

Goal: Employment

Increase awareness of the employment potential of people who have developmental disabilities, link them to resources needed to achieve their employment potential, and foster job creation, hiring, retention, promotion, and self-employment.

Objectives	Key Activities	Tasks/Projects	Resources	Committee	Outcomes
Objective 1 (1 of 2 pages): In Collaboration with self-advocates, DD network partners, Employment First Core Team, professionals who provide support, and stakeholders, Arizona will become an Employment First State through the development, implementation and promotion of policies and practices that support integrated employment opportunities for people with disabilities.	Conduct 1 Employment media campaign in October in partnership with stakeholders.	Incorporate Office of Disability Employment Policy resource materials to promote National Disability Employment Awareness Month (NDEAM) to raise awareness of employment in AZ.	Staff EF Core Team DD Network Partners	Employment PR/Marketing	Raise awareness about disability employment issues and celebrates the many and varied contributions of Arizona's workers with disabilities. The theme for 2018 is <i>America's Workforce: Empowering All</i> .
		Create and distribute NDEAM press releases featuring <i>America's Workforce: Empowering All</i> . Insert new slogan for 2020			Governor Ducey advocates employment for people with disabilities. Creates opportunity to build relationship with Governor's Office.
		Work with Governor's Office to issue NDEAM proclamation.			Political support begins to grow.
		Partner with Employment First stakeholders to promote Governor's NDEAM proclamation. Partners have the opportunity to add content and personalize message for their constituents.			Public knowledge and awareness increases.
	Promote new Employment First Website.	Upload new Employment First website.	Staff EF Core Team- In-Kind Support DD Network Partners	Employment	Employment First Website will provide a critically needed resource to increase public awareness of Employment First Initiatives in Arizona and build support for developing and implementing strategies that will result in a paradigm shift of "employment as the first consideration" for all Arizonans with disabilities.
	Evaluate effectiveness of Systems Change Training Project. Conduct follow-up training that provides specific training for targeted audience.	Work with Institute for Human Development to conduct evaluation of trainings held			

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Objective 1 (2 of 2 pages): In Collaboration with self-advocates, DD network partners, Employment First Core Team, professionals who provide support, and stakeholders, Arizona will become an Employment First State through the development, implementation and promotion of policies and practices that support integrated employment opportunities for people with disabilities.	Create resource materials for individuals, families, those that provide support, and employers.	Collect baseline employment data from Division of Developmental Disabilities (DDD) and Vocational Rehabilitation (VR).	Staff DDD and VR Employment First Core Team	Employment	Stakeholders have real numbers/data which helps lead to an increased impact on public policy.				
		Update Arizona Employment Provider Directory.			Stakeholders develop sustained relationships with ADDPC and Employment First stakeholders.				
		Identify gaps for information for families to help make informed decisions and collaborate with stakeholders to create new resource materials.			Families can make informed decisions. Promotes community integrated employment and helps to increase awareness.				
	Collaborate with coalition of stakeholders. Promote leadership & accomplishments of Employment First Coalition.	Conduct Employment First Core Team meetings.	Staff EF Core Team	Employment	An effective collaborative partnership is meeting on a regular basis to implement the Employment First Strategic Plan. Progress will be reported on implementation of major actions identified in the Employment First Strategic Plan.				
		Conduct Employment First Subcommittee meetings.							
	Provide assistance and support to Association for People Supporting Employment First (APSE) state chapter.	Staff member and two Council members maintain APSE membership. Work with APSE Board to develop meeting schedule. Work with APSE Board to develop objectives and goals. Discuss transition of Employment First to APSE state chapter and determine timeline.	Staff EF Core Team	Employment	APSE State Chapter has been established and working toward goal of community integrated employment.				
						Evaluate impact of RFGA targeting customized employment and measure impact.	Research best practices. Share best practices with Employment First Core Team and develop scope of work to implement strategies. Meet with SEFAHC and Grant Committee to discuss scope of work. Finalize timeline. Issue RFGA.	Employment Grants Executive	Increased knowledge of customized employment best practices. Support staff (e.g., VR or providers) equipped with tools and training on discovery and person center planning. Sustained partnership with Vocational Rehabilitation and Employment Service Providers.
		Recommend award.							

