

The Future of Work: The Changing Landscape of Employment Services

**Association for Individual Development
Family Council
5/22/25**

Agenda

- Setting the Stage
- Rates Background
- Dignity in Pay
- Home and Community Based Services
- Services Available by Division
- Resources
- Question / Answer

Rates Background

November 2020: Guidehouse delivers Developmental Disability Services Rate Study
Hourly Rates for Waiver services begin dramatic shift upward

Community Day Services (On-site)

January 2020 Hourly Rate: \$12.10

January 2025 Hourly Rate: \$20.16

Increase of 67%

Individualized Supported Employment

January 2020: \$15.19

January 2025: \$56.31

Increase of 271%

Dignity in Pay

House Bill 0793, The Dignity in Pay Act

- Passed House 5/23/24
- Passed Senate 11/21/24

Key Points:

- Gradual and responsible phase out of Subminimum Wage activity by 12/31/29
- Established Notice of Funding Opportunity (Grant Program) for providers
- Increased Personal Needs Allowance of 11,000+ CILA Residents
- Required DDD to file Waiver Amendment increasing rate for Group Supported Employment
 - January 2020 Group Supported Employment Hourly Rate: \$13.55
 - January 2025 Group Supported Employment Hourly Rate: \$24.82

Dignity in Pay

Subminimum Wage Activity - Current Agency Status:

Subminimum Wage to Competitive Integrated Employment (SWTCIE)

- 6 Agencies already receiving training, support and technical assistance
- DRS & UIUC Collaborative demonstration project

National Expansion of Employment Opportunities Network (NEON)

- 9 Agencies receiving support

Dignity in Pay Program Grant (DiP)

- Estimated 15 agencies to be selected for FY26 & 27 support

Dignity in Pay

Oversight and Reporting

Employment & Economic Opportunities for People with Disabilities (EEOPD) Taskforce

- formed Dignity in Pay Workgroup
 - examining systems transformation, equity & evaluation and resources
- responsible for developing and submitting a multi-year phase out plan
- report due July 1, 2025

Key Partners

IDHS (DDD & DRS), Illinois Council on Developmental Disabilities, Governor's Office, advocates, service providers, individuals with disabilities and other stakeholders.

Dignity in Pay = System Redesign

Home and Community Based Services

HCBS Settings Rule

- Issued by Centers for Medicare and Medicaid Services (CMS)
- Ensures people receiving Medicaid funded HCBS have full access to community life
- Promotes inclusion, choice, privacy, independence and person-centered supports

Settings Rule Requirements – Services Must:

- be integrated into broader community
- support individual choice and rights (privacy, control of resources, be free from coercion, to have dignity and respect, to have visitors, to furnish and decorate their living spaces etc)
- allow access to education, social opportunities and EMPLOYMENT

Services Available by Division

Division of Developmental Disabilities

Community Day Services (On-site and Off-site)

- Prevocational program focused on skill development and maintenance.

Traditional models of CDS centered on facility-based, fixed group instruction with limited choice.

People converge into congregate setting, stay for 5 hours and return home.

It is critical providers continue developing models which offer access to the community, flexible groupings and a variety of options based on participant preference.

People start their “program day” from their home, engage in community-based activities and use the agency facility less as a destination and more as a transition hub, as needed

Services Available by Division

Division of Developmental Disabilities

Supported Employment Program

- Vocational program designed to support maintenance of employment in integrated settings at wages that meet or exceed Illinois minimum.
 - Individualized (1:1) supports for people who hold their own job
 - Group supports for people who are in career exploration

The Group model offers a viable transition from facility-based work/non-work to supported employment at a community business.

The Individual model is available as a long-term support option for those who successfully achieve employment with the support of DRS.

Services Available by Division

Division of Developmental Disabilities

CDS and SEP services and supports can be combined.

Almost all people who receive supported employment services also attend CDS on days off or at least partial days.

Merging prevocational aspects of CDS with vocational aspects of SEP is an ideal way to develop employees, maximize community access and educate/encourage participants to consider well matched work opportunities.

CDS options: volunteerism, business exploration, employment focused curriculum, career preference assessments, resume building & job clubs

SEP option: Group Supported Employment at local businesses (hospital, office, manufacturing)

Services Available by Division

Division of Rehabilitation Services

Milestone

Short term supports for individuals with job experience

Supported Employment (SE)

Longer term supports for individuals with the most significant disabilities who have limited, or no, Competitive Integrated Employment experience

Customized Employment (CE)

Similar in duration to SE but with a focus on a negotiated position (not something posted on Indeed)

Services Available by Division

Division of Rehabilitation Services

While eligibility must be determined.....

Anyone in the HCBS Medicaid Waiver, who wants to work, is presumptively eligible for DRS Vocational Rehabilitation Services.

The desire to work, and related supports, should be included in the Personal Plan.

This can inform the plan developed by DRS – The Individualized Plan for Employment

A referral to DRS can be made online: [DRS VR Web Referral](#)

Resources

- [DDD / DRS Memorandum of Understanding](#)
- [DDD Supported Employment Program Information Bulletin](#)
- [Disability Benefits 101 \(Illinois\)](#)
- [Work Incentives Planning and Assistance \(WIPA\) program](#)
- [Illinois Council on Developmental Disabilities: Dignity In Pay Homepage](#)
- [Institute for Community Inclusion, UMASS Boston: Think Work!](#)

Question and Answer

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