

**Employment Outcomes Initiative
Agency for Persons with Disabilities
Area 7
Central Florida
Orange, Osceola, Seminole and Brevard Counties**

Pages 2-3 State Supported Employment 5 year Initiative update

Pages 4-9 Six Central Florida Special Community Projects

Pages 9-13 New goals/discontinued goals and updates

Pages 14-15 Business Leadership Networks of Brevard and Greater Orange County

Employment Outcomes Initiative
 Agency for Persons with Disabilities
 Area 7
 Central Florida
 Orange, Osceola, Seminole and Brevard Counties

“Supported employment is paid work with ongoing support for as long as necessary in settings with nondisabled peers for individuals traditionally denied access to such opportunities.”
 (Source: Dale DiLeo, TRN, St. Augustine, FL)

The Agency for Persons with Disabilities, Area 7, is dedicated to the outcome of having all Floridians who want to work in jobs obtaining employment that will fulfill the needs of the employee and employer. To this end, Area 7 is committed to working with the business community, APD customers, parents, Division of Vocational Rehabilitation, Workforce, Waiver Support Coordinators, local school systems, and county governments in enhancing work opportunities for people with disabilities.

OVERVIEW: Enable at least 50% of adults, age 18 – 55, receiving Adult Day Training Funding to achieve integrated employment by 07/01/2009

STRATEGY: Identify system barriers for people with disabilities in gaining employment and recommend positive changes that will allow more people opportunities to obtain integrated community jobs. Approaches will include identifying and addressing training needs of professionals, collaboration of community partners through memorandums of understanding and accountability to employment outcomes, special projects to address specific local needs, education of stakeholders including parents, regarding employment opportunities and asset development for people with disabilities.

GOAL #1: Enable at least 50% of adults, age 18 – 55, receiving Adult Day Training Funding to achieve integrated employment by 07/01/2009

ACTION STEPS: Collect data from AREA 7 ADT providers to monitor employment outcomes and input data into the Supported Employment Tracking System (SETS) quarterly.

PERSONS ACCOUNTABLE: Arthur Barndt, Supported Employment Liaison, Judy Dunning, Medicaid Infrastructure Grant Employment Coordinator are accountable to procure ADT data and input results. Employment data collected from ARC, Oseola, Primrose, Quest, Brevard Achievement Center, Bridges of Brevard, Easter Seals. Additional employment data collected from Successful Systems, GAP, Kay Bonds

STATUS: Percent of baseline met 6.46% (4/3/2007). Update conducted November 2006 and March 2007.
ONGOING end date 7/2009

APD Area 7 Orange Osceola Seminole Brevard Counties	#ADT Recipients	5 Year Goal	5% Goal Per Year	# ADT recipients that have a job as of 4/3/2007	Percent of 5 Year Goal	Percent of Baseline Employed
Area 7	945	236	47	61	25.85%	6.46%

GOAL #1a: Enable at least 50% of adults, age 18 – 55, to achieve integrated employment by 07/01/2009

ACTION STEPS: Collect data from AREA 7 providers to monitor employment outcomes and input data into the Supported Employment Tracking System (SETS) quarterly.

PERSONS ACCOUNTABLE: Arthur Barndt, Supported Employment Liaison, Judy Dunning, Medicaid Infrastructure Grant Employment Coordinator are accountable to procure employment data and input results. Employment data collected from ARC, Osceola, Primrose, Quest, Brevard Achievement Center, Bridges of Brevard, Easter Seals. Additional employment data collected from Successful Systems, GAP, Kay Bonds, Waiver Support Coordinators, Parents

STATUS/OUTCOMES: Increase # people that have jobs as of 7/1/2004 (185) as of 4/3/2007 (319). Need to increase by 88.5 per year to meet goal. Update conducted April 3, 2007. **ONGOING end date 7/2009**

