

## **Employment and Transportation Work Plan for 2015-2016**

### **Governor's Council on Disabilities and Special Education**

**DRAFT - Updated April 22, 2015**

**5.1 Employment Long Term Goal** - Advocate for a minimum of 5 new or amended state or public programs, policies or practices per year that improve employment opportunities

**5.1.1** Oversee implementation of the Employment First Act

**5.1.2** Increase employment of youth with disabilities in transition from school to adult life

**5.1.3** Work with the Center for Human Development, the Trust and other partners to increase provider capacity for employment services and supports

**5.1.4** Advocate for changes in the State's I/DD Home and Community Based Services (HCBS) and Medicaid around supported employment services

**5.1.5** Increase the use of the Provisional Hire Program (a trial work period for qualified persons with disabilities that can be turned into a permanent hire)

**5.1.6** Work with partners to develop and implement a plan to double the number of individuals with intellectual and developmental disabilities who are employed by December 2016

**5.1.7** Increase opportunities for individuals with disabilities to become self-employed using the microenterprise program

### 5.1.1 Oversee implementation of the Employment First Act

Activity	Who	Target Date	Status
Develop a list of what is currently in alignment with this act, what is not, and what best practices should be	Lucy (L), Rich (SA), AIEI Policy & Regulations subcommittee, AMHTA, DEED, DHSS, DLWD, DOA	December 2015	Ongoing
Meet with Commissioner of Health and Social Services to discuss next steps	Same as above	January 2015	Completed 2015
Meet with Employment First Leaders designated by Department Commissioners (DEED, DHSS, & DOLWD)	Same as above	August 2015	New
Advocate for cross department meeting of Commissioners of departments effected by act and help to facilitate this meeting	Same as above	Starting in January 2015	Ongoing
Establish baseline of data sets to be monitored and evaluated including service definitions	Same as above	December 2015	Ongoing

### 5.1.2 Increase employment of youth with disabilities in transition from school to adult life

Activity	Who	Target Date	Status
Support continuation and expansion of the Project SEARCH sites in Alaska	Lucy (L), Patrick (SA), Kristin (SA)	Ongoing, one new program by Fall 2016	Ongoing
Work with school districts to develop strong business partnerships for transition services	Lucy (L), Patrick (SA), Kristin (SA), APICC, SHRM, State Chamber	Ongoing	Ongoing
Support identified sites across the state to pilot an enhanced transition curriculum that builds in a greater emphasis on employment outcomes, including the utilization of discovery.	Kristin (SA), Christie (SA), Rich (SA), Roger (CHD), DEED, AMHTA	January-May 2015	Identification completed 2015
Support Discovery Class Pilot sites in curriculum development, teacher & para professional training, class startup (Spring 2016), and post class outcome data analysis	Kristin (SA), Christie (SA), Rich (SA), Roger (CHD), DEED, AMHTA	Begin May 2015	New
Partner with the Center for Human Development to expand post-secondary education options	Erin (L), Kristin (SA), CHD	Ongoing 2016	Ongoing

### 5.1.3 Work with the Center for Human Development, the Trust and other partners to increase provider capacity for employment services and supports

Activity	Who	Target Date	Status
Develop process for benefits planning to be delivered through video conferencing and distance delivery methods	Ric (L), Rich (SA), CHD, AIEI Policy & Regulations subcommittee, AMHTA	May 2015	Completed 2015
Develop process for customized employment trainings to be delivered through video conferencing and distance delivery methods	Ric (L), Kristin (SA), CHD, AIEI	January 2015	Completed 2015
Partner with the Work Incentives Planning and Assistance project (CHD) to develop a high quality, comprehensive 2-Tier system of benefits planning for Alaska	Sean (L), Rich (SA), CHD, DVR, DBH, DPA, Virginia Commonwealth University	Training completed by Dec 2014 2-tier system by May 2015	Completed 2015
Provide Customized Employment trainings that lead to DVR certification as a Community Rehabilitation Provider	Lucy (L), Rich (SA), Kristin (SA), CHD, AMHTA, DVR, DBH, DPA, ESD	Ongoing August 2015	Ongoing
Coordinate with partners to provide Community Work Incentives Coordinator training in Alaska	Lucy (L), Rich (SA), Kristin (SA), CHD, AMHTA, DVR, DBH, DPA, ESD	Ongoing	Ongoing
Explore funding options for provider training such as, draw down of federal Medicaid money as well as potential WIOA and	Lucy (L), Kristin (SA), DSDS, CHD, DLCA, DVR, DEED	May 2016	New

IDEA funds			
Partner with the Work Incentives Planning and Assistance project (CHD) to oversee the integration of the newly developed 2-Tier system of benefits planning for Alaska into the state system	Lucy (L), Rich (SA), Kristin (SA), CHD, AIEI Policy & Regulations subcommittee, AMHTA	Ongoing	New

#### 5.1.4 Advocate for changes in the State's I/DD Home and Community Based Services (HCBS) and Medicaid around supported employment services

