

**EMPLOYMENT:****Eastern Shore Provider Transformation Community of Practice  
United Needs and Abilities, Inc.****LOCATION:** Eastern Shore**FUNDING:** \$20,000; \$10,000 match**GOALS**

**Council Goal:** Children and adults with developmental disabilities meaningfully participate in all facets of community 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 the Initiative:** Improve the employment outcomes of people with developmental disabilities by building the capacity of community services providers on Maryland's Eastern Shore.

**OVERVIEW**

This project will provide technical assistance to the Eastern Shore Provider Transformation Community of Practice (CoP), a group of 12 community service providers supporting people with developmental disabilities in all 9 counties on the Shore. A subject matter expert will work with the provider leadership to address barriers to transportation, recruitment and retention of direct support professionals, and improve and enhance stakeholder buy-in and support. The providers will improve the success of Employment First initiatives, share their efforts, and receive mutual support, through a learning community. As a result, more people with developmental disabilities will be supported to get and keep the meaningful work they want in their communities, and have meaningful days when they are not working.

**STRATEGIES & ACTIVITIES**

- Increase staff recruitment and retention.
- Improve the way job development services are provided.
- Explore meaningful ways to provide transportation so people with developmental disabilities living in rural areas can work and have meaningful days when not working.
- Improve stakeholder understanding and support of changes made by eliciting buy-in from people with developmental disabilities, their families, boards, staff, leadership, and other community stakeholders.

## **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 number of agency – level operational changes, and collaborative partnerships that benefit individuals served, which will improve the ability of all provider agencies to coordinate transportation, staff development, and buy-in from the local community.