CENTRAL OFFICE - Have A Job Report

4/3/2007 1:46:23 PM

Area 7 Orange Osceola Seminole Brevard Counties	Five-year Target(Total maintaining employ. by 6/30/09)	Baseline (# of people that have a job as of 7/1/2004)	Total # of additional people maintaining employment by 6/30/09	Target number of additional people maintaining employment each year	# of people receiving some form of day service on 7/1/04(age 18-55)	Baseline of people receiving SE services as of 3/2004	# of people maintaining employment as of 4/3/2007	Additional people needed to maintain employment to meet 5- year goal	Additional people needed to maintain employment each year to meet yearly goals
APD Area7	496	185	311	62	1063	113	319	177	88.5
STATE WIDE	5842	2428	3414	683	11685	1874	4329	1513	756.5

ADDITIONAL EMPLOYMENT INFORMATION FOR AREA 7

Area 7	Total # of Employed	Total # of Employees having Minimum Wage or Greater	% of Total Employed having Minimum Wage	Total # of Employees having Paid Vacation Benefit	% of Total Employed having Paid Vacation	% of Total Employed having Paid Sick	Total # of Employee s having Health Benefit	% of Total Employed having Health Benefit	Total # of Employee s having Retiremen t Benefit	% of Total Employed having Retiremen t Benefit
7	322	319	99.07%	49	15.22%	8.07%	35	10.87%	37	11.49%

Total # of Employees having Other Benefit	% of Total Employed having Paid Sick	% of Total Employed having Other Benefit
83	8.07%	25.78%

Total # of Employees having Career Advancement Opportunity	% of Total Employed having Career Advancement	Total # of Employee s in Small Group	% of Total Employed in Small Group	Total # of Employees in Integrated Environment	% of Total Employed in Integrated Environment	Average Wage / Hour	Average # of Hours / Week	Average # of days since Last Raise
141	43.79%	35	10.87%	288	89.44%	6.97	13	80

GOAL #2: To address local community supported employment issues through special projects

ACTION STEPS: Six (6) local projects are addressing specific barriers to employment of people with disabilities.
a) Project Search
b) Partnership in Transition (PIT)
c) Supported Community Integrated Employment Training Teams (SCIETT)
d) Community Employment Capacity Initiative (CECI)
e) Florida County Government Employment Initiative
f) Persons with Disabilities Assessment Project to the Brevard County Commissioners

PERSONS ACCOUNTABLE: Each goal will be broken down with a list of stakeholders

STATUS/OUTCOMES: Listed under each project

GOAL #2a: Start up pilot transition project in Brevard County PROJECT SEARCH (**COMPLETED**)
Project goals: To have total of 24 students with disabilities attending classes, and 11 students/adults employed by October 31, 2007 (ONGOING)

PERSONS ACCOUNTABLE: Brevard Workforce Development Board, Brevard Business Leadership Network (Betsy Farmer)
Brevard Public Schools (Eva Lewes), Mercedes Homes (Doug Barclay, Scott Buescher) Brevard
Achievement Center (Michael Pelts, Dale Olson.)

Other Partners include: Agency for Persons with Disabilities and Division of Vocational Rehabilitation,
Bridges of Brevard

ACTION STEPS: **8/23/2006 A Memorandum of Understanding was reached in Brevard County (COMPLETED)**

This is a local agreement among Brevard Businesses and Community Partners along with agencies charged with providing transition services to students leaving high school and going to post secondary education/training, support services and/or employment. The Agencies and Community Partners agree to meet regularly to share information, ideas and current initiatives, collaborate on training and special projects, cooperate in planning and budgeting and generally support any areas of work which are mutually beneficial. The Agencies and Community Partners, which support this "way of work", are:

School Board of Brevard County
Superintendent
Exceptional Student Education and Student Services
Division of Vocational Rehabilitation (DVR)
Division of Blind Services (DBS)
Agency for Persons with Disabilities (APD)
Florida Department of Health (DOH)
Children's Medical Services (CMS)
Florida Department of Children and Families (DCF) Mental Health (MH)
Brevard Workforce Development Board, Inc.
Health First, Inc.
Mercedes Homes, Inc.
Brevard Business Leadership Network
Brevard Achievement Center
Bridges (ARC) Brevard, Inc.
Easter Seals Inc
Goodwill Industries of Central Florida, Inc.

