

























Date: June 10, 2019
For: Arizona Developmental Disabilities Planning Council
To: Marcella Crane, ADDPC Grant Manager (mcrane@azdes.gov)
Awardee: City of Tempe, Strategic Management and Diversity Office, C/O Rosa Inchausti, Director
Award: RFGA # ADDPC-FFY18-EMPWK-010 / \$124,731 / Tempe's BEST Program
Period: 1st year, Information for Renewal Application Process

1. Provide brief introduction of the project and overall goals to accomplish by end of year 1.

Tempe's BEST Program's goals are:

- **Building** – to change Tempe's culture, linguistic competency, and hiring model.
- **Employment** – to hire six qualified applicants with Developmental Disabilities.
- **Supports** – to increase employment supports, accommodations, strategies for success.
- **Training** – to provide employees, workgroups and BEST employees training for success.

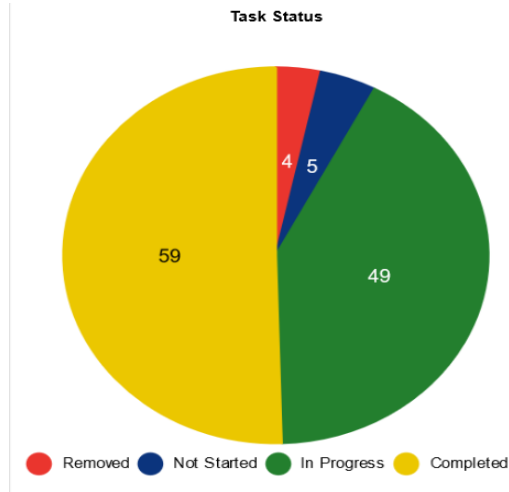
2. Provide status of key tasks, what has been accomplished and what is remaining...

Building	Employment	Supports	Training
Friends of Tempe Partnerships & Friends 	You got the job Non-competitive Opportunities 	We Welcome You as you Are Cultural/Linguistic 	We are so glad you're here BEST Orientation 
Begin at the End Evaluation, Metrics & Reporting 	Discover Your Genius Job Themes 	To Your Benefit Money & Benefit Counseling 	Getting to know all about you 1:1 Training 
Tempe wants you Inviting Applicants Selection/Referral 	Show & Tell Informational Interviews 	What to do Policies, Practices & Procedures 	Embrace the Dis' Awareness Training 
Practice makes Perfect Refinements 	Your way works Customized Strategies 	What you need Universal Design Accommodations 	Tempe Culture Employee's Cultural Training 
Best & Final Create the BEST Program Model 	Try, Try Again Trial Work Opportunities 	Work longer Non-competitive Promotions 	BEST Workgroup Workgroup Cultural Training 
Share the Wealth Marketing the Model 	Work Smarter Job Skill Training & OJT 	Getting There Transportation Support 	Classy Tempe City Training classes for Emp. 

-  Green – Complete
-  Yellow – In progress
-  Red – To be completed in 4th quarter or beyond

Funding for this project was made possible, in part, by RFGA # ADDPC-FFY18-EMPWK-010, "Creating a Diverse Workforce for People with Developmental Disabilities," from the Arizona Developmental Disabilities Planning Council. The views expressed in written materials or publications and by any speakers and moderators do not necessarily reflect the official policies of the ADDPC or the U.S. Department of Health and Human Services, nor does mention of trade names, commercial practices, or organizations imply endorsement by the U.S. Government." For Grant Information: ADDPC-Marcella Crane, 3839 N. 3rd St., Suite 306, Phoenix, Arizona, 85012/ 602-542-8970/ <https://addpc/az.gov>. For Program Information: City of Tempe-[Michele Stokes@Tempe.gov](mailto:Michele_Stokes@Tempe.gov), 31 E. 5th St., Tempe, Arizona, 85282/ 480-350-2704/ www.tempe.gov/ADA.

Dashboard of Status



June 22 - ADA & Cultural Sensitivity Training



3. Provide a summary of the barriers to date.

1. **Started late because of approval delays** – Resolved: Task time in all quarters, shortened
2. **Decentralized PT Hiring** – Resolved: Changed to dept. approach with Employee survey data
3. **Using Other Departments' funds** – Resolved: Market positions that are already funded
4. **Training Partner Change for legal reasons** – Resolved: New partner: UA/Sonoran UCEDD
5. **Add Disability to Hiring Policy** – Resolved: Policy Change & Employment First Tempe
6. **Short time to apply for openings** – Resolved: Create a pool of applicants
7. **Increase number of Interviews** – Resolved: Supervisors see qualified BEST applicant first
8. **No Competing** – Resolved: Supervisors see qualified BEST applicant first
9. **External Confidentiality Policies** – In Progress: VR/DDD collaboration meetings
10. **Procurement/Job Coaching Contract** – In Progress: Working with Procurement Office

4. Provide summary of how barriers will be addressed/overcome by end of the first year.

External Confidentiality Policies. Requesting BEST applicants' job goals, skills and accommodation information from state agencies (VR and DDD), has surfaced new barriers. Their view of confidentiality laws, such as HIPPA, stop them from sharing job related information. **In progress** – Tempe's BEST is collaborating with VR/DDD to determine solutions. If Tempe needs to become a vendor or work with a vendor, then we will follow that route.

Procurement/Job Coaching Contract. To facilitate timely (first day) on-boarding of applicants who may need job coaching accommodations, Tempe seeks to secure a job coaching services directly. VR/DDD supports may take time to set up. Success depends on immediate accommodations, upon hire, when possible. **In progress** – Tempe is working with our Procurement Office to determine options.

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