

**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)



**FLORIDA’S COMMITMENT
(include working age people with severe disabilities)**

Florida expects that working age people will pursue and maintain gainful employment.

The “day” service option available to working age people is employment support.

**Final 5 Year Update
Employment Outcomes Initiative
Agency for Persons with Disabilities
2004-2009
Area 7
Central Florida
Orange, Osceola, Seminole and Brevard Counties**

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STATUTORY LANGUAGE

Florida Statute 393.13(2) (b) 4.

Reduce the use of sheltered workshops and other noncompetitive employment day activities and promote opportunities for gainful employment.

Florida Statute 393.066(6)

To promote independence and productivity, the agency shall provide supports and services, within available resources, to assist clients enrolled in Medicaid waivers who choose to pursue gainful employment.



OVERVIEW:	The Agency for Persons with Disabilities, Area 7, Orange, Osceola, Seminole, and Brevard Counties, is dedicated to the outcome of having all Floridians who want to work in jobs obtain employment that will fulfill the needs of the job seeker and employer. To this end, APD Area 7 is committed to working with the business community, parents, APD customers, Division of Vocational Rehabilitation, Workforce Development Boards, Waiver Support Coordinators, local school systems, and county governments, in enhancing work opportunities for people with developmental disabilities.
STRATEGY:	<p>Identify systems barriers for people with developmental disabilities in gaining employment and recommend positive changes that will allow more people opportunities to obtain and maintain integrated competitive employment.</p> <p>Approaches will include: identifying and addressing training needs for professionals, collaboration of community partners, accountability to successful employment outcomes, grant funded projects to address specific local needs, education of stakeholders which will include benefit issues and futures planning for asset development.</p>
GOAL #1:	<p>Enable at least 50% of adults; age 18 – 64, who are receiving Adult Day Training funding to achieve integrated employment by 07/01/2009.</p> <p>(COMPLETED 7/1/2009)</p>
GOAL #1a:	<p>Meet with Adult Training providers in Area 7 to identify specific barriers hindering successful employment outcomes</p> <p>(COMPLETED 7/1/2009)</p>
ACTION STEPS:	<p>Collect data from AREA 7 ADT providers to monitor employment outcomes and input data into the Supported Employment Tracking System (SETS) quarterly.</p> <p>(COMPLETED 7/1/2009)</p>
PERSONS ACCOUNTABLE:	Arthur Barndt, Supported Employment Liaison and Judy Dunning, Medicaid Infrastructure Grant Employment Coordinator, are accountable to obtain ADT data and input results. Employment data collected from ADT providers, Waiver Support Coordinators and parents.
STATUS Goal #1:	<p>(July 1, 2004 –July 1, 2009), 88 people gainfully employed from Central Florida Adult Day Training Centers.</p> <p>(COMPLETED 7/1/2009, 88 people employed, achieved 37.29% of 5 year goal)</p>

A primary barrier to seeing a reduction in sheltered workshop numbers in Central Florida was due to AbilityOne contracts (formally NISH). AbilityOne contracts are set aside contracts which are federally funded work opportunities for people who are blind or with severe disabilities. Since the ratio of people with disabilities at these sites is 75%, in Florida, workers are not counted as being employed because the setting is not considered integrated. The Division of Vocational Rehabilitation (DVR) considers many of the AbilityOne worksites as integrated and workers with disabilities qualify for DVR benchmark payments. There are currently 211 people with disabilities in Brevard County working under AbilityOne contracts. An additional 75 people with disabilities were added to the Kennedy Space Center October, 2008. People working under AbilityOne contracts, in Central Florida, earn on average between \$8:00 to \$17.00 an hour. In 2006, nearly 47,000 people were employed through the program, making AbilityOne the largest source of work opportunities for people who are blind or have other severe disabilities in the United States.

STATUS

GOAL 1a: A survey of Adult Day Training providers in Area 7 found the following reasons for unsuccessful employment outcomes of people served in ADT'S: The following information was collected from Presidents and CEO's and Employment Directors of Area 7 ADT centers. These are only the opinions of the ADT staff and may not reflect how other community partners perceive the issues.

- Clients tell us they do not want to work in the community
- Transportation makes any shift to community difficult
- Families talk of the inconvenience of supported employment (it is frequently part-time, their family member would not work every day leaving them without activity some days)
- Both clients and families talk of fear and safety
- Staff to individual ratio patterns need to be smaller, i.e., 1:3 instead of 1:10 in an effort to facilitate community inclusive experiences. The majority of individuals who are interested in community employment are currently being served at a 1:10 ratio
- Lack of affordable and flexible public transportation options, lack of transportation vendors under contract with VR and APD, high fees for transportation services, high gas prices, resistance and fears of family members related to transportation.
- Lack of family support and lack of support from the general public and employers
- Lack of initiative and follow-up regarding referrals to VR from Support Coordinators
- Family concerns regarding loss of benefits
- Lack of education and involvement from the business community i.e., Business Leadership Network
- Lack of resources/funding to provide adequate supports related to community exposure, placement and training.
- Lack of education, exposure and experience for individuals who express the desire to be employed. People need further real life experiences in order to give informed consent regarding supported employment inquiry.

- Coordination of service delivery within DVR, APD and community service agencies.

APD state wide 5 year employment initiative for Adult Day Training Centers.

CENTRAL OFFICE - ADT Report						
Area	#ADT Recips	5 Year Goal	5% Goal Per Year	#ADT recips that have a job as of 5/19/2009	Percent of 5 Year Goal	Percent of Baseline Employed
1	518	129	26	80	62.02%	15.44%
2	520	130	26	73	56.15%	14.04%
3	416	104	21	54	51.92%	12.98%
4	706	176	35	103	58.52%	14.59%
7	945	236	47	88	37.29%	9.31%
8	312	78	16	38	48.72%	12.18%
9	511	127	26	73	57.48%	14.29%
10	853	213	43	84	39.44%	9.85%
11	1268	317	63	84	26.50%	6.62%
12	285	71	14	7	9.86%	2.46%
13	490	122	25	51	41.80%	10.41%
14	351	87	18	26	29.89%	7.41%
15	294	73	15	46	63.01%	15.65%
23	1565	391	78	152	38.87%	9.71%
Total	9034	2254	453	959	42.55%	10.62%

GOAL #2: Enable at least 50% of adults with developmental disabilities; 18 – 64, to achieve integrated gainful employment by 07/01/2009.

ACTION

STEPS: Collect data from APD Area 7 providers to monitor employment outcomes and input data into the Florida Supported Employment Tracking System (SETS).

PERSONS

ACCOUNTABLE: Arthur Barndt, APD Supported Employment Liaison, Judy Dunning, APD Medicaid Infrastructure Grant Employment Coordinator are accountable to obtain employment data and input results.

STATUS/

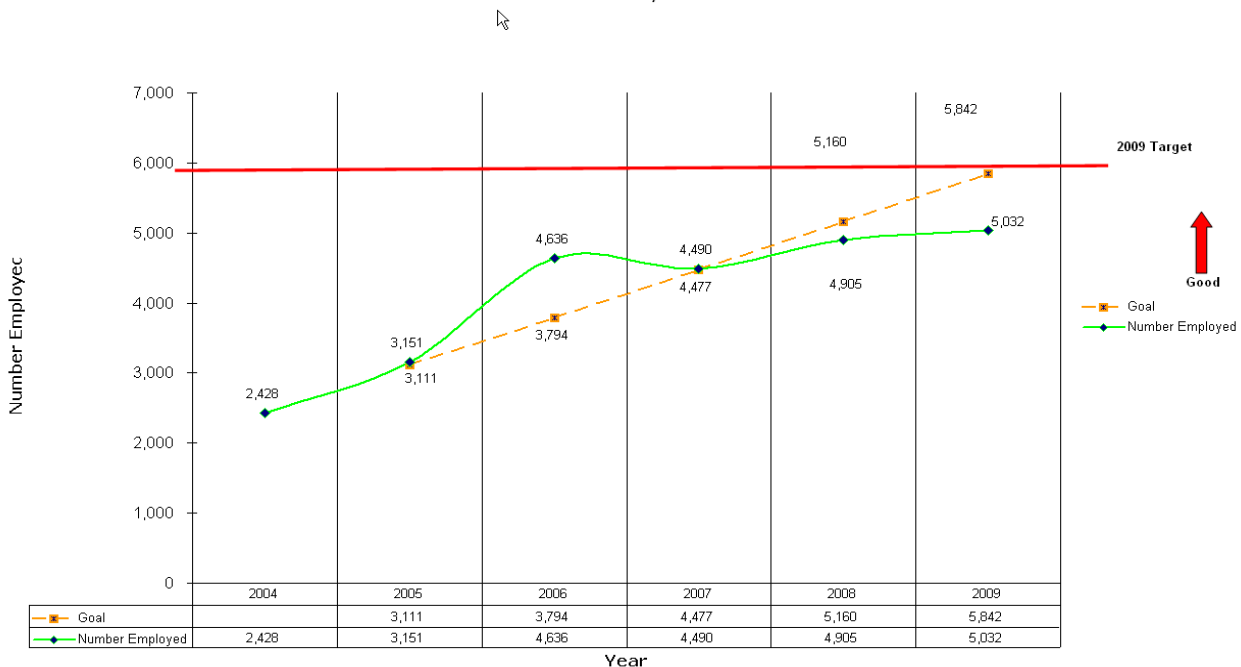
OUTCOMES: Increase # people with developmental disabilities that have jobs (community employment) by 50%.

