

**Arizona Developmental Disabilities Planning Council
Goal Worksheet**

Goal Area: Employment

Goal: *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.*

Objective	Key Activities	Outputs/Measures	Outcomes/Measures
<p>Increase awareness of the employment potential of people who have development disabilities among individuals themselves, their families, employers, a wide variety of professionals who provide support, and the public.</p>	<ul style="list-style-type: none"> • Develop and provide stakeholder-specific advocacy education that honors informed choice, using a peer approach. • Identify and work with and through champions. • Reach out to unserved/underserved groups. 		
<p>Promote/support the acquisition of job readiness and technical skills that people with developmental disabilities require for competitive, integrated employment and/or self-employment (consistent with informed choice) by working with individuals from an early age, their families, and those who provide education/support to them.</p>	<ul style="list-style-type: none"> • Identify and strengthen existing resources that are designed to prepare people with disabilities for employment. • Link people who have developmental disabilities (and their families) to information and resources that help them to prepare for, obtain, retain, and advance in jobs. • Link those who provide education/support to people who have developmental disabilities to information and resources that improve their capacity to help people prepare 		

Objective	Key Activities	Outputs/Measures	Outcomes/Measures
	<p>for, obtain, retain, and advance in jobs.</p> <ul style="list-style-type: none"> • Reach out to unserved/underserved groups. 		
<p>Foster job creation, hiring, retention, promotion, and self-employment.</p>	<ul style="list-style-type: none"> • Provide education, technical assistance, and other supports to employers and their employees, using a peer approach. • Advocate for the creation of incentives for employers and those who contribute to job development, retention, and promotion. • Promote the development and enhancement of a highly qualified cadre of employment support personnel. • Reach out to unserved/underserved groups. • Provide information about current Federal and State policies that can support hiring, retention, and promotion. • Advocate for policies that support hiring, retention, and promotion. • Collaborate with other State agencies to foster hiring, retention, and promotion. 		

How can we address the following in this goal?

- ☑ Diversity: Include a focus on disparities supported by the CRA, e.g., youth in foster care
- ☑ Access: Linking people to existing resources
- ☑ Attitudes: Address this in education for all stakeholder groups
- ☑ Inclusion: The whole goal is focused on inclusion in employment
- ☑ Collaboration: This goal builds on the Arizona Employment First JOBS Strategic Plan, the first key direction of which is collaboration; the goal will be implemented in collaboration with all partners engaged in that ongoing endeavor

Criteria for Goal Selection (from 12/11/15 meeting):

- ☑ Possible to have a significant impact with available resources within five years
- ☑ Matters to people who have disabilities and their families
- ☑ Matters to the public (can mobilize the public around the issue) (this will require focused attention)
- ☑ Feasible to do
- ☑ Desired results attainable
- ☑ Measurable (both process and outcomes) (outcomes will be more challenging but not impossible to measure)
- ☑ Sustainable over the long term (yes, because the focus is on attitudinal and systemic change)
- ☑ Offers opportunity for communication, cooperation, and collaboration
- ☑ Builds on prior successes (yes, but we should not overlook what has worked elsewhere either)
- ☑ Impacts public perceptions, heightens expectations for people who have disabilities (now)
- ☑ Builds awareness among people who have disabilities and their families
- ☑ Builds capacity
- ☑ Results in positive system change (has the potential to do this)
- ☑ Takes a long term perspective
- ☑ Reaches those who need it most
- ☑ Starts early
- ☑ Increases quality of life
- ☑ Focuses on those who will always be there for the person who has disabilities
- ☑ Methods selected will:
 - Offer opportunity for a peer-to-peer approach
 - Offer opportunity for ADDPC to be the go-to agency for ideas, data, etc.
 - Address cultural issues, use a culturally competent approach (consider culturally competent ombudsman)
 - Allow for innovative, creative approaches
 - Influence leadership (may want to call this out in the plan)
 - Focus on communication

Areas of emphasis:

- Quality Assurance
- Education and Early Intervention
- Child Care
- Health
- Employment

Activities to be used in achieving each goal:

- Outreach
- Training
- Technical Assistance
- Supporting and Educating Communities
- Interagency Collaboration and Coordination
- Coordination with Related Councils, Committees and Programs

This goal addresses:

- Family/Individual Change
- System Change
- Self-Advocacy Requirement
- Targeted Disparity (may need to add more details on this)
- Collaboration

- Housing
- Transportation
- Recreation
- Formal and Informal Community Support

- Barrier Elimination
- Systems Design and Redesign
- Coalition Development and Citizen Participation
- Informing Policymakers
- Demonstration of New Approaches and Services and Support
- Other Activities

Collaborators planned for this goal:

- State Protection and Advocacy System
- University Center(s)
- State DD agency
- Other: See Employment First Plan, includes advocates, educators, employers, employment service providers, family members, State Agencies (AHCCCS, DES, ADE, ADHS), youth and young adults