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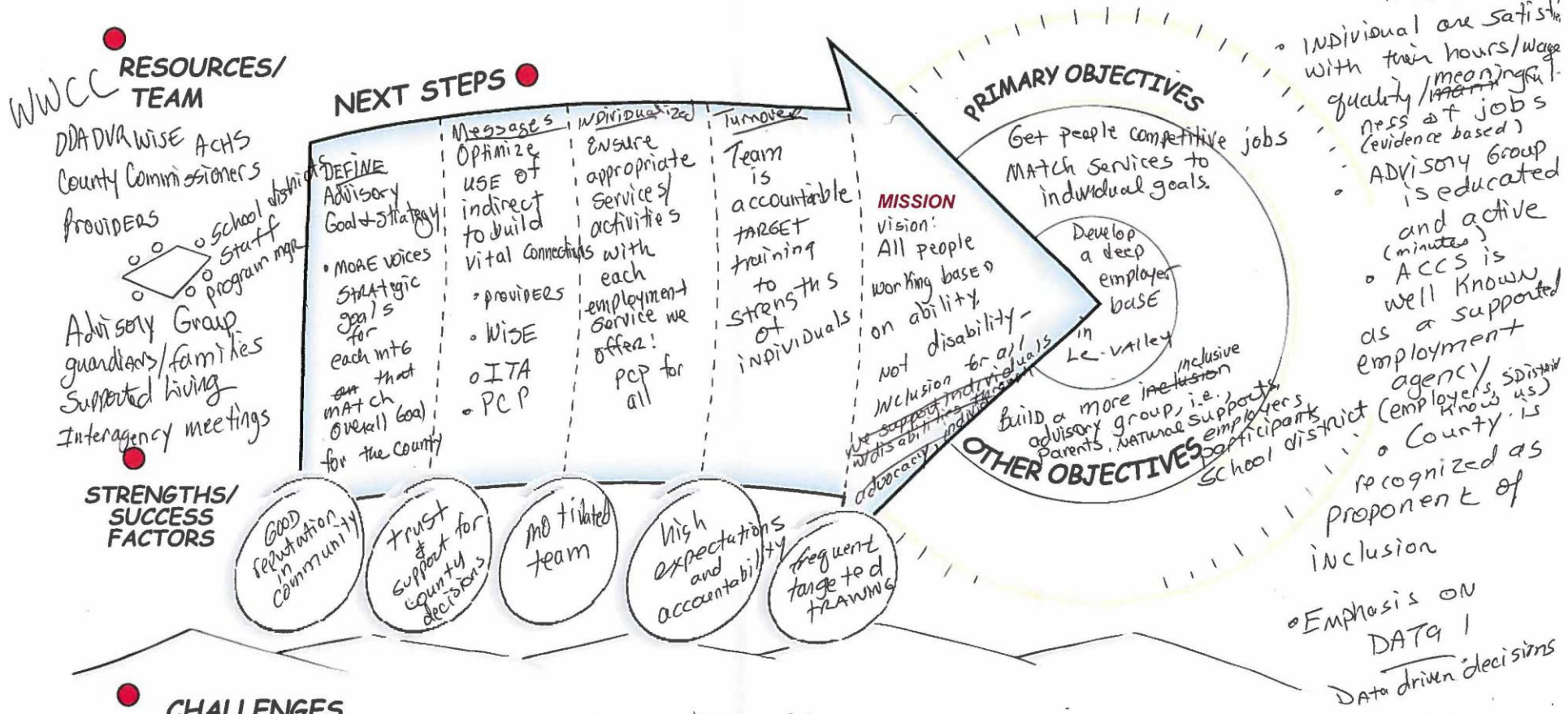
Employment First Game Plan



TARGET/ WHAT SUCCESS LOOKS LIKE

- ideas are welcome (newsletter monthly)
- Suggestion are incorporated
- INDIVIDUAL are satisfied with their hours/wages
- quality/meaningfulness of jobs (evidence based)
- ADVISORY Group is educated and active (minutes)
- ACCS is well known as a supported employment agency (employers, district know us)
- County is recognized as proponent of inclusion
- Emphasis on DATA / Data driven decisions

CHALLENGES

- lack of PROVIDERS willing to take on high acuity individuals
- Confusion ABOUT appropriate activities to advance the goal of inclusion – What activities are appropriates for high acuity, gurney-bound individuals
- loosely defined AND/OR recognized presence in community
- Living wages for staff

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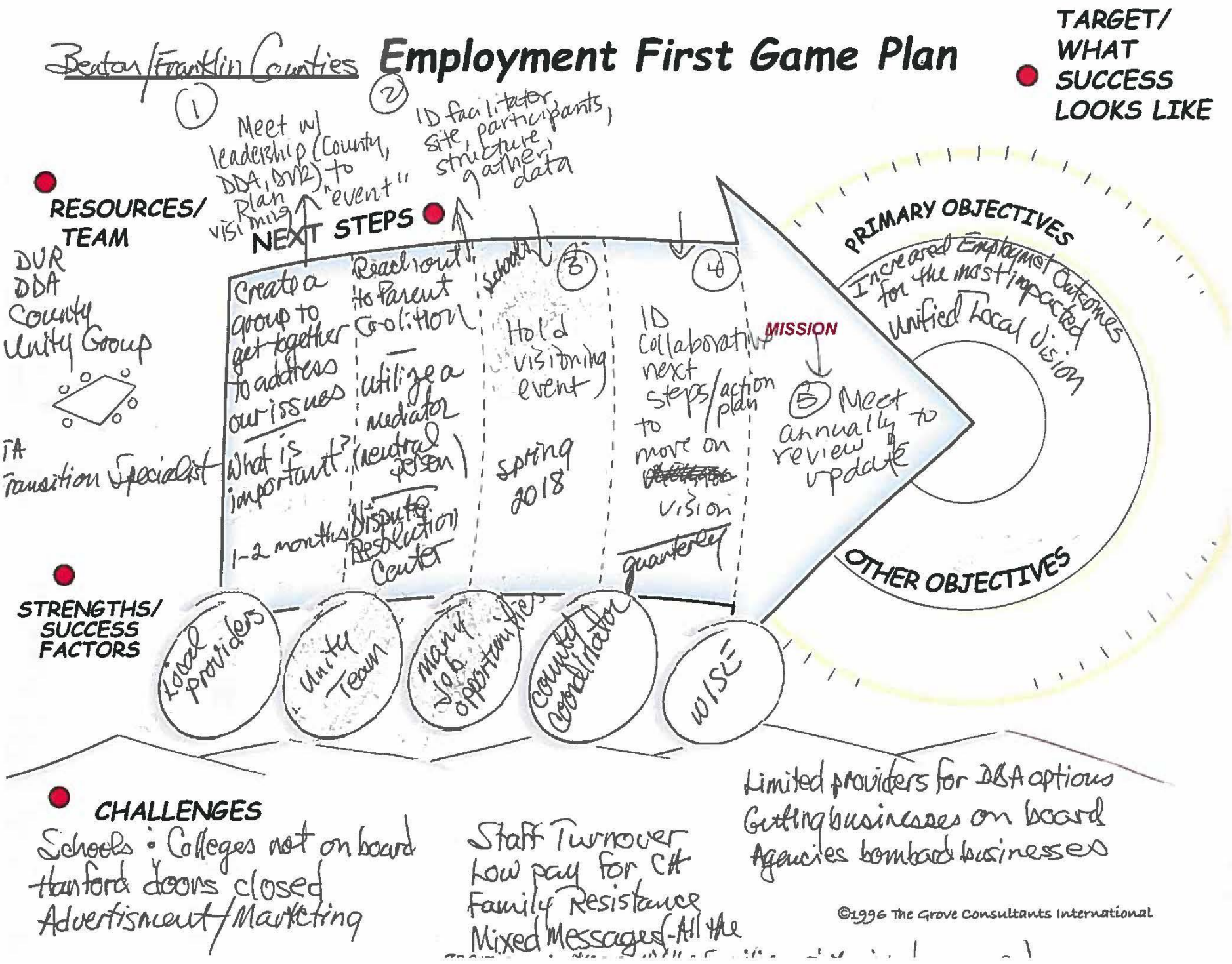
Beaton/Franklin Counties Employment First Game Plan



