DEVELOPMENTAL SERVICES
HABILITATION & SUPPORTED EMPLOYMENT

ARLINGTON
VIRGINIA
Human Services

Developmental Services (DS) is one of two programs that comprise the Clinical and Developmental Services Bureau. The Bureau is housed in the Aging and Disability Services Division (ADSD) of the Department of Human Service and supports case management, habilitation and employment services to Arlington County residents with a qualifying Developmental Disability (DD), including Intellectual Disability (ID).

Habilitation Services are comprised primarily of center and community-based day support. Individuals are provided opportunities for peer interactions, community integration, targeted skill-building, career planning, enhancement of social networks, and the acquisition or retention of self-help skills.
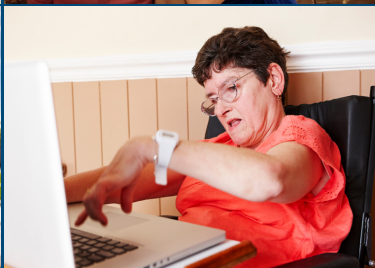
Types of employment support include:

Group Supported Employment (GSE)
- Two to eight individuals with disabilities supported by a job coach
- Integrated employment setting
- A staff ratio of no greater than 1:8 provided in community settings

Individual Supported Employment (ISE)
- One-to-one drop-in support from a qualified job coach
- Integrated employment setting
- Compensated at or above minimum wage
- Opportunities for growth and advancement

Arlington Developmental Services ascribes to Employment First, which asserts that all individuals with varying levels of abilities can work in competitive and integrated employment settings with support. Under Competitive and Integrated Employment (CIE), individuals are compensated at or above minimum wage with the same level of benefits and opportunities for advancement as employees without disabilities.

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DHS Vision: A just and equitable community that is healthy, safe, and economically secure, and free of systemic racism.

Waiver or local funding for employment and habilitation services covers:
- Group day support
- GSE and ISE
- Job development and coaching
- Transportation to day support

Local funding for employment and habilitation services:
- Does not have a DD Medicaid Waiver
- Age 22 years and older
- Must reside in Arlington County

All contracted and DD Medicaid Waiver providers are required to comply with the Department of Behavioral Health and Developmental Services (DBHDS), Department of Aging and Rehabilitative Services (DARS), and the Department of Medical Assistance Services (DMAS) and federal Centers for Medicare and Medicaid Services (CMS) licensure and other regulatory requirements.

DEVELOPMENTAL SERVICES
EMPLOYMENT ACESS PROGRAM

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WHAT IS THE EMPLOYMENT ACCESS PROGRAM?

Employment Access is an employment readiness program that provides opportunities for individuals receiving developmental services to develop skills that enhance employability and build a successful foundation to achieve and sustain future employment.

ELIGIBILITY:

- Age 22 and older

- Has an interest in employment

- Demonstrated need for skill development, peer socialization, self-help skills, community integration, adaptation, and career planning.

OPPORTUNITIES:

- Develop and practice skills necessary to work in a team-driven environment and network in the wider Arlington community.

- Develop soft skills for communication, critical thinking, problem-solving, time management, and adaptability.

- Practice skills necessary for a successful interview process.

BENEFITS OF EMPLOYMENT ACCESS:

- Targets barriers to employment.
- Supports the development of skills employers often seek.
- Improves skill development, socialization, and self-help skills.
- Provides a foundation for meaningful employment.
- Improves individual employability.

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DEVELOPMENTAL SERVICES
SUPPORT COORDINATION

ARLINGTON VIRGINIA
Human Services

The Developmental Services (DS) Bureau, housed in the Aging and Disability Services Division (ADSD), provides Support Coordination to Arlington County residents with a qualifying Developmental Disability (DD), including Intellectual Disability (ID).

WHAT IS SUPPORT COORDINATION?

Person-centered case management support to individuals of varying disabilities ages three years and older. Support Coordination activities are designed to assist the individual in accessing needed social, educational, vocational, residential, psychiatric, and medical supports essential for living in the community in the most integrated and least restricted setting.

SERVICES PROVIDED

- Developing Person-Centered Plans (PCP) with input from the individual and support team.
- Coordinating and planning services and supports with other agencies and providers.
- Linking individuals to community-based services and supports specified in the PCP.
- Enhancing community integration; increasing individual's community access and involvement.
- Monitoring implementation of the PCP.
- Monitoring the quality of services, as well as individual and/or guardian satisfaction of services.

