

ARIZONA

EMPLOYMENT FIRST

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BS

Job Opportunities Build Success

TODAY'S 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

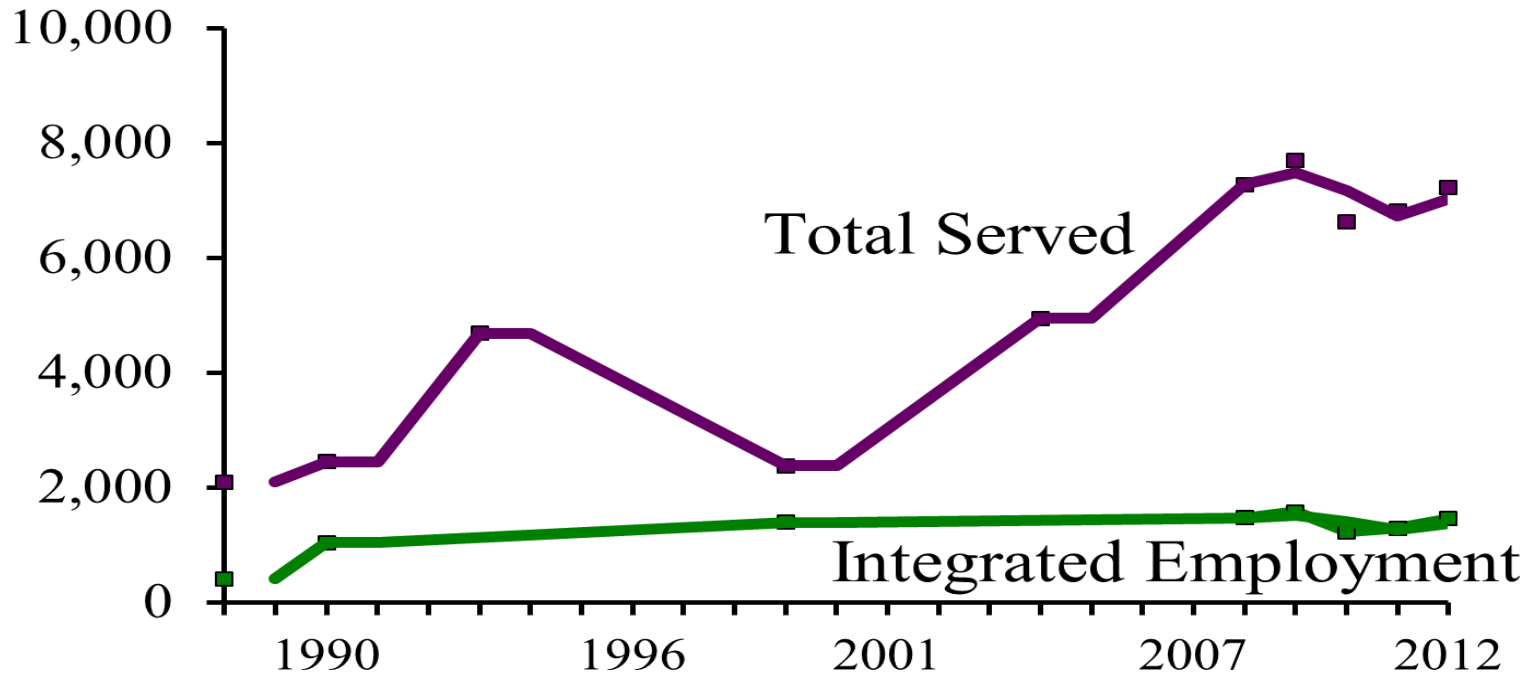
- ★ National Governors' Association "Blue Print for Governors"
- ★ Office of Disability Employment Policy/Department of Labor
- ★ Promoting the Readiness of Minors in SSI (PROMISE)
- ★ The ABLE Act

ARIZONA'S BUILDING BLOCKS

- ★ Achieving Success by Promoting Readiness for Education and Employment Grant (ASPIRE, a PROMISE Grant)
- ★ AZ Community of Practice on Transition (AzCoPT)
- ★ AZ Disability Benefits 101(DB 101)
- ★ Broad stakeholder support
- ★ Project SEARCH
- ★ State Employment Leadership Network (SELN)
- ★ Untapped Arizona
- ★ Work Incentive Information Network (WIIN)

