

ARIZONA

EMPLOYMENT FIRST

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BS

Job Opportunities Build Success

TODAY'S PRESENTERS

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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

LEADERSHIP

- ★ Advocates
- ★ Educators
- ★ Employers
- ★ Employment Service Provider Agencies
- ★ Family Members
- ★ State Agencies:
 - ★ Arizona Health Care Cost Containment System
 - ★ Department of Education/Exceptional Student Services
 - ★ Developmental Disabilities Planning Council
 - ★ Division of Behavioral Health Services
 - ★ Division of Developmental Disabilities
 - ★ Rehabilitation Services Administration/Vocational Rehabilitation
- ★ University Centers for Excellence in Developmental Disabilities
- ★ Youth and Young Adults

GUIDING PRINCIPLES

- ★ All working age people with disabilities can participate in meaningful work and should have the supports needed to support success
- ★ Policies and practices should be conducive to the employment of people with disabilities
- ★ All people should have the right to pursue a full range of employment opportunities based on talents, skills and interests
- ★ Benefits counseling should be available so everyone understands available options

STRATEGY

- ★ Engage the impacted community
- ★ Ensure broad stakeholder representation in planning
- ★ Focus efforts on integrated & competitive employment
- ★ Revise state agency policy and practice
- ★ Align funding to promote employment services
- ★ Support transition to employment
 - ★ Training and technical assistance
 - ★ Adding opportunities - not removing them
- ★ Agree to performance measures and data management
- ★ COMMUNICATE – COMMUNICATE - COMMUNICATE

STAKEHOLDER INPUT

- ★ Webinar
- ★ On-line survey
- ★ Community forums
- ★ Community presentations
- ★ Strategic planning core team

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 the 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

- ★ Finish drafting the AZ Employment First Strategic Plan
 - ★ Stakeholder roles and responsibilities
 - ★ Communication plan
 - ★ Performance measures and data management
- ★ Release DRAFT plan for community review
- ★ Finalize the Strategic Plan
- ★ “GET INVOLVED...”

“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