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Chelan / Douglas

Employment First Game Plan

TARGET/ WHAT SUCCESS LOOKS LIKE

Parent / Individual understanding of agencies & services available

RESOURCES/ TEAM

Maria Zepeda
Naomi Morgan
Dusti Rocha
Cindy Wright
Janis Fowler
Becca Wilder

NEXT STEPS

- Gather agency information to create i-Movie!
  - DVR
  - DDA
  - CAC
  - Work Source
  - Skill Source

  By: Oct 30th, 2017
- Creat i-Movie! & written document with info gathered

  By: Jan 31, 2018
- Gather together to review & share completed project with each other.

  By: Jan 31, 2018
- Every intake provide a simplified agency info to individuals & families.
- Have a info night to share info with everyone.

  By: Spring 2018

MISSION

PRIMARY OBJECTIVES

① Parent Involvement & education with what every agency does.

② Interagency collaboration & involvement

OTHER OBJECTIVES

STRENGTHS/ SUCCESS FACTORS

Communication
Relationships
Flexible
Same Goal
Motivated

CHALLENGES

- Agency Policies
- Agency Buy-in
- Student & Parent Buy-in

Janis Fowler
Becca Wilder
Naomi Morgan
Dusti Rocha

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Clallam

Employment First Game Plan

5 YEARS

TARGET/ WHAT SUCCESS LOOKS LIKE

RESOURCES/ TEAM

- Community partners beyond DD groups/agencies
- Dedicated Tax Fund
- DVR, DDA, Parents, County, Schools, Tribes

NEXT STEPS

- Increase support of PEP involvement in community as resource to current/ new clients
- Coordinate regional training for parental empowerment with schools/ agencies from birth onward
- Emphasize benefits/ resources for eligible but unenrolled clients (increase enrollment in DDA)
- Coordinate interactions between Peninsula Counties

MISSION

Increase employment participation

PRIMARY OBJECTIVES

1. Increase employment participation among those seeking employment (10%)
2. Increase employment participation among those eligible but not in employment (10%)
3. Increase employment participation among those eligible but not enrolled in DDA (10%)

OTHER OBJECTIVES

Increase family/individuals voices within school system

STRENGTHS/ SUCCESS FACTORS

- Collaboration
- Shared vision across community
- Passion/ interest in success/ growth

CHALLENGES

- Late involvement of families
- Communication between partners (on-going, consistent)
- Funding/resource limitations
- Lack/limited employment options

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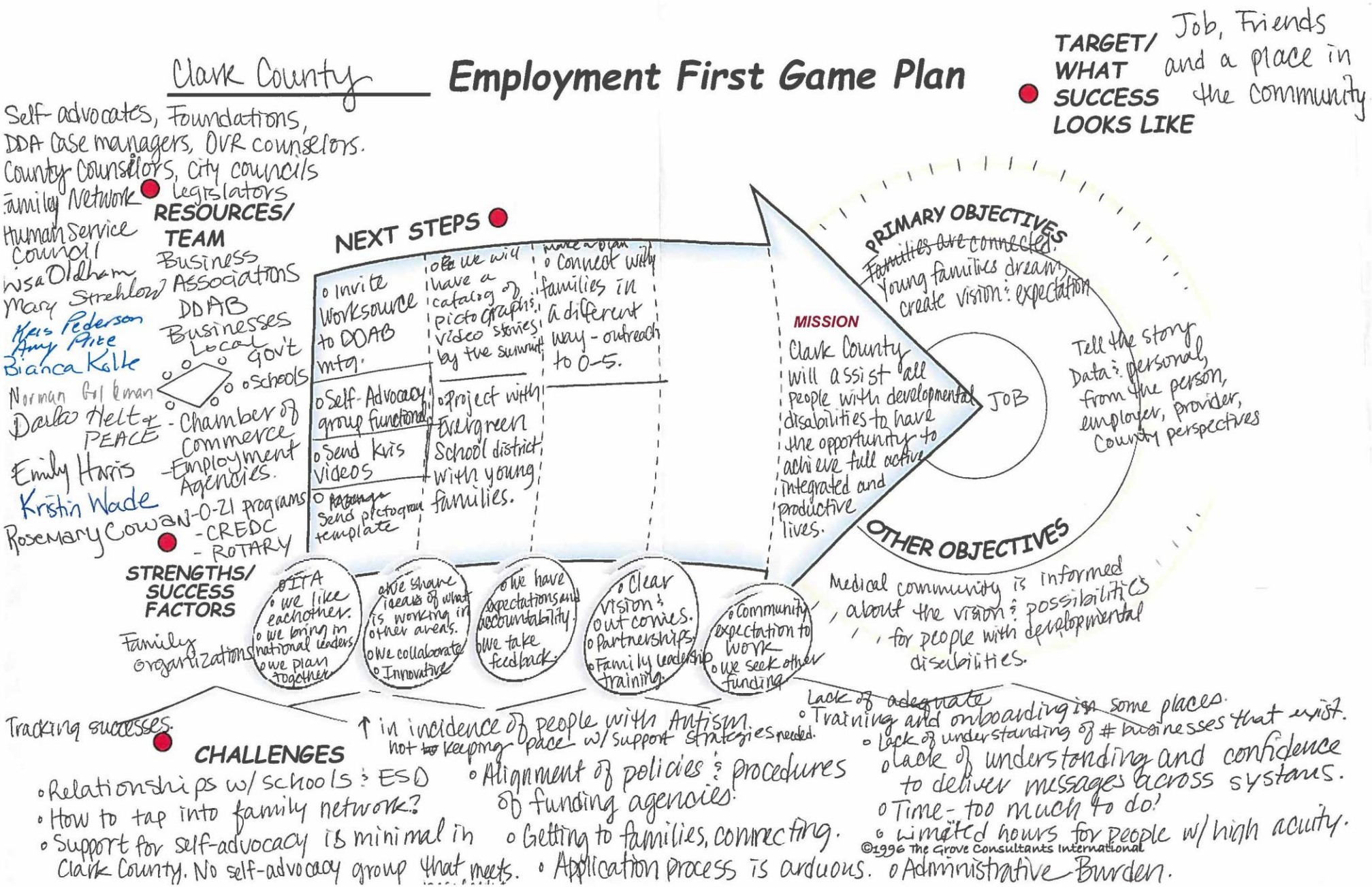
Clark County — Employment First Game Plan



