



**Clarify the Problem**

Washington State has a long progressive history of promoting equal employment opportunities for individuals with developmental disabilities. Employment programs are cost effective because the funding required generally decreases over time as workers gain skills.

Individuals with intellectual and developmental disabilities should be afforded the same opportunities as persons without disabilities. Having a job is part of being an adult, being responsible, and being a contributing participant in the American way of life. Work leads to financial independence and enhances one's ability to make choices and have control over one's life. Work also creates opportunities for relationships, friendships and long-term supports for people. Finally, work provides individuals with a sense of self-worth and allows them to contribute to society, through the work they do, through paying taxes, and through charitable contributions.

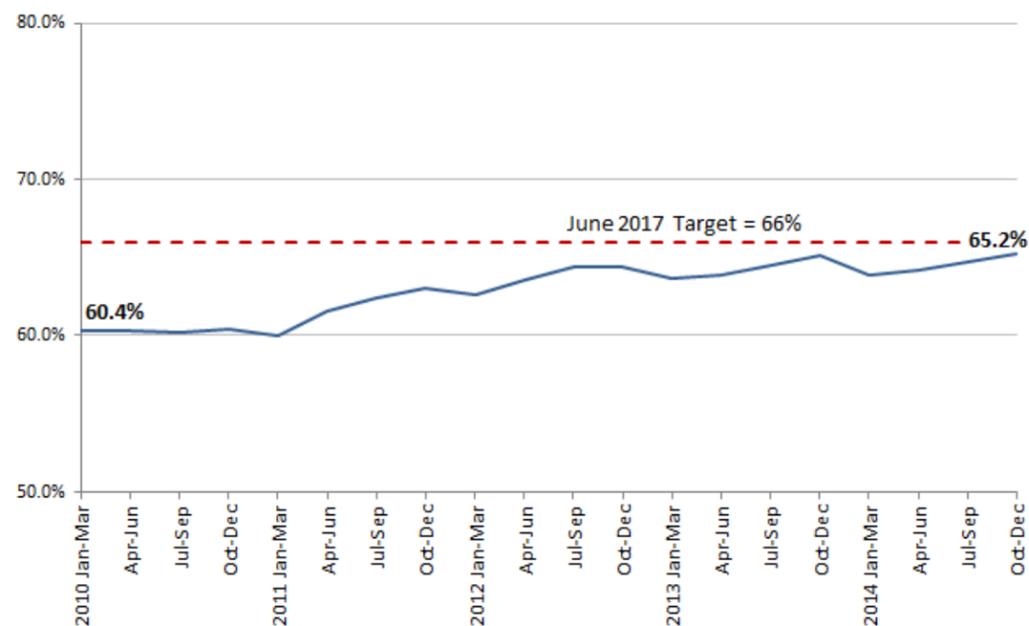
Despite the enactment of legislation and the implementation of a variety of policy and program efforts at the Federal and State levels to improve employment outcomes for individuals with intellectual and developmental disabilities, the employment rate for these individuals remains substantially lower than the rate for those without disabilities.

**Breakdown the Problem**

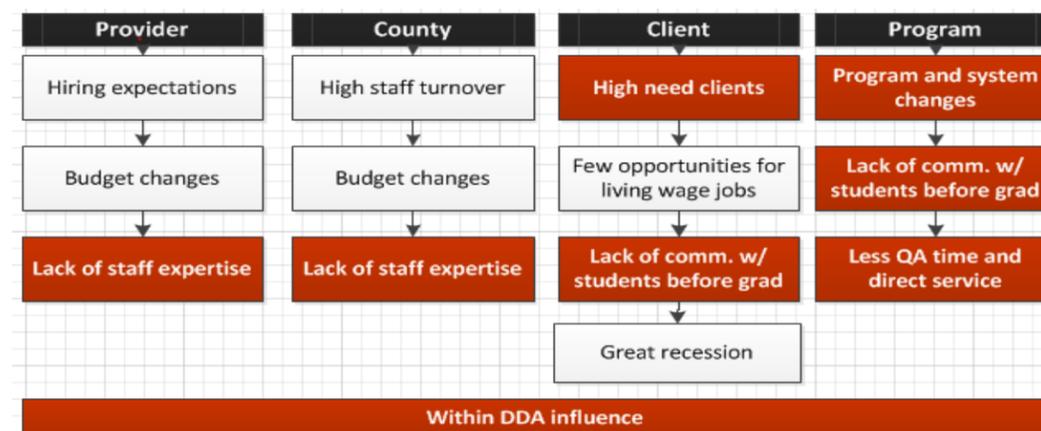
- Low societal expectations of hiring individuals with intellectual disabilities
- Lack of employment provider staff with high support need client expertise
- Recent changes to billing and payment processes to support Medicaid reimbursement requirements for providers
- Changes to rules governing employment and day programs to provide transparent service delivery expectations
- Lack of preparation for students with intellectual disabilities with necessary skills to obtain employment after high school