10/2006- The Brevard Workforce Development Board Inc. received a *\$175,000.00* grant from Workforce Florida, Inc. to implement Florida's first Project Search program. **(COMPLETED)** 1 year grant

10/2006- Health First (Bob Waters), Brevard Business Leadership Network (Betsy Farmer), Interagency Council President and Vocational Rehabilitation (Philip Antos), Mercedes Homes (Scott Buescher), Director of Exceptional Student Services (Eva Lewis), Agency for Persons with Disabilities (Arthur Barndt) met with Brevard County School Board Superintendent (Dr. Di Patri) to discuss Project Search. Brevard Public schools committed teachers and resources totaling *\$220,000.00*. **(COMPLETED)** 1 year commitment.

11/2006- In kind matching funds designated by Health First Hospital and Brevard Achievement Center **(COMPLETED)**

12/2006- Applications designed and outreach to parents through Brevard Public Schools underway **(COMPLETED)**

1/2007- Applications underway 11 of 12 students enrolled. Project Search Coordinator hired. **(COMPLETED)**

2/15/2007- First class rotation begins at Health First Hospital **(COMPLETED)**

5/2007- First rotation completed awaiting final employment outcomes **(COMPLETED)**

6/2007- Second rotation to begin Mercedes Homes. **(START JUNE 2007)**

ACCOMPLISHMENTS:

2/07/2007- Project Search was selected as a recipient of Florida Division on Career Development and Transition's 2006 Collaboration Award.

FUTURE GOALS:

To secure additional grant monies to grow the project
To hire new personnel for new classroom in June 2007
To establish clear funding streams for long term sustainability VR, APD, Workforce, Business leaders
To achieve a 85% placement rate of participants into community integrated employment
To replicate project in the Orlando area

-

OVERVIEW 2b:

Address community transition needs Orange County through a 'Partnership in Transition Team'

GOALS:

1. Increase the number of students with disabilities entering and successfully completing post secondary education. (Colleges and Tech Centers) **(Ongoing ending 9/2007)**
2. Vocational Technical Centers/Career Academies across the state need to implement a standardized method for accepting people with disabilities. **(Ongoing ending 9/2007)**
3. Increase the number of students with disabilities attempting and eventually receiving a standard diploma. **(Ongoing ending 9/2007)**

PERSONS ACCOUNTABLE: Arthur Barndt, Agency for Persons with Disabilities, Area 7, Employment Liaison, Central Florida
 Keira des Anges, Vocational Rehabilitation Supervisor VR Area 3
 Susan Priest, Community Disability Advocate
 Jannet Nunnally, Transition Services Orange County Public Schools
 Paul Odham, Instructional Support Teacher School, Administrator, Orange County Public Schools
 Dr. Kenneth E. Schneider, Director Exceptional Student Services South Learning Community
 Vacancy, Family member of a student with a disability
 Marvin Hernandez, Youth with a disability
 Danielle Montague Walker, Community College Representative
 Freda Mays, Local Workforce Board Representative
 Marion McCue, Children's Mental Health/ CMS
 Simone Tetreault, Parent –Advocate, Recorder

STATUS:
GOALS:

1. Increase the number of students with disabilities entering and successfully completing post secondary education. (Colleges and Tech Centers) (Ongoing ending 9/2007)
 Data report to committee by June 6 2007. Indicators reflect positive results to date
 2. Vocational Technical Centers/Career Academies across the state need to implement a standardized method for accepting people with disabilities. (Ongoing ending 9/2007)
 Position letter to be submitted by 9/2007 reflecting barriers beyond committee influence with identification of specific gaps and suggestions
 3. Increase the number of students with disabilities attempting and eventually receiving a standard diploma. (Ongoing ending 9/2007) Indicators reflect positive results. Data due to committee by 6/6/2007
- September, 2006,
 January 24, 2007
 March 8, 2007
 April 4, 2007
 May 2, 2007
 Next meeting 6/6/2007 and deliverables due 9/2007

OVERVIEW 2c:

Supported Community Integrated Employment Training Teams (SCIETT)

GOALS:

- Identified training needs:
 Formal training in Philosophy Intro to Supported Employment, (COMPLETED 12/18-20/2006) Tamara Geary and Dave Guido
- Discovering Personal Genius, (COMPLETED 1/31/2007 and 2/1/2007) Tamara Geary
 Implementation at ARC Osceola and Primrose, Orlando and Vocational Rehabilitation, Cocoa Brevard, Brevard Achievement Center, Brevard
- Advanced Marketing Technical Assistance (COMPLETED 3/28 & 3/29/2007) Carey Griffin
- Advanced Job Development and Disclosure (COMPLETED 4/26 & 27/2007) Dale DeLeo
- All Team SCIETT Networking Reviews (ONGOING 2/27/07, 4/26 & 27, 2007)