Starting numbers for APD Area 7 was 113 people gainfully employed. As of July 1, 2009, 423 people are gainfully employed. This is an increase of 310 people during the 5 year initiative. (COMPLETED 7/1/2009)

BARRIERS TO GOAL

COMPLETION: Barriers facing employment for people with developmental disabilities in Central Florida were noted in goal #1.

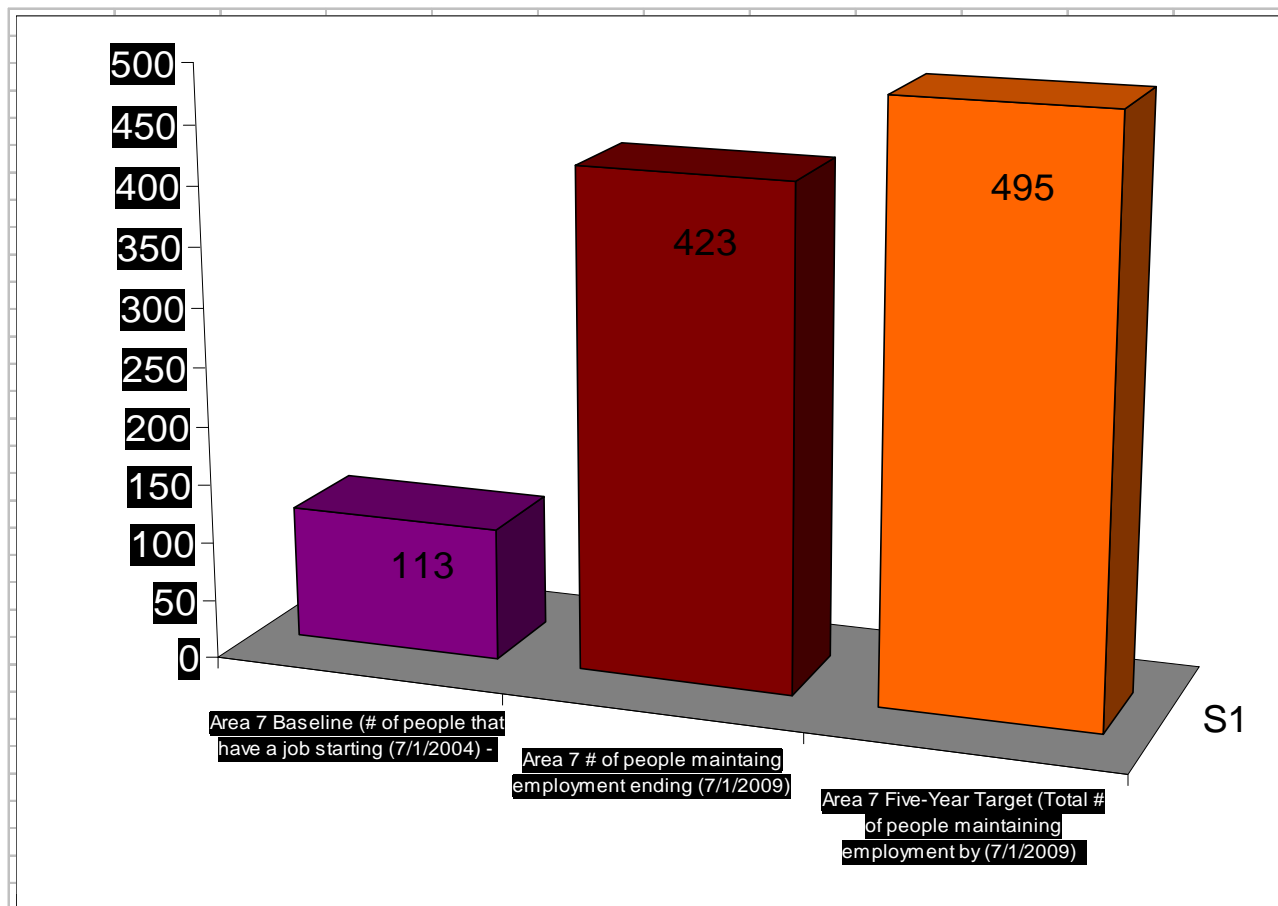
Line Graph Showing the Progress of the Statewide Initiative: Number of Individuals Employed as of January 2009



APD Area 7, Orange, Osceola, Seminole, and Brevard Counties final employment outcomes from July 1, 2004 to July 1, 2009.

85.4% of the goal met. This is an increase of 310 people gainfully employed in 5 years.

8.6% or 49 people supported by General Revenue Dollars



ADDITIONAL EMPLOYMENT INITIATIVES FOR APD AREA 7

GOAL #3: APD Area 7 will participate in local community supported employment outcomes through special projects.

**ACTION
STEPS:**

Arthur Barndt, APD Employment Liaison, Judy Dunning, APD MIG Employment Coordinator will participate as Community Partners in four (4) local projects each addressing specific barriers to employment of people with developmental disabilities.

Goal #3a	Project SEARCH (Brevard County)
Goal #3b	Project SEARCH expansion 1
Goal #3c	Project SEARCH expansion 2
Goal #3d	Project SEARCH future goal
Goal #4	Partnership in Transition (PIT) (Orange County)
Goal #4a	Partnership in Transition (PIT) (Orange/Osceola Counties)
Goal #4b	Partnership in Transition (PIT) Vo Tech Centers/ Career Academies
Goal #4c	Partnership in Transition (PIT) Standard Diplomas
Goal #5	Persons with Disabilities Assessment Project by Brevard County resolution under the Brevard County Commissioners (PDAP)
Goal #5a	PDAP Data driven community plan
Goal #5b	PDAP Establish continuum of care
Goal #5c	PDAP Needs assessments/gaps in continuum
Goal #5d	PDAP Prioritized recommendations for actions
Goal #5e	PDAP Working with community partners for funding
Goal #5f	PDAP Navigator demonstration project
Goal #5g	PDAP Business Leadership Network
Goal #6	Participation in Disability Mentoring Day
Goal #7	Florida Benefits Resource Information Network (FBIRN)
Goal #8	Supported Competitive Integrated Employment Training Team
Goal #8a	(SCIETT)
Goal #9	Recruiting Providers
Goal #10	Business Leadership Networks

PERSONS

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

STATUS/

OUTCOMES: Listed under each project

http://www.obln.org/PROFILE/Project_Search.htm

GOAL #3a: 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
(COMPLETED)

.GOAL #3b: Start a second Project SEARCH site Brevard County in 2008.
(COMPLETED, new site at Cape Canaveral Hospital)

GOAL # 3c: Start a third Project SEARCH site a Palm Bay Hospital.
(Ongoing for 2009 – 2010)

PERSONS

ACCOUNTABLE: Brevard Public Schools, Division of Vocational Rehabilitation, and Agency for Persons with Disabilities.

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:

Health First, Inc.
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.

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, with a 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.

(COMPLETED)

8/2007-To hires new personnel for new classroom in June 2007. New classroom opened at Mercedes Homes headquarters in Brevard County)

(COMPLETED 8/2007)

10/2007- To replicate project in the Orlando area Orlando public schools and local providers have not embraced the Project SEARCH model and did not apply for a state wide grant for an Orlando pilot site. Partnership in Transition Team addressing transition issues with Orange and Osceola counties.

(DISCONTIUED 10/2007)

12/10/2007-To establish clear funding streams for long term sustainability VR, APD, Workforce, Business leaders with additional Able Trust grant. Future funding to be obtained by traditional DVR placements and funding by the business host site.

(COMPLETED)

12/10/2007-To achieve an 85% placement rate of participants into community integrated employment (December 2007, 7 student placement and 5 adult placements in competitive employment.) One termination has occurred during the year.

(COMPLETED, not achieved)

12/10/2007-To secure additional grant monies to grow the project. December 2007, Able Trust Grant for Project Search, \$39,000.00 to assist in paying job coaches. Completed by the Brevard Business Leadership Network and Health First Hospitals 2008.

(Initial goal COMPLETED)

6/2008- Outcomes under achieved due to economic changes specifically the collapse of the housing market. Mercedes Homes was unable to hire interns at this time. Alternate placements are being sought. Start classroom and internships by August 2008 at two hospitals.

(COMPLETED)

8/2008- Health First Hospital will hire job coaches (Career Developers).

(COMPLETED)

8/2008-Start new host site at Cape Canaveral Hospital Central Brevard County.

(COMPLETED)

10/2008- Out Reach for Disability Awareness Month.

(COMPLETED)

10/2008- Attend Parents Saturday Event at the Brevard school board offices.

(COMPLETED)

10/2008- Dedicated Chamber breakfast to Project SEARCH.

(COMPLETED)

Identify new rotations for interns. Contacts made to Director of Pharmacy at Holmes Medical Center, Wellness Center, Medical Arts Plaza, and Radiology.

(ONGOING)

CURRENT

GOALS: Continue Project SEARCH for school year 2008/2009.

(COMPLETED)

Have interns hired by Health First (2009)

(ONGOING)

Continue with open house nights for parents, students, and the public

(ONGOING)

Start Project SEARCH site at Palm Bay Hospital.

