



DODD Blueprint - Final Report



**Department of
Developmental
Disabilities**

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Introduction to the DODD Blueprint - Final Report

Celebrating Progress and Empowering Lives

The Ohio Department of Developmental Disabilities (DODD) Blueprint Final Report tells a story of partnership and progress for Ohioans with developmental disabilities and how they chose to have a meaningful day. The report reflects the people working tirelessly to improve lives and the initiatives designed to help people thrive. At the heart of this story are the lives of Ohioans with developmental disabilities.

Thank you to those who made up the Adult Day and Employment Services Workgroup, also known as the Blueprint Workgroup. This group, formed in January 2020, brought together diverse voices – people with developmental disabilities, families, advocates, providers, and government agencies – united by a common goal: improving adult day and employment services in Ohio. They recognized that these services are not just about providing care but about fostering independence, unlocking potential, and creating a world where everyone can contribute and belong.

For over two years, the Blueprint Workgroup dedicated its time to examining data, sharing stories, and crafting recommendations that would make a real difference in the lives of Ohioans with developmental disabilities. Their dedication resulted in the “DODD Blueprint Proposal Improving Adult Day Support Services, Transportation Services, and Strengthening Competitive Integrated Employment Outcomes”, a roadmap for change published in July 2021. This proposal didn’t just sit on a shelf; it became a blueprint for action.

DODD embraced the Blueprint Workgroup’s recommendations, establishing Implementation Teams and launching innovative initiatives to bring the vision to life. These projects are about more than just dollars and cents; they’re about ensuring that Ohioans with developmental disabilities have access to the support and opportunities needed to build a meaningful life—whether through meaningful employment, access to transportation, or daily support. The results of the Blueprint work are transforming the lives of people with disabilities by ensuring that services are designed to promote autonomy, foster personal growth, and strengthen community connections.

The Blueprint Workgroup's legacy lives on in these ongoing efforts, demonstrating a deep commitment to empowering individuals, strengthening communities, and building a brighter future for all Ohioans. Every step forward is a step toward creating a state where people with developmental disabilities are fully included, valued, and able to achieve their goals.

This report is a testament to the power of collaboration, the importance of listening to those we serve, and the unwavering belief in the abilities of people with developmental disabilities. It’s a celebration of progress and a call to action to continue the journey toward a more inclusive Ohio.

Blueprint Workgroup Timeline

This timeline outlines the comprehensive process undertaken by the [Blueprint Workgroup](#) to develop and implement strategies to enhance adult day support services, transportation options, and employment opportunities for people with developmental disabilities. From inception in 2020 through to the final stages in 2024, this document illustrates the collaborative effort and significant achievements realized through the Blueprint initiative.

- January 2020: Blueprint workgroup established.
- February 2020 – July 2020: Stakeholder engagement and education conducted. Blueprint group reviewed data and research to develop systems drivers and workgroup priorities.
- August 2020: Blueprint Recommendation Committees formed (Funding, Work, Non-Work, Transportation, QA and Governance, Communication).
- January 2021: 15 Recommendations submitted to DODD.
- January 2021 – April 2021: Stakeholder engagement on proposals.
- May 2021: [Blueprint Proposal](#) Report published and workgroup ended.
- May 2021 – August 2021: Blueprint Implementation Team Formation (Rule and Waiver, Communications, and Training + TA).
- October 2021 – June 2024: Blueprint implementation began work to implement the proposal. Meetings intermittent.
- December 2022: Adult Day Support Proposal submitted to implementation teams.
- January 2023 – March 2023: Adult Day Support Proposal feedback period.
- April 2023: Rate changes aligned with FY 24-25 budget proposal.
- April 2023: Employment Proposal submitted to implementation teams.
- April 2023 – May 2023: Employment Proposal feedback period.
- July 2023: House Bill 33 signed by Governor DeWine finalizing the FY 24-25 budget.
- August 2023: Pre-Vocational and GES Workgroup established to finalize next steps of services changes to Non-Medical Transportation, Vocational Habilitation, and Group Employment Supports.
- April 2024: Submitted proposal to Pre-Vocational and GES Workgroup (including NMT to CIE) related to NMT, Group Employment Supports, and Vocational Habilitation
- August 2024: End of all formal Blueprint Implementation Teams.