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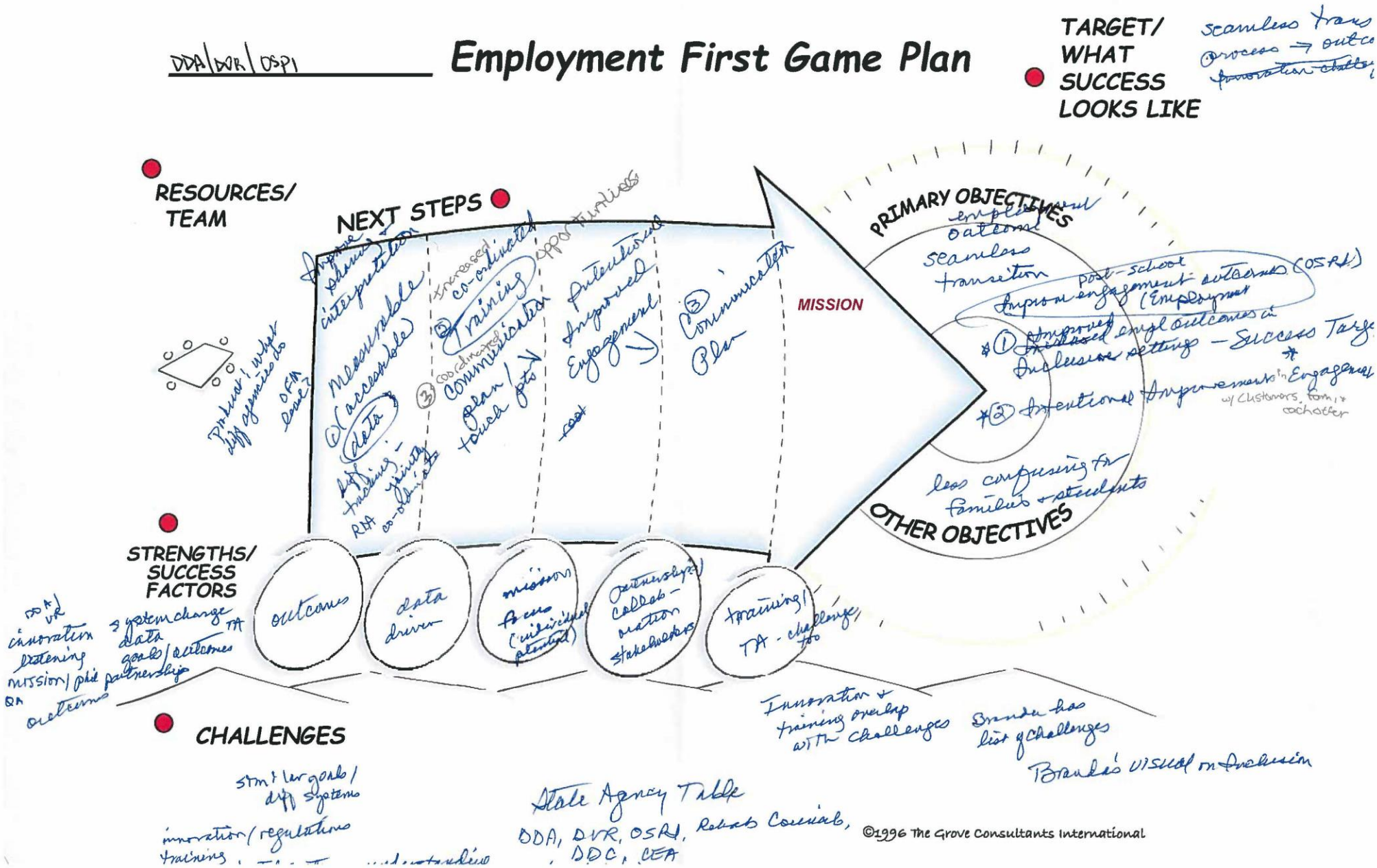
DDA/DVR/OSPI

Employment First Game Plan



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Grays Harbor

Employment First Game Plan

TARGET/ WHAT SUCCESS LOOKS LIKE

85 Individuals or more participating in Employment Services

RESOURCES/ TEAM

Providers
Community Info/Ed
Schools, DDA, DVR
Driven to Opportunity
County
Medical Community Providers

NEXT STEPS

- Share Employment First Game Plan at Provider Networking Meeting and keep on agenda to keep working towards goal
- Community Information Liasion at School I.E.P./504 Meetings to Meet, And build relationship with parents and individuals to assist with all stages of transition
- Develop a Developmental Disabilities page on County website with successful Employment Stories
- Create a library of Stories to share with individuals, families, Community Members.

MISSION

Increase Employment participation

PRIMARY OBJECTIVES

Increase employment participation to a minimum of 85 Individuals

By June 30, 2020

OTHER OBJECTIVES

STRENGTHS/ SUCCESS FACTORS

- Getting Jobs
- Passionate People
- Strong Leadership
- Employers / Community Coming together with purpose
- Cross Collaboration

CHALLENGES

- Obtain information what other County / Programs / System are doing, Changes in system
- Social Security cap raised
- Funding overall in Developmental Disabilities Administration
- Bigger investment with parents, start earlier
- Competing for $

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Jefferson County Employment First Game Plan

amcenery@co.jefferson.wa.us

TARGET/ WHAT SUCCESS LOOKS LIKE

RESOURCES/ TEAM

- Self-Advocates
- Parents
- Informal Community support System
- DDA/DVR
- Providers
- School Districts
- Employers
- City/County Government

NEXT STEPS

- Bigger Investment w/ Parents & Self-Advocates
- Peer to Peer Out & education & a about effective transition ser. that leads to employment
- Early PCPs for middle school kiddos
- Short term long term goals
- Blended w/ IEPs/Self-Directed
- Kinco co-8 part training series for PSP Cards
- Parents to train local other Parents - 0-21
- Learn how to tell your story
- Get what you need
- Assistive technology
- T.A.'s for Providers Families/DDA Schools (focus on work apps Resume Videos) & low tech. Video stories
- All Families but especially younger families want cutting edge transition services that leads to employment & whole lifes
- From the service system & Community-informal Res.