(IN PROGRESS) http://www.obln.org/PROFILE/Project_Search.htm

ACCOMPLISHMENTS:

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

10/2007-Health First Inc. recognized as one of six state wide businesses having best practices for hiring people with disabilities. Awarded in Tallahassee during Disabilities Awareness Month

10/2007-Brevard County Commissioners presented Persons with Disabilities Project with plaque recognizing local business leaders and Disabilities Awareness Month, Project Search.

12/12/07- 6 students and 5 adults hired in competitive employment through direct relationship with Project Search.

8/7/07 to 5/08- 13 students enrolled in Project SEARCH classroom. Four (4) students hired with the anticipation of four (4) additional students by July 08.

9/2008 to 7/2009- Students completing rotations and expectations for job offers are in process.

GOAL #3d: New Goal Project SEARCH: to have a new Project SEARCH in Orlando, Florida by 2010. Project SEARCH Advisory Board set up 3/2009. Business contacts include: Florida Hospitals, Hilton Hotels, and Harris Rosin, Hospitality/Resorts.

(IN PROGRESS)

GOAL #4: Address community transition needs Orange County through a Partnership in Transition Team

1. Increase the number of students with disabilities entering and successfully completing post secondary education. (Colleges and Tech Centers)

(DISCONTINUED 11/01/2007)

2. Vocational Technical Centers/Career Academies across the state need to implement a standardized method for accepting people with disabilities.

(DISCONTINUED 11/01/2007)

3. Increase the number of students with disabilities attempting and eventually receiving a standard diploma.

(DISCONTINUED 11/01/2007)

PERSONS

ACCOUNTABLE: Arthur Barndt, Agency for Persons with Disabilities, Area 7, Employment Liaison, Judy Dunning, Agency for Persons with Disabilities, Area 7 MIG Employment Coordinator 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, Orange County Public Schools, Dr. Kenneth E. Schneider, Director Exceptional Student Services South Learning Community, Vacant, Family member of a student with a disability, Vacant, 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

GOAL #4a: 1. For PIT Orange/Osceola Public Schools, increase the number of students with disabilities entering and successfully completing post secondary education. (Colleges and Tech Centers)

OUTCOME: In 2005/2006, we had a total of 224 students with disability who entered Dual Enrollment at a Technical School and 1980 of those students earned at least one completion point for a total of 80%. In 2006/2007, we had a total of 204 students with disability enter and 167 students earned at least one completion point at a http://www.obln.org/PROFILE/Project_Search.htm Technical School in our district for a total of 82%. This represents a 2% increase in dual enrollment completion. According to Ms. Szaz, Career and Technical Education Information Management, 5,402 students with disabilities were enrolled in High School Vocational and/or Dual Enrollment courses in 2006/2007. Students with disability represent 24% of their total student enrollment.

GOAL #4b: 2. Vocational Technical Centers/Career Academies across the state need to implement a standardized method for accepting people with disabilities.

OUTCOME: According to Janet Adams, DOE Transition Program Specialist, Students with disabilities may be “exempted” from meeting required basic skills scores – school districts (tech centers) and community colleges must adopt policy to allow exemption. This “must adopt” policy is new this year - the language to the basic skills requirements used to be “may adopt”. If the student with disability does not meet the minimum score, the student should participate in basic skills remediation (as other students do) Decision of whether or not to “exempt” is made later in the program. The TABE should not be used as “entry” criteria for anyone (however there are a few special exceptions in terms of programs ex: state licensure courses)

A position letter will submitted by 9/2007 reflecting barriers beyond committee influence with identification of specific gaps and suggestions.

(DISCONTINUED)

GOAL #4c: 3. Increase the number of students with disabilities attempting and eventually receiving a standard diploma.

OUTCOME: According to Orange County Public School data collected from twenty two high schools and special center schools over the two year period from 2005 – 2007; we had 828 more students with disabilities graduate with a Standard Diploma in 2007. (2005 – 06 = 406 S.W.D. 2006 – 07 = 1,234 S.W.D.) This represents a 203.9% increase in the number of S.W.D. graduating with a Standard Diploma in 2007.

MEETINGS: 1/8/2008 and every 2nd Tuesday of the month for 2008
2/12/08 completed
3/11/08 completed
4/8/08 completed
5/13/08 completed
No meetings scheduled for the summer months
(DISCONTINUED)

SUMMERY 2008/2009:

Results of the PIT Summit (Oct 31-Nov 1, 2007)
Plans for 2008
Schedule for 2008

Request was placed to again send out the notes taken at the PIT Summit to all members.
Brief discussion of the PIT Summit topics:

Transition in Healthcare-there is a DVD put out by Children Medical Services discussing issues to address with youth transitioning into living on their own and being responsible with their medical issues.

Financial Education Program – Money Smart is sponsored by the Federal Deposit Insurance Corporation (FDIC) and was developed to enhance their money skills and create positive banking relationships for individuals, families, and entire communities. The Money Smart curriculum helps individuals build financial knowledge, develop financial confidence, and use banking services effectively. Program materials are free to schools, Train the Trainer training is available free and program support is free. More information available on www.fdic.gov.

All members of PIT Orlando present agreed that financial education is vital for all students, including understanding Guardianship. Standardization of IEP/IDP for students through out Orange County school system to better assist students that transfer to different schools within the Orange County system to receive continuous services and to stay on track with IEP/IDP goals. The State IEP form is 30 pages long and is in standard use in only 7-10 schools through out Orange County. Instead of being used for all Junior and Senior High Schools it is only being used for 11th and 12th graders. There is also a lengthy time between the printing and assembly before use of the profiles and not all Teachers know that these profiles are state mandated for use.

Arthur Barndt recommended working with the community and agencies to mirror Big Bend and other successful PIT groups. Focus of the PIT group needs to be in line with the District Strategic Plans. Be flexible to change goals when necessary or when goals have been achieved.

Recommendation was made to compose a letter prioritizing our proposals for goals for 2008, keeping the goals flexible and expandable. The letter will be presented for signature to individuals in positions that will empower PIT Orlando to be successful. This letter should be signed by Kenneth Schneider (ESE Director), Wayne Olsen (Regional Director, Vocational Rehabilitation), Steve Roth (Area Administrator, Agency for Persons with Disabilities) and Barbara Ray, R.N. (Children Medical Services).

2008 schedule has been discussed and was decided to be held the second Tuesday of every month at 1:30 to 3:30 pm in Orlando's small Vocational Rehabilitation conference room. Any changes in this schedule will be discussed at the meeting prior to proposed change.

(PIT goals discontinued. Contract not renewed for continued progress. High school transition issues to be addressed through new and other ongoing transition projects)

GOAL # 5: To form The Persons with Disabilities Assessment Project (PDAP) to provide a coordinated effort to plan for individuals with disabilities in Brevard County.

OVERVIEW: The Persons with Disabilities Assessment Project (PDAP) was created by County resolution 2005-223 and extended by resolution 2006-287. Its purpose was to develop a comprehensive community plan for persons with disabilities in Brevard

County. This body coordinated with the numerous groups, non-profit agencies and government programs that serve individuals with disabilities in order to identify the continuum of care for persons with disabilities. The recommendations and activities of this body have benefited not only the individuals with disabilities in Brevard County, but enhanced the quality of life for all citizens of Brevard County. The mission of the Persons with Disabilities Assessment Project (PDAP) was to provide a coordinated effort to plan for individuals with disabilities in Brevard County. During 2006, PDAP focused on identifying priority areas to be addressed, developing an Asset Map of current services, and gathering related base line data. The PDAP identified eight areas of concern: Education, Employment, Emergency Management, Family Services, Health Care, Housing, Recreation, and Transportation.

SCOPE OF WORK:

At its initial meeting on November 17, 2005, members of the Persons with Disabilities Assessment Project (PDAP) brainstormed over 35 items for consideration. Staff to the Persons with Disabilities Assessment Project reviewed these initial issues and developed an outline for the scope of the work to be done by the PDAP, which included eight (8) areas.

Education:

The term “education” took on several aspects during the discussions held by the PDAP, ranging from the traditional classroom instruction to providing community and employer awareness regarding the needs of individuals with disabilities. This concept was revised to “life-long learning” to better capture and explore the needs of individuals with disabilities of all ages.

Employment:

PDAP and the employment subcommittee used the working definition for employment as individuals aged 16 to 64. The group explored both the supply side (job seekers) and demand side (employers) to determine possible root causes for underemployment among individuals with disabilities. The supply side was further broken down into an employment continuum, ranging from individuals who are employment ready to those who are not aware that they can work.

During its discussions, it was determined that the employer-based root causes for underemployment were lack of awareness of the capabilities of individuals with disabilities, the perceived high cost of accommodations, and the employers ability to determine the best fit for individuals with disabilities within their business.

Employment data:

According to the 2007 ACS in Brevard County, 16,680 (38.87%) of the 42,909 individuals with disabilities between the ages of 16 and 64 were employed. A further breakdown of employment rates by disability type illustrates the need to use various methods to increase employment opportunities for persons with disabilities.

Employment Rate by Disability Type:

Disability Type	Total with Disability	Employed Ages 16 to 64	% Employed
Sensory	9,623	4,940	51.34%
Physical	25,399	8,466	33.33%
Mental	16,653	4,986	29.94%
Self-care	8,140	1,266	15.55%
Go-outside-the-home	11,361	1,434	12.62%
Any	42,909	16,680	38.87%

Source: 2007 ACS – Table B18020, B18021, B18022, B18023, B18024, B18025, B18026

According to the Florida Agency for Workforce Innovation, the number of people in Brevard's unemployment rate for March 2009 was 10.1%. The months of January and February had similarly high rates, 9.6% and 10.1% respectively. The high unemployment rate in combination with a lack of awareness by employers of the capabilities of persons with disabilities will presents a challenge to increasing seeking employment opportunities for this group.