Activity	Who	Target Date	Status
Develop proposed regulations to clarify and expand definitions of employment services under the HCBS waiver system and Medicaid	AIEI Policy Group (L), Kristin (SA)	December 2015	Ongoing
Support Council members, self-advocates and family members to comment on employment regulations impacting individuals with disabilities (PSA's, listservs and social media to advertise opportunities for public comment)	Lucy (L), Kristin (SA), Debbie McDonald, Angela Salerno (SDS)	Ongoing	Ongoing
Provide feedback to DSDS regarding transition plan implementation with respect to supported employment services in integrated and competitive settings	Lucy (L), Kristin (SA), DSDS, AADD	Ongoing	New

**5.1.5 Increase the use of the Provisional Hire Program (a trial work period for qualified persons with disabilities that can be turned into a permanent hire)**

Activity	Who	Target Date	Status
Develop written State of Alaska operations procedures to maximize use of provisional hire	Sean (L), Rich (SA), DVR, DPLR, DBH, State ADA Office, ESD	2014	Completed 2014
Advocate for additional coverage in State of Alaska training classes and materials for Hiring Managers	Sean (L), Rich (SA), DVR, S.A.M.E.	July 2015	Completed 2015
Meet with Hiring Managers one on one and in small groups to demonstrate success stories of the program	Sean (L), Rich (SA), DVR, S.A.M.E.	July 2016	Ongoing
Convene the State as a Model Employer Task Force to address barriers of individuals with disabilities who are employed by the State (Use results from the State as a Model Employer Survey to plan new and innovative workplace practices for people with disabilities employed by the State)	Sean (L), Rich (SA), DVR, DPLR, DBH, State ADA Office	Quarterly	Ongoing

**5.1.6 Work with partners to develop and implement a plan to double the number of individuals with intellectual and developmental disabilities who are employed by December 2016**

Activity	Who	Target Date	Status
Increase the number of trained customized employment (CE) providers through agreed upon standards for CE “certification”	Lucy (L), Lexie (A), Kristin (SA), Rich (SA), CHD, AMHTA, AADD	Ongoing	Ongoing
Increase the number of Community Work Incentives Coordinators through collaborative CWIC training opportunities	Lucy (L), Lexie (A), Kristin (SA), Rich (SA), CHD, AMHTA, AADD	Ongoing	Ongoing
Increase asset building opportunities for Alaskans with disabilities including free tax preparation, individual development accounts and financial literacy trainings <ul style="list-style-type: none"> <li>a) Build upon free tax preparation efforts statewide for individuals with disabilities</li> <li>b) Advocate for new Individual Development Account programs</li> <li>c) Provide Financial Literacy/benefits training and curricula for individuals with disabilities</li> </ul>	Lucy (L), Rich (SA), Anchorage Financial Partnership Ntwk., AARP	Ongoing	Ongoing
Work with the Workforce Investment Board and the Employment Security Division to ensure that every job center has a designated “Disability Resource Coordinator” with related job duties in their job descriptions (Assist the Division of Employment Security with drafting position descriptions for Disability Resource Coordinators)	Lucy (L), Rich (SA), DOLWD, AWIB		Completed Spring 2014

<p>Develop a streamlined collaborative for providers, employers and agencies interested in becoming Ticket to Work Employment Networks</p> <p>a) Check regularly on the National Ticket to Work website to see new Employment Networks in Alaska</p> <p>b) Market the Ticket to Work program to other State Divisions and Employers and assist them with applying and collaborating within a statewide TTW system</p>	Sean (L), Rich (SA), CHD, DOLWD, DBH, DPA, DVR	Ongoing	Ongoing
Partner to disseminate information on resources available for people with disabilities to obtain and maintain employment	Lucy (L), Rich (SA), Kristin (SA), DVR, DBH, DPA, ESD, AWIB, SDS	Ongoing	Ongoing
Provide support to the Peer Power employment initiative	Lucy (L), Ric (A), Kristin (SA), DLC	Ongoing	Ongoing
Increase private sector employment of people with disabilities	Lucy (L), Lexie (A), Erin (A), Rich (SA), Kristin (SA), Patrick (SA), DVR, AIEI Policy & Regulations subcommittee, AMHTA, SHRM, APICC, State Chamber, Anchorage Chamber	Begins Fall 2014  Ongoing	Ongoing

Collaborate with DOL on the annual Diversity Job Fair as well as federal contractor workshops and state agency networking events	Lucy (L), Kristin (SA), DOL (AJC, DVR, ESD, et al), University Center Mall, UAA, AMHTA, OFCCP	Ongoing	New
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### 5.1.7 Increase opportunities for individuals with disabilities to become self-employed using the microenterprise program

Activity	Who	Target Date	Status
Advertise the program statewide (especially to individuals with I/DD)	Kristin (SA), CHD, AADD, AMHTA	Ongoing	Ongoing
Convene the evaluation committee to review applications	Kristin (SA), CHD, AADD, AMHTA	Three times per year	Ongoing
Award grants to entrepreneurs	Kristin (SA), CHD, AADD, AMHTA	Three times per year	Ongoing
Provide ongoing business coaching services to help entrepreneurs maintain and grow their business	Kristin (SA), CHD, AADD, AMHTA	Ongoing	Ongoing
Incorporate customized self-employment processes into the existing fund's operations	Erin (L), Kristin (SA), CHD, SBDC, AMHTA, DVR	Annually	Ongoing

