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Arizona Developmental Disabilities Planning Council
Integrated Employment Committee
July 26, 2013
State Employment Leadership Network Project Report

Accomplishments and Employment Initiatives

- State Employment Workplan developed and vetted including outcomes of:
  - A new Division "Employment First" mission statement
  - Public awareness of DDD employment initiatives
  - Internal DDD commitment to the above mission
  - Rate rebasing that supports integrated employment services and supports
  - Creation of a new stand-alone Transition to Employment qualified vendor service
  - Enhanced intra- and inter-agency employment initiatives
- Held three SELN Committee Meetings including initial participation of the Arizona Project Team
- Participated in monthly SELN Conference Call Meetings
- Presented twice during the monthly Conference Call Meetings to describe the Division's regional structure devoted to employment and a second time relative to interagency collaboration
- Attended the annual SELN meeting and presented on the Division's rate setting structure
- Disseminated resource materials from the national SELN to staff and stakeholders
- Generated 3 employment "success stories" that garnered TV and/or newspaper coverage and shared them with the SELN Project Team for national publication
- Introduced a newly proposed/DRAFT qualified vendor service titled "Transition to Employment'
- Revised the Division's on-line planning document to capture data related to members working without supports
- Completed a new introductory Support Coordination computer-based training (CBT) specific to employment that will be mandatory for all support coordinators
- Developing a new stand-alone, day long training course on employment services and supports that will be mandatory for *all* support coordinators and supervisors
- Held leadership position in the Arizona Community of Practice on Transition (AzCoPT)
  - Collaborative of state agencies and stakeholder groups with the shared interest of improving school and post-school outcomes for youth and young adults with disabilities
  - Purpose is to provide guidance to all staff working with transitioning students to better create "linkages" to community supports and services and introduce students and caregivers to what they might expect during and after transition from school
  - Membership currently includes DDD, Vocational Rehabilitation and Tribal 121 programs, Raising Special Kids, Department of Health's Office of Children with Special Healthcare Needs and its Division of Behavioral Health, Az Youth Action Council, and ADE/Exceptional Student Services
  - Have created and presented training to local school district personnel, state agency personnel, transition conference sessions, youth transition conferences, and for anyone interested in enhancing transition outcomes for our young adults and their families
  - Provide support for the initial development of and ongoing work of local communities of practice in Flagstaff, Window Rock, Yuma with Prescott Valley soon to join

✓ Introduced a Joint RSA/VR and DDD Foster Care Initiative
  - MOU signed in February 2013 after *many* years of planning to establish a system of coordinated planning and service provision to ensure the smooth and successful transition of DDD eligible

persons in the foster care system to meaningful and sustained employment, education and community living

- With state match funding from DDD, RSA/VR was able to obtain additional federal funds to hire 2 dedicated VR counselors who will work with eligible youth and young adults beginning at age 14
- Establishes a structured, statewide referral process, VR eligibility determination within 30 days, and the creation of shared data collection and outcome reporting

✓ Participated in the development of and ongoing training in the use of Arizona Disability Benefits 101
✓ Maintained participation with the Arizona Employment and Disability Partnership
✓ Maintained membership in Work Incentive Information Network
✓ Maintained participation with Untapped Arizona
✓ Participated in the development of grant initiatives—most currently the PROMISE Grant

Third Year SELN Funding Request of $35,000 and Projected Benefits

- Adoption of a DDD Employment First mission statement
- Formal messaging of the Division's employment mission
  - Internal to DDD
  - External to DDD
- Revisions to the Individualized Support Plan (ISP) to engage members in consideration of employment as a post-school outcome
- Documented utilization of the support coordination CBT on employment
- First DRAFT of the day-long support coordination training completed
- Introduction of a new Qualified Vendor service: Transition to Employment
- Rates rebased to incentivize the provision of integrated employment services and supports
- DDD website enhanced to include a monthly employment news story
- Enhanced employment data collection to include members working without supports
- DDD eligible youth in foster care enrolled in RSA/VR services with joint service planning across VR/DDD and the local schools; employment outcome data collected
- A minimum of 4 SELN Committee Meetings
- Employment First Workgroup strategic planning facilitation
- Continued access to a myriad of resources including promising state practices, lessons learned, data (state specific and national trends), data management design and support, and national experts in every facet of employment for persons with DD/ID
- Access to Arizona-specific technical assistance and facilitation—on site as well as virtual
  - Data system development
  - Defining "employment"
  - Family training resources
  - Resources to assist providers in their transition to integrated employment services
- The State Employment Workplan would continue to serve as the foundation and framework for implementation of all employment-related strategic planning goals for the Division ensuring alliance with the Division's formal Network Plan as well as other employment-related initiatives outside of the Division that impact its membership
- Participation in monthly national webinars
  - Information sharing
  - National news
  - State specific updates
  - Promising practices
  - Lesson learned
- Validation of DDD's ongoing initiatives to enhance integrated employment outcomes for its members and peer pressure to improve where we are lagging behind other states