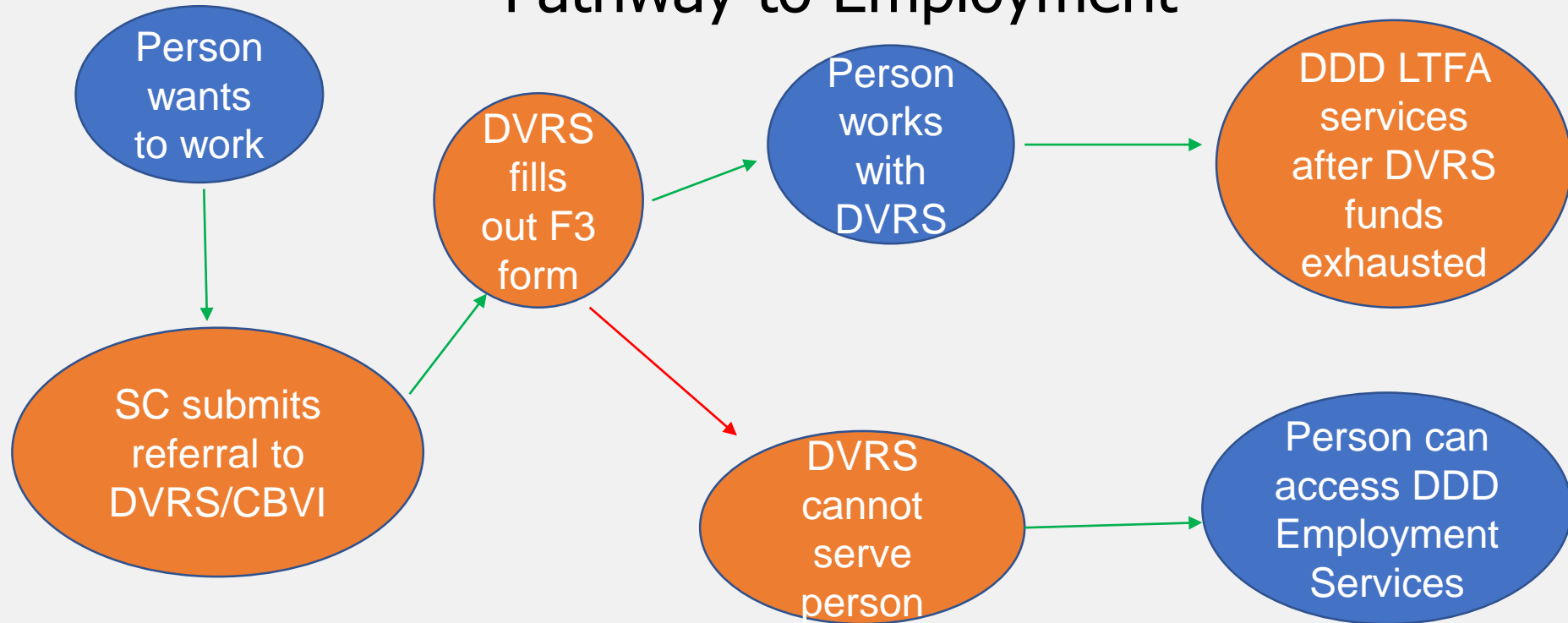
When can an individual's DDD budget be utilized for employment?



- After the funding from DVRS/CBVI has been exhausted
- If an individual is not found eligible for DVRS/CBVI services
- If DVRS services are not available
- If individual is already employed

Employment with DDD

Support Coordination Pathway to Employment





seeking both VR and DDD services

Completed by the Support Coordinator/DDD Case Manager

Name of Individual: [Click here to enter text.](#)

DDD ID#: [Click here to enter text.](#)

DOB: [Click here to enter a date.](#)

Last 4 digits of SS#: [Click here to enter text.](#)

Completed by VR Counselor

The following vocational rehabilitation services are available through DVRS/CBVI at this time:

