Employment First Game Plan

TARGET/WHAT
• SUCCESS LOOKS LIKE:
  - Ideas are welcome (weeds better north)
  - Suggestions are incorporated
  - Individual must satisfy with train hours/ways
  - Quality meaningfulness of jobs (evidence based)
  - Advisory group is educated and active (months)
  - ACCS is well known as a supported employment agency
  - County is recognized as proponent of inclusion
  - Emphasis on data-driven decisions

MISSION
• Vision: All people working base on ability, not disability
• Inclusion for all

PRIMARY OBJECTIVES
• Get people competitive jobs
• Match services to individual goals

Secondary objectives:
• Develop a deep employment base
• Leverage local resources

STRENGTHS/SUCCESS FACTORS
• Good reputation in community
• Trust & support from community
• Mentored team
• High expectations and accountability
• Regular training & feedback

NEXT STEPS
• Define advisory goal & strategy
• More voices, strategic goals, each match overall goal for the county

CHALLENGES
• Lack of providers willing to take on high priority individuals
• Confusion about appropriate activities to advance the goal of inclusion - What activities are appropriate for high priority, high need individuals
• Inconsistencies in funding & recognition in community
• Inconsistent or unstaffed services

Resources/Team
• DDADV
• WISE
• CDS
• ICTA
• PCP
• PCC

Interagency meetings

Advisory group

Providers
Employment First Game Plan

**Primary Objectives**
- Increased Employer Outcomes
- For the most impacted workforce

**Mission**
- Meet annually to review updates

**Other Objectives**
- Other objectives

**NEXT STEPS**
1. Meet w/ leadership (County, DBA, DWE) to plan viewing event
2. Identify participants, site, participants, structure, game data
3. Create a group to get together to address our issues using mediator (neutral)
4. What is important (neutral)
5. 1-2 months (Dispute Resolution Center) spring 2018
6. Hold visioning event
7. ID collaborative next steps/action plan to move on vision

**Target/What Success Looks Like**
- Early results
- Collaborate on success story

**Resources/Team**
- Transition Specialist
- County Unity Group

**Strengths/Success Factors**
- Local providers
- Unity Team
- Matched opportunities
- Community-involved
- WISE

**Challenges**
- Schools: Colleges not on board
- Stanford doors closed
- Advertisement/Marketing
- Staff turnover
- How pay for job
- Family resistance
- Mixed messages (all the)

**Limited Providers**
- For DSA options
- Getting businesses on board
- Agencies bombard businesses

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Chelan / Douglas

**Employment First Game Plan**

**RESOURCES/TEAM**
- Maria Zepeda
- Naomi Morgan
- Doti Roach
- Cindy Wright
- Janis Fowler
- Rebecca Adler

**NEXT STEPS**
- Gather agency info.
- Inform Agency.
- Project updates.
- DDA, BDA.
- CAC.
- Parent/Staff.
- Staff Info.

**COMMUNICATION**

**STRENGTHS/SUCCESS FACTORS**
- Communication
- Relationships
- Flexible
- Same Goal
- Motivated

**MISSION**

**PRIMARLY OBJECTIVES**
- Parental involvement in education of what every agency does.
- Interagency collaboration & involvement.
- Parental understanding of agencies & services available.

**TARGET/WHAT SUCCESS LOOKS LIKE**
- Parent/Individual

**CHALLENGES**
- Agency Policies
- Agency Buy-in
- Student & Parent Buy-in
Employment First Game Plan

5 YEARS

TARGET/WHAT SUCCESS LOOKS LIKE

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%)

MISSION

Increase employment participation

OTHER OBJECTIVES

Increase family/individuals voices within school system

CHALLENGES

- Late involvement & families
- Communication between partners (ongoing, consistent)
- Funding/resource limitations
- Lack/limited employment options

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 with regional agencies
- Coordinate vision for regional training for parental empowerment
- Keep current clients and new clients
- Emphasize benefits and resources for eligible but unenrolled clients
- Increase enrollment in DDA
- Coordinate interactions between Peninsula Counties

STRENGTHS/SUCCESS FACTORS

Collaboration
- Shared Vision across Community
- Passion/Interest in Success/Growth
- Other

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Clark County Employment First Game Plan

TARGET/WHAT SUCCESS LOOKS LIKE
Job, Friends and a place in the community

NEXT STEPS
- Invite WorkSource to DOAB into 5s
- Be prepared to share great stories from the summit
- Project with Fullerton School district with young families
- Connect with families in a different way - outreach to 0-5

PRIMARY OBJECTIVES
Families are connected, young families dream, create visions, expectations

MISSION
Clark County will assist all people with developmental disabilities to have the opportunity to achieve full active integrated and productive lives.

