

**Enhancements to *Creating a Diverse Workforce for People with Developmental Disabilities* Scope of Work
Recommendations for New Grant Solicitation**

Current Specifications	<i>Proposed Enhancements in Red Italics</i>
Part 2	Part 2
Total Amount Available \$150,000	<i>Total Amount Available \$125,000</i>
Renew contractors for year 2 and year 3, based on performance	Renew contractors for year 2 and year 3, based on performance
Multiple awards may be made	Multiple awards may be made
<p>Eligible: The solicitation is open to the following organizations/agencies that are interested in hiring workers with developmental disabilities within Arizona:</p> <ul style="list-style-type: none"> • Governmental agencies • Tribal governments • Non-profits, for profit businesses, and LLCs • Colleges and Universities 	<p>Eligible: The solicitation is open to the following organizations <i>that will develop a new and innovative practice, or a practice that has proven effective elsewhere but has not been implemented in Arizona and one that will lead to employment of workers with developmental disabilities.</i></p> <ul style="list-style-type: none"> • Governmental agencies • Tribal governments • Non-profits, for profit businesses, and LLCs • Colleges and Universities
<p>Ineligible Organizations: An organization that receives funding from the (Arizona) Developmental Disabilities Division or Rehabilitation Services Administration – Vocational Rehabilitation to employ people with disabilities is not eligible to apply; however, the applicant may partner with either funded program as part of its initiative. This partnership must be described in the program narrative under Part 4.</p>	<p>Ineligible Organizations: <i>Organizations that receive funding from the Arizona Developmental Disabilities Division (DDD) or Vocational Rehabilitation (VR) to employ people with disabilities may only be eligible if the organization partners with another Arizona entity that does not receive funding from either DDD or VR.</i></p> <p>The partnership must be described in the program narrative under Part 4.</p>
<p>Employment: For the purpose of this scope of work, employment for people with developmental disabilities means a job of at least 20 hours per week earning competitive wages in an integrated setting. Group Supported Employment where groups of individuals with developmental disabilities are trained and hired by a provider to work in a business will not meet the expected employment outcomes of this grant.</p>	<p><i>Employment: For the purpose of this scope of work, new activities and strategies implemented by applicant will result in employment for people with developmental disabilities in a job of at least 20 hours per week earning competitive wages in an integrated setting.</i></p> <p><i>The applicant organization does not have to be the hiring organization.</i></p> <p>Group Supported Employment where groups of individuals with developmental disabilities are trained and hired by a provider to work in a business <i>will not meet the requirements of this solicitation.</i></p>
Part 3	Part 3
<p>The Council will consider funding the following Activities that do not supplant the Applicant’s current funding and is not duplicative.</p>	<p><i>The Council will consider funding the following Activities and only those that do not supplant the Applicant’s current funding and programming that is not duplicative.</i></p> <p><i>In addition, the Council will consider funding a Developmental Disabilities population activity that is not funded under the Division of Developmental Disabilities or Vocational Rehabilitation.</i></p>
<p>Diversity Training to Include Developmental Disability:</p> <ul style="list-style-type: none"> • Internal diversity training on successful inclusion of workers with developmental disabilities in the workplace, including job carving, reasonable accommodations, communication techniques, on-the-job supports, customized employment, and strengths of a diverse workforce, among others; • Organization training that is made accessible to workers with developmental disabilities • Training on how to provide one-on-one job supports 	<p>Diversity Training to Include Developmental Disability:</p> <ul style="list-style-type: none"> • Internal diversity training on successful inclusion of workers with developmental disabilities in the workplace, including job carving, reasonable accommodations, communication techniques, on-the-job supports, customized employment, and strengths of a diverse workforce, among others; • Organization training that is made accessible to workers with developmental disabilities • Training on how to provide one-on-one job supports
<p>Recruitment</p> <ul style="list-style-type: none"> • Staff time to build relationships with disability employment providers, schools, and state agencies (e.g., the Rehabilitation Services Administration – Vocational Rehabilitation and Department of Employment and Rehabilitation Services, the Division of Developmental Disabilities, Arizona Department of Education) • A PR campaign to promote employment opportunities for workers with developmental disabilities 	<p>Recruitment</p> <ul style="list-style-type: none"> • Staff time to build relationships with disability employment providers, schools, and state agencies (e.g., the Rehabilitation Services Administration – Vocational Rehabilitation and Department of Employment and Rehabilitation Services, the Division of Developmental Disabilities, Arizona Department of Education) • A PR campaign to promote employment opportunities for workers with developmental disabilities
Hiring Processes	Hiring Processes

<ul style="list-style-type: none"> • Creation of accessible application and interviewing processes and procedures • Staff time to customize position to the employee • Creation of expansion of apprenticeship programs for people with developmental disabilities 	<ul style="list-style-type: none"> • Creation of accessible application and interviewing processes and procedures • Staff time to customize position to the employee <p>Creation of expansion of apprenticeship programs for people with developmental disabilities</p>
<p>Retention</p> <ul style="list-style-type: none"> • Time to provide on-the-job supports when needed • Training on benefit counseling and other resources • Assistance with transportation for new hires until sustainable transportation options are located 	<p>Retention</p> <ul style="list-style-type: none"> • Time to provide on-the-job supports when needed • Training on benefit counseling and other resources <p>Assistance with transportation for new hires until sustainable transportation options are located</p>
<p>Mentoring on Disability Inclusion (by Year 3)</p> <ul style="list-style-type: none"> • Disseminating best practice information and lessons learned to other organizations 	<p>Mentoring on Disability Inclusion (by Year 3)</p> <p>Disseminating best practice information and lessons learned to other organizations</p>
	<p>Apprenticeships</p> <ul style="list-style-type: none"> • <i>Develop apprenticeship program in non-traditional trades such as health care, information technology, transportation, and energy</i> • <i>Provide reasonable accommodation to allow equal employment opportunity</i> • <i>Provide reasonable accommodation to assist in applying and interviewing</i>
	<p>Education and Awareness</p> <p><i>Discovery – Person Centered Planning process that involves getting to know a person before supporting them in developing a plan for employment</i></p>

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