

Working Age Adult Policy
Pathways to Employment Implementation

In anticipation of implementing the Working Age Adult Policy, Clark County Developmental Disabilities sought input through numerous individual interviews and a community stakeholder process. The intention of these processes was to gather the perspectives, best thinking, hopes and concerns of individuals with disabilities, family members, service providers and system partners in relation to implementing new public policy. County staff would like to thank all who gave of their time to participate in the process.

The Working Age Adult Policy is a statement of values about people with disabilities and the importance of community based integrated employment in realizing full citizenship. The Working Age Adult Policy moves county funding of day-programs away from non-integrated non-work activities and requires *all* working age adults to be on a *Pathway* working towards gainful employment. Integrating these pathways into existing day services is not a huge shift from current policy and practice in Clark County. All individuals and families will now begin to plan for employment outcomes. Personal agents will continue to work with a broad cross section of individuals as people have need for more intensive planning to define, develop or change careers. Service providers will continue to develop jobs based upon the individual's written plan as their roadmap.

The focus of supports and services now and into the future will continue to emphasize *individual abilities, personal choice, support to families, and inclusion* into local community life. In Clark County, as well as throughout the country, there are ever increasing efforts to implement the principles of self-determination: *freedom, control, support and responsibility*. With its commitment to implementing the Working Age Adult Policy, Clark County Developmental Disabilities is working to integrate the requirements of the new policy with the current priority and movement to self directed services. This commitment will be operationalized through continued planning and support for individuals and families and on-going community development activities. Clark County Developmental Disabilities will invest in increased education and training for individuals and families, providers of services,

and system partners. Additionally, there will be investment in enhancing Vocational Development Services.

Investment in Planning

Every person starts and changes their career path based upon personal and family expectations, skills, jobs, personal circumstances and over time, an awakening of personal interests and gifts. Some paths are straight and follow typical job progression over time from entry level to higher levels of skills and responsibility. Others meander around; changing interests and fields based upon the awakening of true interests and passions. Like all self-directed services a personalized plan, based upon the gifts, talents and desires of the individual, family, and support network will serve as the map of a person's *Pathway*. Some individuals will begin with a process of discovery to determine what vocational interests they have. Some individuals will jump right into entry level jobs. Others will be clear on how they want to move into more challenging work or switch fields completely to learn a new set of skills.

It all begins with an individual employment plan, directed by the individual and family, that is a road map for reaching one's employment goals. Clark County Developmental Disabilities is committed to improving and increasing the capacity for quality, person centered planning. This on-going work will be further strengthened by giving access to individuals who want assistance with career progression.

The plan will include clear goals, objectives, and activities that align with the plan and are focused on gainful employment that the individual wants. This employment plan will identify the person's interests, strengths, support needs and employment goals. Using the language of the County Service and Payment Plan this would be the conditions, contributions, and preferences. It will include activities to reach those goals and outcomes. In addition, plans will include how outcome success will be evaluated and reported. It is a design for services. As previously discussed, some individual's goals will be very clear with a short implementation time. Other individuals will truly be at the beginning of their *Pathway*. Their plans may need to unfold with small steps or activities that align with a long-term goal of gainful employment. Plans will need to be revised with new goals and activities as more is discovered about the person's interests and abilities. Plans will be individually focused, define success, be individual/family driven, and use a team of committed individuals for successful implementation.

All plans will, at a minimum, address the following:

- Current situation
- Information about the individual: conditions, contributions, preferences, interests, skills, experience, support needs, and dreams
- If information is not available - first steps in discovering more about the person become goals on the pathway – trial work, vocationally oriented volunteerism, etc
- Ideas for employment
- How progress towards goals and objectives will be measured and documented
- How activities and progress are going to be reported including frequency
- Timelines for bringing the full team together for problem solving and strategizing

All reporting will, at a minimum, addressing the following:

- What different activities and steps have been tried to reach desired outcomes.
- Progress on outcomes.
- If there is no progress an accounting of alternative strategies and which new strategies will be tried.

Investment in Enhancing Vocational Development Services Capacity

To strengthen the community's capacity to obtain gainful employment for all individuals the county will invest resources to enhance Vocational Development Services. Effective July 1, 2006 Vocational Development Services will not be provided by Employment Providers and there will no longer be Community Connections Leading to Employment. Prior to July 1, 2006 individuals who will be on a *Pathway* and are currently receiving Community Connections, Community Connections Leading to Employment, or Vocational Development Services will need to reassess their situation and select either a Vocational Development Services provider or an Employment Services provider. The county will work with individuals, families, and service providers to phase in these changes and to ensure a smooth and thoughtful transition where indicated. This will allow service providers to focus on and further improve their core competencies.

The county will establish a process to qualify current providers for Vocational Development Services. The county will also work with individuals, families, providers and DDD regarding those individuals that will remain in Community Connections.