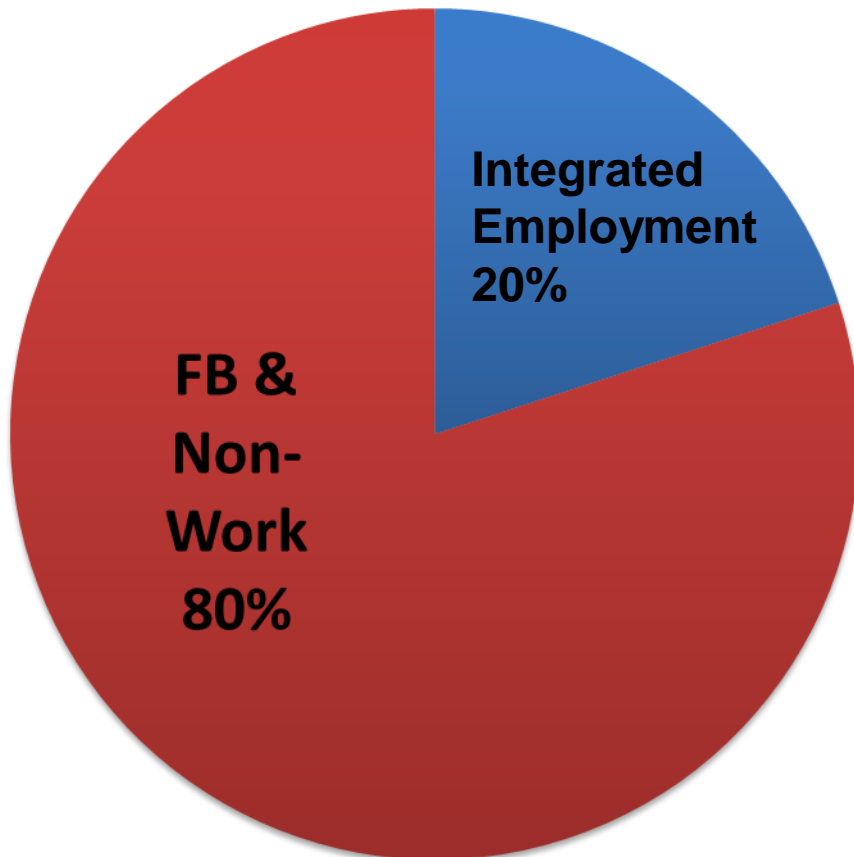
STATE OF THE STATE

All Day Services Including Employment

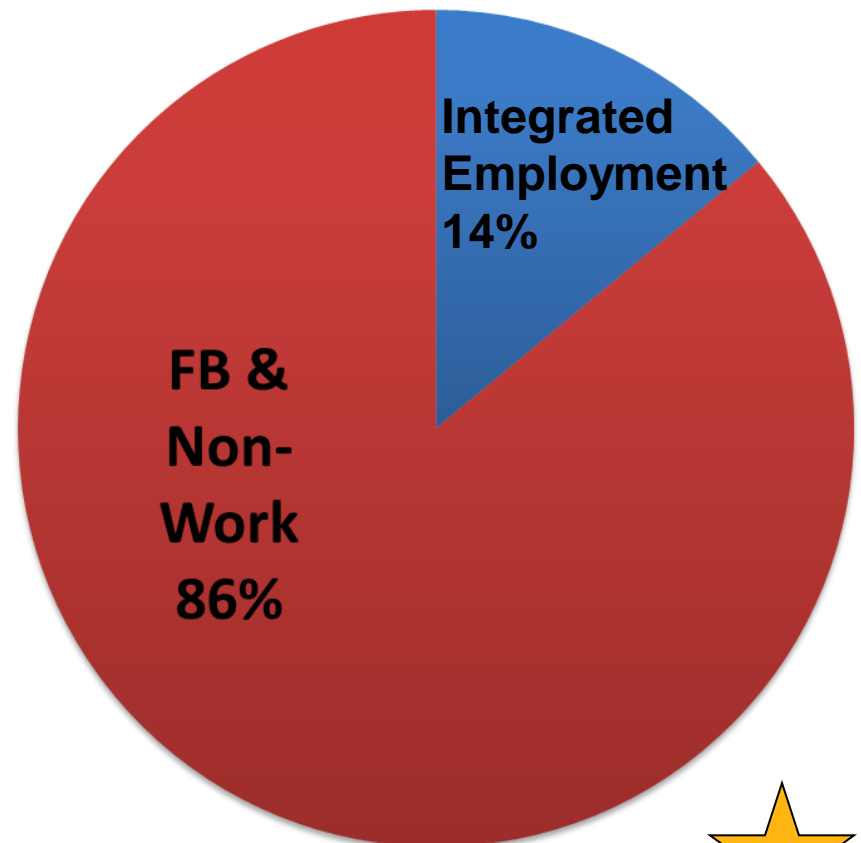


STATE OF THE STATE

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

WHAT WE ASKED

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

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

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
- ★ Supportive Career and Technical Education programs
- ★ Summer work, internships and volunteer experiences

WHAT WE HEARD

WHO...

- ★ Everyone is a stakeholder
- ★ State agencies
- ★ Colleges and universities
- ★ Family members
- ★ Supportive employers
- ★ Educators
- ★ Advocates

FROM THE PROVIDERS

- ★ GO GO GO!
- ★ What about choice?
- ★ The elephant in the room...
- ★ We need resources
 - ★ Funding
 - ★ Training
 - ★ Time

FROM THE FAMILIES

- ★ What about choice?
- ★ My child cannot work!
- ★ Will we lose disability benefits?
- ★ Give us hope!
- ★ Let us help!

CORE PLANNING TEAM

Broad stakeholder representation including:

- ★ Advocates
- ★ Educators
- ★ Employers
- ★ Employment Service Provider Agencies
- ★ Family Members
- ★ State Agencies
- ★ University Centers for Excellence in Developmental Disabilities
- ★ Youth and Young Adults

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 PLANNING

Key Direction #6

Foster the development of employment- focused
SUPPORTS

Strategy:

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

NEXT STEPS

- ★ Finalize the AZ Employment First Strategic Plan
 - ★ Stakeholder roles and responsibilities
 - ★ Communication plan
 - ★ Performance measures and data management
- ★ Publish the Plan
- ★ GET TO WORK!

“Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has.”

Margaret Mead