PERSONS ACCOUNTABLE:

Provider Agencies including: ARC Osceola, Primrose, Orlando, Brevard Achievement Center, and Quest, Orlando
 Vocational Rehabilitation, Brevard and Orlando
 Agency for Persons with Disabilities, Steve Roth, Judy Dunning, Arthur Barndt, Pat Rosbury
 School District Staff

Brevard Business Leadership Network, Betsy Farmer
ONGOING Technical Support for the term of the grant

STATUS:

OVERVIEW 2d:

Community Employment Capacity Initiative (CECI)

Osceola ARC, Primrose Center and Quest Inc. formed an employment consortium and applied to participate in The Community Employment Capacity Initiative Project. This project will offer customized technical assistance and training to be coordinated between the employment consortium agencies, APD and VR field offices as well as Independent Support Coordinator agencies. The Initiative is sponsored by the Florida Division of Vocational Rehabilitation and supported by the Florida Agency for Person with Disabilities. "The Florida Division of Vocational Rehabilitation (DVR) and the Agency for Persons with Disabilities (APD) are committed to collaborative planning and funding of supported employment services for individuals currently served in adult day training programs."

GOALS:

To provide Tallahassee APD Central Office a proposal to assist individuals in ADT's in obtaining gainful integrated community employment (COMPLETED and awaiting final outcome)

PROPOSAL:

The CECI participation agencies propose to APD that 1:3 ADT services for three months be established as an option for people interested in moving into employment from ADT service to facilitate community inclusive experiences. The proposed 1:3 (employment bound) ADT service will also include authorization of two additional trips per day for exploration in the community. This authorization would result in 65 service days for a total of 1560 quarter hour units at \$2.30 per unit; totaling \$3,588, plus 260 trips at the provider's standard rate, for three month period.

PERSONS ACCOUNTABLE:

Agency for Persons with Disabilities, Steve Roth, Arthur Barndt
Division of Vocational Rehabilitation, Wayne Olsen
Quest Inc., Carlos Jimenez
Arc Ocoola, Sherry Cain
Primrose Center Inc., Sonia Bermudez
Independent Waiver Support Coordinators
Families
ADT participants
Focus Group: Chip Kenny, Chris Lewis, Debra Martin Luecking, Bob Nichols, Dale Verstegen

STATUS:

Initial meeting 5/18/2006 (COMPLETED)
Phase I July 17, 2006 (COMPLETED)
State level mapping meeting 8/30/2006 (COMPLETED)
State level funding model meeting, 8/15/2006 (COMPLETED)
Data collection mid may to June 2006 55 focus groups (COMPLETED)
Final report to Tallahassee April 2007 (COMPLETED)

OVERVIEW 2e:

Florida County Government Employment Initiative

GOALS:

To place 20 people with developmental disabilities in county government positions within 13 Florida counties by 12/15/2007.

Counties include: 13 counties include: Brevard, Citrus, Glades, Hernando, Highlands, Indian River, Lake, Okeechobee, Orange, Osceola, Polk Seminole and Sumter

PERSONS ACCOUNTABLE:

Judy Langan, Special Project Coordinator II Brevard Housing and Human Services
Ian Gould, Brevard County staff

Advisory Board:

Arthur Barndt, FL Agency for Persons with Disabilities
Betsy Farmer, Brevard Business Leadership Network
Pamela Ascanio, FL Division of Vocational Rehabilitation
Angela Simonton, Parent/Community Member
Jack A. Giorda, FL Division of Blind Services
Kathy Lowe, Brevard County Brevard Public Schools

STATUS:

Phase I completed
Phase II by June 29, 2007
Phase III 11/15/2007
End Report 12/15/2007

OVERVIEW 2f:

Persons with Disabilities Assessment Project to the Brevard County Commissioners

GOALS:

Develop data driven community plan
Determine appropriate continuum of care
Conduct needs assessment
Seek revenue, grant funding and other resources to provide services
Improve access to services for individuals with disabilities

OVERVIEW:

The Persons with Disabilities Assessment Project was established September 2005 by Commission Resolution 2005-223. Composed of representatives of community-wide provider agencies and other parties who serve individuals with disabilities.