TRANSITION TO ADULT SERVICES:

Collaboration with Arlington Public Schools to assist students receiving special education services in transitioning from school to adult day support or employment services.

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COSTS:

Support Coordination is a Medicaid funded service billable to the Virginia Department of Medical Assistance Services (DMAS) for recipients of Medicaid. For individuals not eligible for Medicaid, case management services are billed by the County to the individual on a sliding scale and are based on the individual's income.

ELIGIBILITY:

- Have a documented diagnosis of a developmental disability (DD), including Intellectual Disability (ID) with age of onset prior to age 22 (18 for ID) as defined in the Code of Virginia (12VAC30-122-20. Definitions)
- Meet requirements for adaptive functioning deficits as determined by a qualifying assessment tool such as the Vineland-III Adaptive Behavior Scale, as defined in the Code of Virginia (12VAC30-122-20. Definitions)

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DEVELOPMENTAL SERVICES
SELF-DIRECTED SERVICES

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The Developmental Services (DS) Bureau, housed in the Aging and Disability Services Division (ADSD), promotes self-directed services that promote self-determination for Arlington County residents with a qualifying Developmental Disability (DD), including Intellectual Disability (ID).

WHAT ARE SELF DIRECTED SERVICES?

Self-Directed Services (SDS) represent a national transformation in service delivery models that have been propelled by the self-determination movement, which advocates for people with disabilities, and their guardians, to have greater control across all aspects of the individual's meaningful day activities. Through this service model, an adult with a developmental disability (DD) and their parent or legal guardian decide how best to use funds to support an individual's access to community services and activities.

USE OF FUNDS FOR SDS

Self-Directed Services funds are intended to be used by family representatives to support an individual's access to community-based services. At least seventy-five percent (75%) of funds expended must be used for services in the community, such as volunteer activities, travel training and recreational activities.

SUPPORTS & SERVICES

- Families receiving SDS will be required to sign a service agreement before receiving funds.
- Self-Directed Services funds may be provided to parents, legal guardians, or authorized representatives quarterly; receipts will be requested before the distribution of funds for the next quarter.
- Applications for SDS must be completed by the assigned Support Coordinator.
- Individuals receiving SDS must simultaneously receive Active Support Coordination, which requires an annual Individual Support Plan (ISP).
- Funding for Self-Directed Services will be distributed and reconciled according to the County's fiscal calendar (July 1st – June 30th).

ELIGIBILITY

- Must be an Arlington County resident
- No longer receiving educational services through Arlington Public Schools
- Ages 22 years and older
- Eligible for Developmental Services
- Not actively assigned to a DD Medicaid Waiver
- Not actively receiving any other locally funded services

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DEVELOPMENTAL SERVICES
RESIDENTIAL SERVICES

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Intensive Residential Services:

- Services are provided across 24 hours, seven days a week in licensed residences such as group homes and, in some instances, apartment settings.
- Individuals are supported in acquiring, retaining, and improving self-help and adaptive skills and socialization to aid community living.
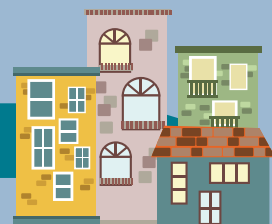
Supervised Residential Services:

- Services are provided in an apartment setting but can be provided in a single-family dwelling.
- The setting and the provider are both licensed by the Virginia Department of Behavioral Health and Developmental Services (DBHDS).
- The residential provider is required to be available to the individual across 24 hours, seven days a week, as needed or as indicated in the annual support plan.
- Individuals are equally supported in acquiring, retaining, and improving self-help and adaptive skills and socialization to aid community living.

Supportive Residential Services (in-home supports):

- The setting for services includes the individual's own home, family home, and/or community setting.
- Services are intended to support or supplement primary care that is provided by a family member or other unpaid caregiver.
- Services are delivered on an hourly basis and are not typically across 24 hours, seven days a week.
- This service is licensed by DBHDS.

Residential Services Eligibility:

- Must be an Arlington County Resident.
- Must be referred by a Support Coordinator.
- Most residential services are funded by the DD Medicaid Waiver.

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There are three (3) Intermediate Care Facilities (ICFs) in Arlington County. These homes are licensed by the Virginia Department of Health (VDH) and funded exclusively by DMAS.