MISSION

PRIMARY OBJECTIVES

- Increase living wages for people w/ DD who are underemployed or unemployed by 10%
- Create some Video stories that showcase success
- Invite Workforce again to Tran. (Network)
- Work with ME Event in TC for employers - 3rd event

OTHER OBJECTIVES

- Increase parent education about effective transition - adult service systems & informal Community resources.

STRENGTHS/ SUCCESS FACTORS

Now ⇒

- Effective T.A.'s in Jefferson County
- Transition Network established for 15 yrs in Jefferson County
- The majority of adults w/ dd are working in Jefferson Co.
- Good collaboration & communication between County DDA/DVR Providers & Parents
- Recognizing Employers Dis. awareness month

CHALLENGES

- aligning the message between Co./DDA/DVR & Schools (Parents don't understand the system & services
- Need a list of effective transition programs (in WA State)
- Consistent transition services in all Districts
- Worksource - cross collaboration w/ DVR/CO/DDA/Schools on behalf of adults & students w/ dd.

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King County Employment First Game Plan

TARGET/ WHAT SUCCESS LOOKS LIKE

RESOURCES/ TEAM

King County
DDA
DVR
employment agencies
families
individuals
access/metro

NEXT STEPS

- Meet every other month
- Determine work groups + leads
- Communicate plan beyond forum group
- Engage others in implementation
- Family involvement earlier
- Culturally competent systems navigation
- Discovery in school (pilot)
- ~~Systems~~ Students with disabilities have access to generic options
- Coordinate early start activities with VR/agencies/ schools/etc.
- Unified service entry - intake / eligibility
- Business community involvement
- ~~Student~~ outreach (All means all)
- Leaders gather regularly to guide people by communicating roles/responsibilities + expectations
- Self advocacy development
- Envisioning transition for the future

MISSION

PRIMARY OBJECTIVES

All individuals with I/DD ~~students~~ are getting services as needed.

OTHER OBJECTIVES

STRENGTHS/ SUCCESS FACTORS

- Expertise
- Stakeholder relationships/ Collaboration
- Innovators
- Diverse strengths (Visionaries and Implementers)
- County support

CHALLENGES/ Opportunities

- Capacity
- Workhours / service quality
- Funding/diversifying as needed
- DVR launching Pre-ETS/process in development/OOS
- Culturally competent services and systems navigation

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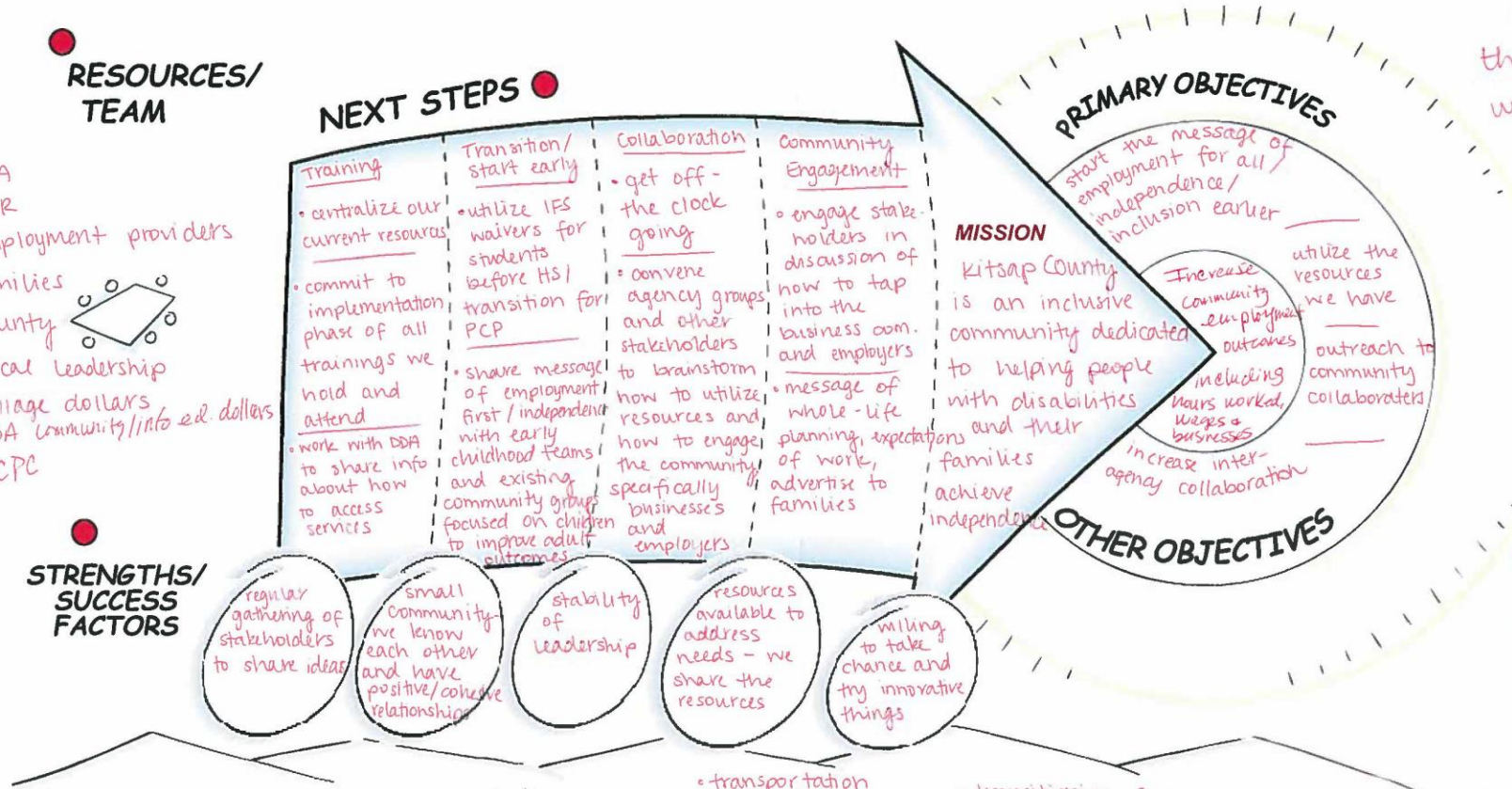
Kitsap County's Employment First Game Plan



