



**Working Age Adult Policy Task Force: Priority/Issue Area #4: Collaborate for Change  
Focus existing services, programs and systems on full spectrum of employment goals**

Goals	Action Steps	Managers	Implementers	Outcomes	Timelines
<p><b>4.1</b> <b>Ensure a seamless service delivery system that creates a collaborative environment that supports the individual to obtain and maintain a job on their pathway to employment.</b></p>	<p>4.1.1 A Develop a formal working agreement and action plan between service delivery stakeholders (e.g., case managers, residential providers, day programs) to allow for a smooth transition based upon individual needs.</p> <p>4.1.1.B Provide transition period when an individual transitions from one agency to another.</p> <p>4.1.2.A Collaborate with school districts, Division of Vocational Rehabilitation and others to develop strategies to begin early transition planning in preparation for employment.</p>	<p>4.1.1.A Marybeth Poch, Ray Jensen, Irma Hill</p> <p>4.1.1.B Region 4 DDD and KCDDD</p> <p>4.1.2.A Region 4 DDD and KCDDD</p>	<p>4.1.1.A Case Managers, Residential providers, Day program providers, KCDDD</p> <p>4.1.1.B KCDDD, Day Program Providers</p> <p>4.1.2.A School Districts</p>	<p>4.1.1.A1 Working agreement is in place that specifies the components of an incentive program that rewards inter-agency collaboration that promotes steps towards employment (e.g., yearly inter-agency collaboration awards, bonuses, equipment).</p> <p>4.1.1.A2 Joint workshops are convened with residential and day program providers (including individuals with developmental disabilities) that result in smoother transitions into work.</p> <p>4.1.1.B Short-term transition funding to overlap transitioning from one agency to another is part of the contracting process.</p> <p>4.1.2.A Working agreements are in place with school districts and other appropriate programs that specify the guidelines for beginning early transition planning in preparation for employment.</p>	<p>4.1.1 A - B Three years</p> <p>4.1.2 A Four years</p>

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	<p>4.1.2.B Develop age appropriate activities (e.g., summer work experience, college preparation)</p> <p>4.1.2.C Collaborate with schools so that the DD adult service system is an option between the ages of 18-21.</p> <p>4.1.2.D Collaborate with school districts to make a financial commitment to support students in their transition to adult services.</p> <p>4.1.2.E Provide training opportunities to parents on how to partner with school districts to create more options for students (i.e., creative use of transition funds, for example, going to college/vocational school during these years).</p> <p>4.1.3 Collaborate with Mental Health (MH) and Substance Abuse (SA) systems regarding individuals who are dually diagnosed.</p>	<p>4.1.2.B Region 4 DDD and KCDDD</p> <p>4.1.2.C KCDDD, School Districts</p> <p>4.1.2.D KCDDD, School Districts</p> <p>4.1.2 E KCDDD, School Districts</p> <p>4.1.3 KCDDD, School Districts</p>	<p>4.1.2.B Community Colleges &amp; Vocational providers,</p> <p>4.1.2.C Parents of students with developmental disabilities</p> <p>4.1.2.D KCDDD, Parents of students with developmental disabilities</p> <p>4.1.2 E KCDDD, Parents of students with developmental disabilities</p> <p>4.1.3 Region 4 DDD, KCDDD, Parents of students with developmental disabilities</p>	<p>4.1.2.B Summer jobs are created through cooperative work with school districts.</p> <p>4.1.2.C Transitioning between the ages of 18-21 to the adult DD service system is an option in King County.</p> <p>4.1.2.D School districts contribute funds to their students' transition process.</p> <p>4.1.2.E System-wide (including parents) training is provided on the creative use of transition funds.</p> <p>4.1.3 Working agreement with MH &amp; SA systems is in place to increase access to and coordination with appropriate services for people with developmental disabilities who have co-occurring disorders.</p>	<p>4.1.2.B Four years</p> <p>4.1.2.C Four years</p> <p>4.1.2.D Four years</p> <p>4.1.2.E Four years</p> <p>4.1.3 Four years</p>

