

**Arizona Developmental Disabilities Planning Council
Integrated Employment Committee
Mini-Retreat
February 28, 2013**

MEETING NOTES

Participants: John Black, Leslie Cohen, Dave Cutty, Matt McMahon, Karla Phillips, Charles Ryan

Goal #2: The Council seeks to develop, support, and maintain employment for persons with developmental disabilities to provide them with appropriate choices and opportunities to work in jobs matched to their interests and skills while being compensated with appropriate wages and benefits.

Objectives

The Council has made significant progress on the existing objectives; therefore, the Committee discussed and is recommending changes in the objectives in order to continue progress toward Goal #2. The current objectives focus on educating persons with developmental disabilities, their families, policy makers, and employers about integrated employment. Currently funded contracts go beyond education and include support for the acquisition of integrated employment. There are future possibilities related to post-secondary education, entrepreneurship, the formation of cooperatives, and the development of policies and practices that support integrated employment, among other things.

New objectives need to focus on the three components required get and sustain a job—a person who is prepared for work, the availability of a community job, and policies that are conducive to the employment of persons with developmental disabilities. We want to support the preparation of persons with developmental disabilities; this means we need to assess where we are now (needs assessment), educate persons with developmental disabilities and their families about options, help to motivate them, help to build their confidence, and expand their expectations. We want to support initiatives that lead to the acquisition of jobs and sustained employment; this will require identifying and supporting innovative ideas, sharing those ideas, and engaging and supporting employers (using lessons we learn from them). We also need to promote policies (State, local, budgets, etc.) that are conducive to integrated employment and supportive of employers; this will require identifying needed policies and practices (or changes in current policies and practices), taking a position or at least laying out the options, educating key stakeholders about the preferred policy, convening key stakeholders, and marketing our success stories.

Proposed new objectives are as follows:

Objective 1: Promote readiness for integrated employment, including self-employment, among persons with developmental disabilities, their families, and others who support them.

Objective 2: In partnership with employers, promote and support innovative initiatives that expand integrated employment opportunities for persons with developmental disabilities and support sustained employment.

Objective 3: Lead and support policy change that results in increases in integrated employment of persons with developmental disabilities.

These objectives are responsive to the Comprehensive Review and Analysis (CR&A).

Contracts

The current contracts are in alignment with Goal #2 and both the current and new objectives.

- Untapped Arizona (current Objective 1 & 3)
- Work Incentive Information Network (WIIN) (current Objective 1)
- State Employment Leadership Network (SELN) Membership (current Objective 1, 2, & 3)
- Employment Videos (current Objective 1, 2, & 3)
- Project SEARCH (current Objective 3 and beyond)
- Self Employment Leads to Freedom (SELF) Program (current Objective 1 & 3 and beyond)

Ideas for new projects included:

- Convening a roundtable for those involved in or interested in integrated employment
- Developing best practices, holding a best practices conference
- Further exploring Employment First (there is a meeting on 3/14/13)
- Further exploring post-secondary education initiatives
- Expanding self-employment options and formation of cooperatives

Opportunities for Internal and External Collaboration

There will be opportunities for leveraging the work of the Integrated Employment Committee with the work of both the Self Advocacy Committee and the Empowerment through Information Committee, as well as with State agencies, employers, and others.