

**Arizona Developmental Disabilities Planning Council
Integrated Employment Committee
Report for Retreat**

What changes are needed to objectives if we are to accomplish our goal?

The current objectives are:

Current Objective 1: Educate at least 30 persons with developmental disabilities, their families, and others who support them about employment options, benefits, and opportunities.

Current Objective 2: Educate at least 10 key policymakers about benefits of and barriers to community integrated employment for persons with developmental disabilities and influence them through advocacy.

Current Objective 3: In partnership with employers of persons with developmental disabilities, educate at least five key potential employers about the benefits of and strategies for employing persons with developmental disabilities and influence them through advocacy.

We have achieved and surpassed most of these and are ready to move to more outcome focused objectives. In fact, some of our current contracts are actually focused on helping people get jobs and this is not reflected in the current objectives.

Furthermore, we have realized that there are three critical pieces needed if persons with developmental disabilities are going to get and keep integrated employment.

- The person with developmental disabilities must be prepared for work and this includes having high expectations, knowing the range of options available to them, feeling confident, and having family support.
- There must be good jobs in the community and the supports needed to get and sustain employment must be available.
- There must be policies that support the employment of persons with developmental disabilities and the employers for whom they work.

We think the Council has an important role to play in all three of these areas. Therefore, we are recommending the following new objectives:

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

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

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

What should we be thinking about in terms of new/continued contracts, staff work, Council member work, and partnerships in order to accomplish our goals?

The current contracts are in alignment with Goal #2 and both the current and new objectives. The Committee will continue to explore other options for achieving the new objectives, if adopted by the Council.

Current contracts include:

- Untapped Arizona
- Work Incentive Information Network (WIIN)
- State Employment Leadership Network (SELN) Membership
- Employment Videos
- Project SEARCH
- Self Employment Leads to Freedom (SELF) Program

How can we work together internally and with external partners to maximize our achievement and impact?

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. For example, self-advocates could help with the policy objective and information on employment options could be provided via the website.