Investment in Community Information & Education

Clark County Developmental Disabilities has a long standing commitment to educating everyone; individuals with disabilities, families, service providers, school personnel, system partners, businesses and the general community to the value and worth of gainful employment for all citizens. There is further commitment to educating individuals and families regarding their rights, opportunities, and responsibilities within the provision of county funded services. The implementation of the Working Age Adult Policy calls for extensive information and education to enlist the support and collaboration of all partners and the greater community.

Training Opportunities for Individuals and Families

- Value of employment and full citizenship
- Roles within the adult service system
- Working Age Adult Policy Implementation
- Navigating the adult service system
- What to expect from service providers
- What to expect from a planning process
- On-going plan management and coordination
- Advocacy
- Basics of Path Development
- Basics of Job Development
- Positive Behavioral Supports: Philosophy & Techniques
- Pulling together teams
- Team membership
- Effective Communication

Training for Developmental Disabilities Advisory Board

- Working Age Adult Policy Implementation
- Value of employment and full citizenship
- Roles and Responsibilities within the Adult System
- Community Development

Training Opportunities for Employment Service Providers

- Working Age Adult Policy Implementation
- Value of employment and full citizenship
- Positive Behavioral Supports: Philosophy & Techniques
- What to expect from other service providers
- What to expect from a planning process
- Team Membership
- Effective Communication
- What to expect from County, DDD and DVR
- Roles within the Adult Service System
- Vocational Profile
- Outcome Measurements
- Job Development
- Job Carving
- Job Supports
- Recording & Paperwork Requirements
- Effective Business Practices
- Leadership & Management Strategies

Training Opportunities for Vocational Development Service Providers

- Working Age Adult Policy Implementation
- Value of employment and full citizenship
- Positive Behavioral Supports: Philosophy & Techniques
- What to expect from other service providers
- What to expect from a planning process
- Team Membership
- Effective Communication
- What to expect from County, DDD and DVR
- Roles within the Adult Service System
- Vocational Profile

- Outcome Measurements
- Volunteer Development
- Recording & Paperwork Requirements
- Effective Business Practices
- Leadership & Management Strategies

Training Opportunities for Personal Agent Services

- Working Age Adult Policy Implementation
- Positive Behavioral Supports: Philosophy & Techniques
- What to expect from other service providers
- Numerous Planning Methods
- Team Facilitation
- Secrets of Support
- Effective Communication
- What to expect from County, DDD and DVR
- Roles within the Adult Service System
- Vocational Profile
- Outcome Measurements
- Recording & Paperwork Requirements
- Effective Business Practices
- Leadership & Management Strategies

Training Opportunities for Benefits Analysis Providers

- Working Age Adult Policy Implementation

Training Opportunities for Residential Service Providers

- Working Age Adult Policy Implementation
- Value of employment and full citizenship
- Positive Behavioral Supports: Philosophy & Techniques
- What to expect service providers
- What to expect from a planning process
- What to expect from County, DDD, DVR

- Roles within the adult service system
- Team membership
- Effective Communication

Training Opportunities for DDD Case Managers

- Working Age Adult Policy Implementation
- Value of employment and full citizenship
- What to expect from service providers
- What to expect from a planning process
- What to expect from County and DVR
- Roles and Responsibilities within the adult service system
- Effective Communication
- Positive Behavioral Supports: Philosophy & Techniques

Training Opportunities for DVR Counselors

- Working Age Adult Policy Implementation
- What to expect from County and DDD
- What to expect service providers
- Roles and Responsibilities within the adult service system
- Effective Communication

Training Opportunities for Schools

- Working Age Adult Policy Implementation
- Value of employment and full citizenship
- Positive Behavioral Supports: Philosophy & Techniques
- The Adult Service System
- Roles and Responsibilities within the Adult System
- What to expect from service providers
- What to Expect from a Planning Process
- What to expect from County, DDD, DVR
- Social Security Work Incentives
- Person Centered Planning

Investment in System Coordination

Implementing public policy takes the cooperation and collaboration of many, Clark County Developmental Disabilities is committed to on-going work with system partners to increase quality outcomes for individuals. This will include:

- On-going coordination meetings with DDD
- On-going coordination meetings with DVR
- Collaboration with school districts and the ESD

Investment in Community Development

Clark County has long demonstrated its commitment to community development to increase the inclusion and participation of individuals with developmental disabilities into the fabric of the community. This work will continue with:

- Partnerships
- Corporate and public sector job development
- Business and community forums

Conclusion

Clark County Developmental Disabilities staff fully acknowledges that the implementation of the Working Age Adult Policy will be a learning process and is committed to working collaboratively with individuals, families, service providers, and system partners to phase in changes. County staff is committed to bringing stakeholders together periodically to again gather the perspectives, best thinking, hopes and concerns as they move forward with implementation. The county will continue to develop and adapt an implementation plan that moves the system so that all individuals are on their preferred *Pathway* to gainful employment.