TARGET/ WHAT SUCCESS LOOKS LIKE

★ improve employment outcomes by planting the seed earlier with families and schools

★ stronger collaboration and community engagement

★ hold each other accountable

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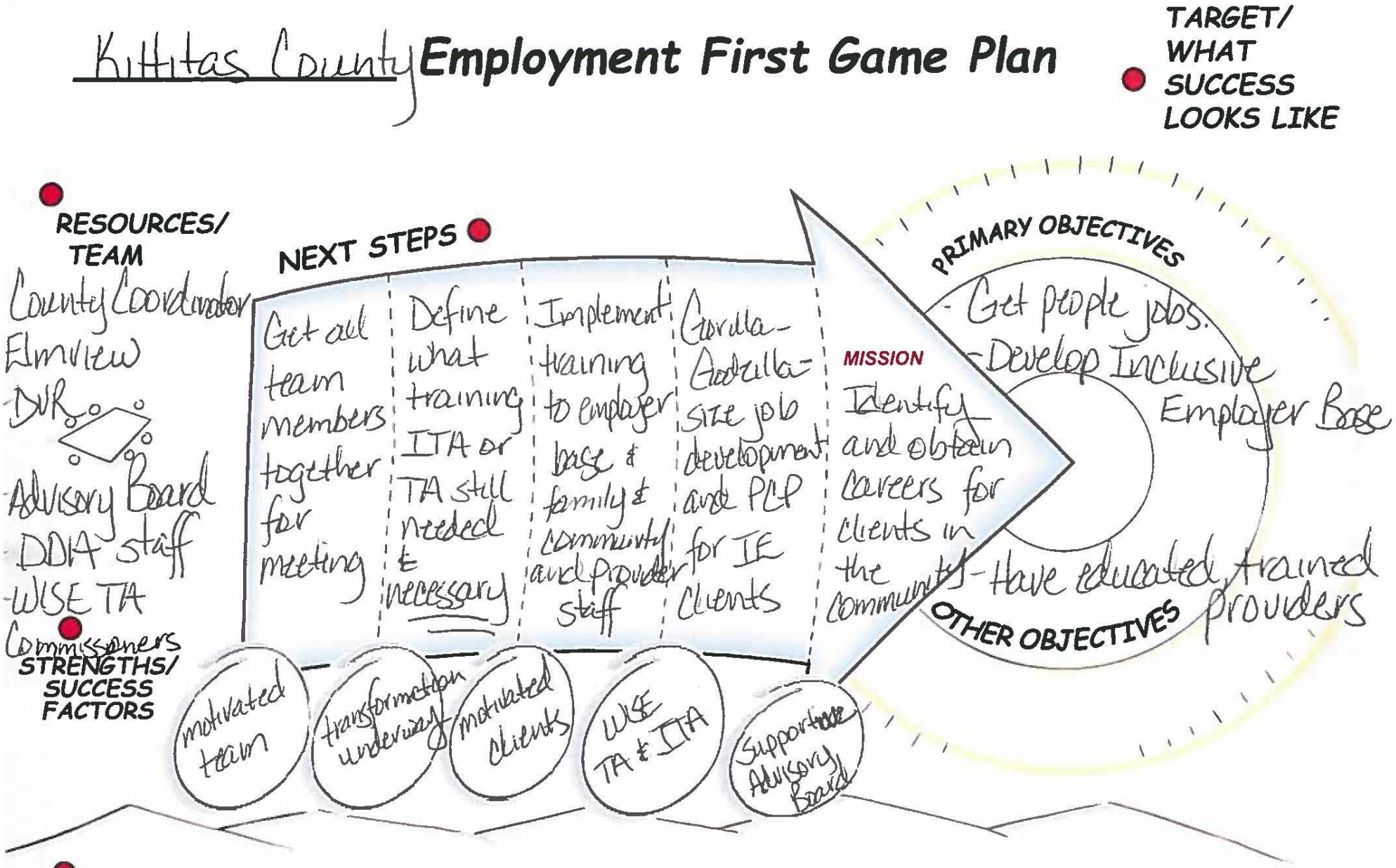
Kittitas County Employment First Game Plan



CHALLENGES

- Limited employer base in rural community
- Vast majority of clients have not worked in integrated settings.

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OSPI (Tania) Employment First Game Plan

TARGET/ WHAT SUCCESS LOOKS LIKE

RESOURCES/ TEAM

- OSPI Sped
- DVR
- WSRC
- ESDs

NEXT STEPS

- Increase opportunities for joint data dives
- Plan communication Side-by-side infographic w/ talking points about agencies
- Increase coordinated training opportunities
- Review agreement w/ CCTS & how TA resources are developed

MISSION

PRIMARY OBJECTIVES

- Seamless transitions w/ uninterrupted services
- Increase competitive employment outcomes in integrated settings
- Demystify the systems & processes for individuals & families

OTHER OBJECTIVES

- OSPI Improved post-school engagement outcomes

STRENGTHS/ SUCCESS FACTORS

- New Asst Sup focused on outcomes
- Deep content knowledge on IDEA
- Strong SEAC
- OSPI rep on WSRC is OSPI trans lead
- Strong compliance on IEP trans components

+ collab

monitoring system not punitive

CHALLENGES

- Lack of understanding/information of req's/services in other agencies
- ↑ trans compliance ≠ ↑ post-school outcomes
- Staff turnover leads to knowledge gaps
- Families feel overwhelmed + underserved