Advocate for level or increased funding for the Trust Microenterprise Fund	Erin (L), Kristin (SA), CHD, SBDC, AMHTA, DVR	Annually	Ongoing
Hold at least two open house events per year with specific marketing to the DD community	Kristin (SA), CHD, AMHTA	Two times per year	New
Hold at least one informational webinar with rural DD communities as the target attendees	Kristin (SA), CHD, AMHTA	Annually	New

#### 4.1.1 Monitor transportation changes in Medicaid and waiver regulations/policies

Activity	Who	Target Date	Status
Monitor transportation regulation changes and provide public comment	Casey (L), AIEI Policy & Regulations Subcommittee	As needed	Ongoing
After implementation of new regulations or policy changes, gather feedback from providers on impact of changes	Patrick (SA), Kristin (SA), AADD	2014-2016	Ongoing
Participate in SDS community workgroup on transportation	SDS, Patrick (SA)	Quarterly	Ongoing

Support Council members, self-advocates and family members to comment on proposed transportation regulations (PSA's, listservs and social media to advertise opportunities for public comment)	Lucy (L), Ric (A), Patrick (SA), Debbie McDonald	Ongoing	Ongoing
Provide feedback to DSDS regarding transition plan implementation with respect to integrated settings, ensuring that current services that include transportation are being fully utilized	Kristin (SA), Rich (SA), DSDS, AADD	May 2016	New

#### 4.1.2 Advocate for accessible taxi options in communities around the state

Activity	Who	Target Date	Status
Monitor new Anchorage accessible taxi ordinance and implementation of the new requirements	Patrick (SA), AMC	2015, then evaluate need to continue monitoring	Ongoing
With Alaska Mobility Coalition and other partners, present accessible taxi models to the Governor's Task Force on Coordinated Transportation and other local government bodies	Patrick (SA), AMC	Ongoing	Ongoing
Advocate for increased funding for developing a public transportation infrastructure	Casey (L), Lucy (A), Patrick (SA), AMC	Ongoing	Ongoing

Advocate to increase the number of accessible taxi cabs in Alaskan communities outside of Anchorage, utilizing a similar base model to the Anchorage model , as is appropriate based on the unique needs of the community in question	Ric (L), Casey (A), Patrick (SA), AMC, DLCA	Ongoing May 2016	Ongoing
Introduce competition for local accessible transportation options for people with disabilities & seniors, etc. by advocating for an increase in the number of accessible taxi cab licenses	Ric (L), Casey (A), Patrick (SA), AMC, DLCA	Ongoing May 2016	Ongoing
Monitor Anchorage taxi response rate for accessible cabs	Kristin (SA), Dave (DLCA), Casey (AMC)	Ongoing May 2016	New

#### **4.1.3 Provide technical assistance to help communities establish coordinated accessible transportation options**

<b>Activity</b>	<b>Who</b>	<b>Target Date</b>	<b>Status</b>
Support the Alaska Mobility Coalition’s advocacy agenda through membership and participation in meetings	Casey (L), Lucy (A) Patrick (SA), AMC	Ongoing	Ongoing
Participate in Municipality of Anchorage and State of Alaska proposal evaluation committees for human service transportation grant requests	Patrick (SA)	Annually – SOA in spring and MOA in summer	Ongoing

Participate in national coalitions such NCIL and APRIL that monitor federal level support of accessible transportation options	Patrick (SA)	Monthly	Ongoing
Participate in Anchorage Transit Advisory Board meetings	Patrick (SA)	Monthly	Ongoing
Develop and promote training on disability etiquette for TSA agents, taxi drivers and public transportation providers  a) assist the TSA to develop an option for individuals with disabilities to practice screening at the airport in advance of a travel day b) Contact TSA to initiate discussions on developing a practice screening program c) Provide disability awareness training to TSA to include best airport procedures d) Provide disability awareness training to the transportation industry	Lucy (L), Lexie (A), Erin (A), Kristin (SA), AMC, Alaska Airlines, Congressional Delegation, People Mover, Yellow Cab	Ongoing  a) Jan. 2015 b) Jan.2016 c) June 2016 d) June 2016	a)Wings for Autism Completed
Provide testimony to the Alaska Mobility Coalition on rural transportation recommendations	Casey (L), Lucy (A), Patrick (SA), AMC	Ongoing	Ongoing
Hold a transportation community conversation with transportation panel (TSA, taxi, & public transportation)	Lucy (L) Kristin (SA), Patrick (SA), AMC	May 2016	New
Develop, disseminate and analyze a transportation survey for individuals with disabilities to determine transportation gaps and needs with respect to employment	Kristin (SA) Rich (SA)	May 2016	New