

# La DD Council - Status Report of FFY 2023 Action Plan Including Staff Recommendations for FFY2024

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- 'On Target: Initiative' indicates progress has been made as expected.
- 'On Target: Expenditures' indicates invoiced amounts are as expected.

Activity	Progress
As applicable, data is presented year-to-date and quarterly. Staff have also included recommendations.	
<b>Goal 1</b> Individuals with intellectual and developmental disabilities and their families will have access to information and supports to become effective leaders of their communities and advocate for systems changes on behalf of themselves and other individuals with intellectual and developmental disabilities.	
<b>Obj. 1.1</b> Individuals with intellectual and developmental disabilities of all ages will have access to opportunities to increase their awareness and knowledge of rights as contributing members of society; including subject matters on (but not limited to) advocacy, voting, exploitation prevention, financial stability and responsibilities, and decision making.	
<b>1.1.1</b> Provide financial support and technical assistance for Partners in Policymaking and its alumni network. <b>Approx. FFY 2023 Cost: \$90,000</b>	The 2023 Partners in Policymaking (PiP) class will complete the January – June sessions in person. PiP will continue to complete sessions in person for Fiscal Year 2024 (FY24) and accept at least twenty (20) parents and/or self-advocates in the class.  <u><b>Staff Recommendations:</b></u> Staff recommends continuing this activity at current funding level for Fiscal Year 2024 due to the increased costs associated with inflation (i.e. hotel expenses, travel, etc.).  <b>On target:</b> <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Expenditures

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<p><b>1.1.2</b> Provide financial support and information, training, technical assistance, and leadership to a grassroots network of individuals with intellectual developmental disabilities and family members of individuals with developmental disabilities to effectively educate policy makers on the development/improvement of programs and services for people with intellectual developmental disabilities. <b>Approx. FFY 2023 Cost: \$215,000</b></p>	<p>Eight out of the nine leader positions are filled. Region 9 currently has a LaCAN leader position available. This position has been advertised and will hopefully be filled soon. Leaders continue to educate, maintain, support, and lead LaCAN members by building relationships with legislators through various LaCAN activities including LaCAN member meetings, Legislative Roundtables, Legislative Visits, Yellow Shirt Days and Public Testimony Days.</p> <p><b>Staff Recommendations:</b> Staff recommends continuing this activity in Fiscal Year 2024 but recommends increasing the funding level to \$230,000. This increase is needed to accomplish the Council’s goal set in 2016 (when both advocacy rganizations merged) to ensure LaCAN leaders received competitive wages and performance based incentives. Due to inflation, cost of living has increased, mileage reimbursement has increased 11 cents per mile since 2016, supplies have increased and we have experienced difficulty hiring new leaders due to low pay. Additional funding will also allow LaCAN leader professional development opportunities.LaCAN was previously funded at \$250,000.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Expenditures</p>
<p><b>1.1.3</b> Facilitate and support diverse advocacy events, including but not limited to Legislative Roundtables, toward training, services and policies that will benefit individuals with intellectual and developmental disabilities. <b>Approx. FFY 2023 Cost: \$30,000</b></p>	<p>LaCAN Leaders, in collaboration with their Families Helping Families Centers, completed regional legislative roundtables in March.. Roundtables were held virtually in each region before the start of the legislative session, on April 10, 2023. Roundtables next year will be held in person (with a virtual option included). LaCAN members meetings and trainings are also covered in this activitiy which are typically held in person.</p> <p><b>Staff Recommendations:</b> Staff recommends continuing this activity in Fiscal Year 2024.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Expenditures</p>