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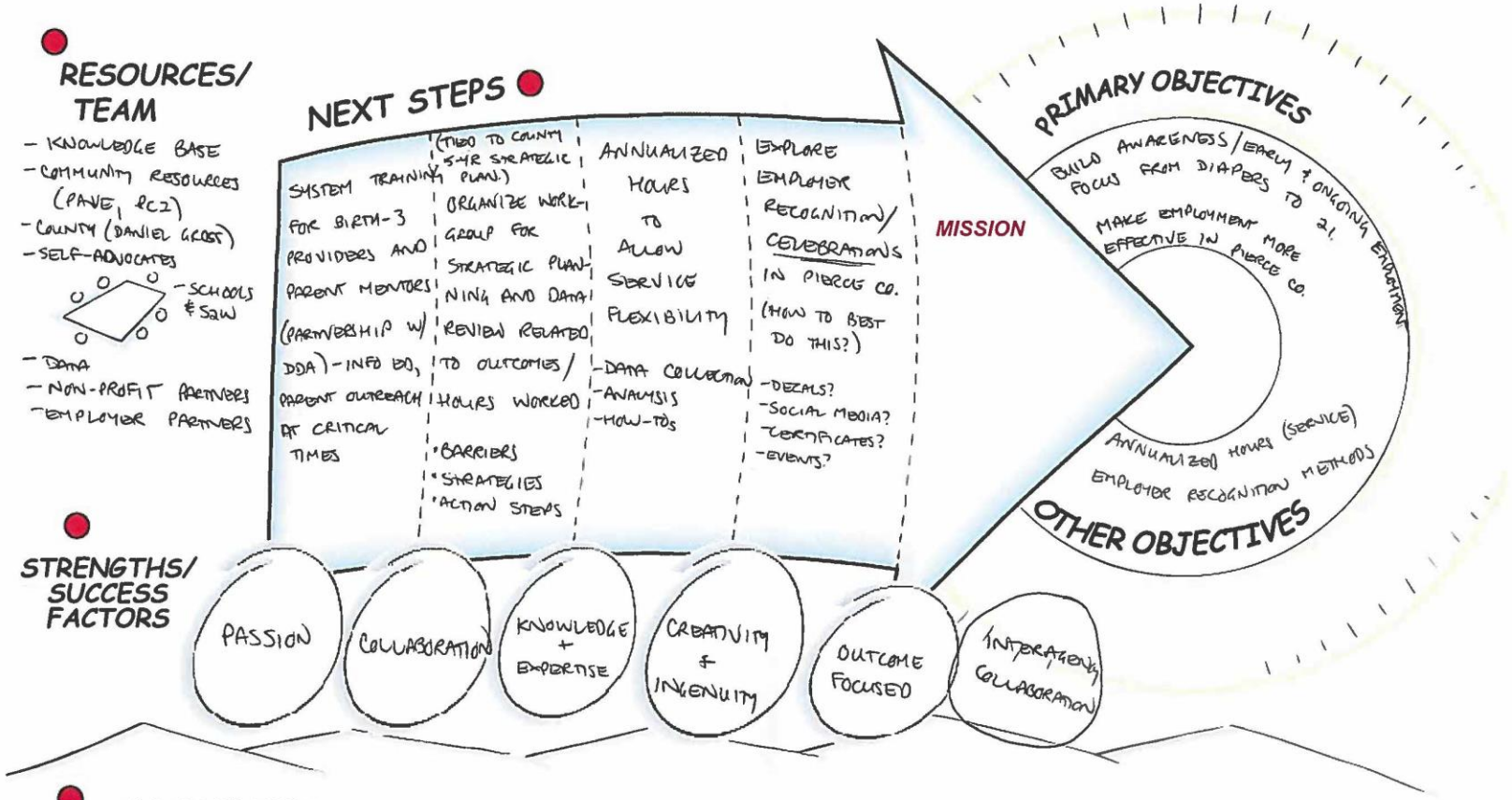
PIERCE COUNTY

Employment First Game Plan

TARGET/ WHAT SUCCESS LOOKS LIKE



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Skagit

Employment First Game Plan

TARGET/ WHAT SUCCESS LOOKS LIKE

The county / vendors / DDA / DVR / Parent to Parent
Employers

RESOURCES/ TEAM

NEXT STEPS

- Provider meeting objectives - 1 year plan
- Review of technical assistance from county to vendors
- Better clarification of parent coalitions
- Spotlight - Emphasis
- Education of new players

MISSION

Education of community and parents on the needs and capabilities of children in regards to employment

PRIMARY OBJECTIVES

Increased coordination between agencies
Parents fully supporting employment
Knowledgeable Agency staff
Robust Parent coalition

OTHER OBJECTIVES

Feasibility of a resource person for families

STRENGTHS/ SUCCESS FACTORS

Parent coalition
Vendor Meeting
DDA DVR meeting
Transitions - Invest - Program
Dream builders
Addic
Our Brands

CHALLENGES

Lack of engagement from families.
County - DVR, DDA - Vendor partnerships
~~[illegible]~~
New players

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Snohomish County Employment First Game Plan

TARGET/ WHAT SUCCESS LOOKS LIKE

2017 DREAM

RESOURCES/ TEAM

Sub Committee volunteers: Nancy Novak & Ann-Marie Lake → Diversity Committee

NEXT STEPS

STRENGTHS/ SUCCESS FACTORS

Enrollment
- COUNTY
- Providers

strengths
- collaborative / willing to help each other

NEXT STEPS
1. New Manager Orientation
2. More Provider Mtgs 6x / yr
3. Email List: Rotate Locations "lunch"
4. Recognition Stickers for Business – Inclusion & disAbility Awareness
5. Form Sub-committee Supp. Employment Staff & volunteers
6. "F'd Up Help System – Address" (Not sure how to address)
7. CM – collaboration "Link them in"
8. Access
9. Helping People "Stuck" in SUE – No Jobs
10. Preferred Hrs – Define it – more discussion

PRIMARY OBJECTIVES

MISSION

OTHER OBJECTIVES

A.
1. List Serv for Resources – Contacts – Gross Receipts
2. Cross-Training among agencies
   - Homepage
3. SharePoint –
   - forms
   - links
   - training modules for providers
   - share own documents w/ each other
   - List of CM's updated
   - calendar

B. DATABASE GUCHES
1. Annualized Hrs
2. Chasing Hrs

C. Provider Mtgs
1. incorporate networking Mtg into Provider Mtg

CHALLENGES
- Resource Availability – "Lack of"
- Firewall issues w/ new DB
- INFO that is current from DDA – cm assigned – Chasing hrs.
- Annualized Hours – build into DB.
- Community Access – Need more discussion

