

# STRATEGIC PLAN FOR EMPLOYMENT

**Vision:** To increase employment opportunities for Persons with Developmental Disabilities

**Mission:** To promote community integrated employment opportunities and appropriate supports for Persons with Developmental Disabilities

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## OBJECTIVE #1

- By June 30, 2018, all Work Activity Programs (WAPs) will be transitioned into Community Integrated Training (CIT) programs emphasizing work and work readiness.



# Strategies to Support Objective #1

- **Habilitation providers will develop new Programs Designs under a CIT program which will emphasize:**
  - Vocational planning and exploration.
  - Volunteering and community involvement.
  - Self-advocacy for life situations including work, social and community settings, etc.
  - Skills building for work setting (hygiene, attendance, transportation, communication, etc.)
  - Wellness (handling stress at work, healthy social life, healthy diet, exercise for stamina, etc.)



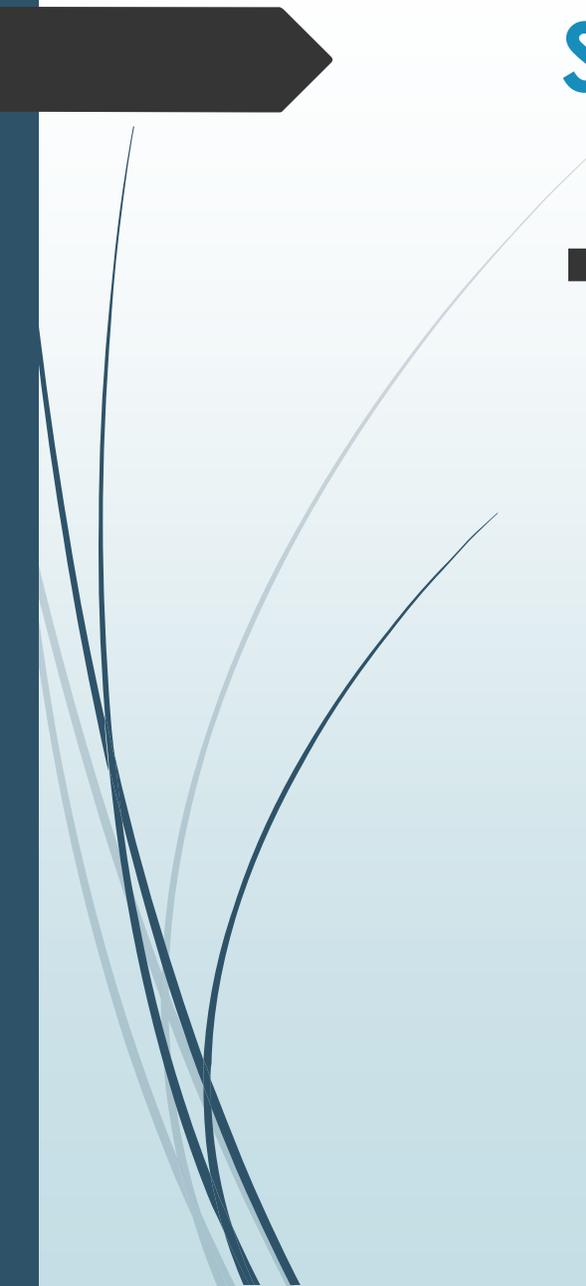
# Strategies to Support Objective #1

- ▶ We Care A Lot Foundation will develop a “Whole Person Advocacy” curriculum that will be presented to clients and staff in CIT programs in an effort to change attitudes about employment.
- ▶ Habilitation providers will develop procedures that will lead to constant transition of clients from CIT programs to supported employment environments.
- ▶ Rates for CIT programs will be developed by FNRC.

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## Objective #2

- By June 30, 2018, 50% of all Supported Employment Programs Groups (SEP-G) will be paid minimum wage or more.

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## Strategies to Support Objective #2

- Habilitation providers will renegotiate SEP group contracts when feasible to fund client wages at minimum wage.

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## Strategies to Support Objective #2

Habilitation providers will develop new Program Designs under CIT for minimum wage SEP groups which will include training to prepare clients for transition to individual placement work in the community.

### Training components will include

1. Participate in small group trainings preparing them to transition from crews to individual placement.
2. Application and resumes.
3. Interview skills/Attendance/Appropriate clothing for work environment.
4. How to work/how to keep a job/etc.



## Strategies to Support Objective #2

- ▶ FNRC will fund job coaching for minimum wage SEP groups under CIT vendorization.
- ▶ All clients working on SEP groups will obtain referrals to Shasta Money Management Services for rep payee services, budgeting and benefits protection.
- ▶ All clients will receive training on the implication of wages on SSI/SSA funds.

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## Objective #3

- By June, 2018, an additional 25 persons will have obtained jobs in their communities that pay the same as paid to workers without a disability and have the same opportunities for advancement as workers without a disability.



# Strategies to Support Objective #3

- Habilitation and Day Program providers will identify 1-3 individuals as viable candidates for community integrated employment (CIE).
- Habilitation and Day Program providers will develop a training program to prepare those persons for transition into CIE.
- Habilitation and Day Program providers will develop a 30-hr employment orientation program before individuals are referred to DOR for individual placement.
- Habilitation and Day Program providers will develop a 30-hr employment orientation program before individuals are referred for paid internship programs.



## Strategies to Support Objective #3

- ▶ Habilitation providers will go through DOR for individual placement services and other job supports.
- ▶ Paid internships, placement incentives and other supports will be ready to support individuals in CIE.
- ▶ All clients working in the community will obtain referrals to Shasta Money Management Services for rep payee services, budgeting and benefits protection.
- ▶ All clients working in the community will receive training on the implication of wages on SSI/SSA funds.

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## Objective #4

- ▶ By December 31, 2017, all SELPA's and high school class programs will have training with FNRC regarding pre-employment training and paid internships.

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## Strategies to Support Objective #4

- Development of training module for classroom teachers by FNRC.
- Training to families on the implications of wages on SSI/SSA benefits.

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## Objective #5

- By March 31, 2018, FNRC, Habilitation and Day Program providers will have a developed marketing plan to engage local employers who might hire persons with developmental disabilities.

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## Strategies to Support Objective #5

- ▶ FNRC's Employment Specialist will lead an Employment Action Committee made up of five vendor representatives to provide direction in how to successfully market our system and clients to employers.
- ▶ FNRC and service providers will attend Chamber of Commerce meetings and other local employer groups in an effort to build mutually beneficial relationships for the clients we support, and to advocate for inclusion.