



## ***Transforming and Improving Practices through Customized Technical Assistance (TIP) Grants***

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**The TIP grants support progress on two Council objectives under goal three of the DD Council's Five Year State Plan (FY17 – FY21):**

**Goal 3:** Children and adults with developmental disabilities meaningfully participate in all facets of community life, and are valued and supported by their communities.

**Objective 3.5:** Increase community-based employment opportunities for people with developmental disabilities, including people with significant support needs.

**Objective 3.6:** In collaboration with people with developmental disabilities, their families, and stakeholders, increase opportunities for people with developmental disabilities living in rural areas to find and maintain employment by reducing barriers unique to rural areas.

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### **Purpose and Overview**

The purpose of this initiative is to improve the employment outcomes of people with developmental disabilities by building the capacity of community service providers licensed by the Developmental Disabilities Administration. Through customized technical assistance by subject matter experts, providers will improve the way services are provided so that more people with developmental disabilities are supported to get and keep the meaningful work they want in their communities and to have meaningful days when not working. All grant recipients will participate in a learning community to share their efforts to improve employment outcomes and receive mutual peer support.

### **Summary of Selected Proposals**

Funding for this initiative is made available through a partnership between the DD Council and Maryland Works. A total \$128,312 will fund the following jointly selected grant proposals, 5 of which focus on Objective 3.6 and increase opportunities for people with developmental disabilities living in rural areas:

1. Appalachian Parent Association: Technical assistance will help develop a strategic plan that addresses the following areas: staff resistance/cultural environment; subminimum wage/closure of sheltered workshops; organizational structure; enclave crews and activity crews; employment data and process; and financial stability. (\$10,000; rural)

2. Bay Community Support Services: Technical assistance will help with a cultural change in all programs so that the entire agency understands and values what it means for people to have meaningful days. Technical assistance will also help the agency learn how to support people to have meaningful days through the development of plans and processes; and then how to monitor and measure outcomes. (\$10,000; rural)
3. CHANGE: Technical assistance will help ensure employment specialists have the support and coaching needed to focus on customized employment approaches for individuals and their families who are seeking independent employment options. (\$10,000)
4. CHI Centers: Technical assistance will help the agency to continue its transformation from a sheltered workshop day model to a community supported employment model through the development of agency wide strategies and goals. (\$10,000)
5. Head Injury Rehabilitation & Referral Services: Technical assistance will help develop a strategic action plan and develop a culture within the agency that strives for continual improvement and reflection. (\$10,000)
6. Humanim & Compass: Technical assistance will help build capacity to work with students and create Pre-Employment Transition Services that have employment as the outcome for students. Ultimately, the agencies will work with students in the year before exit from the school system in order to create a more seamless transition to adult services. (\$11,250)
7. Itineris: Technical assistance will help with developing better protocols for the Discovery Process so that it is more extensive and individualized with informational interviews and job trial sites in preferred employment areas. In addition, assistance will help in developing strategies for talking to potential employers about the benefits of working with people with disabilities. (\$10,000)
8. Providence Center: Technical assistance will focus on improving their staffing model (how to create the necessary positions to support employment outcomes), closing their sheltered workshops, and building their discovery and customization process. (\$10,000)
9. Spring Dell Center: Technical assistance will help change the perspective of staff about individuals with complex disabilities in integrated employment through a real demonstration model. Technical assistance will also provide demonstration on how to effectively implement the customized employment process to include discovery, job development, and job coaching with an adult with complex developmental disabilities. (\$7,062; rural)
10. The Arc of Howard County: Technical support will help with the development of a short term strategic plan for the Employment Services Program. This will be a plan to increase customized employment and increase meaningful days when not working. (\$10,000)

11. The Arc Prince George's County: Technical assistance will help the agency develop new ways of serving individuals with intellectual and developmental disabilities by integrating them into the community via employment as well as recreational and social opportunities. Innovative approaches will lead to the closure of the Largo Day Center. (\$10,000)
12. The Arc Southern Maryland: Technical assistance will help to develop a pilot strategy to move the people they support in segregated day programs to integrated competitive employment and/or other inclusive community programs. In addition, the technical assistance consultant will help design and implement an enhanced program evaluation system. (\$10,000; rural)
13. The Arc of Washington County: Technical assistance will help the agency to understand how to increase the number of people supported in competitive jobs and community settings, with a special emphasis on people with more significant support needs, both strategically and operationally. (\$10,000; rural)

### **Funding**

\$128,312 (\$70,572 Council funds plus \$57,740 matching funds from Maryland Works) will cover the cost of technical assistance by subject matter experts.