***System Strengths***:

* Providers care about individuals and their needs.
* Movement towards person centered planning.
* Paradigm shift from the county boards having all of the power to the individual and their providers being in control.
* Plenty of experience and history to draw from.
  + Help inform what works and was hasn’t when planning for the future system.
* Increase in cooperation between DODD, OACBDD, and providers.
* Providers are willing to work together to emphasize our strengths and experiences.
* Good relationships and reputations between providers and the field and the legislature and the administration.
* Providers have the intelligence to adjust their business models to make the system work in spite of not having enough money.

***Top Strengths:***

1. Willing to work together to utilize our strengths and experiences.
2. Care about the individuals we serve.
3. Providers have the business ability to make the system work despite of being inadequately funded.

***Weaknesses:***

* Decrease in funding
* Lack of an alignment of money with expectations and outcomes.
* No or inadequate work force.
* System is complicated and cumbersome.
* MUI system is punitive and “gotcha” based.
  + Not focused on outcomes and just want to “nail staff”.
* Difficult to come up with outcomes and quality.
* The field and careers in the field aren’t well known to the general public.
* Lack of a plan to reinvest savings from the county boards getting out of services.
* 88 different county boards.
* Lack of adequate transportation that meets the cost of both rural and urban needs.
* Thousands of providers make system inefficient.
* Lack of vision from the administration.
  + No comprehensive, detailed plan for the ICF system.
  + No consensus on what we want for a system between DODD, OACBDD, and providers.
* System directives often based on philosophy instead of data and facts.
* Very little support in implementing downsizing and conversion plans.
* Vision by administration for the system and its outcomes doesn’t match up with their funding structure, especially with the IAF.
* Seems that the system pits the consumer’s choice vs. department’s philosophy.

***Top Weaknesses:***

1.Not adequately funded.

2. Negative publicity and perception.

3.Low pay for staff.

***Opportunities:***

* The landscape has changed which is evident by what was in the last budget.
* Person centered system allows for joy in people’s life.
* Opportunity to bond together as providers through organization and shared values.
* Providers are leading changes.
* Ability to create true vocational opportunities for people with disabilities.
* Addressing weakness will provide for new opportunities.
* Continual increase in relationship with the legislature.
* The creation of a media plan for the field could help change the perception of service providers and of the field in general.

***Top Opportunities:***

1. Providers are ready to initiate change.
2. Media plan to show the general public what the field is.
3. Bond together as providers similar in organization and values.

***Threats:***

* Workforce crisis.
  + No one is alone in the crisis- all employers feeling it.
* Barriers to employment in DD.
* Minimum wage efforts.
* Managed care.
* Increased in incidents of DD.
  + Current funding will not be sufficient.
* Impending loss of current administration.
* Providers who are set in their ways and unwilling to try new approaches.
* Perception of ICFs and ignorance about the services they provide.
* Not meeting downsizing and conversion goals.

***Top Threats:***

1. Work force crisis
2. Not enough funding especially with the increase of DD.
3. Various barriers to employment in the field.