Emergency Management:

Individuals with disabilities face unique challenges when preparing for emergencies, such as hurricanes. Providing increased education to these individuals and their caregivers about personal disaster preparedness and enhancing the local preparedness and response capabilities will limit the possible negative impacts a hurricane or other disaster can have on this vulnerable part of Brevard County's population.

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

GOAL #5a: Establish a data driven community plan to address the needs and untapped potentials of persons with disabilities.

Results:

- Developed an Asset Map of resources available in Brevard County
- Conducted survey to determine transportation barriers and identify other concerns and potential remedies
- Conducted emergency preparedness survey in Brevard County on behalf of East Central Florida Health Planning Council to determine preparedness of individuals of individuals with disabilities
- Defined employment logic model to identify potential root cause of under or unemployment of individuals with disabilities

GOAL #5b: Determine an appropriate continuum of care for persons with disabilities in Brevard County.

Result:

Discussions at PDAP meeting over the last 4 years have continued and expanded the dialogue among service providers regarding the continuum of care for individuals in Brevard County. The asset map and other PDAP work products have provided additional information for these discussions.

GOAL #5c: Conduct a needs assessment to determine gaps in the continuum of care.

Result:

- Asset map was completed and presented to the BOCC in March 2007
- Lifelong Learning mini needs assessment
- Transportation survey provided information on barriers

GOAL #5d: Establish prioritized recommendations for action by the Brevard County Board of County Commissioners, Brevard Workforce Development Board, Interagency Council, School Board of Brevard County, and other stakeholders and funding agencies to address the needs of persons with disabilities.

Result:

In 2006, PDAP identified 8 areas of concern: Education, Emergency, Management, Employment, Family Services, Health Care, Housing, Recreation and Transportation. Over the course of 2006-2007, PDAP addressed the priority areas of Employment and Transportation. During 2007-2008, PDAP addressed Emergency Management and Education. Subcommittees were established for each of these areas to conduct specific research, discuss and develop work products.

PDAP also participated in the Space Coast Advocates Network process and presented and/or supported several issues over the last few years including:

- Medicaid Non-Emergency Transportation,
- Agency for Persons with Disabilities tier system,
- Medicaid Waiver and Family and Supported Living Waiver legislation

GOAL #5e: Cooperatively working with community partners to seek revenue, grant funding, and other resources to provide services, which maximize the participation of persons with disabilities.

Result:

In 2006, PDAP supported several initiatives to enhance the lives of individuals with disabilities in Brevard County.

- PDAP provided a letter of support for the Brevard Business Leadership Network's successful grant proposal to establish "Project Search" at Health First. Project Search provides vocational training and mentorship for individuals with disabilities in a work environment.

- PDAP partnered with the Interagency Council of Brevard, to support additional funding for Space Coast Area Transit. As a result, the Brevard County Board of County Commissioners increased funding by \$428,349 in FY07 to expand SCAT service hours.
- The Florida Developmental Disabilities Council awarded a \$100,000 grant to the Brevard County Housing and Human Services Department to work with county governments statewide to increase the number of individuals with developmental disabilities employed in county government. The Brevard Board of County Commissioners provided a \$33,000 match for this grant.
- In 2009, PDAP provided a letter of support for the Sea-Land Work Incentives and Planning Assistance grant sought by the Brevard Achievement Center. Services funded by this grant assist Social Security beneficiaries to navigate through an often-confusing web of Social Security Disability Insurance (SSDI) and Supplemental Security Income (SSI) rules.

GOAL #5f: Maximizing the Department of Labor, Disability Program Navigator Demonstration Project resources to improve the opportunities and success of persons seeking employment/training, skill development, job retention, and career advancement.

Result:

Over the course of the last 4 years, PDAP has supported the work of the Disability Program Navigator Demonstration Project.

GOAL #5g: Support the development of a Business Leadership Network to engage local business leaders in the hiring of persons with disabilities.

Result:

PDAP has supported the work of the Brevard Business Leadership Network in developing a network of local business leaders to train, mentor and hire individuals with disabilities.

Representation Recommendations:

The advisory board, through the work of its subcommittees, developed the following recommendations:

Employment Recommendation:

In its 2007 preliminary report, the PDAP recommended that the Brevard County Board of County Commissioners award \$50,000, through a Request for proposal (RFP) process, to facilitate the increase of employer awareness, the development of an employer network, and begin the determination of employer needs for companies interested in hiring individuals with disabilities.

This RFP would mandate specific measurable outcomes that would support PDAP recommendations, the aforementioned goals, and include but not be limited to:

- Conducting presentations to community groups to increase awareness;
- Conducting meetings with employers to increase awareness; and
- Facilitating the posting of job openings geared towards individuals with disabilities.
-

Transportation Recommendations:

Also in its 2007 report, PDAP recommended the following regarding transportation:

- Create and fund, through the budget process, a full time travel coordinator position to be housed within Space Coast Area Transit (SCAT). The estimated annual cost for this Special Projects Coordinator II position is \$52,732.69.
 - This position will conduct individual and group training on how to use the transit system, coordinate travel related services across jurisdictions, and develop a volunteer base to expand training services.
- Continue to support local efforts to increase local transportation funding.
- Support a Space Coast Advocates Network (SCAN) legislative issue regarding the improvement of Medicaid Non-emergency Transportation service in Brevard County.

Data Collection Recommendation:

It was also recommended that the PDAP continue to collect appropriate data on issues affecting individuals with disabilities and provide oversight for ongoing actions taken by the PDAP.

Interagency Council Representative Recommendation:

To continue the networking that resulted from the work of PDAP over the last 4 years, it is recommended that the Brevard County Board of County Commissioners appoint a staff member, preferably from the Department Housing and Human Services, to represent the County on the Interagency Council of Brevard (ICB). The ICB is a collaborative group of agencies which has a purpose similar to that of PDAP. County representation on this body would continue the channels of communication established by PDAP and enhance information flow between the County and local agencies which serve individuals with disabilities.

**PERSONS WITH DISABILITIES ASSESSMENT PROJECT
4 YEAR TIME LINE OF ACTIVITIES**

YEAR ONE: 2005-2006

September 13, 2005 – Resolution 2005-223 establishing Persons with Disabilities Assessment Project passed by Brevard County Board of County Commissioners.

September 14, 2005 – Housing and Human Services Department sends out letters requesting appointments to Persons with Disabilities Board as outlined in Resolution 2005-223.

October 31, 2005 – Staff to support Persons with Disabilities Assessment Project started.

November 17, 2005 – 1st full board meeting of Persons with Disabilities Assessment Project.

January 2006 through September 2006 - During this time period the PDAP full board met on a monthly basis; subcommittees met on a bi-weekly basis. The following actions were taken:

- Scope of Work developed and prioritized
- Working definition of disability determined
- Existing data elements reviewed
- Asset map completed
- Employment logic model defined
- Transportation survey developed and conducted
- Preliminary Report to BOCC drafted

YEAR TWO: 2006-2007

October 10, 2006 – Resolution 2006-287 passed by Board of County Commissioners extending the Persons with Disabilities Assessment Project through September 30, 2009.

October 2006 through February 2007 – prepared presentation for March 2007 Board of County Commissioners Workshop in addition to continuing other projects.

March 2007 – Preliminary report presented to the Board of County Commissioners.

January 2007 through September 2007 – continued work on priorities.

YEAR THREE: 2007-2008

October/November 2007 – selected next two areas of focus – education/lifelong learning and emergency management.

November 2007 – established subcommittees and began work. PDAP hosted several events in support of these priority areas:

- Financial Planning workshops (4) throughout the county in May 2008
- Emergency Preparedness Workshop for Individuals with Disabilities in June 2008

December 2007 through September 2008 – worked on chosen priorities.

YEAR FOUR: 2008-2009

October 2008 through April 2009 – continued work on life-long learning and emergency management

- February – held retreat to determine direction for next resolution period or structure of final report
- April meeting – determined that PDAP will sunset in September 2009
- Financial Planning workshop conducted in April 2009

September/October 2009 – final report to Board of County Commissioners. (Sunset)

GOAL OUTCOME: The Brevard County Commissioners have allowed the project to sunset September 2009. Final Board recommendations will be presented to the County Commissioners by 9/30/2009.

(COMPLETED & DISCONTINUED 9/2009)



Disability Awareness Month Award Brevard County 2008
PDAP BOARD MEMBERS

Front row (left to right): Arthur Barndt, Thomas Hargrave, Linda Schuart.

Back row (left to right): Paula Davis, Phil Antos, Kathy Lowe, Judy Dunning, Jim Watson

GOAL #6: Facilitate Community Involvement for Disability Mentoring Day in Brevard County, Florida.
(Completed 2008 & 2009)

Mentoring Day at Kennedy Space Center

Twenty-four students with disabilities, age 16 and older, took part in the Kennedy Space Center's (KSC) annual Disability Mentoring Day. The event was held on February 3, 2009 and was a special thrill for the students because the center was preparing for a shuttle launch scheduled for the following week.

Applications for participants came from Brevard Community College, Astronaut High School, and the Palm Bay High School/High Tech program. Judy Dunning, employment coordinator for APD Area 7 office in Orlando, supervised the application process and coordinated communications between the students and KSC representative George Gabrielle.

