

Changing Expectations: Every Person. Every Talent. Every Opportunity.

**Project: Transformation**

**Application Due Date:** March 7, 2014

**Background**

Ohio launched its Employment First Initiative by Governor Kasich’s Executive Order in March 2012. The Executive Order required state cabinet level agencies from the Ohio Departments of Education, Medicaid, Job and Family Services, Mental Health and Addiction Services, Opportunities for Ohioans with Disabilities Agency and the Ohio Department of Developmental Disabilities to partner in the development of a coherent strategic plan identifying each agency’s responsibility and contribution to having employment be the primary expected goal for working age adults with developmental disabilities. On September 24, 2012, the founding statute for Ohio’s Employment First policy was approved and placed in Ohio Revised Code, stating that employment services for people with developmental disabilities shall be directed at community employment and that all people are presumed capable of community employment.

**Provider Transformation Technical Assistance Overview**

Public and private providers often express a strong desire to take the necessary steps to transform from facility-based to integrated services, but are often frustrated in determining how best to do so.

Through this initiative, expert consultants will support facility-based provider agencies in the process of transformation from segregated to integrated services. Selected provider agencies will learn fiscal strategies designed to better include competitive and integrated employment options as a viable and sustainable funding stream. This expert guidance and support will be a combination of on-site and phone/Web-based consultation. As part of this consultation, an organizational assessment will be conducted for each participating agency, leading to a transformation plan tailored to meet their needs.

DODD Employment First staff will also participate in strategy meetings and serve as a resource to provider agencies throughout the transformation process.

**Applicants**

Any provider agency, county board-operated or private, in Ohio may apply to be a Project: Transformation site. Provider agencies will be selected based on their demonstrated commitment to transformation from segregated services to community employment and integrated day services.

**Expectations**

By submitting an application, agencies agree to commit to the technical assistance provided by provider transformation subject matter experts. It is estimated that this will require a one-week on-site visit with key organizational staff, including executive leadership team, families and individuals with disabilities, board members, if applicable, and other stakeholders. Remote guidance and support will also be provided throughout at least a 12-month period to guide the development and implementation of a transformation plan (approximately 60-80 hours). Agencies further agree to develop and implement the transformation plan and work towards assisting identified targets to transition from segregated employment services to competitive, integrated employment. Providers may select from a DODD-approved list of consultants to provide the technical assistance. DODD will fund the project based on the achievement of the following outcomes:

1. Provider contracts with a subject matter expert for consultation and technical assistance and submits contract to DODD by June 1, 2014 (for up to $20,000)
2. Provider develops and submits a transformation plan to DODD ($5,000)
3. Provider implements preliminary steps of the transformation plan ($10,000)
4. Provider completes transformation plan and agrees to serve as mentor to other public and private providers ($20,000)

**Outcomes**

This initiative will provide guidance for the selected provider agencies to successfully transform their business model from facility-based services to integrated employment.

This will allow the Department to collect data on what it takes to assist facility-based service providers to transform their business models to integrated settings. It is anticipated that providers who have successfully transformed will become peer mentors to others throughout Ohio.

**Selection Process**

The selection committee will be comprised of Department staff and members of the Employment First Advisory Committee. Providers will be selected based on the responses to questions in the following application. Below is the scoring tool that will be utilized in the selection process. Providers will be notified of their selection by March 15, 2014. Technical assistance with the DODD-approved consultant is expected to commence by June 1, 2014.

**Scoring Tool**

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| --- | --- |
| 35 | The provider’s application demonstrates a strong commitment to the transformation process, and outlines policies (either in effect or in development) to transition people to community employment and integrated day services. |
| 25 | The provider supports the principles of Employment First and is currently dedicating resources or demonstrates intent to dedicate resources to assist more people with developmental disabilities to engage in community employment or integrated day services. |
| 15 | The provider demonstrates a current investment in the transformation process and has taken steps to transition its current service structure to one that supports integration. |
| 15 | The provider’s application demonstrates sustainability of this systems change effort. |
| 10 | The provider demonstrates current capacity to undertake transformation to integrated services. |

Project: Transformation

APPLICATION

Agency Name:

County(ies) where you provide services:

Is your agency for-profit or non-profit?

Is your agency public (i.e., operated by county board of developmental disabilities)?

Your Name and Title:

Phone Number: Email Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. Does your agency operate a sheltered workshop?
2. If yes, how many people regularly receive services in your sheltered workshop?
   1. How many of the people served in the sheltered workshop are also employed in the community?
   2. How many of the people served in the sheltered workshop are not employed in the community?
3. What percentage of people in question #2b is your target group to transition to community employment in the next 18 months?
4. Does your agency operate a facility-based adult day support program?
5. If yes, how many people regularly receive services in your facility-based adult day support program?
   1. How many of the people served in the facility-based adult day support program are also employed in the community?
   2. How many of the people served in the facility-based adult day support program are not employed in the community?
6. What percentage of people in question #5b is your target group to transition to community employment in the next 18 months?
7. Explain your agency’s understanding of Ohio’s Employment First Initiative.
8. Give examples of your agency’s efforts to promote community employment for people with developmental disabilities.
9. Has your agency ever had discussions regarding a significant expansion of its employment outcomes? If so, please describe the results of this discussion.
10. Has your agency ever attempted transformation from a sheltered workshop to community-based employment? If so, please elaborate on the status of that effort and/or its results. If the effort stopped, please provide a brief analysis of the reasons it stopped and if those same reasons would be barriers to transformation now.
11. After completing a transformation plan, does your agency anticipate that you would still support any sheltered workshop activity?
12. After completing the transformation plan, does your agency anticipate providing any facility based adult day support services?
13. Please outline your agency’s current commitment to community employment by addressing the following elements:
14. How many staff currently participates in providing community employment services?
15. Please describe recent employment-related training or technical assistance provided to your agency’s staff.
16. Describe your agency’s relationship with the Bureau of Vocational Rehabilitation (BVR).
17. Does your agency participate in the Ticket to Work program?
18. Describe your agency’s relationship with the local Ohio Means Jobs One-Stop center.
19. Please describe your agency’s commitment to making a systems change within your organization and sustaining that change beyond the project period, in terms of:
20. Commitment and involvement of senior leadership including the Superintendent/Executive Director and County Board/Board of Directors
21. Developing and committing to quantifiable job placement goals.
22. In terms of benefitting Ohioans with developmental disabilities and in terms of promoting systems change across Ohio, why is your agency’s application the best investment for Ohio’s Employment First initiative?
23. Provide a statement of the organization's assessment of the likelihood of success as contrasted with the likely barriers that will need to be overcome.

Questions about the application can be directed to Kristen Helling at [Kristen.Helling@dodd.ohio.gov](mailto:Kristen.Helling@dodd.ohio.gov).

Submission of Applications by E-mail only. E-mail applications should be submitted to [EmploymentFirst@dodd.ohio.gov](mailto:EmploymentFirst@dodd.ohio.gov), and are due by 5 p.m. on March 7, 2014