SCOPE OF WORK:

Eight areas identified
Education
Employment
Emergency Management
Family Services
Health Care
Housing
Recreation
Transportation

PRIORITIES:

**Employment
Transportation**

WHEN:

Full Board meeting every 1st Wednesday of each month
Sub committees 1 to 2 times a month

PERSONS ACCOUNTABLE:

Bob Seemer, Chair Workforce Development Board
Arthur Barndt Vice-chair Agency for Persons with Disabilities
Phil Antos, Interagency Council of Brevard
Pam Ascanjio, FL Division of Vocational Rehabilitation
Frank Barger, United Way
Rick Blucker, Patrick Air Force Base
Judy Dunning , Navigator
Lydni Ferel, Brevard community College
Jack Giordano, FL Division of Blind Services
Eva Lewis, School Board of Brevard County
Jeff Schiff, Economic Development Commission of Florida's Space Coast

STATUS:

March 10, 2007 Brevard County Commissioners approved a \$420,000.00 increase to the local transportation budget adding additional fixed routes, extended hours, and new weekend hours. Over \$200,000.00 in state matching funds could be provided. (**COMPLETED**)

March 22, 2007 PDAP board made presentation to County Commissioners for \$53,000.00 dollars for travel trainer and \$50,000.00 for targeted campaign to the business community for hiring people with disabilities. Commissioners to address at mid year budget. (**PENDING**)

NEW PRIORITIES:

2007-2008 Board will address Education transition issues and Emergency Management (**ONGOING**)

Previous reported goals and updates June 2007

Action Steps	Person Accountable	When	Status
Clarify definition of integrated employment" to count as many individuals who meet the definition as possible	Central Office	2004	Completed Counted individuals who met the definition of integrated employment
Identify individuals currently enrolled in ADT programs	Arthur Barndt Judy Dunning Providers	Master List established 07/2004 Update completed 06/30/06	Completed massive employment update project, with aide of providers and support coordinators, using 07/2004 Master List of ADT attendees and all others active in ABC system to accurately reflect employment status. Ongoing: Supported Employment Tracking System (SETS) is online and changes in employment is updated monthly or as reported. ADT Centers provide monthly report cards and updates on ADT movement to employment. <u>Numbers are very low and ADT Centers are not meeting the 5 year goal to increase employment with ADT customers SEE SCIETT PROJECT</u>
Identify individuals who have successfully transitioned from ADT to SE.	Victor Stewart Arthur Barndt Providers	Area 7 SETS established 03/06	SETS has made this task easier to accomplish. Updates, from providers, job coaches and support coordinators, of names of ADT Individuals who successfully transitioned to SE are added to SETS each month. DISCONTINUED: tracked by previous goal
Identify individuals who indicate on ICG that they want to work	Central Office Support Coordinators	Area 7 SETS established 03/06	Completed July 2004 Individuals identified through ICG. March 2006 – ICG/ABC information loaded into SETS on a weekly basis by Central Office Computer Gurus.
Identify individuals on the waitlist who want to work and need job development and supported employment follow along	Arthur Barndt GR Support Coordinators	December 2005 until June 2007	There are currently 16 individuals identified receiving employment services under this project. Ongoing until JUNE 2007
Identify individuals who are working but not receiving SE services.	Support Coordinators Families of Persons with Disabilities Paula Bowser Victor Stewart Arthur Barndt	September 2006	Data on individuals who are working without SE assistance and individuals who obtained employment without VR assistance has been entered into SETS. DISCONTINUED: replaced with this past year's ABLE Trust one time project through Area on Workforce Innovations.
Redesign Provider Report Card and Referral form with input from providers and support coordinators	Victor Stewart Arthur Barndt	Checklist will be developed by 09/06.	Completed January 2006. Adjusted Report Card to include list of names of individuals from providers in addition to total number in attendance. Referral form has been updated to include detailed disability information, transportation solutions, school transition information and specific work experience In progress: A checklist is being developed to assist the transference of required information from support coordinators to VR counselors for a much speedier referral process.
Redesign 'screening meeting APD/VR for referral process to DVR	Arthur Barndt Steve Roth Wayne Olsen	2/13/07	ONGOING: Three VR offices have begun 'planning meetings' No longer are VR referrals conducted at Adult Day Training Centers. Providers no longer attend meetings in three of four counties. VR to facilitate consumer choice for providers.
Identify individuals who have been in job development for over 100 days. Use this data for support coordinators to schedule staffing with VR, providers and consumers.	Victor Stewart ADT Providers VR Supervisors VR Counselors Support Coordinators	Accurate Status will be completed by 09/15/06	Number of days has not been identified. System to identify this data is in development. DISCONTINUED Addressing APD and Vocational Rehabilitation issues at the point of entry which has been identified as the major barrier to long time frames of job development.
Identify individuals graduating from high school and needing extended SE services.	VR School Counselors Waiver Support Coordinators Manny Garay Margaret O'Ferral	09/15/06	Participated in Partnership in Transitions Summit in April 2006. Meet regularly with Interagency Council. SEE SPECIAL PROJECT REPORT