OTHER OBJECTIVES
- Medical community is informed about the services possibilities for people with developmental disabilities
- Tell the story of personal from the person, employer, provider, county perspective
- Personal stories of success

STRENGTHS/SUCCESS FACTORS
- Family involvement in individualized education plan
- Rotarians
- CREDC
- O-21 programs
- Ongoing training

CHALLENGES
- Aligning policies and procedures with funding agencies
- Lack of adequate training and onboarding in some places
- Lack of understanding of businesses that exist
- Lack of understanding of confidence to deliver messages across systems
- Time - too much to do!
- Limited hours for people with high acuity

Self-advocates, Foundations, DDAC case managers, OVR counselors, County counselors, city councils

Family network
Legislators
Human Services Council
Oldham Mary Sherrif
Nora Peterson
Amy Arie
Bianca Kale
Nirina Gilman
Dale Holloway - Chamber of Commerce
Mary Peterson
Ann Rutledge
Emily Harris
Kristin Wade
Rosemary Cowan
O-21 programs
CREDC
Rotary

Tracking successes
in incidence of people with Autism
Not keeping pace, support strategies needed
Employment First Game Plan

TARGET/WHAT SUCCESS LOOKS LIKE
- 85+ individuals or more participating in Employment Services

PRIMARY OBJECTIVES
- Increase employment participation to a minimum of 85 individuals
- By June 30, 2020

OTHER OBJECTIVES

MISSION
- Increase employment participation

OTHER OBJECTIVES

MISSION
- Increase employment participation

MISSION
- Increase employment participation

MISSION
- Increase employment participation

MISSION
- Increase employment participation

MISSION
- Increase employment participation

NEXT STEPS
- Community Informational Sessions at Schools
- IEP/504 meetings to meet and build relationships with parents and individuals who assist with all stages of transition
- Development of Family Support
- Career Exploration
- Employment Stories

STRENGTHS/SUCCESS FACTORS
- Getting Jobs
- Passionate People
- Strong Leadership
- Employers
- Community coming together with purpose
- Cross collaboration

CHALLENGES
- Obtain information on what other County/Program/System are doing, changes to system
- Social Security cap raised
- Funding overall in Developmental Disabilities Administration
- Bigger investment with parents, start earlier
- Competition for $
King County Employment First Game Plan

**TARGET/WHAT SUCCESS LOOKS LIKE**

**PRIMARY OBJECTIVES**

- All individuals with DD/DDD standards are getting services as needed.

**OTHER OBJECTIVES**

**MISSION**

- Self-advocacy development
- Envisioning transition for the future
- Business community involvement
- Student outreach (All means all)

**NEXT STEPS**

- Leaders gather regularly to guide public by communicating roles/responsibilities + expectations
- Self-advocacy development
- Envisioning transition for the future

**STRENGTHS/SUCCESS FACTORS**

- Expertise
- Stakeholder relationships
- Collaboration
- Innovators
- Disseminate strengths
- Visionary leaders
- Implementers
- County support

**CHALLENGES/OPPORTUNITIES**

- Capacity
- Work hours/service quality
- Funding/diversifying as needed
- DVR training/pro-ets/process in development/foes
- Culturally competent services and systems navigation

**RESOURCES/TEAM**

- King County
- DDA
- DVR
- Employment agencies
- Families
- Individuals
- Access/Metro
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 collaborative and community engagement
- Hold each other accountable

**MISSION**
Kitsap County is an inclusive community dedicated to helping people with disabilities and their families achieve independence.