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<p><b>1.1.4</b> Provide financial support (from the entirety of state general funds) and technical assistance to nine Families Helping Families Regional Resource Centers across the state.</p>	<p>Families Helping Families (FHF) Centers continue to provide information and referrals, education and training, peer-to-peer support, and other support to individuals with disabilities and their families. They are also conducting outreach activities to hospitals, pediatricians, school districts, Applied Behavior Analysis (ABA) clinics, and physical therapy clinics.</p> <p><b><u>Staff Recommendations:</u></b> Staff recommends continuing this activity in Fiscal Year 2024. The FHF Centers currently utilize all of the Council's State General Funds.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Expenditures</p>
<p><b>1.1.5</b> Produce and disseminate videos and other visual materials featuring information important to individuals with intellectual and developmental disabilities and their families regarding but not limited to the following topics: accessible housing, COVID-19 issues, IEP guidance, successful educational outcomes and inclusive employment and other demonstrations of “It Can Be Done and You Can Do It” in all aspects of inclusive living, Partners in Policymaking®, assistive technology, inclusive after-school and recreational activities, ADA, DD Act, Civil Rights, IDEA and dispute resolutions, voting rights and accessible options, LRS services (especially</p>	<p>The Council has contracted with O’Neill Communication for three consecutive Fiscal Years (FY21-FY23) to create and produce videos and visual materials on various topics. Over the last two years O’Neill Communications has released videos on the following topics:</p> <ul style="list-style-type: none"> <li>• Meet the Council (185 Views)</li> <li>• Advocating for What’s Important (132 Views)</li> <li>• Navigating IEPs for Students with Disabilities (58 Views)</li> <li>• Planning for Transition (60 views)</li> <li>• Fully Included: Employment and People with Disabilities (143 Views)</li> <li>• Fully Included: What are Families Helping Families Resource Centers? (86 views)</li> <li>• Honoring April Dunn (122 views)</li> <li>• Fully Included: Understanding Louisiana’s Waivers (102 Views)</li> <li>• Fully Included: Why DSPs are important for the Disability Community (72 views)</li> <li>• Fully Included: Navigating an IEP (40 views)</li> <li>• Partners in Policymaking (56 views)</li> <li>• History of the Americans with Disabilities Act (84 views)</li> <li>• Fully Included: What comes after Graduation? (35 views)</li> <li>• The Impact of COVID (17 views)</li> <li>• How Assistive Technology is Advancing Accessibility for People with Disabilities (17 views)</li> </ul> <p>They are in the process of creating videos on the following topics for FY23:</p> <ol style="list-style-type: none"> <li>1. LRS</li> <li>2. Waivers</li> <li>3. TEFRA</li> <li>4. IEP “How To”</li> <li>5. Supported Decision Making</li> </ol>

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<p>transition) and how to access those services.. <b>Approx. FFY 2023 Cost: \$36,000</b></p>	<p>6. Early Steps 7. Inclusive Post-Secondary Education (IPSE) Bill</p> <p>The videos are on the <a href="#">Council's website</a> and <a href="#">YouTube page</a> for the public to utilize.</p> <p><b>Staff Recommendations:</b> Although there was a recommendation from the Self-Determination and Community Inclusion Committee to continue this activity, staff recommends discontinuing this activity for Fiscal Year 2024. Overall the participation has been low, with views per video averaging less than 100 people and the average percentage viewed is less than 50%. The contractor has also experienced difficulties getting participants and creating new ideas for the videos and visuals.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Expenditures</p>
<p><b>1.1.6</b> Provide financial support for promotion, awareness, training and support in implementation of Supported Decision Making. <b>Approx. FFY 2023 Cost: \$50,000</b></p>	<p>The Council has contracted with The Arc of LA for three consecutive Fiscal Years (FY21-FY23) to train individuals with disabilities, families and professionals on Supported Decision Making (SDM), also known as the Dustin Gary Act of the 2020 Louisiana legislative session, and other legal options available in Louisiana. Since the start of the contract in October 2020, they have trained a total of 86 self-advocates, 262 parents and/or family members and 346 professionals. The professionals trained include both legal and medical professionals and other disability related professionals such as Direct Support Professionals (DSPs), Qualified Intellectual Disability Professionals (QIDPs), Support Coordinators and local governing entity (LGE) staff. This data includes numbers from the FY23 contract year as well. Additionally, The Arc has mentored or is currently mentoring nine (9) self-advocates through the process of Supported Decision Making.</p> <p><b>Staff Recommendations:</b> Staff and the contractor feel this activity has reached its full potential. Although there was a recommendation from the Self-Determination and Community Inclusion Committee to continue this activity, staff and the contractor recommend discontinuing this activity for Fiscal Year 2024.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Expenditures</p>
<p><b>1.1.7</b> Produce and provide information important to individuals with intellectual developmental disabilities and their families through a</p>	<p>The Council continues to provide information through a variety of electronic and social media. The number of subscribers, followers, and likes grows daily.</p> <p><b>Staff Recommendations:</b> Staff recommends continuing this activity for Fiscal Year 2024.</p>

