

Proposed Continuing and New Capacity Building Initiatives for FFY 2019
(costs are approximate and include any applicable logistical support and indirect costs)

1. People First of LA conference – Approximate Cost in FFY 2019: \$7,100
 - ❖ A new project (1.1.1) which would provide funding to the Arc of Louisiana in support of a statewide conference for People First of Louisiana. Council funds would be used for speaker fees and travel, meeting room, and meals cost.

2. Direct support provider technical assistance - Approximate 2019 Cost: \$16,500
 - ❖ Continuation of Plan activity 2.3.2 which would provide incentive payments for the Lafayette provider's fourth outcome payment and the new Alexandria provider's (entered program March 2018) second and third outcome payments.

3. Training on relationships, intimacy, and sexual abuse and exploitation prevention for adults with developmental disabilities and their family members. Approximate 2019 Cost: \$27,900
 - ❖ Research indicates individuals with intellectual and developmental disabilities experience sexual abuse and exploitation at significantly higher rates than other populations. A large portion of these incidences go unreported leaving individuals vulnerable to repeated abuse. Many factors contribute to this increased risk including, but not limited to, a lack of understanding of human anatomy, sexual development, and healthy relationships. This project would build the capacity of individuals with disabilities and their parents/family members by increasing their understanding of the issues that lead to and prevent sexual abuse and exploitation.
 - A request for proposals will seek a provider to offer ten workshops, one in each region of the state, targeting adults with developmental disabilities and family members to learn about topics such as anatomy, abuse and assault, supportive relationships, rights and responsibilities, and sexuality.

4. Inclusive Child Care (Collaboration with EarlySteps) - Approximate 2019 Cost: \$77,800 (*this includes a staff recommended \$7,800 increase of the amount approved by the ad hoc committee*)
 - ❖ Early Learning Centers in Louisiana are serving young children with disabilities in their programs struggle to successfully include these children without on-going support. Child Care Resource and Referral (CCR&R) agencies charged with providing professional development to Early Childhood professionals are challenged to provide meaningful training and needed follow-up coaching across a variety of content areas especially in the area of supporting young children with disabilities in inclusive community early childhood settings. This project would build capacity across early childhood professionals by supporting child care providers and their directors, EarlySteps interventionists, Child Care Resource and Referral (CCR&R) agency staff, and EarlySteps Regional Coordinators. Each play a different role, but all support young children with disabilities in inclusive Early Childhood programs.

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- The professional development experience will consist of an online training module, a six-hour in-person training session, and six follow-up coaching sessions. The on-line training module will be provided for child care providers and EarlySteps interventionists across the state. Participants in the more intensive professional development experience will consist of 60 partner teams, which will include one child care provider and one EarlySteps interventionist in Regions 1 and 2. Other participants will include Directors of Early Learning Centers, Child Care Resource and Referral staff who are charged with training and coaching as their primary job function, and EarlyStep's Regional Coordinators. In this model, the EarlySteps interventionist will serve as the coach for the child care provider. The coaching focus will be determined by 1) the needs of the child care provider to support the child with the disability to be successful in the Early Learning Center and 2) the child's Individual Family Service Plan. The partner teams will develop a coaching plan during the initial visit and implement the coaching plan over the course of the remaining coaching sessions. EarlySteps will contribute the development of training and coaching content and a Trainer for 2 days to train 75 participants each day.
5. Customized Employment Training and Mentoring - Approximate 2019 Cost: \$66,700
- ❖ Continuation of Plan activity 5.1.4 which provides capacity building to six providers and would move into the Job Development and Systematic Instruction portions of Customized Employment competency-based certification mentoring for six employment professionals. (\$53,000) *(this includes a staff recommended \$2,000 increase of the amount approved by the ad hoc committee)*
 - ❖ A new initiative (5.1.4) supporting single day in-person trainings in four different cities across the state. (\$11,000)
 - ❖ A new initiative (5.1.5) supporting up to 15 employment support professionals in an intensive four-week [web-based training](#) in Customized Employment offered by Virginia Commonwealth University. (\$2,700) *(this includes a staff recommended decrease of \$6,300 of the amount approved by the ad hoc committee)*
6. Web-based Supported Employment Training - Approximate 2019 Cost: \$39,000 *(this includes a staff recommended decrease of \$3,500 of the amount approved by the ad hoc committee)*
- ❖ A new project (5.4.6) which would pay for up to 600 individuals at every level of the service delivery system, employment support professionals, support coordinators, and OCDD state and regional staff to get systemic training on employment first policy, Home- and Community-Based Settings (HCBS) rule compliance, and Workforce Innovation and Opportunity Act (WIOA) federal guidance in employment practices. The [online training](#) is offered through the College of Employment Services from the Institute for Community Inclusion at the University of Massachusetts Boston. Expected outcomes:

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- State office staff will:
 - Design programs that are supported employment friendly and incentivized, and
 - Review national employment data and work with employment first committee to set statewide employment goals (performance indicators).
- District and Authority staff will:
 - Review plans of care and only approve if the plans have gone through the employment first process which features appropriate career planning, employment goals and referrals. Districts will also be annually assigned employment goals (performance indicators).
- Support Coordinators will:
 - Have to write applicable plans of care featuring the employment strategies outlined above, and
 - Be incentivized and held accountable to make accurate referrals and assure that a percentage their caseloads become gainfully employed every year.
- Providers who need to transition to a supported employment model will:
 - Receive the training, technical assistance, and resources needed to finalize their conversion,
 - Be incentivized by the fact the WIOA guidelines will slow down admissions and the HCBS settings rule will expedite persons leaving those agencies.