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Spokane County

Employment First Game Plan

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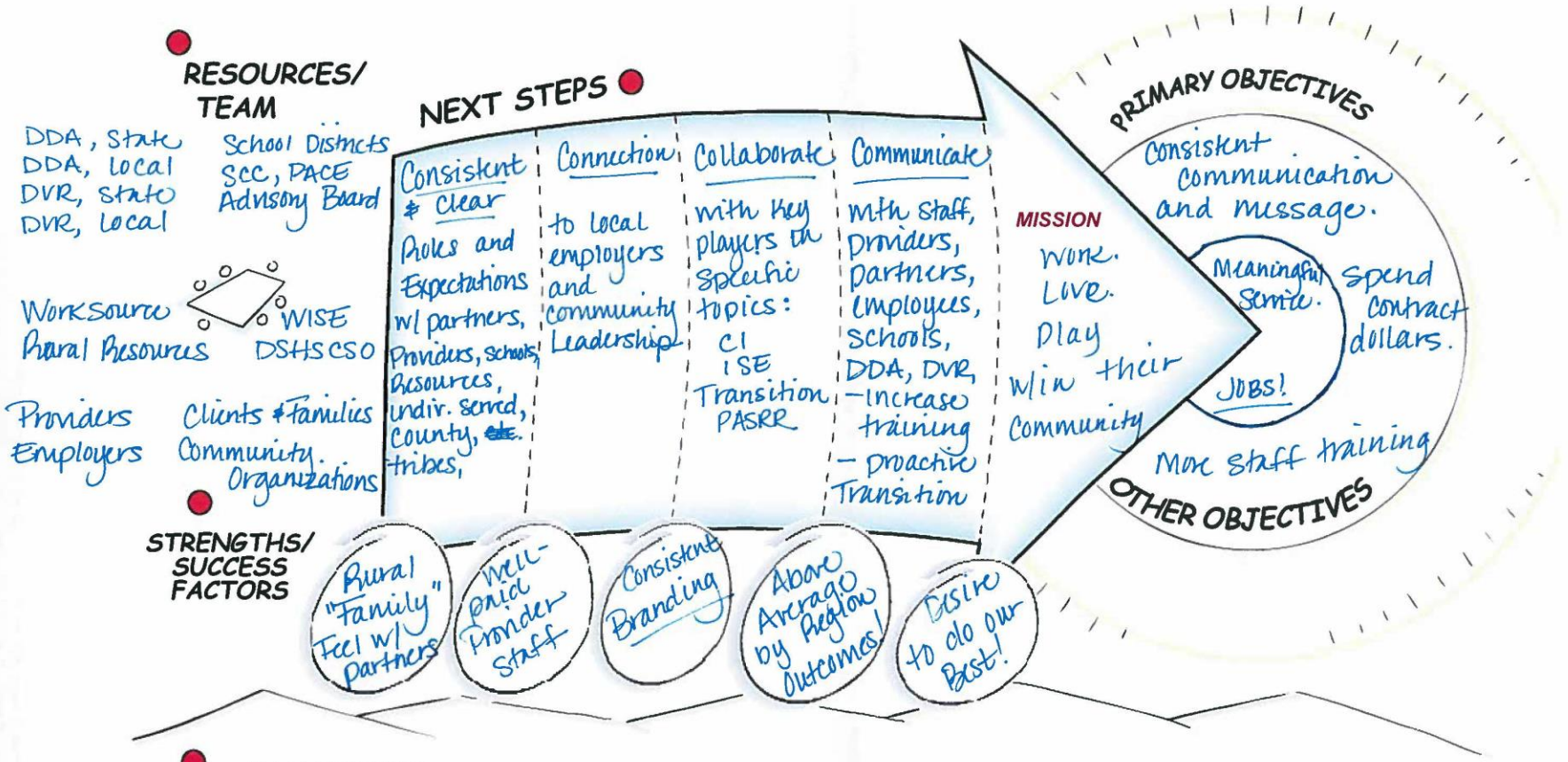
Stevens/Ferry

Employment First Game Plan

TARGET/ WHAT SUCCESS LOOKS LIKE — outcomes, timelines, Data



CHALLENGES

New program = needed staff training
Providers that are local and invested in the community.
Relationship with School Districts

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Thurston/Mason Employment First Game Plan

July 2018 - July 2019

TARGET/ WHAT SUCCESS LOOKS LIKE

RESOURCES/ TEAM

Vendor
DDA
DVR
Schools
County

STAKEHOLDERS
ARC
PARENT 2 PARENT

NEXT STEPS

Create a system to get State jobs
- co-funding for position
(Leverage proximity to state govt)

Pursue jobs in larger corporations
vocational tours for HS Transition Stud.
Bring businesses in to speak with HS Transition Stud.

↑ collaboration
provider meeting
transition Council (set up)
↑ Schools collaboration

Training
- Deb Melane (customized employement)
- Monica Meyer
- James Emmett
- Carey Griffin
- Denise Bissonett

Mini highline locally WEN
Access for Thurston/Mason

MISSION

To grow our county thru successful outcomes and Collaboration

PRIMARY OBJECTIVES

10% increase in jobs over current jobs

every student to apply for DDA by age 20

Maintain or ↑ retention

Increase Independence (Fading)

OTHER OBJECTIVES

Commitment to common GOALS

curriculum for transferrable skills

Transportation

STRENGTHS/ SUCCESS FACTORS

JOBS OUTCOMES
New employers
ECONOMIC GROWTH
GROWTH IN STUDENTS (LIFESKILLS + TRANSITION PROGRAMS)

ECONOMIC GROWTH

Number of jobs
HPS

GROWTH IN TRANSITION STUDENTS

Job Retention (esp - state)
STRONG COLLABORATIVE PARTNERSHIPS PROVIDERS

Transition work-Motivated to grow program

CHALLENGES

- SCHOOLS
  - INFLUX OF STUDENTS FROM OUT OF AREA
  - DEFINING TRANSITION IN SCHOOLS - (BASED ON AGE)
- Transportation
- Minimum Wage increase
- Hours Worked
- Asessing Fading

