



Presenters

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Why Employment First?

- ★ Focus efforts on employment outcomes
- ★ Change state agency policy and practice
- ★ Support community integration for all
- ★ Increase income beyond poverty level
- ★ Promote quality of life



Catalysts

★ Federal rulings

- ★ ADA settlements
- ★ Department of Justice settlements
- ★ Medicaid regulations
- ★ Workforce Innovation and Opportunities Act of 2014

★ National priorities

- ★ National Governors' Association "Blue Print for Governors"
- ★ Office of Disability Employment Policy/Department of Labor
- ★ Promoting the Readiness of Minors in SSI (PROMISE)
- ★ The ABLE Act



Arizona's Momentum

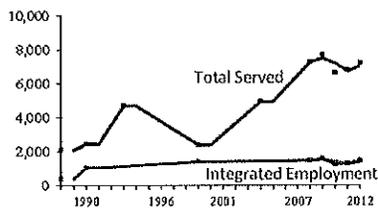
Broad stakeholder commitment from:

- ★ Advocates
- ★ Educators
- ★ Employers
- ★ Employment Service Provider Agencies
- ★ Family Members
- ★ Future and Current Employees
- ★ State Agencies
- ★ University Centers for Excellence in Developmental Disabilities



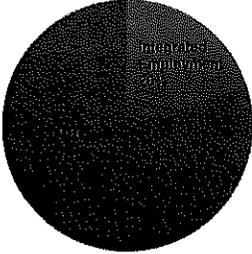
State of the State

All DDD Day Services Including Employment

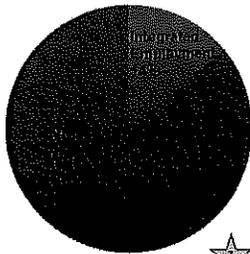


State of the State

DDD Day Service Utilization



DDD Day Service Expenditures



Guiding Principles

- ★ All working age people with disabilities can participate in meaningful work and should have support as needed
- ★ Policies and practices should support the employment of all people with disabilities
- ★ Everyone should have the right to pursue a range of employment opportunities based on skills and interests
- ★ Benefits counseling should be available



Strategy

Engage the impacted community

- ★ Webinars
- ★ On-line survey
- ★ Community forums
- ★ Community presentations
- ★ Develop Strategic Plan



What we asked

- ★ How can we advance Employment First?
- ★ What opportunities currently exist?
- ★ Who can help and how?



What we heard

WHO...

- ★ EVERYONE is a stakeholder
 - ★ Advocates
 - ★ Colleges and universities
 - ★ Current and potential employees
 - ★ Educators
 - ★ Employers
 - ★ Family members
 - ★ State agencies



What we heard

WHAT...

- ★ Schools and DDD working together on coordinated plans
- ★ Supportive employers
- ★ Communities of practice on transition
- ★ Creative employment service providers
- ★ National service programs like AmeriCorps
- ★ Effective employment supports and resources
- ★ Supportive career and technical education programs
- ★ Summer work, internships and volunteer experiences



What we heard

HOW...

- ★ Set expectations as early as possible
- ★ Educate employers to the benefits of hiring individuals with disabilities
- ★ Improve the collaboration between school and adult services
- ★ Identify employment trends
- ★ Require employment assessments and work experiences prior to entering a non-integrated program
- ★ Provide opportunities for individuals to practice skills in integrated employment settings
- ★ COMMUNICATE – COMMUNICATE - COMMUNICATE



Families' Perspective

- ★ What about choice?
- ★ My child cannot work!
- ★ Will we lose disability benefits?
- ★ What do we need to know and how do we get the information?
- ★ Give us hope!
- ★ Let us help!



Educator's Perspective

- ★ Educate yourselves about available employment supports and services
- ★ Promote and facilitate agency collaboration at the IEP team table
- ★ Encourage every student and their family to plan for employment
- ★ Provide diverse work experiences for students as early as possible
- ★ Connect and support families as they navigate the next phase of their children's lives after high school



Providers Perspective

- ★ The time is now!
- ★ What about choice?
- ★ The elephant in the room...
- ★ We need resources
 - ★ Business Partners
 - ★ Funding
 - ★ Time
 - ★ Training



Strategic Plan

Key Direction #1

Foster and maintain COLLABORATION to increase the competitive employment of people with disabilities

Strategies:

- ★ Local level collaboration
- ★ State level collaboration



Strategic Plan

Key Direction #2

Increase AWARENESS of the potential of people with disabilities and ADVOCATE for their competitive employment

Strategies:

- ★ Education for people with disabilities
- ★ Education for families
- ★ Education for employers
- ★ Education for those who provide services and supports
- ★ Public awareness



Strategic Plan

Key Direction #3

Prepare YOUTH for competitive employment, including in high potential employment sectors and self-employment

Strategies:

- ★ Education/support for youth, starting early and continuing through adulthood
- ★ Education/support for families
- ★ Education/support for those who prepare youth for employment



Strategic Plan

Key Direction #4

Foster JOB creation, hiring, retention, promotion, and self-employment

Strategies:

- ★ Technical assistance and other supports for employers
- ★ Incentives for employers and those who contribute to job development, retention, and promotion



Strategic Plan

Key Direction #5

Create and promote POLICIES that lead to successful employment of people with disabilities

Strategies:

- ★ Identify and communicate the benefits of being employed
- ★ Identify and address policy barriers; build on supportive policies
- ★ Research, propose and implement new policies that support employment
- ★ Incorporate Employment First into state plans and protocols
- ★ Establish a service delivery model that facilitates transition to competitive employment



Strategic Plan

Key Direction #6

Foster the development of employment- focused
SUPPORTS

Strategy:

- ★ Provide education and ongoing professional development for those providing employment services and supports



Implementation

- ★ Arizona Department of Education Transition Conference
 - ★ Technical Assistance provided by Institute for Human Development (IHD)
 - ★ Rehabilitation Services Administration (RSA) Funding
 - ★ Partnership with Sonoran UCEDD
 - ★ Employment Manager position established at Division of Developmental Disabilities (DDD)
 - ★ Prioritize action items, identify timelines, report progress
- "Never doubt that a committed citizens can change the world.
Indeed, it is the only thing that ever has."

Margaret Mead