



## Working Age Adult Policy Task Force: Priority/Issue Area #3: Creating the Environment

Goals	Action Steps	Managers	Implementers	Outcomes	Timelines
<b>3.1</b> <b>Ensure various incentives, information and training will be available to the broad range of employers, including women and minority owned businesses.</b>	3.1.1 Establish an Advisory Task Force of different size businesses (for profit, nonprofit and government) to evaluate current incentives, information and training and identify additional incentives, information and training for all staff levels of the organization (owner, management, line staff and customers).  3.1.2 Implement an array of user-friendly incentives from which to choose, as identified by the advisory task force.  3.1.3 Evaluate incentives to determine effectiveness and make adjustments according to findings.	3.1.1 KCDDD Director   3.1.2 KCDDD Program Manager   3.1.3 KCDDD	3.1.1 Business community representatives; public employers; vendors; KCDDD staff   3.1.2 Vendors, employment agencies   3.1.3 Advisory Task Force, employment vendors and KCDDD staff	3.1.1 Task Force develops and implements strategies, trainings and incentives to reduce barriers to employment for persons with developmental disabilities.   3.1.2 Increase in available incentives for employment of persons with developmental disabilities.   3.1.3 Increase in number of new employers who know of the available incentives.	3.1.1 July 2005 – January 2006   3.1.2 January 2006 - ongoing   3.1.3 July 2006 - ongoing
<b>3.2</b> <b>Stakeholders are engaged and committed to employment for every person with a developmental disability.</b>	3.2.1 Develop and implement strategies to articulate the employable strengths and marketable skills of each individual regardless of the severity of their challenges or communication needs.  3.2.2 Develop partnerships with a shared vision that fully support each individual for success on their career pathway.  3.2.3 Develop and implement a plan to expand the number of governmental and nongovernmental employers of people with	3.2.1 KCDDD and its contracted providers   3.2.2 KCDDD and its contracted providers   3.2.3 KCDDD Program	3.2.1 Vendors, families, schools, circles of support, case managers, KCDDD staff   3.2.2 Vendors, families, schools, case managers, interpreters, circles of support   3.2.3 Vendors; Human Resource Representatives from cities, businesses and	3.2.1 Every person with a developmental disability is on a career pathway based on their strengths and interests.   3.2.2 All stakeholders who touch the life of an individual will see that person as employable and will help them to reach their employment goals.   3.2.3 Increase in cities and businesses not currently employing people with developmental disabilities who hire them;	3.2.1 July 2005 - ongoing   3.2.2 July 2005 - ongoing   3.2.3 May 2005 – September

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	developmental disabilities.	Manager	other employers; governmental funders.	those already employing DD clients will hire additional people.	2005
<b>3.3. Ensure qualified employment staff who are committed to providing individual employment services as their career path, and provide training and technical assistance to all staff persons serving persons with developmental disabilities</b>	<p>3.3.1 Develop strategies to recruit qualified staff that reflects the cultural, ethnic and linguistic diversity of the community.</p> <p>3.3.2 Develop and implement strategies to attract secondary students into the individual employment services field.</p> <p>3.3.3 Develop and implement strategies to attract post secondary students into the individual employment services field. (e.g., scholarship programs, work training, internships, contacts with professors, tours by college classes, speakers bureau, intranets, offer competitive wages, establish flexible work days and hours, etc.)</p>	<p>3.3.1 KCDDD Program Manager</p> <p>3.3.2 KCDDD Program Manager</p> <p>3.3.3 KCDDD Director</p>	<p>3.3.1 Arc community outreach staff, ethnic community leaders, schools, vendors</p> <p>3.3.2 Schools, Office of Superintendent of Public Instruction, Puget Sound Educational Service District, vendors, self-advocates, business representatives.</p> <p>3.3.3 Professors from local colleges and universities, employment vendors, self-advocates, business representatives.</p>	<p>3.3.1 All employment agencies will have qualified staff that reflects the diversity of their communities and/or a co-op of individuals will be made available to assist job developers in providing culturally and linguistically appropriate services.</p> <p>3.3.2 Increase in high school students provided with information about careers in the field of developmental disabilities</p> <p>3.3.3 Professors and advisors at all local community colleges and universities have information about a speakers' bureau, class tours and career opportunities for their students to consider in the field of employment services.</p>	<p>3.3.1 July 2005 - March 2006</p> <p>3.3.2 September 2005 - June 2006</p> <p>3.3.3 September 2005 – June 2006</p>
	3.3.3 Develop and implement in-service training plan related to pathways for employment for existing staff and support providers. (e.g., annual Ellensburg conference, trainings, technical assistance)	3.3.4 KCDDD Program Manager	3.3.4 Day program vendors, technical assistance vendors, residential providers, case managers, parents and self-advocates.	3.3.4 All employment agencies and support providers are offered conference, training and technical assistance on best practices related to pathways for employment on a continuing basis.	3.3.4 July 2005 - ongoing

