



EMPLOYMENT:

Southern Maryland Provider Network Technical Assistance: The Arc Southern Maryland

LOCATION: Calvert, Charles, and St. Mary's Counties

| **FUNDING:** \$20,000

GOALS

Council Goal: Children and adults with developmental disabilities meaningful participate in all facets of life, and are valued and supported by their communities.

Council Objective: 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.

Goals of Initiative: Improve the employment outcomes of people with developmental disabilities by building the skills and abilities of community service providers in Southern Maryland licensed by the Developmental Disabilities Administration.

OVERVIEW

This project will provide technical assistance and training to the Southern Maryland Provider Network, a group of ten providers licensed by the Developmental Disabilities Administration who support people to live and work in Southern Maryland. A subject matter expert will work with provider leadership and focus on organizational transformation; supporting families through the transformation; staff recruitment and retention; transportation issues in rural areas; and, job development. In addition, training will be provided for staff to increase the skills and knowledge of all organizational staff and change the mindset, beliefs, and attitudes of staff so that everyone involved with the organization works as a team. Together, the technical assistance and training will increase the knowledge and skills of the providers and facilitate organizational transformation 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.

STRATEGIES & ACTIVITIES

- Implement organizational transformation with a focus on improving and changing residential services to align with organizational outcomes to improve employment.
- Increase the skills and knowledge of all organizational staff and change the mindset, beliefs, and attitudes of staff so that everyone involved with the organization works as a team.
- Develop better ways to support and communicate with families while changes occur.

- Increase staff recruitment and retention.
- Explore innovative ways to provide transportation so people can work and have meaningful days when not working (particularly challenging in more rural areas).
- Improve the way supports are provided in community-based settings so that people have meaningful days, including the use of technology, unpaid personal supports and relationships, and effective and meaningful skill development.
- Improve the way job development services are provided.

OUTCOMES

- Increased number of people with developmental disabilities in community jobs they choose.
- Increased number of people with developmental disabilities who meaningfully participate in their communities when not working.
- Improved employment supports and services, reflected in the mission, policies, and practices of providers.
- Increased skills and knowledge and changed attitudes of all provider staff.