What We've Accomplished

This section details the Blueprint's transformative impact on adult day support, transportation, and employment services. Through strategic planning, collaboration, and targeted investments, significant progress has been made in enhancing the lives of people with developmental disabilities.

This section also outlines ongoing and future initiatives aimed at further optimizing service delivery, including refining existing services, exploring new technology applications, and strengthening interagency collaboration.

Areas of Work	Blueprint Proposal	Accomplishments	Future Work
Waiver and Amendment and Rule	Identify rates for Basic Employment Skills Training service. Rules become effective and the Vocational Habilitation Service ends	<ul style="list-style-type: none"> DODD secured a contract with Milliman in March 2022 and Deloitte in January 2023 to implement all items outlined within the Blueprint proposal. 	<ul style="list-style-type: none"> Evaluating if the Supports Intensity Scale could replace the Ohio Developmental Disability Profile (ODDP) and the Acuity Assessment Instrument (AAI). Basic Employment Skills Training service will replace the Vocational Habilitation service New rates within Non-Medical Transportation service to get people to/ from competitive, integrated employment locations Ongoing evaluation of ADS Quality Pilot to identify outcome measure and funding structure that could be added to future waiver amendment for the adult day support service Develop stand-alone service for benefit education and analysis
	Outline changes to state appropriations, local financing, AAI, budget limitations, and new rate calculations	<ul style="list-style-type: none"> Milliman worked with DODD and stakeholders to identify the agreed-upon rate changes and service design. 	
	Modify Career Planning Service	<ul style="list-style-type: none"> Data Sharing Agreement with OOD - October 2021 	
	Develop a stand-alone service for Benefits Analysis	<ul style="list-style-type: none"> Self-Directed Transportation service effective July 2022 	
	Modify Adult Day Support Service Rule	<ul style="list-style-type: none"> Updated Employment First Rule - June 2023 	
	Modify Group Employment Supports Service	<ul style="list-style-type: none"> \$21.2 million ARPA funding secured for Blueprint Implementation of the Adult Day Support Quality Pilot: September 2023 	
	Modify Individual Employment Support Service rule	<ul style="list-style-type: none"> Rate increases for day and employment services in January 2024 and July 2024 	
	Develop self-directed transportation service	<ul style="list-style-type: none"> Career Planning and Individual Employment Supports service rates aligned with Opportunities for Ohioans with Disabilities rate - January 2024 	
	Modify Employment First Rule	<ul style="list-style-type: none"> Outcomes payments added to Career Planning service - July 2024 	
	DODD will evaluate the Employment First Partnership and data related to people dually eligible	<ul style="list-style-type: none"> Outcome payments added to Individual Employment Service - July 2024 	
	Develop a standard measurement tool/rubric around quality work, non-work, and transportation services.	<ul style="list-style-type: none"> ADS Quality Pilot began and 100 funded providers: October 2023 	
	Modify county board administration and provider certification rules to incorporate the use of the standard measurement tool/rubric around quality work, non-work, and transportation services.	<ul style="list-style-type: none"> Employment Quality Pilot began March 2024. Providers received funding May 2024. 	

