



Building a Meaningful Life

The Value of Work + Community

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Office for Citizens with Developmental Disabilities
January 20, 2026



Agenda

History

Introduction of Community Services

- Community Life Engagement
- Community Career Planning
- Individual Supported Employment

Spotlight: Volunteers of America

- CLE “Geaux Group”

Spotlight: Terrebonne Arc

- Individual Supported Employment



History

- **2011: OCDD adopted an *Employment First* philosophy**
 - *Employment First* is not to say that Employment is the **only** service option
 - Every individual of “working age” through the ***Person Centered Process (PCP)*** should identify their “path” to community employment.
 - No more asking “Can you work?” but “What are you good at and where do your interests lie?”
 - It’s more about learning about employment and figuring out where you fit in your community and planning for it!
- **2014: Home and Community Based Services Settings Rule (HCBS Settings Rule)**
 - *“The setting is integrated in and supports full access of individuals receiving Medicaid HCBS to the greater community including opportunities to seek employment and work in competitive integrated settings, engage in community life, control personal resources, and receive services in the community to the same degree of access as individuals not receiving Medicaid HCBS.”*
- **2024: “Vocational Redesign” finalized**
 - Included adding “community” components to day and employment services
 - Aligned day and employment services across the adult OCDD waivers

Redesigned Waiver Services

Each of the three OCDD adult waivers - NOW, ROW, and Supports Waiver - includes the new and improved “Day and Employment” services.

- **Community Life Engagement**
- **Community Career Planning**
- **Individual Supported Employment**





Community Life Engagement



Engagement/Employment/Independence



Goal of Community Life Engagement

Community Life Engagement aims to support individuals to explore their interests and build lasting connections, ensuring they can fully participate in the events and activities that make a community feel like home and thereby creating a meaningful day!

A “meaningful day” is about self-empowerment, learning, and developing skills, with a goal of helping people realize who they are, what they are capable of, and how they can connect with other people.



Key Facts About Community Life Engagement

- Considered the “community” component of Day Habilitation
- Small group of 1:2-4 friends with common interests
- Staff is present to support the individual, facilitate connections, and encourage engagement and participation in their choice of activities
- Volunteering is an important aspect of this service
- Delivered by a Day Habilitation provider
- All adults in the SW, ROW and NOW who want to build a meaningful day!

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Community Career Planning



Engagement/Employment/Independence

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Goal of Community Career Planning

Community Career Planning is designed to support an individual in exploring their community and getting a sense of their interests and skills as well as gaining employment experience and learning about employment opportunities.



Key Facts about Community Career Planning

- Considered the “community” component of Prevocational services
- Small group of 1:2-4 individuals for certain activities of the service or 1:1 for individual activities
- Job Specialist is present to support the individual and facilitate
- Volunteering, mentoring, apprenticeships, internships are important parts of this service
- Delivered by a “prevocational” provider or “supported employment” provider
- All adults in the SW, ROW and NOW who think they want to work but may not know where they want to work



Individual Supported Employment

Engagement/Employment/Independence



Goal of Individual Supported Employment

Individual supported employment is designed to help individuals with significant disabilities find and keep competitive jobs in their communities, matching their strengths, interests, and goals, while providing ongoing support like job coaching, training, and follow-up to ensure long-term success, independence, and community integration.

It focuses on individuals working in typical work settings where they interact with non-disabled peers, promoting economic self-sufficiency, improved self-esteem, and a more inclusive society.



Key Facts about Individual Supported Employment

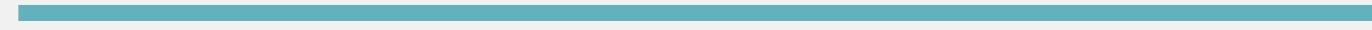
- Provided 1:1 to individuals in the NOW, ROW or Supports Waiver who want to work!
- Consists of 5 distinct services:
 - Work Based Learning Experience
 - Job Development and Placement
 - Initial Job Support and Stabilization
 - Extended Job Supports
 - Follow Along Supports
- Delivered by an Individual Supported Employment provider/job specialist who has received the approved SE training
- Supported employment aims to create fulfilling lives by enabling people with disabilities to be valued, contributing members of the workforce and community

Contact Information

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Thank you

