

WIN EMPLOYMENT AND DESIGN RECOMMENDATIONS

September 17, 2018

“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

WIN GOALS

Design: Ensure service equity and efficiency through community-designed services

Employment: Boost employment opportunities through existing and new service models

Network: Build opportunities for increased information and resource sharing

Inclusion: Identify and address other challenges to full community inclusion



“Devote yourself to your community around you and devote yourself to creating something that gives you purpose and meaning.” – Mitch Albom

THE MEMBERS

Family Members

Advocates (including Arc of Northern Virginia)

Employment and Day Providers

FCPS

DARS

CSB



“Alone we can do so little, together we can do so much” – Helen Keller

THE PROCESS



Following the Full July 9 WIN Meeting....

July 27: Meeting to Brainstorm Employment and Design (E&D) Recommendations

- Merging of Employment and Design Groups

August 13: E&D Meeting and Breakout Sessions

- Several subgroups met in between August 13 and August 27

August 27: E&D Meeting and Breakout Sessions

- Service Descriptions, Action Items, Timelines, and Person(s) Responsible

September 10: Draft Recommendations → Lori Stillman

DEVELOPMENT OF PRIORITIES

Retirement options for individuals in employment and day programs

Employment Training Program

- Building skills needed for employment

Inclusive Employment Opportunities

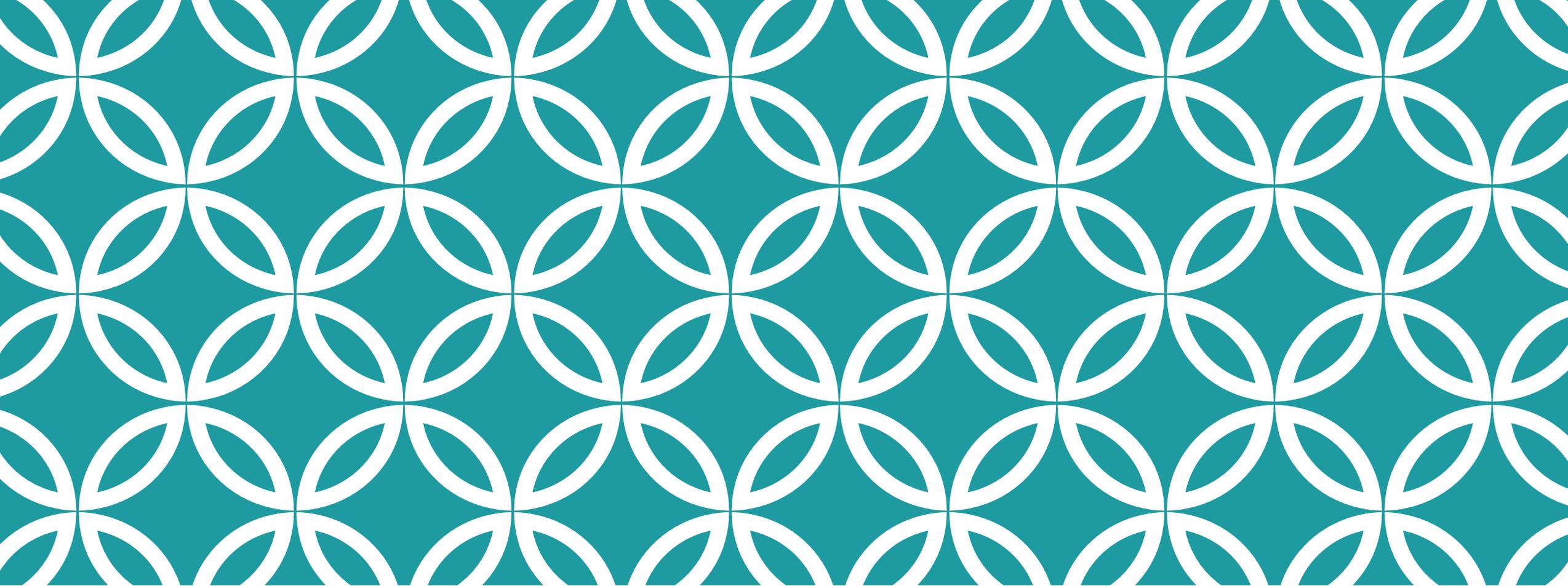
- Increase employers hiring people with disabilities
- Small Group Supported Employment Opportunities
- Entrepreneurial Options

Self-Directed Services: Marketing, Fiscal Agent, Expansion



Shout out to the members of the Employment and Design Group for their enthusiasm, initiative, and thoroughness!