Preparations included getting security clearances for all the students and companions, obtaining parent and school permission forms, resolving transportation issues, and matching mentors with the areas of interest of the students. Students' interests ranged from aerospace engineering to athletic training for the astronauts.

The event began at 8:30 a.m. with excited students arriving at KSC, picking up security badges, and getting on buses that would take them to their assigned mentors. With excitement equal to the students, the mentors planned out activities for the day that would fuel their mentees' interests and encourage questions concerning the work done at KSC.

<http://intranet.apd.myflorida.com/champion/2009/march/march/as2/pict-1.htm>

One student shadowed a TV and radio technician. This student visited the Vehicle Assembly Building to take photographs of the building and surrounding area. Another student shadowed one of the engineers working on the Ares I Mars project. The Ares I project is still under design revision, so one of the students acquired a poster of an outdated version of the Ares I rocket and Mars station.

He proudly announced, "This is going on my bedroom wall!"

During the closing ceremony of Disability Mentoring Day, students learned the main purpose of the shuttle is to take equipment into space to build the International Space Station. The Space Station is due to retire in 2010. The current shuttle will be replaced by Orion, which will make trips to outer space twice as safe as the shuttle.

Randall Crosby, a small business owner, motivational speaker, and person with a disability, explained how he started a food services business with help from the Division of Blind Services. The Blind Man Café has been in operation at KSC for 10 years.

<http://intranet.apd.myflorida.com/champion/2009/march/march/as2/pict-2.htm>

Crosby became blind from retinitis pigmentosa—a hereditary disease. As a child he developed night blindness and lost his peripheral vision shortly afterward. By age 27, Crosby was legally blind, but that didn't stop him. Even now, his hobbies include running, bowling, socializing with friends, rock climbing, spending time with family, motivational speaking, and blind driving.

Crosby challenged the students to embrace the belief that the only barrier stopping an individual with a disability is his or her own self.

The day concluded at the KSC Visitors' Center with the students and mentors taking group photos and exchanging contact info. The excitement generated by Disability Mentoring Day helps give focus and direction to the students as they plan for their careers and future employment.

Florida Benefits Resource Information Network

GOAL #7: Create a network of professionals to educate parents, paid support professionals, and customers on benefits and work incentives.

OVERVIEW: Florida Benefits Information Resources Network (FBIRN) is composed of a diverse group of federal, state and local employees who have completed intensive 10 day training through the National Disability Institute. FBIRN is to assist people with disabilities in locating and utilizing professionals who are trained to assist people in effectively managing their benefits. Members include: Agency for Persons with Disabilities, Medicaid, Dept of Children and Families, Community Work Incentives Coordinators, Vocational Rehabilitation representatives, Disability Program Navigators and many more.

SCOPE

OF WORK: The objective of the Florida Benefits Information Resource Network (FBIRN) is to assist people with disabilities in locating and utilizing professionals who are trained to assist people in effectively managing their benefits.
(ONGOING)

STATUS: Judy Dunning, Employment Coordinator and Arthur Barndt, Employment Liaison for APD Area 7 have completed 10 day initial Social Security benefit training under the National Disabilities Institute. Both are now members of the Florida Benefits Resource Information Network of Florida.
(COMPLETED)

Judy Dunning and Arthur Barndt completed Train the Trainer in “The Changing Face of Benefits: Knowledge for Successful Employment” by the National Disabilities Institute. (June 16, 17, 18, 2008)
(COMPLETED)

Arthur Barndt completed Train the Trainer Practicum for the “The Changing Face of Benefits: Knowledge for Successful Employment”
(COMPLETED July 14, 15, 2008)

Judy Dunning completed Train the Trainer Practicum for the “The Changing Face of Benefits: Knowledge for Successful Employment”
(COMPLETED July 21, 22, 2008)

Arthur Barndt and Judy Dunning began community outreach in teaching 2 day Social Security Benefits class in Central Florida. Started public benefits outreach January, 2009.

(COMPLETED & ONGOING for 2010)

Arthur Barndt and Judy Dunning participated in Community Work Incentives Coordinator (CWIC) certification Orlando FL December 8-11, 2008

(COMPLETED)

Arthur Barndt and Judy Dunning certified Community Partners, Community Work Incentive Coordinators (CWIC).

(COMPLETED final test 3/2009)

Supported Community Integrated Employment Training Teams

OVERVIEW: Supported Community Integrated Employment Training Teams (SCIETT) 2005 - 2008

GOAL #8: Identified training needs:
Formal training in Philosophy Intro to Supported Employment, Tamara Geary and Dave Guido
(COMPLETED 12/18-20/2006)

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 DiLeo

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

STATUS: Technical Support for the term of the grant
(DISCONTINUED)

SCIETT project has been discontinued due to contract change with the University of South Florida. Technical support was needed and not available. SCIETT to complete goals under new contract. (Start August, 2008)

August 21, 22, 2007, Dale Dileo 1.5 day technical training for SCIETT Teams Brevard County August 8th, 2007 County SCIETT meeting addressing interagency collaboration. Brevard SCIETT becomes Employment First committee. First meeting November 16th, 2007.

Brevard Employment First employment group met on February 8, 2008. Pam Hinterlong Vocational Rehabilitation and Lewis Persons, Laura Coffee and Brenda Clark, self employment team, University of South Florida gave presentations.

2009 - Very little movement for Brevard County on new SCIETT goals. Due to an extreme change in the economy and funding few community partners are available to participate at this time.

GOAL # 8a: Continue SCIETT project for high school transition to work, Osceola County by implementing Discovery strategy to support three students from school to work in successfully matched work environments.

STATUS: **(ONGOING) and (IN PROGRSS)**

Action Plan: OSCEOLA Year Three Years

ACTION	RESPONSIBLE	TIMELINE	COMMENTS
Identify three students currently in Osceola school district transition who are also customers of APD	Arthur Barndt, APD Joy Suldo, Osceola Schools	Upon receipt of the lists COMPLETED	Brenda Clark to provide delimiters for the query through JB Black, APD. Joy currently developing listing of students in each school
Get wait list specific to APD in the Osceola Area between ages of 18-22	Arthur Barndt, APD Brenda Clark, Project Staff	October 2008 COMPLETED	Brenda Clark and Arthur Barndt to address with JB Black
Gather listing of enrolled students with IEP goals of employment	Joy Suldo, Osceola Schools	November 2008 COMPLETED	Joy Suldo will review IEP for employment statement
Cross reference the APD and OSD listing for matches	Joy Suldo, Osceola Schools Arthur Barndt, APD	Upon receipt of list COMPLETED	Student must meet all current policy and procedure guidelines for SE services by APD and Osceola Schools
Provide resource information to support	Arthur Barndt, APD Joy Suldo, Osceola	COMPLETED	Arthur Barndt and Joy Suldo held an event to

employment options to all students on OSD list	Schools		address school personnel who are assigned to students with disabilities.
Follow up with possible alternative revenue bearing options for employment services providers	Sherry Cain, Osceola ARC Carlos Jimenez, Quest Sonia Bermudez, Primrose	December 2008 IN PROCESS	Brenda Clark provided contact information for Ticket to Work, Employment Network outreach conference calls and other incentive options Osceola ARC is currently an EN. Quest has submitted an application
Request \$5,000 per student for a total of \$15,000 general revenue budget from APD	Brenda Clark, Project Staff Arthur Barndt, APD	January 2009 COMPLETED	Brenda Clark and Arthur Barndt to address with JB Black and local APD administrator. No additional money forthcoming, Twelve people are already waiting for services ahead of the students identified
Team members commit to become resource options for the community	Sonia Bermudez, Primrose Carlos Jimenez, Quest	December 2008 COMPLETED	Team members will collaborate with Brenda Clark to receive TA for Discovery and other proven strategies
Schedule WISE Event in Osceola County	Brenda Clark, Project Staff	March 2009 COMPLETED	Coordinated by Don Hendricks, Contract Manger for local WIPA Project
Distribute CESSI materials to team members	Arthur Barndt, APD	February 2009 COMPLETED	
Implement Discovery to support one person from the Osceola ARC to employment outcomes	Sherry Cain, Osceola ARC	May 2009 ONGOING	Utilize TA for Discovery strategy to include a time study of actual staff resource dedicated time from implementation to employment. Share with team.

Meet with students and families for IEP to narrow list of possible participants	Joy Suldo, Osceola Schools David Givens, DVR Possibly Adult Providers	April 2009 ONGOING	Explain PASS Plan to families and get commitment
Contact DVR Director to possibly move students off wait list	David Givens, DVR	April 2009 ONGOING	
Implement Discovery and Vocational Profile to students who elect to participate	Carlos Jiminez, Quest Sonia Bermudez, Primrose Sherry Cain, Osceola ARC	April 2009 ONGOING	
Students who elect to participate will meet with DVR counselors to open case and officially assign providers	David Givens, DVR	May 2009 ONGOING	Implement advanced Benefits Query (BPQY)
Begin Job Development	Sonia Bermudez, Primrose Carlos Jiminez, Quest Sherry Cain, Osceola ARC	June 2009 ONGOING	

GOAL #9: 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.

