



Delaware Health and Social Services



**Pathways to Employment:
Turning Passions Into Possibilities**



Delaware Health and Social Services

Pathways Started with A Vision



- To promote competitive employment as the first choice for individuals with disabilities.
- To offer more options, supports and new services, like financial coaching, for individuals with disabilities that want to work.
- To support individuals with different types of disabilities.



Delaware Health and Social Services

Pathways to Employment Overview

Medicaid program that promotes employment among teens and young adults with disabilities in Delaware.

Serves individuals with intellectual disabilities, autism spectrum disorders, visual impairments, or physical disabilities who meet specified functional criteria.

Provides services and supports to help participants get ready for work, find jobs, and succeed in the workplace.



What is Unique about Pathways?

- First of its kind program in the country designed so students with disabilities may set goals for work, find work and learn how to manage their first paycheck.
- Provides access to a menu of services to help achieve employment goals as early as age 14.
- Offers new services like financial coaching, non-medical transportation and case management specific to employment.
- Requires collaboration with Division of Vocational Rehabilitation, Department of Education, and other community partners.
- Provides students with roadmap for work.





Delaware Health and Social Services

Who is Eligible to Enroll in Pathways to Employment Program



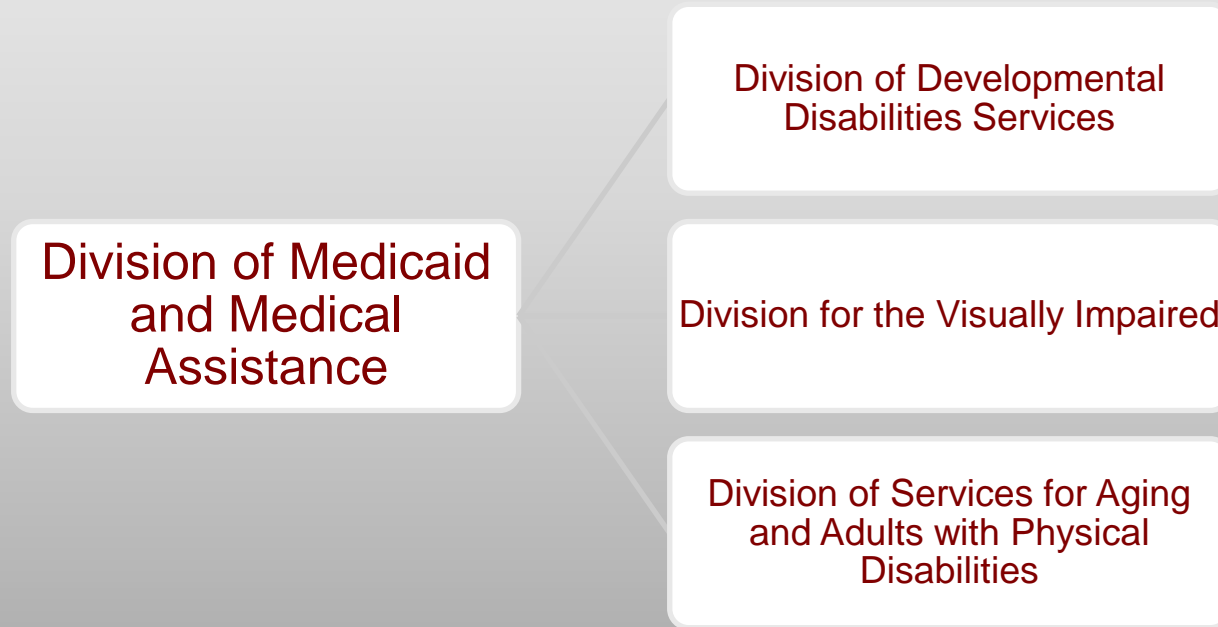
- People with disabilities in transition from school between ages 14-25 who seek work opportunities
- Must be Medicaid eligible
- Must meet specified disability criteria
- Must have specified functional limitations



Delaware Health and Social Services

Program Partners

Pathways to Employment is administered and operated cooperatively by several divisions within the Department of Health and Social Services (DHSS).