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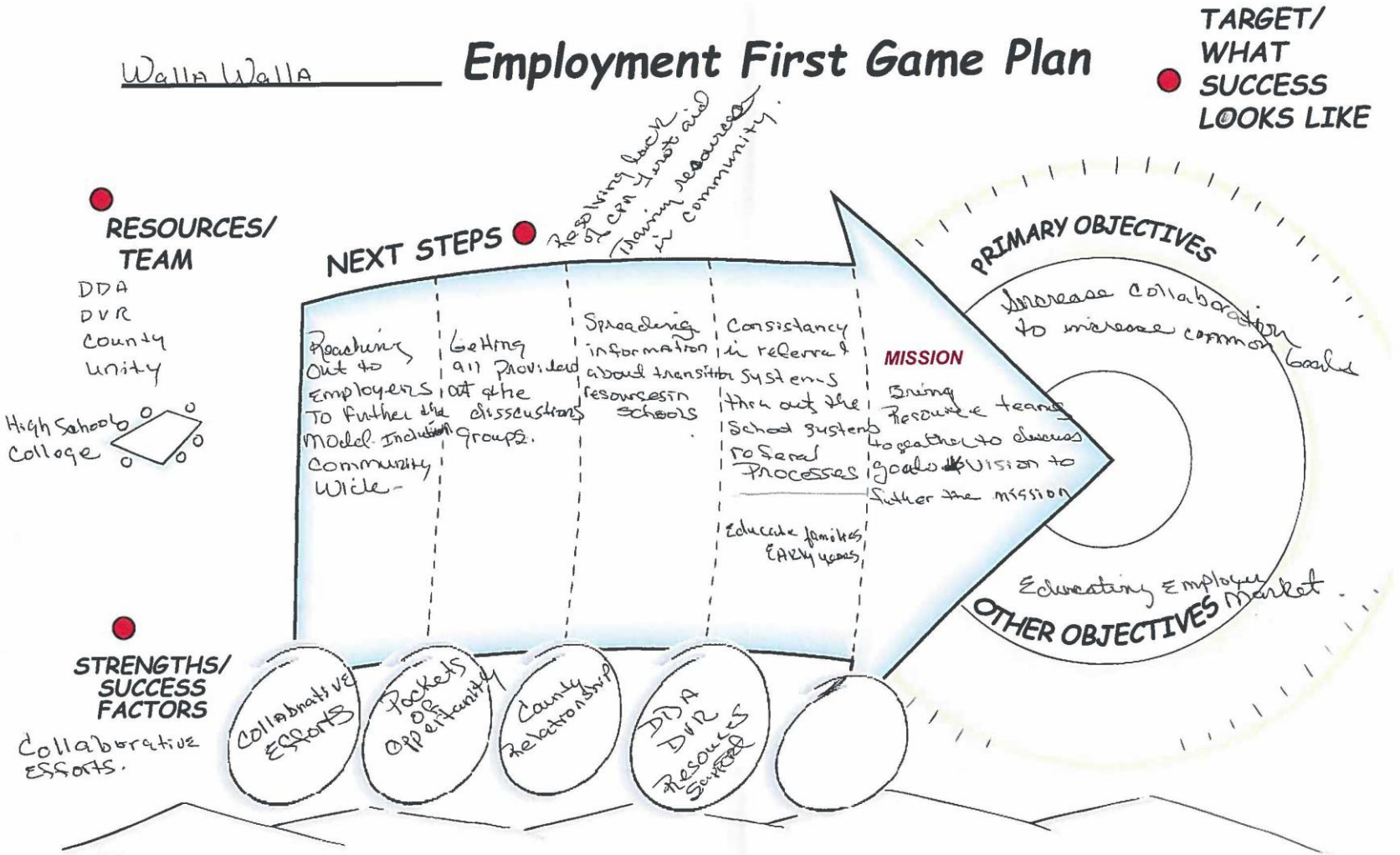
Walla Walla

Employment First Game Plan



CHALLENGES

Limited Job MARKET
Getting Passed old thinking...
limited Providers for DDA Options
Surplus of Volunteer Intern

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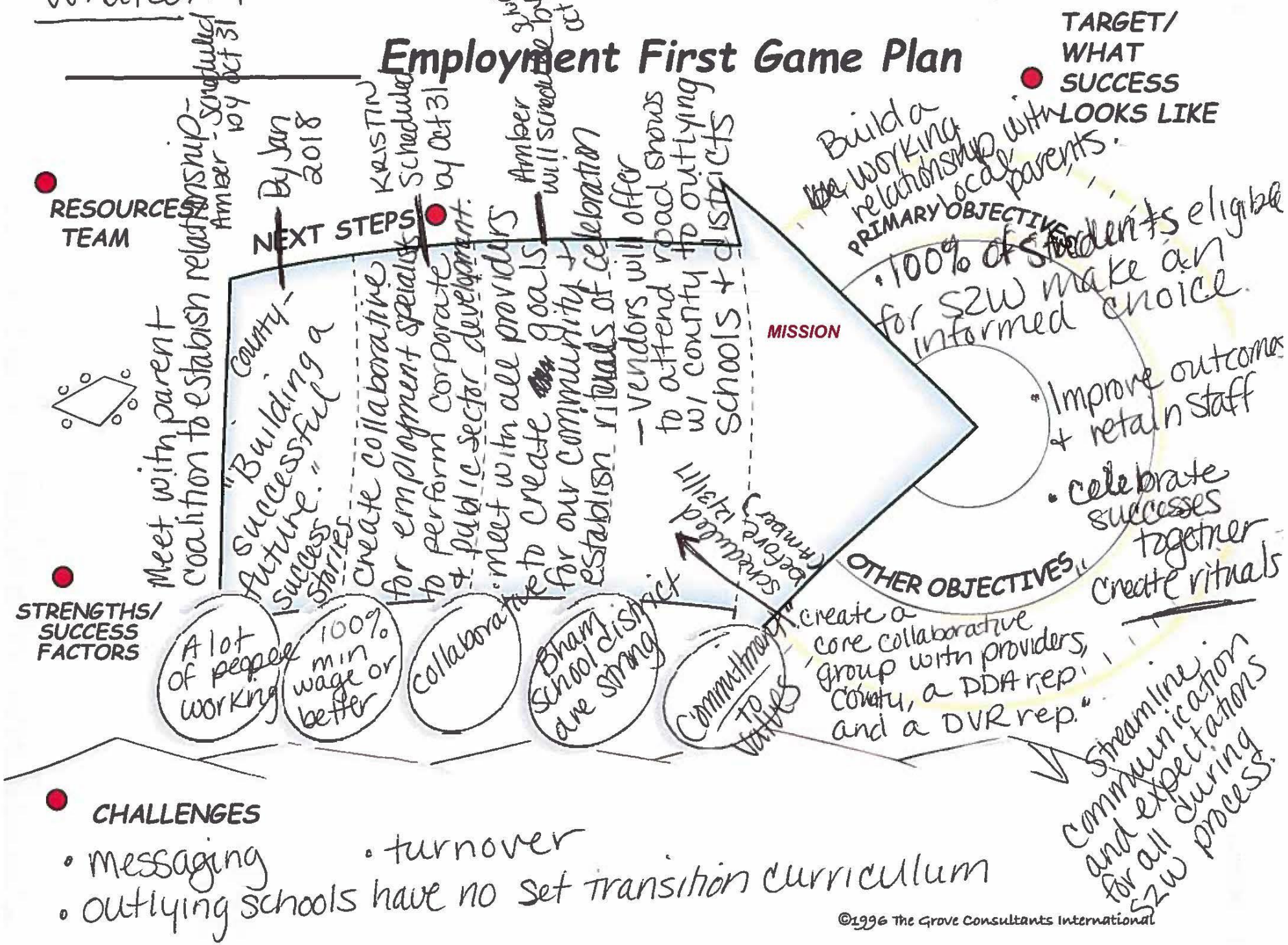
Whatcom 1

Employment First Game Plan



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Yakima

Employment First Game Plan

TARGET/ WHAT SUCCESS LOOKS LIKE

CHALLENGES

- Use County's website as a place for training materials
- Not all venders are consistently working toward inclusion which jeapardizes all venders goals
- Hold all accountable to follow the rules – top to bottom team members

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