

AHCCCS & Employment First

Employment First: Topics & Tactics

AHCCCS & DDD Employment Policies

Policy	Purpose
AHCCCS ACOM Policy 447	This Policy establishes standards and requirements for the delivery of employment services.
AHCCCS AMPM Policy 1240-J	This Policy establishes requirements regarding the provision of employment services and support services for ALTCS members.
DDD Employment Services 1240-J	This policy establishes the requirements for and describes covered employment services and support services for Division members enrolled in the Arizona Long Term Care Services (ALTCS) program.

Employment First in AHCCCS Policy:

The Arizona Employment First Executive Order (2017-08) requires State agencies that provide services and supports to persons who have disabilities to implement Employment First principles and practices and to coordinate efforts to improve employment opportunities for working-age adults who have disabilities. AHCCCS is a required and vital partner in Arizona's Employment First initiative. Contractors (health plans) are required to adopt the following principles and ensure service planning and service delivery aligns with these principles:

1. Employment is the first and expected outcome for all working aged Arizonans who have disabilities.
2. Members who have disabilities will have access to competitive integrated work settings.
3. Members receive information to help them make informed decisions about employment, including, but not limited to, the following:
 - a. Employment supports and services,
 - b. Knowledge about the value of employment on their quality of life,
 - c. Understanding of how work affects public benefits and resources so that employment remains an option to the member without fear of losing essential benefits,
 - d. Focusing on an individual's strengths and interests, and
 - e. Considering appropriate supports and services such as supported and customized employment and assistive technology.
4. Supports and services that are long-term, if needed, are made available for members to be successful in the workplace.

Websites:

- **Arizona Health Care Cost Containment System (AHCCCS)** – <https://www.azahcccs.gov/>
- **Division of Developmental Disabilities (DDD)** – <https://des.az.gov/ddd>

If you have any questions about AHCCCS Employment Services, please contact Adam Robson, Employment Administrator, at adam.robson@azahcccs.gov.

If you have any questions about DDD Employment Services, please contact Kelly Thomas, Employment Services Manager, at kellythomas@azdes.gov.