	Pat Rosbury Partnership in Transition Committee		
Analyze data monthly for comparison and present certificates to high achievers at quarterly provider meetings. Use for benchmarking and brainstorming for better ideas.	Victor Stewart Arthur Barndt Steve Roth	September 15, 2006	In process of establishing Incentives for providers who transition ADT individuals to SE DISCONTINUED: due to ongoing project CECI and SCIETT please see special projects
Review supported employment referrals over last 6 months. Share data with support coordinators as a motivating tool.	Victor Stewart Arthur Barndt Paula Bowser	September 15, 2006	Data must be organized and reviewed so feed back can be provided to Support Coordinators DISCONTINUED: not a motivating tool. Follow up on referrals Arthur Barndt

GOAL: Increase the numbers of SE providers to offer options to individuals wanting employment in the community.

STRATEGY: Encourage current ADT providers not offering SE services to expand services in that area and recruit additional providers.

Action Steps	Person Accountable	When	Status
Identify current ADT providers not (or no longer) providing SE.	Victor Stewart Arthur Barndt	August 15, 2006	Providers who are sanctioned by Vocational Rehabilitation are being identified. COMPLETED
Contact these 3 providers and discuss initiatives and projected need for SE services	Steve Roth Arthur Barndt Judy Dunning	June 2004 October 2005 January 2006 March 2007 April 2007	Ongoing SEE SPECIAL PROJECT Met with Quest Inc., Primrose Center, and Osceola ARC in October 2005 to emphasize strategies for SE Initiatives. Continue to contact providers weekly to discuss initiatives and projected need for SE services Met in 2007 with Bridges of Brevard Brevard Achievement Center and Easter Seals
Talk to providers of SL and Non-Residential Supports and Services regarding expanding to include SE services	Victor Stewart	April 2004 December 2006 January 2006	Completed A number of SL coaches have added SE to their services. Expansion of providers is ongoing. Need for providers are reviewed weekly and recruitment is expanded as necessary.
Use new provider orientation to stress that SE is a service that we are targeting for expansion	Grisela Hernandez Carol Solomon Arthur Barndt Judy Dunning	January 2004 January 2006 January 2007 April 2007	Ongoing Continuing to add new providers
Work with VR to enable our individual providers to contract with them as an alternative to the Agency for Persons with Disabilities paying for job development	Victor Stewart Jim Shalls (VR)	May 20, 2004 November 2005 January 2006 April 2007	Ongoing VR is changing contract requirements to add additional providers. VR has added a new provider to Area 7 list of providers. VR is working on obtaining more providers.

GOAL: Develop training capacity on an area wide basis.

STRATEGY: Increase regularly scheduled trainings and add additional training.