OURCOME: Arthur Barndt and Judy Dunning have met with several new supported employment providers. There are 61 providers offering supported employment services in Orange, Osceola, Seminole, and Brevard Counties. One large Adult Day Training center did not have an employment department. After several meetings, an employment department was formed with a Director of supported employment and new staff. The provider is now authorized to provide both APD and Vocational Rehabilitation employment services. Over 50 people are now being served in supported employment. Most are in job development phase.

Scheduled meeting in June 2008 with Best Buddies of Miami. Best Buddies will be rolling out an employment department in Orlando September 2008. (Completed)

Offer three day supported employment class to Best Buddies November 18, 19 and 21, 2008. (Completed) 13 Best Buddies staff from Miami, Tampa, Jacksonville, and Orlando Areas attended and completed required training.

**CURRENT
OUTCOME:**

Assist Best Buddies with expansion into Orange, Osceola, and Seminole Counties. Additional sites: Tampa, St. Petersburg, Jacksonville, and Broward. (Contact information given to Operations Director Heather Barnes.

GOAL #10:

Assist and build Business Leadership Networks in Central Florida



Brevard Business Leadership Network

Strategic Plan 2007-2009

Belief Statement

The BBLN believes there is a large number of Brevard County residents with disabilities that are either not employed or are underemployed 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.

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:

- 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. (Ongoing)
- 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. (Ongoing)
- Identify and implement best practices and programs to maximize the success of the Employment Programs. (Ongoing)
- 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. (Ongoing)

- 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. **(Ongoing)**
- Conduct fund-raising activities for the BBLN, and coordinate with partner agencies to seek grants and long-term funding for Employment Programs. **(Ongoing)**
- 2007-2009 Key Strategic Initiatives and Action Plans **(COMPLETED)**
- Grow BBLN memberships
- Sign up 25 businesses by December 2007, In progress, 50 by 2008, 100 by December 2009 **(In progress)**
- Document and Publish the BBLN Employment Philosophy which guide all programs –June 2007 **(COMPLETED)**
- 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. Outcome: 13 students and 7 adults hired in competitive employment. **(DISCONTINUED)** To be adjusted as a new DVR Provider
- Establish a Candidate Database which includes Skills/Wants – December 2007 In progress
- Identify Long-Term BBLN Funding sources for 2008 and 2009 by September 2007 **(COMPLETED and ONGOING)**
- Establish preferred agency partnership agreements – 1st partnership in place by June 30, 2007 **(COMPLETED)**
- Develop and Publish Marketing and Employment Program Materials – September 2007. **(COMPLETED)**
- Develop an Internship Program for 2007 to 2009 by October 2007. **(COMPLETED)**
- BBLN to become VR provider and start an employment division 2008. **(COMPLETED)**
- BBLN to have staff certified self employment consultants under Griffin/Hammis contract and begin self employment initiative in Brevard County. **(DISCONTINUED)** Replace with the BBLN to become DVR provider

BBLN to hold employer recognition lunch honoring Disabilities Awareness month
(COMPLETED October, 2008)

Employers recognized:

Berman Hopkins Wright & Laham CPA, LLP

Health First Hospitals

Melbourne Greyhound Park

Mercedes Homes

Residence Inn



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. (COMPLETED)

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. (Ongoing)

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

Meetings:

March 30, 2007

July 13, 2007

Kickoff September 24

October 26, 2007

January 15, 2008

May 7, 2008

August 8, 2008

November 20, 2008

Future Goals:

Orlando BLN Kick-Off planned for September 24, 2007 (COMPLETED) 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

UPDATE: Success of the GOBLN Kick-Off - It was announced that nearly 400 business and community leaders attended the GOBLN Kickoff on September 24 and close to \$9,000 was raised. There are expenses associated with the event that will be deducted from that amount. The event was a great success.

Handouts from the kickoff were distributed at the meeting for those who did not attend the kickoff. There is also an extensive list of people who completed yellow cards requesting more information on the BLN and the opportunity to join, and the full registration list. The contact information will be used to boost the **GOBLN's membership**. Alan Weinstein and Charles Russell agreed to co-chair the Membership Committee.

Thank you to the Planning Committee and Sponsors – Leslie Wilson thanked all of the sponsors and Planning Committee members. The committee met every week for more than 2 months to assure the event was perfect. BCBSF, the lead sponsor paid for all of the food and through the involvement of BLN president Mayra Hernandez and Ang Pracher, provided countless hours of volunteer time; thanks to the involvement of BLN vice president Jeannie Amendola, Walt Disney World's early contribution made it possible for the BLN to pay upfront expenses and assisted in attempts to secure Governor Crist's involvement; SeaWorld's John Mikolajczyk and the BLN's secretary/treasurer, handled all of the expenses and SeaWorld made a significant contribution; High-Tech Institute contributed a great deal of time during the planning, printed and mailed the invitations and printed the programs thanks to the involvement of Karen White; LYNX's Brenda Rhodes was an invaluable contributor to the planning process and secured a contribution from LYNX; and Albertsons gave a much appreciated donation. Alan Weinstein, a member of the Planning Committee and a CPA, kept the group on track and in compliance with tax and other laws.

Greater Orlando Business Leadership Network Communications/Education Committee Training Flyer and request for BLN members' assistance in promoting the BLN's training program to organizations such as SHRM, the Chamber of Commerce, Hotel and Restaurant Associations and individual companies: Included in all of the packets were copies of the GOBLN's Communication/Education Committee Training flyer. The flyer will be used to promote the BLN's training and education to SHRM, Chambers and other places employers gather. The Communications/Education Committee will meet on November 8, 2007 to further clarify its training/education plans for 2008. BLN members were urged to distribute the flyer internally and externally.

USBLN Conference and Career Fair Report: The USBLN Conference was held September 23-26, 2007 in Orlando. Business and organizational representatives attended from across the country. It was also an excellent way for people to meet each other, especially local Florida BLN officers and members. Disability Mentoring Day Results: Janet Nunnelly reported that the BLN had at least four companies participate in DMD, including Blue Orb, Hyatt Hotels, Lockheed Martin and others. Ms. Nunnelly promised to send a report on the event to Leslie Wilson.

Walgreen's Successful Initiative to Recruit and Hire People with Disabilities, Deb Russell, Career Outreach Manager, Walgreen Co.: Deb Russell from Walgreens' office in Chicago attended the meeting to present Walgreens' successful hiring initiative. The father of a son with autism, Randy Lewis, a senior vice president with Walgreens, began internally promoting the employment of people with disabilities. The Walgreens Distribution Center in Andersonville, SC employs between 400-500 employees. An estimated 41 percent of the workforce is people with disabilities. Ms. Russell noted that despite employment providers' efforts to cut productivity standards, Mr. Lewis refused. He sold the employment of people with disabilities to his board of directors on the promise that there would be no decline in productivity. Today, people with an array of disabilities are meeting the standards. All of the employees, whether they have disabilities or not, are productive members of the Walgreens' team. Walgreens plans to upload comparative productivity and other data on the employment of people with disabilities and their peers who do not have disabilities at its website in a few months. Currently, Walgreens is promoting the employment of people with disabilities at its 14 distribution centers across the United States. Walgreens is the 45th largest employer in the country. New stores are opening every day. Ms. Russell is traveling around the country encouraging Walgreens Distribution Centers to hire people with disabilities and to

assist them in this endeavor. She agreed to attend other BLN meetings to tell Walgreens' story on its successful employment of people with disabilities.

DISCONTUED GOALS AND FINAL UPDATES ON PREVIOUS GOALS

OVERVIEW: 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 **discontinued**
End Report 12/15/2007 **discontinued**

12/10/07 - Most County Governments initiated a hiring freeze due to budgetary issues. Deliverables were not able to be met in a timely fashion and the Grant was pulled by the Developmental Disabilities Council August 2007. No placements occurred.

Community Employment Capacity Initiative (CECI)

OVERVIEW: 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.”

GOAL: 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) (No apparent funding available for implementation DISCONTINUED)

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 Osceola, Sherry Cain
Primrose Center Inc., Sonia Bermudez
Independent Waiver Support Coordinators
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)
Goal is DISCONTINUED

Keep in mind that knowing how to react appropriately in every situation requires time and practice.

As with all difficult issues, when mistakes are made, apologize, correct the problem, learn from the mistake, move on—do not be discouraged, and above all, **keep trying**.

