

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> .				
		Feature three new employment videos produced by DD Network partners.				
		Work with Governor's Office to issue NDEAM proclamation.				
	Launch new Employment First Website.	Upload new Employment First website.	Staff EF Core Team DD Network Partners	Employment PR/Marketing	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.	
		Partner with Employment First Communications Committee to develop campaign to increase awareness of new website.				
	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 in September 2018.		Employment/ Grants/ Executive	VR Counselors, DDD Support Staff and employment support providers are trained on critically important components of community integrated employment to lead to more successful employment outcomes.
			Convene stakeholders to identify training component and content.			
			Develop Scope of Work for follow-up training.			
			Council will partner with stakeholders to conduct training.			

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	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 PR/Marketing	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.

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.		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.	Progress reports will be disseminated to Employment First Core Team.			
		Staff member and two Council members maintain APSE membership.	Staff EF Core Team	Employment	APSE State Chapter has been established and working toward goal of community integrated employment.
		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.				
	Put out RFGA targeting customized employment and measure impact.	Research best practices.	Grant \$50,000 projected	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. VR Counselors and Employment Service Providers incorporate discovery and person center planning into every consultation with individuals seeking employment resulting in policy changes at their organization.
		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.					
Evaluate proposals.					
Recommend award.					

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	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 \$150,000 projected (renewable)	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.					
	Partner with SARRC to evaluate effectiveness of sponsorship of Tech Camp. Explore replicating program and expanding program for younger individuals with disabilities.	SARRC representative and staff share information with SEFAHC on Tech Camp including program merits, number of participants, participant experiences, social validity, number of eligible students who have gone on	Staff SARRC University of	Employment	1 new model program which enables a young adult with autism to participate in an experience of college life. Provides exposure to admissions, dorm life, classes and homework, group projects, and college life skills classes.
		Evaluation of Tech Camp participants who received financial assistance is conducted.			
		Conduct meeting with SARRC to identify high tech businesses who may be			

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.	Conduct 1 feasibility study of high tech businesses to pay for innovative training programs	interested in providing training program for youth and adults with Autism.	Staff SARRC High Tech Companies	Employment	1 new model High Tech training program is created in collaboration with SARRC and businesses.
		Conduct inventory of innovative training programs; identify funding sources.			
		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	ISA for \$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. Identify gaps.	RFGA, \$75,000	Employment
Partner with Division of Developmental Disabilities (DDD), Vocational Rehabilitation (VR), and Arizona Association of Providers for People with Disabilities (AAPPD) 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.	Grant \$50,000 projected 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. 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.
		Identify best practice Job Coach and Job Developer training and certification programs. Add components and modules as recommended by			
		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					

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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.				
	Evaluate training for Yuma VR staff on self-employment.		Create survey to evaluate effectiveness of training.	Staff AzTAP VR Provider(s)	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.			
			Review evaluation summary with stakeholders.			
			Determine follow up and next steps.			
	Provide assistance to Institute for Community Inclusion (ICI) to facilitate economic analysis project of 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	
Comprehensive transition multidisciplinary clinic to work on transition: pilot a laboratory/clinic for youth about to transition to adulthood to get the help of different disciplines – rehab, counseling, special education, public health, etc. to develop a plan for the future – also to get students at the university level working with students with IDD to achieve greater independence.		Contract with university that has done this work to start a transition clinic and promote best practices.	ISA for \$150,000 (renewable)	Employment	Increase employment and post-secondary enrollment outcomes of youth with I/DD	
		Hold quarterly roundtables, expand opportunities, and monitor outcomes of recruitment of workers with I/DD into DCW, DCW CTE, and DCW post secondary.	Erica	Employment	Increase employment of workers with I/DD in understaffed field of DCW	
Conduct Direct Care Worker with I/DD pilot that promotes employment outcomes in this field						

Single Year

\$125,000

Multi-Year

\$450,000