Areas of Work	Blueprint Proposal	Accomplishments	Future Work
Training and Resources	Create a phase-in plan for each new or modified rule/service that identifies timelines for training and technical assistance, county board accreditation, provider compliance reviews, annual reviews/renewals of plans, and new plans. DODD expects it could take up to 12-18 months for system to transition to new rules and be in full compliance. Training and technical assistance will start before a new rule becomes effective.	<ul style="list-style-type: none"> Secured through competitive selection contract with the Ohio Center on Autism and Low Incidence (OCALI), 26 documents and resources to support Blueprint goals and objectives have been created (November 2021 through now). These documents and resources can be accessed here and here, as well as on the Employment First website. OCALI, through funding from DODD, released the age-appropriate transition assessment guide - May 2022 DODD created Regional Support teams that consist of subject matter experts from DODD to support people with developmental disabilities, families, guardians, providers, and county boards of developmental disabilities - September 2021 The Community Life Engagement team has hosted regional Community of Practice meetings that serve as training and information sharing from January 2017 to now. Statewide Transportation Training completed - April 2019. Working regionally in 2024/25 to convene Transportation Summits across the state. The first happened in April 2024 in NW Ohio. Creation of Establishing Families as Partners. Commitment Forms signed by Employment First Agency Directors June 2023. This project was developed through the Employment First Initiative to focus on and honor the value and importance of the families of students going through the transition process. 	<ul style="list-style-type: none"> As new or modified rules/services are released, training, technical assistance, and communication will be prioritized. A Quality and Innovation Communications and Training Team, comprised of stakeholders and DODD staff, will continue to focus on training and communications needs as we move forward. Continued regional efforts to support innovative approached to transportation planning, in collaboration with ODOT's Mobility Managers and other organizations.
	Create and implement a toolkit for SSAs and other team members to support a student in their transition from school to adulthood (include: STABLE account)		
	Regional TA - develop training cohorts based on regions that focus on training and resource sharing around new and modified services. (Training will include all services in the adult day array including transportation and assistive technology)		
	Develop required statewide training for county boards and providers to promote consistency and understanding of all available transportation resources.		
	DODD/ODE/ODD/JFS will complete statewide training on collaborative post-secondary options for people with developmental disabilities. An invitation will be extended to the Ohio Department of Higher Education.		

Areas of Work	Blueprint Proposal	Accomplishments	Future Work
Training and Resources Continued		<ul style="list-style-type: none"> • Pathways to Careers Project implemented December 2022 – June 2024. University of Cincinnati, the Ohio State University Nisonger Center, Auburn Career Center, and Youngstown State University were selected to develop access to credentialization and apprenticeship programs for people with developmental disabilities to find new pathways to careers. • Multi-Agency Planning Teams and Resources: This project began in 2015 through the Employment First Initiative, and in 2017 began to focus on establishing MAP Teams across the state focused on streamlining and innovating secondary transition for students with developmental disabilities. There are now 25 active MAP Teams across Ohio. • Pre-ETS Partnership: Led by Opportunities for Ohioans with Disabilities (OOD), this partnership includes DODD, county boards, and schools, focusing on supporting students 14 and older with transition-related training and access to a variety of work-based learning. 	

Areas of Work	Blueprint Proposal	Accomplishments	Future Work
Other Items	Continue Employment First Taskforce's work on the Transition Vision Work Plan. Continue Employment First Multi-Agency Planning teams focused on youth transitioning to adulthood.	<ul style="list-style-type: none"> • Employment First Taskforce continued to meet regularly and implement the Transition Vision Workplan. Updated July 2024 to include a focus on early transition practices. • Multi-Agency Planning teams began in 2015 through the Employment First Initiative, and in 2017 began to focus on establishing MAP Teams across the state focused on streamlining and innovating secondary transition for students with developmental disabilities. There are now 25 active MAP Teams across Ohio. • Establishing Families as Partners was developed through the Employment First Initiative to focus on and honor the value and importance of the families of students going through the transition process. • DODD continues engagement with the Ohio Department of Transportation (ODOT) on Mobility Ohio • DODD dedicated funds to Innovative Technology Solutions project starting in FY 22 and work continues today. Transportation solutions were piloted. • Communication implementation team created in October 2021. • Provider capacity efforts have been a priority in the following budget years: <ul style="list-style-type: none"> » FY 22-23 (funds allocated and # of grantees/contracts) <ul style="list-style-type: none"> • Building Innovation Service Models: \$500,000 for 10 Providers and 3 Subject Matter Experts SMEs • Employer Transformation: \$250,000 for 4 Providers and 2 SMEs 	<ul style="list-style-type: none"> • A Quality Communication and Training Team will continue to meet intermittently, to focus on training and communication needs as we move forward. • The Employment First Taskforce will reconvene the Employment First Advisory Committee to regularly include new voices and ideas in the Employment First work.
	Continue cross-system agency training and family training for youth with developmental disabilities.		
	DODD continues to work on Mobility work with ODOT and other health and human service organizations.		
	Develop interagency agreement with ODOT - increase education opportunities and identify local transportation resources.		
	Allot funding to pilot transportation technology solutions statewide.		
	Create communication committee to create and update resources that build a foundation of knowledge to help education those who are part of Ohio's developmental disability system related to the work and implementation of the blueprint recommendations.		
	Continue provider capacity-building efforts		
	DODD ICF team will convene a small group discussion to identify future ICF reimbursement workgroup priorities and impact on ICF residents.		
	Evaluate potential for IAA with OhioMHAS regarding mental health day treatment and multi-system adults.		
	Evaluate current DODD service rules to allow nursing to occur across all settings (residential, day, employment, and transportation)		
	Conduct research regarding professional services available through Medicaid State Plan and identify a plan to bridge the gap between Medicaid State Plan services and adult day array services available through IO, Level 1, and SELF.		
	DODD will offer implicit bias training for service providers and county boards.		