Public outreach, education, training, and schedules

During 2008 -2009, Arthur Barndt, Employment Liaison, and Judy Dunning, Employment Coordinator, Medicaid Infrastructure Grant, continue to offer Education and training on employment and benefits. Public appearances have included:

July 8, 2008	Best Buddies meeting to start employment program (Orlando)
July 9, 2008	Persons with Disabilities Assessment Project (Brevard)
July 14, 2008	Train the Trainer Practicum (Daytona) AB
July 15, 2008	Transition Team meeting (Brevard)
July 21, 22, 2008	Train the Trainer Practicum (Fort Myers) JD
August 5, 2008	Persons with Disabilities Assessment Project (Brevard)
August 8, 2008	Greater Orlando Business Leadership Network
August 12, 2008	Partnership in Transition Team meeting (Orlando)
August 13, 2008	Interagency Council (Brevard)
August 15, 2008	Transition Team (Brevard)
August 27, 28, 29	Advanced Benefits Training (Safety Harbor)
September 9, 2008	Waiver Support Coordinator meeting (Orlando)
September 10, 2008	Interagency Council @ Workforce Development Board (Brevard)
September 11, 2008	Society of Human Resource Management Presentation (Brevard)
September 15, 2008	Autism Conference (Orlando)
September 29, 2008	Brevard Business Leadership Network meeting
September 30, 2008	Employment Task Force meeting @Goodwill (Brevard)

October 1, 2008	Persons with Disabilities Assessment Project (Brevard) WIPA outreach on Social Security @ Workforce (Orlando) APD Provider meeting (Orlando)
October 7, 2008	Tour of Cape Canaveral Hospital Project SEARCH (Orlando)
October 8, 2008	Interagency Council of Brevard
October 14, 2008	Brevard County Commissioners Disability Employment Awareness Month Recognition Proclamation (Brevard)
October 23, 2008	CWIC meeting (presentation of MIG/WIPA collaboration Orlando)
October 27, 2008	Local Coordinating Board Transportation Disadvantage (Brevard)
October 29, 2008	Employment Task Force (Brevard)
October 30, 2008	Business Leadership Network Employer Recognition Lunch
November 5, 2008	Persons with Disabilities Assessment Project (Brevard)
November 6, 7, 2008	Advanced Supported Employment Training (Orlando) East Coast Contractors Inc. Open House (Brevard)
November 12, 2008	Interagency Council of Brevard
November 18, 19,	Supported Employment Pre-Service Training
November 21, 2008	Changing Face of Benefits Social Security Training
November 20, 2008	Business Leadership Network (Orlando)
December 2, 2008	Supported Employment Provider meeting Orlando
December 3, 2008	Supported Employment Provider meeting Brevard
December 4, 2008	Project SEARCH advisory board Brevard
December 8-12	Community Work Incentive Coordinator Training
January 7, 2009	Persons with Disabilities Assessment Project
January 15, 2009	Project SEARCH Advisory Board
February 2, 3, 2009	Supported Employment Pre-Service Training Orlando
February 4, 2009	Persons with Disabilities Assessment Project (Brevard)
February 9, 10, 2009	Changing Face of Benefits Social Security Training Orlando
February 13, 18, 24	Supported Employment Workgroup recommendations for future policy changes to Florida's employment options for people with developmental disabilities.
February 27, 2009	SCIETT team meeting Osceola County (by phone)
March 4, 2009	Persons with Disabilities Assessment Project (Brevard)
March 6, 2009	SCIETT team meeting Osceola County
April 1, 2009	Persons with Disabilities Assessment Project (Brevard)
April 16, 17, 2009	Judy Dunning Trainer Miami Social Security Training.
April 20, 21, 2009	Supported Employment Pre-Service Training Brevard
April 27, 29, 2009	Changing Face of Benefits Social Security Training Brevard

May 12, 13, 2009	Supported Employment Pre-Service Training Orlando
May 19, 20, 2009	Changing Face of Benefits Social Security Training Orlando
June 3, 2009	Persons with Disabilities Assessment Project (Brevard)
June 5, 2009	Business Advisory Committee Orlando
June 9, 2009	Brevard Business Leadership Network Meeting

DOCUMENTATION OF PRODUCTIVITY REPORT

January 31, 2009

Judy Dunning, Employment Coordinator Region 7

The "number of persons to whom you provided technical assistance" that month.

All meetings attended monthly - list name of organization/nature of meeting, date, location, i.e. BLN meeting, County Commission meeting, etc.

1/7/09 9-11am, Persons with Disabilities Assessment project (PDAP), Viera
 1/7/09 3:30-4:30 pm, State Employment task force, conference call
 1/12/09 1:15-2:15 pm, MIG conference call
 1/14/09 8:30-11:00 am, Interagency Council of Brevard, Rockledge
 1/22/09 10-11 am, Supported Employment, conference call
 1/22/09 2:30-3:30 pm, State Employment task force, conference call
 1/26/09 1:15-2:15 pm, MIG conference call
 1/27/09 1-3 pm, State Employment task force, conference call

All trainings attended monthly - Name of training, date, location, and trainer

1/20/09 2-4 pm, Special Medicaid Beneficiaries, conference call, Lucy Miller

All trainings that you either conducted and/or presented in whole or part - detail list with same info as above:

1/8/09 8-5 pm, Supported Employment Pre-service training (co-train), Jacksonville (27)
 1/16/09 8-5 pm, SS Work Incentives training (co-train), Jacksonville (27)

DOCUMENTATION OF PRODUCTIVITY REPORT

February 28, 2009

Judy Dunning, Employment Coordinator Region 7

The "number of persons to whom you provided technical assistance" that month.

All meetings attended monthly - list name of organization/nature of meeting, date, location, i.e. BLN meeting, County Commission meeting, etc.

2/4/09 9-1:30 pm, PDAP retreat to review resolution for project, Viera
2/5/09 9-10 am, SCIETT conference call
2/9/09 1:15-2:15 pm, MIG conference call
2/11/09 8:30-11:00 am, Interagency Council of Brevard, Viera
2/17/09 1-2 pm, ICB Employment task force, conference call
2/18/09 8-10 am, REIT (asset development), Orlando
2/19/09 10-11 am, Supported Employment, conference call
2/23/09 1:15-2:15 pm, MIG conference call

All trainings attended monthly - Name of training, date, location, and trainer

2/24/09 9-12 pm, Governor's Commission on Disabilities-Employment, conference call

All trainings that you either conducted and/or presented in whole or part - detail list with same info as above:

2/2/09 8-5 pm, Supported Employment Pre-service, Orlando (15)
2/3/09 8-5 pm, KSC DMD event, KSC
2/9/09 8-5 pm, SS Work Incentives training, Orlando (15)
2/10/09 8-5 pm, SS Work Incentives training, Orlando
2/12/09 8-5 pm, Supported Employment Pre-service, Miami (35)
2/13/09 8-5 pm, Supported Employment Pre-service, Miami (35)

DOCUMENTATION OF PRODUCTIVITY REPORT

March 31, 2009

Judy Dunning, Employment Coordinator Region 7

The "number of persons to whom you provided technical assistance" that month.

All meetings attended monthly - list name of organization/nature of meeting, date, location, i.e. BLN meeting, County Commission meeting, etc.

3/3/09 2-3:30 pm, APD conference call
3/4/09 9-11 am, PDAP meeting, Viera
3/5/09 10-3 pm, Fla Provider Network SCIETT, Orlando
3/11/09 8:30-11 am, Interagency Council of Brevard, Cocoa
3/17/09 1-2 pm, ICB Employment task force, conference call
3/17/09 2-4 pm, MIG-RATS, conference call
3/18/09 1:30-3 pm, PDAP Lifelong Learning Subcomm. (financial workshop prep), Viera
3/19/09 10-11 am, Supported Employment, conference call
10-11:30 am, State Employment task force, conference call

All trainings attended - Name of training, date, location, and trainer

3/12/09 2-2:45 pm, HVRP Involving Business in your Organization, conference call

3/12/09 3-4 pm, Able Trust DMD conference call

3/26/09 2-2 pm. Webinar

All trainings that you either conducted and/or presented in whole or part - detail list with same info as above:

DOCUMENTATION OF PRODUCTIVITY REPORT

April 30, 2009

Judy Dunning, Employment Coordinator Region 7

The "number of persons to whom you provided technical assistance" that month.

All meetings attended monthly - list name of organization/nature of meeting, date, location, i.e. BLN meeting, County Commission meeting, etc.

4/1/09 9-11 am, Brevard County Commissioners' Persons with Disabilities Assessment Project, Viera

4/1/09 2-3:30 pm, State Employment Task Force, call

4/6/09 1:15-2:45 pm, MIG conference call

4/6/09 3-4:30 pm, State Employment Task Force, call

4/8/09 9-11 am, Interagency Council of Brevard, Cocoa

4/13/09 2-3:30 pm, State Employment Task Force, call

4/21/09 12:30- 4:30 pm, Financial Workshop, BCC campus Melbourne

4/22/09 10-11:30 am, State Employment Task Force, call

All trainings attended - Name of training, date, location, and trainer

4/2/09 1-3 pm, VCU "Counseling Beneficiaries on Health Options", call

4/22/09 2-3 pm, VCU "Wage Reporting for Beneficiaries of SSA Disability Programs", call

All trainings that you either conducted and/or presented in whole or part - detail list with same info as above:

DOCUMENTATION OF PRODUCTIVITY REPORT

May 31, 2009

Judy Dunning, Employment Coordinator Region 7

The "number of persons to whom you provided technical assistance" that month.

All meetings attended monthly - list name of organization/nature of meeting, date, location, i.e. BLN meeting, County Commission meeting, etc.

5/4/09 1-2:15 pm, MIG conference call
5/5/09 2-4 pm, Governor's Commission on Disabilities subcommittee Employment, call
5/7/09 4-5 pm, Alliance for Full Participation Webinar, call
5/8/09 1-4 pm, WISE meeting, Kissimmee
5/11/09 10-11:3 am, State Employment Task Force, call
5/27/09 10-11:30 am, State Employment Task Force, call
5/28/09 1-3 pm, ICB Employment Task Force, Cocoa

All trainings attended - Name of training, date, location, and trainer

5/7/09 4-5 pm, Alliance for Full Participation Webinar, call

All trainings that you either conducted and/or presented in whole or part - detail list with same info as above:

5/12/09 9-4 am, Supported Employment Pre-Service, Orlando (10)
5/13/09 9-4 am, Supported Employment Pre-Service, Orlando
5/14/09 9-4 pm, SSWI training, Tampa (16)
5/15/09 9-4 pm SSWI training, Tampa
5/18/09 10-11:30 am, State Employment Task Force, call
5/19/09 9-4 pm, SSWI training, Orlando (11)
5/20/09 9-4 pm, SSWI training, Orlando
5/21/09 11-11:40 SSWI presentations at ESE teachers' quarterly meeting, Viera (130)

DOCUMENTATION OF PRODUCTIVITY REPORT

June 30, 2009

Judy Dunning, Employment Coordinator Region 7

The "number of persons to whom you provided technical assistance" that month.