Action Steps	Person Accountable	When	Status
Increase number of pre-service trainings from semi-annually to quarterly.	Michele Levy Arthur Barndt Leslie Wilson Dale DeLeo Steve Roth	June 2004 November 2005 April 20, 21, 2006 November 16, 17, 2006 January 30,31, 2007 April 12,13,14 2007	Ongoing and Completed
Add orientation to supported employment for support coordinators, family and self-advocates	Arthur Barndt Judy Dunning	June 2004 January 2006 January 2007 April 2007	Ongoing Presentation on supported employment is made during each encounter with support coordinators, family and self-advocates

Increase the number of trainers in this office and within provider organizations via the train the trainer sessions.	Steve Roth University of Florida	July 2004 May 2007 June 2007	Ongoing Up to
Provide Targeted Training to professionals on Supported Employment and Benefits	Arthur Barndt Judy Dunning	December 2006 April 2007	Provided as requested targeted trainings to Brevard Achievement Center staff on Marketing and Supported Employment training to Project Search Staff. Support Coordinators have requested additional benefits training. START BENEFITS TARGETED EDUCATION AFTER JULY 2007
Notify providers of ongoing web based training as it becomes available.	Victor Stewart	January 2005	Web based training information is forwarded to Supported Employment providers and Support Coordinators as soon as it becomes available ONGOING as available

GOAL: Communicate the priority of employment throughout the Developmental Disabilities service system.

STRATEGY: Work with stakeholders to ensure commitment to moving individuals from the ADT to integrated employment.

Action Steps	Person Accountable	When	Status
Meet with support coordinators to establish expectations for referrals to supported employment.	Arthur Barndt Judy Dunning	July 2004 January 2006 March 13, 2007 June 12, 2007	Support Coordinators meetings have been changed to quarterly. Continue to present employment issue at every quarterly meeting ONGOING QUARTERLY
Meet with providers (include new providers) to establish expectations for job placement	Arthur Barndt	July 2004 September 2005 January 2007 March 2007	Met/spoke with Successful Systems, Easter Seals, Primrose, Quest, ARC, Bridges, GAP, Brevard Achievement Center
Meet with VR to come up with a plan to motivate providers who are performing badly.	Victor Stewart Arthur Barndt Buddy Rogers (VR)	June 8, 2004 January 2006	Strategies: Provided VR with support coordinators' contact information to facilitate communication and, subsequently, improve performance. DISCONTINUED issues addressed through area QMRP and Contracts Manager
Meet with Family Care Council for presentation on the benefits of working.	Carol Solomon Steve Roth	January 2006 February 2006	Area Quality Leader meets with Council monthly. In February, New AQL, Supported Living and Supported Employment staff were introduced to the Local Council and resource information was provided. Provider Fairs were held February 11 and 18.

GOAL: Identify barriers to employment and develop countermeasures to these barriers.

STRATEGY: Work with stakeholders to ensure commitment to moving individuals from the ADT to integrated employment.

Action Steps	Person Accountable	When	Status
Have support coordinators fill in surveys regarding perceived barriers and then rate them on a scale.	Victor Stewart	June 15, 2004 July 2004 September 2005	Completed Results of survey shared with WSCs at meeting in September. New Survey is being developed for mail out September 2006 DISCONTINUED: Barriers have been identified and are being addressed through other goals.
Have ADT staff distribute survey to be completed by individuals (with help if needed) and send one home	Victor Stewart	June 2004	Completed. Shared with providers. DISCONTINUED: SEE ABOVE

to families.			
Create work groups consisting of providers, support coordinators, families, group home staff and self-advocates to brainstorm on possible solutions to overcoming barriers.	Arthur Barndt	January 2006 June 21, 2006 March 10,2007	Transportation forum was held June 21, 2006 by Wilson Resources, Inc at the local Center for Independent Living. Ongoing SEE SPECIAL PROJECTS
Work with providers and VR to develop a Business Advisory Council to increase opportunities for people interested in employment.	Arthur Barndt Victor Stewart	February 2005	Business Leadership Networks established in Brevard and Orange Counties. Staff meets with Business Leadership Networks, Local School Districts, Vocational Rehabilitation, and Disability Program Navigators, County Commissioners, City Council and state Legislatures. ONGOING SEE BUSINESS LEADERSHIP GOALS

Brevard Business Leadership Network
Strategic Plan 2007-2009

Belief Statement

The BBLN believes there is a large number of Brevard County residents with disabilities who are either not employed or are under employed in their current jobs. At the same time, there are a number of Brevard employers who are seeking competent employees with a strong work ethic who can be trained to meet or exceed their job requirements. Furthermore, the BBLN believes many persons with disabilities are fully capable of long term success in competitive job positions if candidates are aware of the opportunities and have access to training and support resources.

