



Inclusive Employment

Grant: Support for Inclusive Employment for People with Intellectual and/or Developmental Disabilities

Award Amount: \$70,219.59 ADDPC, \$23,406.53 match

Contract Period: 07/01/2019-06/30/2020

Beacon Group, Inc. submitted a proposal for the ADDPC's inclusive employment grant to create a pilot project dedicated to customized opportunities for underserved transition-aged youth with intellectual and development disabilities (TAYIDD) moving into employment in Pima County. Beacon's Encore project uses Customized Employment (CE) to develop an individualized plan for each TAYIDD seeking employment. Using CE, Beacon's Encore project will include up to 60 hours total per participant with up to 30 hours each for discovery and informational interviewing, in addition to hours of ongoing support as needed for the first 90 days of employment. The project will serve 15 TAYIDDD participants with the end goal of least 11 still maintaining employment at or beyond 90 days. The requested ADDPC grant investment of \$70,219.59 will be supplemented by \$23,406.53 in matching, non-federal in-kind resources. The goal of all TAYIDD participants in Beacon's Encore project program is to become competitively employed in an integrated workplace for at least 20 hours per week, with pay at minimum wage or higher. The project will be evaluated based on the number of TAYIDD served over the project year, number of TAYIDD who successfully attain employment, and the number of TAYIDD who have retained employment for at least 90 days. In addition, the following metrics will also be collected: number of project hours with each participant until placement; number of project hours with each participant until they are working 20 hours per week if different from time of placement; number of project hours providing support with the participant, for the first 90 days after placement; the total program weeks for each participant's time in Beacon Encore; and the number of calendar days for each participant's time in Beacon Encore. Project collaborators will be school districts and high schools within Pima County; five schools that Beacon has an established relationship with have committed to the project and will refer underserved TAYIDD to Beacon's Encore project.

Beacon's Encore project's approach to Customized Employment will be all-encompassing, using the certification from Griffin-Hammis consulting firm. Griffin-Hammis trainings in CE are approved by the Association of Community Rehabilitation Educators (ACRE). Currently in Arizona, there is no federal or state funding for CE as a service option for people with disabilities.

Beacon's Encore project will be recruiting a full-time customized employment specialist for the project. The customized employment specialist will complete the ACRE certification on Community Employment Services with an emphasis on Customized Employment through Griffin-Hammis Associates. In addition, funding is requested to reimburse businesses for start-up costs upon each participant hire¹.

¹ Up to \$1,000 per participant hire.