- ☐ Vocational Training Services (specify): [Click here to enter text.](#)
- ☐ Supported Employment Services
- ☐ Trial Work Experience/Extended Evaluation
- ☐ Counseling/Guidance
- ☐ Post-Secondary/Educational
- ☐ Diagnostic Vocational Evaluation (DVE)
- ☐ Work Adjustment Training (WAT)
- ☐ Skills Training
- ☐ No VR services at this time due to the following:
 - ☐ Individual has decided not to apply for services at this time
 - ☐ Order of Selection
 - ☐ Transfer to another agency (please indicate the agency): [Click here to enter text.](#)
 - ☐ Case closure (please indicate the date in which the case was closed): [Click here to enter text.](#)
 - ☐ Other (please specify): [Click here to enter text.](#)

Anticipated End Date for the above mentioned VR services (if available): [Click here to enter a date.](#)

DVRS/CBVI Representative: [Click here to enter text.](#)

Office: [Click here to enter text.](#)

Signature: _____
DVRS/CBVI Representative

Date: [Click here to enter a date.](#)

Telephone#: [Click here to enter text.](#)

Email: [Click here to enter text.](#)

Completed by Support Coordinator/DDD Case Manager and Distributed by VR Counselor

Distribution: Please send the completed form to the following Support Coordinator/DDD Case Manager at the following email address:

Support Coordinator/Case Manager: [Click here to enter text.](#)

Email: [Click here to enter text.](#)

Telephone#: [Click here to enter text.](#)

NJ Division of Developmental Disabilities
Supports Program Policies & Procedures Manual (Version 3.0)

March 2016

Individual Does Not Want to Work



**Non-Referral to Division of Vocational Rehabilitation
Services (DVRS) or
Commission for the Blind & Visually Impaired (CBVI)
Form**

In accordance with New Jersey's Employment First Policy, meaning that:
"Competitive employment in the general workforce is the first and preferred post education outcome for people with any type of disability."

The Division of Developmental Disabilities (DDD) will refer every individual to the Division of Vocational Rehabilitation Services (DVRS) or Commission for the Blind & Visually Impaired (CBVI) except when one of the following criteria is met:

- ☐ Individual is already competitively employed in the general workforce and does not need employment supports at this time or has moved onto the Long-Term Follow-Along (LTFA) phase of Supported Employment and will receive those LTFA supports through DDD
- ☐ Individual is of retirement age (65 or older)
- ☐ Medical condition/behavioral issues preclude the individual from working at this time (due to substantiated concerns about harm to self or others which cannot be appropriately mitigated by supports/services)

Please explain:

- ☐ Individual is not interested in pursuing employment at this time and understands this may result in limitations on other DDD-funded services.

Please explain what needs to change in order for the individual to pursue employment:

**NJ DEPARTMENT OF HUMAN SERVICES
DIVISION OF DEVELOPMENTAL DISABILITIES**

Name of Individual: _____

Support Coordinator/DDD Case Manager: _____

Date: _____

Employment & Transition to 21 Unit

- Employment
 - Review Prevocational Extensions
 - Review Early Retirement Requests
 - Review Requests for Additional Supported Employment \$\$
 - Collaborate with agencies to create better systems
 - Project Search
 - Going to begin Employment Resource Days in the fall

RESOURCES



Additional Work Incentives

- NJ Work Ability
 - Allows individuals with disabilities to earn a living while receiving full Medicaid benefits
- NJ WINS
 - Family Resource Network
 - Assist SSI and SSDI recipients to start/increase work while maintaining benefits
- Ticket to Work
 - Social Security Administration (SSA)
 - Meaningful employment through service providers
 - Employment Networks (EN)
 - Division of Vocational Rehabilitation Services (DVRS)

Resources

- DDD Website:
 - <https://nj.gov/humanservices/ddd/>
- DDD Employment:
 - <https://www.state.nj.us/humanservices/ddd/individuals/employment>
- DDD Support Program Manual – Section 17 for Employment Funded Services
 - <https://www.nj.gov/humanservices/ddd/assets/documents/support-program-policy-manual.pdf>

Resources

- Division of Vocational Rehabilitation Services (DVRS)
 - <https://www.nj.gov/labor/career-services/special-services/individuals-with-disabilities/>
- Planning for Adult Life (PFAL)
 - www.planningforadulthood.org
- Boggs Center
 - <https://boggcenter.rwjms.rutgers.edu>