**Target Setting**

The percentage of working-age adults with developmental disabilities in employment and day programs who are employed will increase from 65.2 percent in December 2014 to 66 percent by June 30, 2017.



**Identify Root Cause**



**Proposed Countermeasures**

ID#	Root Cause	Proposed Countermeasures	Difficulty	Impact
1	Lack of staff expertise with high need clients.	Increase training opportunities.	Med	Med
2	Program and system changes	Increase communication, information, visibility and collaboration with all partners.	High	Med
3	Lack of communication with students before graduation	Educate families, schools districts, providers and counties about program.	Med	Med
4	Inconsistent program practices	Streamline through development and implementation of consistent practices statewide.	High	Med

**Proposed Action**

ID#	Problem to be solved	Strategy/ Approach	Task(s) to support strategy	Lead	Due	Expected Outcome
1	Lack of staff expertise with high need clients.	Trainings and conference	Initiate trainings and hold conferences	Branda Matson	6/30/17	Increased staff expertise
2	Program and system changes	Quality assurance activities	County Quality Assurance Reviews and meet with stakeholders	Branda Matson	6/30/17	Improved communication and compliance
3	Lack of communication with students before graduation	Collaboration with stakeholders	Sharing information with stakeholders	Branda Matson	6/30/17 monthly	Improved communication and student engagement
4	Inconsistent program practices	Use best practices to develop standards	Develop standards for rates, services, outcomes and communication	Branda Matson	6/30/17	Standardizations

**Evaluate Results, Standardize, then Repeat**



**Background**  
 Group Topic / Strategic Plan Goal / Main idea: Employment - Provide employment supports for individuals.  
 Sub Topic / Strategic Objective: Increase the number of clients employed  
 Measure # / Strategic Objective # : 5.1  
 Measure / Strategic Objective Title: The percentage of working-age adults with developmental disabilities in employment and day programs who are employed will increase from 65.2 percent in December 2014 to 66 percent by June 30, 2017.

**Type of Status Report**  
 Strategic Plan/Results Washington

**Proposed Action**

ID#	Problem to be solved	Strategy/Approach	Task(s) to support strategy	Lead	Status	Due	Expected Outcome	Partners
1	Lack of staff expertise with high need clients.	Conduct trainings and hold a conference	Initiate 12 trainings and hold a conference	Branda Matson	3 trainings and one conference complete	6/30/15	Increased staff expertise	Office of Superintendent of Public Instruction (OSPI), Division of Vocational Rehabilitation, Providers, counties, parents, teachers and para professionals
2	Program and system changes	Conduct quality assurance activities	Conduct onsite reviews	Branda Matson	1 ACHS meeting, 9 onsite reviews, 1 Large employer meeting	6/30/15	Improved communication and compliance	Association of County Human Services (ACHS)
3	Lack of communication with students before graduation	Collaborate with stakeholders	Distribute information through message board and mailing list to enhance job opportunities	Branda Matson	3 Individual Educational Plan (IEP) trainings and 1 DDA county transition roundtable	6/30/15	Improved communication and student engagement	Counties, school districts, parent to parent organizations, OSPI, Centers for Change in Transitions, parents
4	Inconsistent program practices	Have committee use best practices to develop standards	Develop standards for rates, services, outcomes and communication	Branda Matson	7 committee meetings	6/30/15	Standardizations and establishing best practices	Counties, cities of Seattle, Kent and other state agencies, providers, Supported Employment Leadership Network (SELN), University of Massachusetts / Institute for Community Inclusion, large employers such as Microsoft, Nordstrom and Starbucks