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<b>3.4</b> <b>Ensure a contracting process that allows for expansion and flexibility of qualified service providers who will meet the demand of individuals on career pathways.</b>	3.4.1 Develop and implement strategies so that staff and services available within the county reflect the cultural, ethnic and linguistic diversity of the community.	3.4.1 KCDDD	3.4.1 Arc of King County, vendors, ethnic community leaders	3.4.1 All agencies will have qualified staff that reflects the diversity of their communities and/or access to a co-op of individuals to assist job developers in providing culturally and linguistically appropriate services.	3.4.1 One year
	3.4.2 Promote partnerships between entities such as Medicaid Personal Care providers, residential providers and employment vendors through contract language for supporting individuals on a career pathway.	3.4.2 Region 4 DDD, KCDDD, vendors	3.4.2 State and County contractors	3.4.2 Contract language supports people to get and keep their jobs.	3.4.2 One year
	3.4.3 Develop interagency agreements/procedures when appropriate (e.g., when a person enters the service system, the residential provider and the employment provider will submit an integrated proposal to DDD that addresses employment and residential needs/issues)	3.4.3 Region 4 DDD and KCDDD	3.4.3 KCDDD Program Manager	3.4.3 People flow from one point of work readiness to another with ease.	3.4.3 One year
	3.4.4 Develop a strategy to collapse service categories as appropriate, to allow each person to follow a pathway to employment that is unique to him/her rather than based on service definitions.	3.4.4 Region 4 DDD and KCDDD	3.4.4 KCDDD Program Manager	3.4.4 Increase in people following pathways to employment rooted in individual circumstances rather than service and program definitions	3.4.4 One year

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<p><b>3.5</b> <b>Ensure transportation resources that support individual employment needs.</b></p>	<p>3.5.1 Work with vendors and continue to improve and expand relationships with Metro.</p> <p>3.5.2 Identify and work with organizations in the development of an integrated transportation program within the county to enhance transportation services based on need.</p> <p>3.5.3 Continue to develop new, different and better ways (e.g., shorter length of bus rides, better scheduling) to accommodate transportation needs (i.e. Vanpool, taxi, Access, carpooling).</p> <p>3.5.4 Educate the county elected officials of the need for county wide special needs transportation services.</p> <p>3.5.5 Educate the public to the fact that many people in King County do not have access to regular or special needs transportation.</p>	<p>3.5.1 Vendors</p> <p>3.5.2 KCDDD Board, DSHS DDD Region 4</p> <p>3.5.3 Stakeholders, KCDDD Program Manager</p> <p>3.5.4 County Coordinating Organization (currently being developed)</p> <p>3.5.5 County Coordinating Organization (currently being developed)</p>	<p>3.5.1 Stakeholders who are connected with the individuals</p> <p>3.5.2 Stakeholders and self advocates, vendors</p> <p>3.5.3 Vendors, advocates and self advocates.</p> <p>3.5.4 County Coordinating Organization (currently being developed)</p> <p>3.5.5 County Coordinating Organization (currently being developed)</p>	<p>3.5.1 Every person will have a reliable and reasonable commute to work</p> <p>3.5.2 Development and implementation of a county-wide special needs transportation system.</p> <p>3.5.3 Every person will have access to reliable and reasonable transportation to work.</p> <p>3.5.4 A face-to-face meeting is held with every elected official at which transportation needs are addressed.</p> <p>3.5.5 One news article in the media per month regarding the need for special needs transportation issues.</p>	<p>3.5.1 One year</p> <p>3.5.2 Two years</p> <p>3.5.3 One year</p> <p>3.5.4 Two years</p> <p>3.5.5 One month after formation of County Coordinating Organization</p>