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Objective 2 (1 of 2 pages): Increase the array of quality life, job and technical skills trainings required for competitive employment, including self-employment for people with disabilities; promote education, credentialing and professional development for employment consultants and job developers.	Fund additional model program(s) to strengthen workforce and increase employment rates for people with disabilities. Target clients not served by DDD or VR; or target training businesses not covered by other grants.	Meet with SEFAHC to discuss model program and identify components, expectations, and projected outcomes.	Grant \$125,000 projected (renewable) City of Tempe \$124,700	Employment Grants Executive	Potential for 1 or 2 additional model employment programs with built-in safety supports will be created.	
		Finalize all elements of training program.				
		Meet with Grant Committee to develop Scope of Work.				
		Finalize timeline.				
		Issue RFGA.				
		Evaluate proposals.				
	Recommend award.					
	Conduct 1 feasibility study of high tech businesses to pay for innovative training programs	Conduct meeting with SARRC to identify high tech businesses who may be interested in providing training program for youth and adults with Autism.	Conduct inventory of innovative training programs; identify funding sources.	Staff SARRC High Tech Companies	Employment	1 new model High Tech training program is created in collaboration with SARRC and businesses.
			Conduct needs assessment of difficult to recruit high tech positions.			
			Develop strategy to work with high tech businesses to form and provide training consortium.			
Develop high tech training program.						
Recruit youth and young adults with Autism to participate in training program.						
Consortium of high tech companies hire individuals with Autism for positions.						
Develop a demonstration project(s) with a post-secondary institution that would provide programs for IDD and other disabilities in Arizona to help them succeed (like Think College, Project Focus, etc...)	Contract with a community college or university to expand opportunities for students with I/DD to participate in college life		RFGA \$100,000 renewable	Employment	Increase enrolment and retention of students with I/DD on college campuses	
Conduct employment research to improve employment and retention outcomes of transition aged youth	Conduct research on how "soft skills" training in current provided, barriers to provision, and best practices in this area. Put out a training and a brief on this topic.	Interview schools statewide to determine what type of employment and volunteer opportunities are provided to prepare youth for employment.		Employment	Provide training and information to promote positive employment outcomes among transition aged youth	
		Identify gaps.				
Partner with Division of Developmental Disabilities (DDD), Vocational Rehabilitation (VR), and Arizona Association of Providers for People with Disabilities (AAPD) to create and administer model Job Coach and Job Developer Training program.	Convene meeting with DDD and VR leadership to discuss partnering to fund 1 Job Coach and Job Developer training and certification program.	Identify best practice Job Coach and Job Developer training and certification programs. Add components and modules as recommended by stakeholders	Staff/ VR/ DDD/ EF Core Team/ Gompers (renewable)	Employment Grants Executive	1 new model Job Coach and Job Development Training Program is created in partnership with stakeholders.	
		Share model Job Coach and Job Developer training program with SEFAHC for review and recommendation.				
		Meet with Grants Committee to develop Scope of Work.				
		Issue RFGA.				
		Evaluate proposals				
		Recommend award				
					People with disabilities seeking employment are given professional counseling, assistance and services which leads to successful employment outcomes.	
					Reduced turnover for job development positions; increased professionalism; career development; increased service and loyalty to employer.	

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Objective 3: Promote job creation, hiring, retention, entrepreneurship, and employment awareness best practices to improve employment outcomes for people with disabilities.	Coordinate Arizona Business Leadership Network (AZ BLN) with Employment First, Untapped Arizona and Association of People Supporting Employment First (APSE) (staff and committee).	Meet with AHCCCS and Partners in Brainstorms (PIB) to discuss how Untapped AZ will transition to AZ Business Leadership Network and plans for sustainability.	Staff EF Core Team Untapped AZ AAPPD	Employment	1 new collaborative partnership formed to engage, recommend, support and complement business engagement, job creation, workplace diversity, and competitive employment.
		Based on meetings and discussion with AHCCCS and PIB determine support ADDPC will provide.			
		Brief SEFAHC on discussions.			
		Develop plan for coordination involving leadership from Untapped AZ/AZBLN, Employment First, and APSE.			
	Identify new communities for training based on Yuma pilot project.	Create survey to evaluate effectiveness of training.	Staff AzTAP VR	Employment	Best practice on training VR counselors on entrepreneurship has been created in partnership with VR, provider(s), UCEDD assistive technology, and ADDPC.
		Collect and analyze survey results.			
		Prepare evaluation summary.	Provider(s) Small Business Development Center (SBDC)		
		Review evaluation summary with stakeholders.			
		Determine follow up and next steps.			
	Share research finding from the Institute for Community Inclusion (ICI) economic analysis research project - getting people with disabilities employed in Arizona.	Facilitate convening of advisory group meetings, interviews, and presentations.	Staff Advisory Group	Employment PR/Marketing	Policy brief which leads to increased awareness of the economic impact on Arizona's economy if people with disabilities are employed.
		Promote data from resulting report in media, legislative, and business circles	Staff/ICI	PR committee	Increased awareness of the benefits of hiring PWDs to state economy