All meetings attended monthly - list name of organization/nature of meeting, date, location, i.e. BLN meeting, County Commission meeting, etc.

6/8/09 1:15-2:45 pm, MIG conference call
6/10/09 9-11 am, Interagency Council of Brevard, Goodwill Industries Melbourne
6/15/09 1:15-2:45 pm, MIG conference call
6/22/09 1:15-2:45 pm, MIG conference call
6/23/09 9-1 pm, MIG taskforce conference call
6/24/09 1-2 pm, Employment task force (ICB), Vocational Rehabilitation Melbourne

All trainings attended - Name of training, date, location, and trainer

6/3/09 11-12pm, Governor's Commission on Disabilities (employment) conference call
 6/3/09 1-4 pm, Governor's Commission on Disabilities (transportation) conference call
 6/4/09 2-3:30 pm, Governor's Commission on Disabilities (education) conference call
 6/6/09 2-3:30 pm, Business taxes, Goodwill Melbourne
 6/15/09 2-3:30 pm, Credit History and Repair, Goodwill Melbourne
 6/22/09 2-3:30 pm, ID theft protection, Goodwill Melbourne
 6/30/09 12:30-2 pm, Budgeting, Goodwill Melbourne
 6/30/09 2-3:30 pm, Credit Card Use, Goodwill Melbourne

All trainings that you either conducted and/or presented in whole or part - detail list with same info as above:

6/25/09 9-4 pm, SSWI training in Ft. Lauderdale (Miami) (25)
 6/26/09 9-4 pm, SSWI training in Ft. Lauderdale (Miami)

OLD GOALS AND WRAP UP

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 September 11, 2007 December 11, 2007 March 11, 2008 June 10,	Support Coordinators meetings have been changed to quarterly. Continue to present employment issue at every quarterly meeting ONGOING QUARTERLY

		2008	
Meet with providers (include new providers) to establish expectations for job placement	Arthur Barndt	July 2004 September 2005 January 2007 March 2007 Nov 30th 2007 January 29, 2008 April 9, 2008	Met/spoke with Successful Systems, Easter Seals, Primrose, Quest, ARC, Bridges, GAP, and Brevard Achievement Center. Personal contact throughout 2007. Continued provider meetings including Bridges of Brevard, BAC, ARC of Osceola, and Quest Inc. Ongoing to continue. (Completed 7/1/2009, Bi-annual provider meetings scheduled for 2009/2010)
Meet with VR to come up with a plan to motivate providers who are performing badly.	Judy Dunning Arthur Barndt	June 8, 2004 January 2006 January 8, 2008 April 25, 2008	Strategies: Provided VR with support coordinators' contact information to facilitate communication and, subsequently, improve performance. No further progress to note 2008. 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 January 19, 2008 State Wide April 17, 2008 Seminole April 24, 2008 Orange	Area Quality Leader meets with Council monthly. In February, New AQL, Supported Living and Supported Employment staff was introduced to the Local Council and resource information was provided. Provider Fairs were held February 11 and 18. Steve Roth Area APD Administrator attends FCC meetings. Arthur Barndt presented to the state wide FCC chair meeting in Orlando on January 19, 2008 discussing employment and Medicaid Buy In. Employment and Social Security Work Incentive presentations were made to the FCC of Seminole County, April 17, 2008 and FCC of Orange County, April 24, 2008 (Ongoing)

GOAL: Develop training capacity on an area wide basis.

STRATEGY: Increase regularly scheduled trainings and adds additional training.

Action Steps	Person Accountable	When	Status
Increase number of pre-service trainings from semi-annually to quarterly.	Judy Dunning Arthur Barndt Leslie Wilson Dale DiLeo	June 2004 November 2005 April 20, 21, 2006 November 16, 17,	July 9,10,12 2007 (Brevard) Completed August 2007 (Orlando) Completed November 28,29,30 2007 (Orlando)

	Steve Roth	2006 January 30,31, 2007 April 12,13,14 2007 At least quarterly throughout calendar year (Ongoing)	Completed January 11,18,25, 2008 (Brevard) Completed February 25, 26, 28 2008 (Orlando) Completed April 28,29,30, 2008 (Brevard) Completed May 19, 20, 22, 2008 (Orlando) Completed August 18, 19, 21, 2008 (Orlando) Completed November 18,19,21, 2008 (Orlando) Completed
Add orientation to supported employment for support coordinators, family and self-advocates	Arthur Barndt Judy Dunning	June 30, 2008	Ongoing Targeted trainings to WSC's and parents. -
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 June 2008 July 2009	Ongoing Judy Dunning and Arthur Barndt have completed Train the Trainer for Supported Employment and are engaged in offering classes. Increase by 2. Judy Dunning and Arthur Barndt, to complete certification in training on Social Security Benefits June 16,17,18, 2008 Begin two day classes 2009
Provide Targeted Training to professionals on Supported Employment and Benefits	Arthur Barndt Judy Dunning	June 2008	Judy Dunning and Arthur Barndt completed National Disabilities Institute 10 day benefits training in Tampa Florida. Have incorporated introduction the changing face of benefits into day three of supported employment certification classes. Met with parents 9/13/2007 Brevard Achievement Center. 1/12/2008 met with parents and at Easter Seals for benefits education.
Notify providers of ongoing web based training as it becomes available.	Victor Stewart	January 2005 Discontinue	Web based training information is forwarded to Supported Employment providers and Support Coordinators as soon as it becomes available ONGOING as available

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 WSC's 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 to families.	Victor Stewart	June 2004	Completed. Shared with providers. DISCONTINUED: SEE ABOVE
Create work groups consisting of providers, support coordinators, families, group home staff and self-advocates to brainstorm on possible solutions to overcoming barriers to employment for PWD	Arthur Barndt	January 2006 June 21, 2006 March 10, 2007 July 26, 2007 8/9/07 6/1/2008	Transportation forum was held June 21, 2006 by Wilson Resources, Inc at the local Center for Independent Living. 7/26/07 met with VR staff at VR staff meeting discusses APD/VR issues. Arthur Barndt appointed to Local Coordinating Board Transportation Disadvantage. Meets Quarterly 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 Judy Dunning	February 2005 October 2007	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

			10/07, 50 businesses met at the Center for Independent Living, Orlando, for a new Business Advisory Council in Central Florida. Three meetings held 2008. Next meeting June 5, 2009 at Disney Entrepreneurial Center (Ongoing)
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Previous reported goals and updates 7/1/2009

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 Updated November 30, 2007 Ongoing 2008	Completed 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 are updated monthly or as reported. ADT Centers provide monthly report cards and updates on ADT movement to employment ADT explanations given at beginning of report. New trainings for providers began January 2009 to include Social Security benefit education.
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	Arthur Barndt GR Support Coordinators	June 30, 2007 till June 30, 2008	There are currently 16 individuals identified receiving employment services under this project. Completed June 30, 2007. 40 new individuals identified for 2007/2008.

follow along			To receive General Revenue supported employment follow-along. Ongoing June 30, 2009 (Completed with 52 customers receiving services) -Continue employment services for eligible customers on state Medicaid Waitlist for 2009. Contingent on budget availability
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 Completed	Data on individuals who are working without SE assistance and individuals who obtained employment without VR assistance has been entered into SETS. (Ongoing) 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	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 Discontinue
Redesign 'screening meeting APD/VR for referral process to DVR	Arthur Barndt Steve Roth Wayne Olsen	12/10/82007 Completed	Completed: VR screening meetings have ceased. Referrals made directly to VR by Waiver Support Coordinators, GR Coordinators, APD Employment Liaison, Parents, or Customer. Discontinue
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	Completed	Number of days has not been identified. System to identify this data is in development. Addressing APD and Vocational Rehabilitation issues at the point of entry which has been identified as a major barrier to long time frames for job development. Several issues including having a current psychological, proper documentation of a disability, drug testing, and keeping scheduled appointments slow down the process but are needed to demonstrate eligibility and identify needed services. Will continue to monitor on case by case basis

			(Ongoing)
Identify individuals graduating from high school and needing extended SE services.	VR School Counselors Waiver Support Coordinators Manny Garay Margaret O'Ferral Pat Rosbury Partnership in Transition Committee	09/15/06 Ongoing	Participated in Partnership in Transitions Summit in April 2006. and October 31, 2007. Meet regularly with Interagency Council. Ongoing Continue with Partnership in Transition Team Orange County Continue with Project SEARCH (see special projects)
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 supported employment. DISCONTINUED: due to ongoing project CECI and SCIETT please see special projects CECI project has been discontinued. Addressing goal by holding supported employment provider meetings. Brevard, Orange, Osceola, Seminole County meeting December 2, 2008 (Ongoing) Will hold meetings bi-annually but will address time frames based on Provider input. SCIETT project to continue year three August 25, 2008 SCIETT project continued 2009 for Osceola and Brevard Counties under new contract (ongoing)
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, Judy Dunning.

END