SHARING E&D RECOMMENDATIONS AND REQUESTING INPUT

E&D Subgroup Leaders

RECOMMENDATION #1: RETIREMENT PROGRAM

Bronze Option

- Explore the transition of 200+ individuals who are of retirement age
- Add self-directed service and/or companion support as needed

Silver Option (Includes Bronze and the following):

- Combination with other services – Day Support, Volunteering, Group Supported, etc.
- Continue and develop new partnerships with community service providers

Gold Option (Includes Silver and the following):

- Integrated services at all Senior Centers and Adult Day Health Centers
- Nurse/Behavioral Support Specialist/Therapeutic Consultants available on site
- Increase capacity as needed to open additional inclusive sites



RECOMMENDATION #1: RETIREMENT PROGRAM

Action Items

- Conduct focus groups and surveys
- Develop education of support coordinators and service providers regarding retirement options
- Complete cooperative assessments for best match placements
- Initiate and support culture shift towards Community of Inclusion
- Explore costing of Transition Planning Team
- Marketing/outreach: success stories, workshop/webinar, adaption of aging guides and toolkits
- Assess geographic locations – transportation logistics
- Explore use of self-directed funding and Waiver funding for companion support at Senior Centers and Adult Day Health Care Centers
- Assess capacity of senior and other community centers to include additional individuals, companions, etc.
- Determine capacity to include volunteer opportunities in hybrid models

RECOMMENDATION #1: RETIREMENT PROGRAM



RECOMMENDATION #2: EMPLOYMENT TRAINING

Action Items

- Develop, implement, and analyze survey/assessment to determine level of interest and need
- Research labor market needs to determine career/vocational areas to focus
- Research funding source possibilities
- Determine recommendation/language for CSB to add contract flexibility for adding services
- Conduct meetings with existing providers/DARS to discuss who can adjust their model to include an employment training services and increase their capacity
- Explore training on alternative transportation options for individuals to access programs

RECOMMENDATION #2: EMPLOYMENT TRAINING PROGRAM



RECOMMENDATION #3: INCLUSIVE EMPLOYMENT

Use current and create new marketing and training materials to share with employers

- Collect and update existing marketing/employer training materials
- Develop video of success stories to share with businesses, Chamber of Commerce, Business Leadership Network, etc.
- Create team to synthesize submitted materials into marketing and resource packages.
- Create marketing plan – one place where employers can find materials
- CSB and providers consider ways to incorporate general business development and marketing activities into services

Lower the barriers for the development of small group supported employment (GSE) opportunities among the service provider community

- Create bonus program for service providers and/or employers for creation of GSE opportunities
- Create new supported employment contract specific to groups of 2-3
- Investigate different funding models for job development of new sites for GSE



RECOMMENDATION #3: INCLUSIVE EMPLOYMENT

Advocate for new incentive programs or hiring requirements/percentage goals for employers in Fairfax County

- Key employers: Fairfax County, FCPS, George Mason University, all Fairfax County employers over a certain size
- Identify current % of jobs at each employer filled by people with disabilities
- Identify key stakeholders
- Create and implement goal of increasing the current number by __% over the next 5 years

Develop creative employment and business opportunities for individuals and small groups

- Provide resources and support to families and potential entrepreneurs
 - Provide startup funding for new businesses
 - Create and update business startup resources, success stories, and workshop/webinar
 - Provide networking opportunities to connect potential entrepreneurs
- Research and hold seminar for providers and families on incentive models and best practice programs throughout the state and country

RECOMMENDATION #3: INCLUSIVE EMPLOYMENT



RECOMMENDATION #4: EXPANDING SELF-DIRECTED SERVICES

What are Self-Directed Services (SDS)?

- Fairfax CSB program for adults with DD and without Medicaid Waiver funding
- Learn or build skills for active and meaningful community participation through various activities
- Families enter service agreements with the CSB and receive funds to purchase community support services.

Recommendations

- Provide fiscal agent option and peer mentoring
- Expand marketing of SDS
- Provide materials to employees hired through SDS
- Expansion of SDS to include entrepreneurship, life skills learning, etc.



RECOMMENDATION #4: EXPANDING SELF-DIRECTED SERVICES

Action Items

- Assess current fiscal agent services
- Explore cost of expanding fiscal agent services
- Explore time needed for formalizing a mentoring program and support group
- Collect and develop new marketing materials: videos, success stories, webinar, one pagers, etc.
- Review and update materials for employees providing SDS
- Conduct survey to collect past examples of when SDS could not be used
- Assess policies that could allow expansion of SDS usage
- Assess feasibility of individual budgets and annual service plans

RECOMMENDATION #4: EXPANDING SELF-DIRECTED SERVICES