Areas of Work	Blueprint Proposal	Accomplishments	Future Work
Other Items Continued	Aggressively increase the use of technology across service delivery array to more efficiently and effectively serve more people.	<ul style="list-style-type: none"> » FY 24-25 (funds allocated and # of grantees/contracts) <ul style="list-style-type: none"> • Innovating Inclusive Supports; \$500,000 for 4 providers to work toward supporting more people with complex needs in their communities. • Employer Transformation: \$50,000 for an SME to support 15 providers across the state to focus on next-level transformation and business operations. • Transition to Adult Healthcare and Digital and Financial Literacy; \$145,000 for 2 contractors to build and implement Transition to Adult Healthcare and Digital and Financial Literacy modules to be included in the Community Life Guide on the Employment First website. • Building Capacity-Group Employment Supports: \$250,000 for 3 providers and 2 SMEs to develop business models that will support expanded capacity within the HCBS waiver service, Group Employment Supports. • Partnership with ODMHAS on multi-system adults – June 2021 • Private Duty Nursing, as well as Medicaid Home Health Nursing, can be provided while a person is attending day services at a facility or in the community- December 2021 	
	Consult with Strategic Analytics and Innovation Division to identify possible performance metrics to incorporate into monitoring service implementation and training. Incorporate new metrics into strategic plan in FY 23.		
	Develop MOU/IAA between EF Taskforce agencies specifically around transition from school to adulthood (data collection and outcome monitoring)		
	Allot funding to pilot transportation technology solutions statewide.		
	Strengthen interagency agreements with OOD, identify key performance measures.		
	Target, support, and promote minority service providers, people served, and families.		

Areas of Work	Blueprint Proposal	Accomplishments	Future Work
Other Items Continued		<ul style="list-style-type: none"> Research and training on services available through Medicaid State Plan: December 2021 – now. Policy to Practice, a forum of professionals and family members developed to support people with more complex needs accessing services, has a monthly meeting to explore the issue. In October 2023, the group sponsored a summit that included representation from ODM, DODD, and providers to spotlight the issue. Technology First Rule - Effective April 2022 Ohio Governor Mike DeWine and the 134th General Assembly allocated \$1.6 million towards expanding Technology First in Ohio while creating the Technology First Taskforce and the Technology First Advisory Committee - July 2021. July 2023, for FY24/25, \$3.2 million was allocated for innovative technology projects. Also in FY 25, \$2 million in ARPA funds were dedicated to Transformative Technology grants focused on health-related outcomes for people with developmental disabilities. Development of Ohio LifeCourse Nexus Team to improve support and service to people with disabilities and their families - July 2022. Yearly Innovation Series hosted by DODD since 2017. 	

Thank You and Next Steps

DODD extends its gratitude to all members of the Blueprint for Adult Day and Employment Services Work Group. Your insights and collaboration have been invaluable in advancing the mission of the Department of Developmental Disabilities and completing the items outlined within the Final Blueprint Proposal. Together, we've achieved significant milestones, and your commitment to this cause has made a lasting impact on our community.

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Michael Richards, People First of Ohio
Nancy Richards, Clearwater COG
Tom Rickels, X-Excel
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Gary Tonks, Arc of Ohio
Kraig Walker, Arc of Ohio and People First of Ohio
Kelsi Weaver, Advocate
Drew Williams, Summit Board of Developmental Disabilities
Annette Wood, X-Excel

Thank you for your hard work, passion, and partnership throughout this journey. We are happy to close this chapter with you and we look forward to continuing this important work together in the future. As we move forward, we are committed to engaging you in our future work through regular rule-making processes. Your insights and feedback are essential in shaping policies that truly reflect the needs of Ohio's developmental disability system.