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<p><b>4.2</b> Ensure adults have retirement options after the age of 62 or as appropriate.</p>	<p>4.2.1 All contracts (KCDDD and Region 4) should have a retirement planning component.</p> <p>4.2.2 Network with other agencies providing senior services.</p>	<p>4.2.1 Marybeth Poch and Ray Jensen</p> <p>4.2.2 Region 4 DDD, KCDDD</p>	<p>4.2.1 KCDDD and Region 4</p> <p>4.2.2 Senior service providers</p>	<p>4.2.1 All individuals with developmental disabilities will have the opportunity to plan their retirement.</p> <p>4.2.2 A coalition with existing senior services is created.</p>	<p>4.2 .1 Three years</p> <p>4.2.2 Three years</p>
<p><b>4.3</b> Ensure parents with children in the Birth-Three age range preserve the vision of a meaningful life in the community for their children, which includes employment.</p>	<p>4.3.1 Articulate the vision of the working age policy within early intervention training for providers and parents and embed the vision in information and materials provided to parents about the potentials of their children.</p> <p>4.3.2 Create guidelines that provide a consistent and smooth transition from early intervention services through school and beyond.</p> <p>4.3.3 Provide training opportunities for parents and others who support young children and youth about the benefits of age appropriate activities that can lead to employment.</p>	<p>4.3.1 Jane Campbell and Jan Wrathall</p> <p>4.3.2 KCDDD</p> <p>4.3.3 KCDDD</p>	<p>4.3.1 KCDDD Early Intervention Providers</p> <p>4.3.2 KCDDD Early Intervention Providers</p> <p>4.3.3 KCDDD Early Intervention Providers, Parent Coalition</p>	<p>4.3.1 Parents and Early Intervention service providers have an increased knowledge about the Working Age Adult Policy and how it affects the child.</p> <p>4.3.2 System guidelines are developed and implemented that improves transition and collaboration processes.</p> <p>4.3.3 Parents and others are less fearful about employment goals for persons with developmental disabilities and maintain dreams for their son or daughter's full participation in the life of the community, including work.</p>	<p>4.3.1 Three to five years</p> <p>4.3.2 Three to five years</p> <p>4.3.3 Three to five years</p>

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<p><b>4.4</b> Ensure that the DD system provides access and flexibility that meets the needs of refugees, immigrants and communities of color.</p>	<p>4.4.1 Encourage agencies to recruit and hire qualified bi-lingual staff.</p> <p>4.4.2 Subcontract and/or develop inter-agency agreements with community based organizations serving refugees, immigrants and communities of color.</p> <p>4.4.3 Increase partnership with businesses in those communities to expand employment opportunities.</p>	<p>4.4.1 KCDDD</p> <p>4.4.2 KCDDD</p> <p>4.4.3 KCDDD</p>	<p>4.4.1 KCDDD</p> <p>4.4.2 KCDDD and Community based organizations serving refugees, immigrants and communities of color</p> <p>4.4.3 KCDDD day program providers and Community based organizations serving refugees, immigrants and communities of color</p>	<p>4.4.1 Increased presence of DDD in refugee and immigrant communities as well as communities of color.</p> <p>4.4.2 Improved DDD system visibility and relationships with communities of color, refugee and immigrant communities.</p> <p>4.4.3 Increased jobs for persons with disabilities who are also members of communities of color, refugee and immigrant populations in both their own communities and in the general community.</p>	<p>4.4.1 Five years</p> <p>4.4.2 Five years</p> <p>4.4.3 Five years</p>
<p><b>4.5</b> Ensure collaboration with rural communities within King County.</p>	<p>4.5.1 Employment providers cultivate new relationships within rural communities in developing jobs in that community.</p> <p>4.5.2 Explore and expand transportation options in rural communities.</p>	<p>4.5.1 KCDDD, Rural County business associations</p> <p>4.5.2 Employment providers</p>	<p>4.5.1 KCDDD, Rural County business associations</p> <p>4.5.2 Employment providers</p>	<p>4.5.1 Increased availability of employment supports and number of jobs for persons with developmental disabilities in rural communities.</p> <p>4.5.2 Improved transportation options create new work opportunities in rural settings.</p>	<p>4.5.1 Three to five years</p> <p>4.5.2 Three to five years</p>