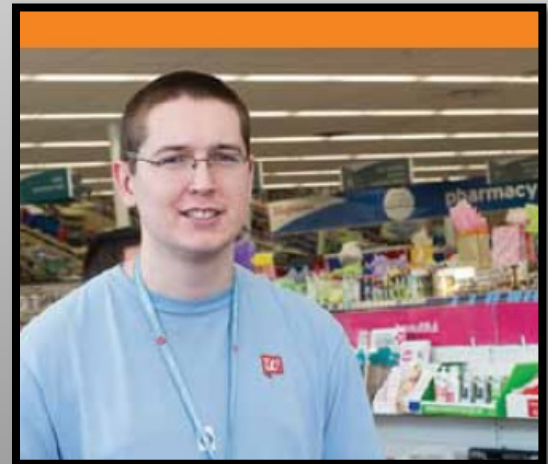
In addition, DHSS divisions coordinate with the Division of Vocational Rehabilitation and the Department of Education to make sure that Pathways to Employment participants get the supports that they need.



Available Services

Services tailored to meet needs of individual participants:

- Personal Care
- Benefits Counseling
- Supported Employment
- Career Exploration & Assessment
- Non-Medical Transportation
- Employment Navigation
- Assistive Technologies
- Financial Coaching





Employment Navigation

Employment Navigation involves performing the initial assessments to develop employment plan. It connects individuals to employment services. It ensures employment supports and services are working together; monitors employment plan. Employment navigation is conflict-free and is provided by state staff.



Delaware Health and Social Services

Career Exploration and Assessment

Career Exploration and Assessment involves person-centered employment planning services, which help individuals identify a career plan. Identifies jobs that match interests, abilities and skills.





Delaware Health and Social Services

Supported Employment – Individual

Individual Supported Employment provides one-on-one supports to participants to help them get and maintain jobs or carry out self-employment in competitive, integrated settings. Participants who receive this service have jobs that are compensated at or above the minimum wage and have benefits for the same or similar work performed by persons without disabilities.



Delaware Health and Social Services

Supported Employment – Small Group

Small Group Supported Employment includes training activities provided in regular business, industry, and community settings for groups of two to four persons with disabilities. The service emphasizes rapid job search for competitive jobs and provides work experiences that help participants to develop strengths and skills.



Benefits Counseling

Benefits Counseling assists participants in understanding the impact of their wages on benefit programs. It helps them make informed choices and use work incentives and other tools to help achieve self-sufficiency through work.



Delaware Health and Social Services

Financial Coaching

Financial Coaching is available to develop financial strategies identified through benefits counseling; to help understand tax credits; and to increase clients' economic self-sufficiency.



Delaware Health and Social Services



Delaware Health and Social Services

Non-Medical Transportation

Non-Medical Transportation is available to participants who have no other means to get to work. Whenever possible, family members, friends, carpools, ride shares, or community agencies must be used. This service is offered in addition to the medical transportation that is provided as a Medicaid State Plan service.



Personal Care

Personal Care provides assistance with activities of daily living (bathing, dressing, personal hygiene, transferring, toileting, skin care, eating, and mobility) needed by participants to get ready for work, while at the workplace, and/or in getting to and from work. The service can be provided by an agency or by an attendant hired and supervised by the participant.

Participants enrolled in Diamond State Health Plan Plus may also be authorized by their Managed Care Organization (MCO) to receive personal care through that program and may use it for work-related needs, if they so choose. Personal care services in addition to what the MCO may authorize may be provided through Pathways to Employment.



Delaware Health and Social Services

Orientation and Mobility

Orientation and Mobility provides one-on-one training to participants to help them develop the skills needed to travel independently and safely through the use of white canes, guide dogs, or other equipment.





Delaware Health and Social Services

Pathways to Employment can take you where you want to go.



Delaware Health and Social Services



Delaware Health and Social Services

How to Enroll or Get More Information

Phone

- Delaware Aging and Disability Resource Center (ADRC)
- 1-800-223-9074

Email

- Delaware Aging and Disability Resource Center (ADRC)
- DelawareADRC@state.de.us

Web

- Pathways to Employment Webpage
- www.dhss.delaware.gov/dsaapd/pathways.html