**PRIMARY OBJECTIVES**
- Increase community employment outcomes
- Maximize hours worked, keep businesses alive
- Increase inter-agency collaboration

**STRENGTHS/SUCCESS FACTORS**
- Regular gathering of stakeholders to share ideas
- Small community—everyone knows each other and has positive/valued relationships
- Resources available to address needs
- We share the resources
- Willing to take chances and try innovative things

**CHALLENGES**
- Not everybody is on board with the message
- Inconsistency of support in school districts
- Transportation
- Community at large still needs to be educated about inclusion
- Transitioning from sheltered work to IE—culture changing
- Need to discover good job matches
- Largest employer in Kitsap is a tough nut to crack

**RESOURCES/TEAM**
- DDA
- DVR
- Employment providers
- Families
- County
- Local leadership
- Millage dollars
- DDA Community/165 dollars
- KCPC

**NEXT STEPS**
- Training
  - Centralized our current resources
  - Commit to implementation of all trainings
  - Hold and extend
- Transition/Start early
  - Utilize IFS waivers for students before HS
  - Transition for PCP
- Collaboration
  - Agency groups and others
  - Share message of employment
  - How to tap into the business world
  - Resources and how to engage the community
  - Specific business and employers
- Community Engagement
  - Engage stakeholders in discussion of how to tap into the business world

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Kittitas County Employment First Game Plan

TARGET/WHAT SUCCESS LOOKS LIKE

PRIMARY OBJECTIVES
- Get people jobs.
- Develop Inclusive Employer Base
- Other Objectives
  - Have educated, trained providers
  - Identify and obtain careers for clients in the community

MISSION
- Identify and obtain careers for clients in the community
- Have educated, trained providers

NEXT STEPS
- Define what training ITA or TA still needed & necessary
- Implement training to employer base & family & community
- Gorilla: Advocate for small job development & PSP
- Clients

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

RESOURCES/TEAM
- County Coordinator
- Elmview DVR
- Advisory Board
- DDA Staff
- WISE TA
- Commissioner's Strengths/Success Factors

STRENGTHS/SUCCESS FACTORS
- Motivated team
- Transformation underway of motivated clients
- WISE TA & ITA Support

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Employment First Game Plan

TARGET/WHAT SUCCESS LOOKS LIKE

PRIMARY OBJECTIVES
- Seamless transitions w/uninterrupted services
- Ongoing support
- Improved post-school engagement
- Enhanced advocacy

STRENGTHS/SUCCESS FACTORS
- New Ass't Sup focused on outcomes
- Deep content knowledge on IDEA
- Strong SEAC
- OSEP rep on WSRC is OSEP trans lead
- Strong compliance on IDEA

CHALLENGES
- Lack of understanding/information of reg's/services in other agencies
- Targeted compliance = post-school outcomes
- Staff turnover leads to knowledge gaps
- Families feel overwhelmed + underserved

MISSION

OTHER OBJECTIVES

RESOURCES/TEAM
- OSEP Spec
- DVR
- WSRC
- ESDS

NEXT STEPS
- Increase opportunities for joint data drives
- Increase coordination/training opportunities
- Increase agreement by CETS on how TA resources are developed
- Increase communication side-by-side
- Infographic w/talking points about agencies
PIERCE COUNTY

Employment First Game Plan

TARGET/WHAT SUCCESS LOOKS LIKE

RESOURCES/TEAM
- Knowledge Base
- Community Resources (FANE, etc.)
- County (Daniel Gross)
- Self-Advocates
- Schools
- $5K
- Data
- Non-Profit Partners
- Employer Partners

NEXT STEPS
- System Training Plan
- Organize Workforce
- Group for Strategic Planning
- Review Related Data
- Info Do.
- Client Outcomes
- Cost
- Critical Times
- Barriers
- Strategies
- Action Steps

ANNUALIZED HOURS TO ALLOW FLEXIBILITY
- Review CSP and CSP2
- Data Collection: Analysis, Review, Trends, Social Media, Certificates, Events
- Annualized Hours (Service)
- Employee Recognition Method

MISSION

STRENGTHS/SUCCESS FACTORS
- Passion
- Collaboration
- Knowledge + Expertise
- Creativity + Ingenuity
- Outcome Focused
- Interagency Collaboration

