

| Collaborative Strategic Action Implementation plan   | Completed             | Not Completed | In Progress   | Comments                                |
|--|-----------------------|---------------|---|---|
| <b>1. Ensure that state level policies and procedures support employment as the first option available for people with disabilities</b>                          |                       |               |   |   |
| a. Review existing state or organizational plans to ensure alignment with Employment First efforts   | FDDC, BEESS, VR, FARF |               | VR and APD are furthering discussions about. VR now specifically includes the term Employment First | APD will confirm that this has happened |
| b. Review legislation to identify and recommend any needed changes to promote employment opportunities for individuals with disabilities                         |                       |               | Collaborative team is working on employment first legislation                                       |   |
| c. Review agency or organization governing and operational policies and procedures and identify any needed changes   |                       |               |   |   |
| d. Review and revise individual service planning tools or associated processes (e.g., Individual Educational Plan, Individual Plan for Employment, support plan) |                       |               |   |   |
| <b>2. Remove or minimize barriers</b>  |                       |               |   |   |

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| in existing rate setting and/or contracting policies and procedures   |  |  |  |  |
| 3. Ensure that billable activities, service definitions, and provider contracting structures work together to support employment                                |  |  |  |  |
| 4. Collect data to ensure accountability  |  |  |  |  |
| <b>5. Ensure that Florida has comprehensive training strategies that foster quality integrated competitive employment for all individuals with disabilities</b> |  |  |  |  |
| a. Update existing matrices on training and resources   |  |  |  |  |
| b. Identify how planned or existing training could be enhanced through collaborative efforts  |  |  |  |  |
| c. Identify gaps in training and determine solutions  |  |  |  |  |
| d. Choose priority areas as necessary via shared competencies and develop an interagency plan for joint training activities                                     |  |  |  |  |
| e. Develop and deliver training to new and existing staff consistently and in multiple formats to reinforce retention of  |  |  |  |  |

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| critical learning elements   |  |  |  |  |
| f. Increase the number of staff who have work incentive knowledge  |  |  |  |  |
| g. Assess and determine staff shortage and the need for new staff to provide employment training   |  |  |  |  |
| h. Increase workshops or resources available during annual conferences that promote employment for people with disabilities  |  |  |  |  |
| i. Clarify the roles of staff and providers in facilitating employment, including provisions of written guidance   |  |  |  |  |
| j. Provide guidance and support for qualifications for direct support professionals – consider national employment practices, and review and revise existing qualifications as indicated |  |  |  |  |
| <b>6. Ensure that Florida has a strong network of partners that work collaboratively to promote employment as the first option for individuals with disabilities</b>                     |  |  |  |  |
| a. Continue to facilitate  |  |  |  |  |

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| Employment First planning  |  |  |  |  |
| b. Coordinate or provide input into the development of an Employment First portal  |  |  |  |  |
| c. Increase the use of integrated resource teams   |  |  |  |  |
| d. Develop a shared policy statement and guidance regarding supporting people with shared eligibility (i.e., consider common application process)  |  |  |  |  |
| e. Develop a package for students aged 14+ and families that would explain the adult service system, expectations regarding employment, and address permission for shared referrals                          |  |  |  |  |
| f. Update state level transition interagency agreement between APD, VR, and BEESS regarding shared responsibilities for supporting employment, and add other agencies or organizations as deemed appropriate |  |  |  |  |
| 7. Increase/coordinate   |  |  |  |  |

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| outreach to employers   |  |  |  |  |
| a. Increase employment opportunities for persons with disabilities by motivating employers to hire                                  |  |  |  |  |
| b. Promote a consistent message of awareness among employers about the value persons with disabilities bring to the workforce       |  |  |  |  |
| c. Inform employers about the resources that are available to assist with their hiring needs, including the single-point of contact |  |  |  |  |
| d. Increase awareness of employer incentives  |  |  |  |  |
| e. Establish communication among agencies and organizations regarding outreach to businesses  |  |  |  |  |
| f. Identify and recognize employers hiring people with disabilities to increase public  |  |  |  |  |

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| awareness  |  |  |  |  |
| 8. Increase/coordinate outreach to individuals and families  |  |  |  |  |
| 9. Articulate performance measures for employment activities   |  |  |  |  |
| a. Review quality assurance practices  |  |  |  |  |
| b. Identify common employment data variables so that individuals tracked throughout multiple systems can be cross-walked and tracked longitudinally and ensure data sharing agreements if determined necessary |  |  |  |  |
| 10. Create and implement data systems to capture and report accurate integrated employment outcome information   |  |  |  |  |
| a. Develop provider level data requirements with automated capacity to reduce staff time required, increase accuracy, compatibility with state agency systems, etc.  |  |  |  |  |
| b. Improve or develop individual, agency or organization-specific  |  |  |  |  |

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| date systems, where applicable   |  |  |  |  |
| c. Develop cross-agency data sharing capacity and related data sharing agreements (e.g., Department of Economic Opportunity/Department of Revenue, unemployment compensation, Florida Education and Training Placement Information Program, etc. bounced against agency-specific data) if determined necessary |  |  |  |  |
| 11. Make relevant data available and accessible to all stakeholders  |  |  |  |  |
| a. Post reports online to improve access   |  |  |  |  |
| b. Create cross-agency linkages to post results for easy access  |  |  |  |  |
| c. Develop tools for provider report cards that can be shared with individuals   |  |  |  |  |
| 12. Promote the use of service innovations   |  |  |  |  |
| a. Promote employment options, including customized employment, supported employment,  |  |  |  |  |

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| and self-employment  |  |  |  |  |
| b. Develop the capacity to promote the use of multiple assessment strategies, including non-traditional assessments that increase person-centered employment opportunities |  |  |  |  |
| c. Encourage career exploration  |  |  |  |  |
| d. Facilitate access to and use of the Workforce system  |  |  |  |  |
| e. Develop peer mentoring relationships regarding employment   |  |  |  |  |
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