Mission

To develop a network of employers committed to expanding the employment opportunities and raise expectations for students and adults with disabilities.

Strategy

The BBLN will develop and facilitate the establishment of Employment Programs for persons with disabilities and serve as the central point of contact between businesses and agencies to expand employment opportunities. The BBLN will:

- (1) Establish a network of businesses that are seeding competent employees and are supportive of employment programs that both meet their business needs and employ persons with disabilities.
- (2) Develop business-driven Employment Programs at Brevard Business Leadership Network member companies that fully challenge and enable persons with disabilities to be successful in competitive job positions.
- (3) Identify and implement best practices and programs to maximize the success of the Employment Programs
- (4) Collaborate with the Brevard County School System and State Universities to participate in Employment Programs and to provide supportive vocational/technical training for students with disabilities.
- (5) Develop partnerships with State and Local Agencies to participate in Employment Programs, and to provide support services such as job coaching, program administration, and funding.
- (6) Conduct fund-raising activities for the BBLN, and coordinate with partner agencies to seek grants and long-term funding for Employment Programs.

2007-2009 Key Strategic Initiatives and Action Plans

- Grow BBLN memberships
 - Sign up 25 businesses by December 2007, 50 by 2008, 100 by December 2009
- Document and Publish the BBLN Employment Philosophy which guide all programs –June 2007
- Enhance BBLN Website- ongoing
- Measure the number job placements 2007 – 6 students and 11 adults hired (required by Workforce Florida grant); 2008 – 50 people hired; 2009 100 people hired.
- Establish a Candidate Database which includes Skills/Wants – December 2007
- Identify Long-Term BBLN Funding sources for 2008 and 2009 by September 2007
- Establish preferred agency partnership agreements – 1st partnership in place by June 30, 2007
- Develop and Publish Marketing and Employment Program Materials – September 2007
- Develop an Internship Program for 2007 to 2009 by October 2007.

People responsible

Doug Barclay, Vice President Mercedes Homes
Lou Brown, Professor Emeritus University of Wisconsin
Melody Lane Buller, Chief Financial Officer Melbourne/Palm Bay Chamber of Commerce
Scott Buescher, Chief Operating Officer Mercedes Homes
Betsy Farmer, Brevard Business Leadership Network

Sue Carson, Former Brevard County Commissioner
Steve Bunker, Professor FIT
Eric Nakamura, Manager of Business Services Brevard Job Link
Renee Valletutti, Brevard Tomorrow
Jeff Schiff, Workforce Advisor Economic Development Commission
Arthur Barndt, Agency for Persons with Disabilities

Greater Orlando Business Leadership Network

Action Plans:

2007 Internship Program- The goal is to provide a no-risk opportunity for employers to tap into workers with disabilities and for interns with disabilities to apply knowledge and skills to gain work experience. Internships are generally 12 weeks with no less than 20 hours a week for not more than 240 hours. At the end of the Internship program the BLN will reimburse the employer for 100% of the base payroll cost of intern's wages and 7.65 percent of payroll taxes.

Cooperative Relationship with Society of Human Resource Managers (SHRM)- Sharlyn Lauby, President of HR Florida, member of Florida BLN and Chairperson of the USBLN conference in September 2007 will send a letter to each SHRM president in Florida asking that their local SHRM chapter partner and with its local BLN promote employment of people with disabilities.

List of Officers:

President: Mayra Hernandez, Regional HR Director, Blue Cross and Blue Shield of Florida

Vice-President: Jeanie Amendola, Administrative Assistant, Public Affairs at Walt Disney World Resort

Secretary/Treasurer: John Mikolajczyk, Manager, Human Resources, Seaworld

Future Goals:

Orlando BLN Kick-Off planned for September 24, 2007 at the Buena Vista Place at Disney, Orlando Florida

Guest Speakers: Governor Charlie Crist

President, Vice-President and Secretary of Orlando BLN

Local Chamber representative

Two employers/employees with success stories