OTHER OBJECTIVES

PRIMARY OBJECTIVES
- Build Awareness/Early Detection
- Effective Services

CHALLENGES
- Legislative Advocacy
- Systemic Challenges
- Change (e.g., Transition, Staffing) in Agencies

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Employment First Game Plan

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

TARGET / WHAT SUCCESS LOOKS LIKE

RESOURCES / TEAM

NEXT STEPS
- Provider meeting objectives - Year plan
- Review technical assistance from county to vendors
- Better clarification of parent collaborations
- Spotlight - Emphasis
- Education for new players

MISSION
- Education of community and parents on the needs and capabilities of children in regards to employment
- Robust Parent Coalition
- Knowledgeable staff
- Increased coordination between agencies
- Employment

PRIMARY OBJECTIVES

OTHER OBJECTIVES

STRENGTHS / SUCCESS FACTORS

Parent Coalition
Vendor Meeting
DDA DVR meeting
Transitions / Invest Program
Dream Builders

CHALLENGES
- Lack of engagement from families
- County - DVR, DDA - Vendor partnerships
- New players

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Employment First Game Plan

RESOURCES/TEAM
- Board everywhere, all agencies
  Higher Ed
  ODA, DVR, Spokane
  County
  DSHS
  Support efforts
  APSE/CEA
  Plan to work
  Millage, Stud
  Projects
- Faces Spokane
  Technology
- ITA
  Tech Assistance
  Large Build
  Financial
  Resources
  Strong
  Support
  Technology
  Learning
  Skills
  Knowledge
  Small owned
  Program
  Development
  One to One
  Support
  Training
  Development
  Provider base
  One to One
  Support
  Training
  Development
  Provider base

STRENGTHS/SUCCESS FACTORS
- Multi audience to communicate (community, stakeholders, all)
- All means All, those most impacted
- High quality supports for employment for businesses

CHALLENGES
- Incomplete vision - not everyone shares vision/shared philosophy, different paths
- Vendor communication - disconnect amongst agencies, sharing info/lack of collaboration
- Different business approaches, inconsistent message to business community, inconsistent support
- Retention in all levels, training levels
- Maximizing client satisfaction
- Low expectations
- Systems disconnect, lack of support navigating systems, fragmentation

PERSONS SERVED
- Clear path
- Education
- Stakeholders

TARGET/WHAT
- Success
- Looks like
- Everyone with a disability who wants a job can have one
- Improved vendor collaboration
- Well-trained agency staff
- Continuity
- Stakeholder awareness
- Share same vision of employment first
- Starting earlier Birth
- Setting expectations

INTER-AGENCY COLLABORATION
- Shared vision
- Stakeholders
- Well-trained/capable

MISSION
- Identify stakeholders
- Schedule meetings
- Schedule follow-up meetings

NEXT STEPS
- Creating clear vision
- Schedule stakeholder Oct. 10th
- Hosting outreach meetings
- Visit next steps & families
- Support for shared vision
Employment First Game Plan

**RESOURCES/TEAM**
- DDA, State
- DVR, State
- DVR, Local
- School Districts
- therapeutic, PACE, Advisory Board
- WISE
- Rural Resources DST, CBO

**NEXT STEPS**
- Consistent and clear roles and expectations with partners, providers, schools, resources, and community leadership
- Connection to local employers and community leaders
- Collaborate with key players on specific topics: CSE, Transition, PASRR
- Communicate with staff, providers, partners, employees, and community leaders
- Increase training - proactive transition

**STRENGTHS/SUCCESS FACTORS**
- Rural "family" feel with partners
- High perceived provider staff
- Consistent branding
- Above average by higher outcomes
- Desire to do our best!

