



## Working Age Adult Policy Task Force: Priority/Issue Area #5: Show Us The Money!

Goals	Action Steps	Managers	Implementers	Outcomes	Timelines
<b>5.1</b> <b>Ensure individuals have a clear understanding of pathways to employment.</b>	5.1 Convene a work group of the Working Age Adult Policy Subcommittee of the King County Developmental Disabilities Board, recruited from service providers, that includes technical expertise, to define the following questions/issues related to a pathway to employment: <ul style="list-style-type: none"> <li>• What are fundable activities on a pathway? What is on the menu?</li> <li>• What about people who are on an extended pathway (e.g., someone who takes two years before they get an interview)?</li> <li>• What is considered an extended pathway?</li> <li>• What is fundable on an extended pathway?</li> </ul>	5.1 KCDDD	5.1 Task Force members, developmental disability service providers, King County Parent Coalition, self-advocates, DSHS DDD	5.1 A clear set of guidelines defining pathway to employment activities is developed by the work group and approved by the Working Age Adult Policy Subcommittee and the King County Developmental Disabilities Board.	5.1 March 31, 2006
<b>5.2</b> <b>Ensure all working age adults with developmental disabilities who want to work are being supported to work in integrated settings in the community and</b>	5.2.1 Gather, develop and use data to determine levels of supports needed by individuals to pursue or maintain gainful employment.  5.2.2 Gather, develop and use data to track individuals' progress on their pathways to employment.  5.2.3 Gather, develop and use data to track	5.2.1 KCDDD  5.2.2 KCDDD  5.2.3 KCDDD	5.2.1 KCDDD, Region 4, KCDDD Board, developmental disability service providers  5.2.2 KCDDD, Region 4, KCDDD Board, developmental disability service providers  5.2.3 KCDDD, Region 4,	5.2.1 Distribution procedures for work-related resources are based on analysis of local data.  5.2.2 Mechanisms are in place that can track individual progress made on pathways to employment.  5.2.3 KCDDD tracks and reports	5.2 May 31, 2006

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<p><b>earn at or above Substantial Gainful Activity as defined by the Social Security Administration regulations.</b></p>	<p>KCDDD’s progress towards ensuring that: 1) Services to working age adults are consistent with the working age adult policy; 2) Each individual is gainfully employed or has an employment plan; and 3) Each individual has received assistance and made progress on his or her employment plan.</p>		<p>KCDDD Board, developmental disability service providers</p>	<p>progress made towards full implementation of the Working Age Adult policy.</p>	
<p><b>5.3 Ensure new revenue sources and other resources are leveraged.</b></p>	<p>5.3.1 Pursue additional revenue sources to provide employment supports, which include the following:</p> <ul style="list-style-type: none"> <li>• Designation of KCDDD as an Employment Network under the Ticket to Work program, which would allow KCDDD to receive outcome-milestone payments for individuals who work above gross Substantial Gainful Activity.</li> <li>• Develop private pay options for individuals to contribute to their employment supports.</li> <li>• Continue to promote the use of Social Security Administration Work Incentives.</li> <li>• Apply for grants where appropriate.</li> <li>• Examine all existing revenue streams to support employment related activities, for example, family support expansion grants to support summer work experience for those age 18-21, Real Choices grant.</li> </ul> <p>5.3.2 Determine other resources that can be leveraged (e.g., natural supports, business community, Division of Vocational</p>	<p>5.3.1 KCDDD</p> <p>5.3.2 KCDDD</p>	<p>5.3.1 KCDDD, Region 4, developmental disability service providers, King County Parent Coalition, self-advocates</p> <p>5.3.2 KCDDD, Region 4, developmental disability service providers, King</p>	<p>5.3.1 Increase in revenue sources and amounts dedicated to providing employment supports.</p> <p>5.3.2 Increase of resources (other than revenue) to provide employment supports.</p>	<p>5.3 Ongoing</p>

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	<p>Rehabilitation, human resources) and develop ways to increase these resources.</p> <p>5.3.3 Promote implementation of a working age adult policy encompassing multiple state agencies including Department of Corrections, Department of Social &amp; Health Services, Department of Community, Trade &amp; Economic Development, Employment Security, and Worksource.</p> <p>5.3.4 Maximize access to and use of School District and Puget Sound Educational Service District resources.</p>	<p>5.3.3 KCDDD</p> <p>5.3.4 KCDDD</p>	<p>County Parent Coalition, self-advocates</p> <p>5.3.3 KCDDD, Region 4, developmental disability service providers, King County Parent Coalition, self-advocates</p> <p>5.3.4 KCDDD, Region 4, developmental disability service providers, King County Parent Coalition</p>	<p>5.3.3 All state-level agencies working with people with developmental disabilities execute a formal working agreement to advance employment opportunities and goals.</p> <p>5.3.4 Increase in School District and Puget Sound Educational Service District resources committed to pathways to employment for persons with developmental disabilities.</p>	
<p><b>5.4</b> <b>Ensure County funds are efficiently used to support the equitable implementation of the Working Age Adult policy.</b></p>	<p>5.4.1 Review ways to restructure or redeploy County funding to support equitable access to services for all people regardless of disability.</p> <p>5.4.2 Develop a tiered funding system and milestone payment system.</p> <ul style="list-style-type: none"> <li>• Tiered funding system would allow for movement between tiers.</li> <li>• Criteria would be developed on how persons would be designated to tiers.</li> <li>• Determine logical milestones, interim outcomes for payments under the tiered payment system. Examples: First job interview, first day on the job, 90 days</li> </ul>	<p>5.4.1 KCDDD</p> <p>5.4.2 KCDDD</p>	<p>5.4.1 KCDDD, Region 4, KCDDD Board, developmental disability service providers</p> <p>5.4.2 KCDDD, Region 4, KCDDD Board, developmental disability service providers</p>	<p>5.4.1 Options are developed and presented for restructuring County funding to in ways that support equitable access to services for all people regardless of disability.</p> <p>5.4.2 Development and implementation of a tiered funding system and milestone payment system that promotes equitable access to services for all people regardless of disability.</p>	<p>5.4 May 31, 2006</p>

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	<p>on the jobs, set minimum amount of wages/hours.</p> <ul style="list-style-type: none"> <li>• Create milestones/payment mechanisms that allow employers to receive bonus payments for certain activities; e.g., helping a person retain his or her job over a period of time.</li> </ul>				
<p><b>5.5</b> <b>Ensure all individuals leave school with jobs.</b></p>	<p>5.5.1 Continue to collaborate with school districts and promote the goal that individuals leave school with jobs.</p> <p>5.5.2 Continue to collaborate with schools and invest in employment supports.</p> <p>5.5.3 Continue to collaborate with schools to provide paid work experience opportunities for 18-21 year old transition students with developmental disabilities.</p>	<p>5.5.1 KCDDD</p> <p>5.5.2 KCDDD</p> <p>5.5.3 KCDDD</p>	<p>5.5.1 KCDDD, Region 4, school districts, day program providers, King County Parent Coalition</p> <p>5.5.2 KCDDD, Region 4, school districts, day program providers, King County Parent Coalition</p> <p>5.5.3 KCDDD, Region 4, school districts, day program providers, King County Parent Coalition</p>	<p>5.5.1 Increased partnerships with school districts and increased number of students who leave school with jobs.</p> <p>5.5.2 Increased number of projects that focus on assisting students to develop job skills and prepare for transition.</p> <p>5.5.3 Increased number of students who have paid work experience before they graduate.</p>	<p>5.5 Ongoing</p>