

Connecticut's Strategic Employment Plan.

*Formerly the Medicaid
Infrastructure Grant.*

Quarter: January '07 – March '07

connect-ability

**Project of Medicaid Infrastructure Grant
State of Connecticut
Dept. of Social Services
Bureau of Rehabilitation Services**

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This booklet is available in alternative formats.

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See the ability. See how we can work together.

PURPOSE

Maximize opportunities for self-sufficiency and full participation for people with disabilities.

CORE BELIEFS

Full participation in the community includes opportunities for employment.

There must be a mutual benefit to the employee with a disability and the employer.

Individuals have the right to choose their employment and their employer.

Employers have the right to choose whom they hire.

Success is defined by the individual.

The individual's employment choices and resulting services and supports should be based on individual person-centered designs.

Anyone, regardless of disability, must have the opportunity to participate in the labor force and have the right to fair treatment.

KEY ISSUES	GOALS	STRATEGIES	ACTIONS
<i>Three – five year priorities</i>	<i>One year priorities</i>	<i>To achieve first year priorities</i>	<i>Quarter: 1/07 – 3/07</i>
School to Work Transition	School to Work Transition Curriculum-based work opportunities. Integration of assistive technology that can follow to work. Increase understanding of benefits, opportunities for mentoring. Ensure independent living needs are met.	Partner with local communities and business. Coordinate state level policy change, initiatives and resources with local level initiatives for the RFP.	Identified critical elements for local level initiatives for the RFP; developed appropriate website materials for 14-30 age group.
Stakeholder Education	Stakeholder Education Outreach campaign to increase career expectations for people with disabilities. Includes video, printed materials, media.	Share decision-making with stakeholders. Assure data driven change.	Created a project graphic identity and message strategy; coordinated annual employment summit details.
Recruitment, Employment & Retention	Recruitment, Employment & Retention Central information system for employers. Outreach campaign to address insurance and liability concerns. Innovative strategies for workplace accommodations.	Expand definition of disability to include the aging workforce. Celebration/Reward: Stakeholder Recognition Events	Identified critical elements for local level initiatives for the RFP; developed appropriate website materials; identified best practices in accessible application processes.
Transportation	Transportation Improve access to transportation through innovative initiatives, including a person-centered voucher system.		Identified critical elements for local level initiatives for the RFP; collaborated with the Dept. of Transportation; developed appropriate website materials.
Technical Assistance	Technical Assistance Coordinate state level resources including systems. Address gaps in state level policy including healthcare policy. Support local level initiatives for the RFP with technical assistance.		Developed a vision for the website and a set of wire frames for the website content; provided work incentives planning services to 172 people statewide with the use of braided funding, including MIG, VR and WIPA funds. Held a statewide stakeholder meeting, conducted a resource map of existing data structures, and identified existing data sharing agreements.

METRICS

Change in:

- The number of people competitively employed, statewide and in each of the local demonstration sites
- Percent of individuals with disabilities in competitive employment compared to percent of individuals without disabilities in competitive employment
- Employer attitudes
- Job seeker attitudes
- Customer satisfaction relative to the interventions for employers and employees
- Current employment processes
- State data collection capacity

STRENGTHS

We will accomplish our goals by building on our strengths:

- Person-Centered Planning
- Key Staff
- Momentum: Systems Change
- Medicaid Buy-In
- Individual Employment Support
- Evaluation

WEAKNESSES

We reviewed the current employment landscape and infrastructure available for support and identified the following weaknesses to overcome:

- Attitudes
- Transportation
- Complexity/Gaps in Benefits Programs
- Transition Linkages
- Time Limited Employment Supports
- Lack of Systems Coordination

OPPORTUNITIES

We are developing several ways to exceed our goals by leveraging the following opportunities:

- Employer Readiness for Change
- Technology and Internet
- Business/Community Partnerships
- Job Growth/Economy
- Large Scale Corporate Initiatives

THREATS

We have developed strategies to overcome a number of threats that could undermine success:

- Attitudes/Low Expectations
- Liability Concerns
- Accommodation Concerns
- Lack of Active Engagement
- Need for Training
- Lack of Private Transportation
- Struggle: Dependency and Security