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

**PRIMARY OBJECTIVES**
- Consistent communication and messaging
- Meaningful jobs
- Spend contract dollars
- Max staff training

**MISSION**
- Work
- Live
- Play
- Win their community

**TARGET/SUCCESS OUTCOMES**
- Timelines
- Data
Thurston/Mason

Employment First Game Plan

Primary Objectives
- 10% increase in jobs over current jobs
- Every student to apply for DDA by age 26
- Commitment to common goals
- Curriculum for transferable skills
- Maintain or retention
- Increase independence (paying)
- Growth in students (life skills + transition programs)
- Growth in students (LIFES) + transition programs
- School's collaboration
- School's collaboration
- Access for Thurston/Mason
- Transition work motivated through program
- Transition work motivated through program
- Train for targeted employment
- Monica Mayer
- James Primett
- Carey Griffin
- Denise Bissmert
- Deb McMann (customized employment)
- MISSION
- To grow our county thru successful outcomes and collaboration

Other Objectives

Strengthen Success Factors
- Economic Growth
- Number of Jobs
- Growth in Transition Students
- Job Retention (Exp. State)
- STRATEGY: Collaborative KEETEN PROVIDERS
- Transition Work-Motivated

Challenges
- Schools Influx of students from out of area defining transition in schools (lifeskills)
- Transportation
- Minimum wage increase
- Hours worked
- Assessing fading

Target/What Success Looks Like

July 2018-2019
Employment First Game Plan

Resources/Team

- DDA
- DVR
- County
- Unity

Target/What success looks like

- Primary Objectives
  - Decrease collaboration to increase common goal

- Other Objectives
  - Educating employers
  - Market

Strengths/Success Factors

- Collaborative efforts
- Task force of experts
- County relationships
- DDA, DVR, Resources

Next Steps

- Navigating out to employers and breaking down barriers to disseminate model and resources in schools
- Educating employers
- Consistency in referral systems
- Educating families

Challenges

- Limited job market
- Getting resists old thinking
- Limited providers for DDA
- Surplus of volunteer labor

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Employment First Game Plan

**MISSION**

*Build a working relationship with parents.*

**TARGET/WHAT SUCCESS LOOKS LIKE**

*100% of students eligible for SZW make an informed choice.*

**PRIMARY OBJECTIVES**

*Improve outcomes & retain staff.*

*Celebrate successes together.*

*Create rituals.*

**OTHER OBJECTIVES**

Streamline communication & expectations for all during SZW process.

**STRENGTHS/SUCCESS FACTORS**

*A lot of people working 100% min wage or better.*

*Collaborate to create celebration rituals.*

*Pharmacists are strong.*

**CHALLENGES**

*Message turnover.*

*Outlying schools have no set transition curriculum.*

**NEXT STEPS**

*Meet with parent/coalition to establish relationship.*

*Kees TN Scheduled in Oct 2018.*

*Success.*

*Build a collaborative for employment specialists.*

*Create a core collaborative group with providers, CO, a DDA rep, and a DVR rep.*

*Attend school shows to attend school shows.*

*Amber will schedule 3 to 5 vendors to attend school shows.*

*Amber will schedule 3 to 5 vendors to attend school shows.*

*Support staff.*

**RESOURCES/TEAM**

*Whatcorr I.*

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Yakima Employment First Game Plan

TARGET/WHAT SUCCESS LOOKS LIKE

MISSION
- Intigted
- Engaged
- Thrive
- Person-Centered
- More cohesive and collaborative partnership
- Increase financial situations of all clients toward thriving not surviving
- *Encourage early engagement for all* Birth to Death

PRIMARY OBJECTIVES
- Assist individuals to move all persons desiring increased or desired independence toward their goals
- Remain consistent among expectations across all programs

OTHER OBJECTIVES
- Build stronger
- Consist consistency across all services and programs community
- New rules
- Communicate changes
- Communicate process
- More inclusive training
- New rules
- Communicate changes
- Consistency across all programs community

Don't be afraid of innovation, flexibility

Next Steps
- Eliminate silos of work
- Improve trust between all parties
- Create a true umbrella of services
- Wrap around all parties

Primary Strengths/Success Factors
- Consistent move toward elimination of GSE
- Strong relationship with DUR
- Full array of services
- Strong established education vendors performing high
- Good regulatory across vendors

Challenges
- Use County's website as a place for training materials
- Not all vendors are consistently working toward inclusion which jeopardizes all vendor goals
- Hold all accountable to follow the rules - top to bottom