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<p>variety of electronic and social media (Council website, Facebook, and LaDDC News).</p>	<p><b>On target:</b> <input checked="" type="checkbox"/> <b>Initiative</b></p>
<p><b>1.1.8</b> Advocate for increased meaningful opportunities for stakeholder input; improved practices to facilitate stakeholder input and consideration of stakeholder recommendations.</p>	<p>The Council continues to search and advertise opportunities for meaningful opportunities for stakeholder input and consideration of stakeholder recommendations including vacancies on other Boards and Advisory Councils. This legislative session, the Council and LaCAN will also be advocating for amending open meetings laws in Louisiana to ensure hybrid and virtual participation is made available to Louisiana citizens as well as those that serve on public bodies. If achieved, this will certainly be impactful for people with disabilities and their families and allow for greater stakeholder input opportunities. (<a href="#">Fact Sheet</a>)</p> <p><b><u>Staff Recommendations:</u></b> Staff recommends continuing this activity for Fiscal Year 2024.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> <b>Initiative</b></p>
<p><b>1.1.9</b> Provide financial support and technical assistance for the Louisiana Youth Leadership Forum. <b>Approx. FFY 2023 Cost: \$30,000</b></p>	<p>Louisiana Youth Leadership Forum (LAYLF) is an innovative, three-day overnight training program for high school-aged individuals with developmental and other disabilities. It includes career awareness and leadership development information to assist young people with disabilities in reaching their full potential. LAYLF is also receiving \$15,000 from the Louisiana Department of Health and may receive funding from the Louisiana Rehabilitation Services (LRS) depending on the delegates selected to participate in the LAYLF (that amount, if any, will be shared after the selection of the delegates). The program will take place at the University of Louisiana at Lafayette. LAYLF is only accepting thirteen (13) delegates for 2023 but would like to increase the number of delegates to include more people and the number of days from 3 to possibly 5.</p> <p><b><u>Staff Recommendations:</u></b> Staff recommends continuing this activity for Fiscal Year 2024, and would recommend the Council consider increasing funding to \$45,000.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> <b>Initiative</b> <input checked="" type="checkbox"/> <b>Expenditures</b></p>
<p><b>Obj. 1.2</b> Louisiana’s self-advocacy network, partner groups, and citizens with intellectual and developmental disabilities will be supported in self-advocacy training, systems change advocacy, and through participation on a variety of boards and commissions.</p>	

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<p><b>1.2.1</b> Provide technical assistance and training opportunities designed to strengthen the self-advocacy network and the effectiveness of its systems change activities and promote self-advocacy participation in training of other self-advocates in leadership positions. <b>Approximate Cost for FY2023: \$25,000</b></p>	<p>The Council continues to provide technical assistance and training opportunities to strengthen the self-advocacy network.</p> <p><b><u>Staff Recommendations:</u></b> Staff recommends continuing this activity for Fiscal Year 2024.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Expenditures</p>
<p><b>1.2.2</b> Provide information and support for participation of individuals with intellectual and developmental disabilities and their families in cross-disability and culturally diverse leadership coalitions and advisory bodies.</p>	<p>The Council continues to provide information and support participation in cross-disability and culturally diverse leadership coalitions and advisory bodies. Council members currently serve on The ABLE Account Advisory Council, the Advisory Council on Student Behavior and Discipline, the Voting Rights Task Force and the Post-Secondary Inclusive Education Advisory Council.</p> <p><b><u>Staff Recommendations:</u></b> Staff recommends continuing this activity for Fiscal Year 2024.</p> <p><b>On target:</b> <input type="checkbox"/> Initiative</p>
<p><b>1.2.3</b> Support Council members' participation in training and educational opportunities and Council leadership's participation in national training, networking events and advocacy opportunities. <b>Approx. FFY 2023 Cost: \$15,000</b></p>	<p>Council members' participation in training and educational opportunities will continue to be supported. Staff will ensure Council members are made aware of opportunities to participate when available.</p> <p><b><u>Staff Recommendations:</u></b> Staff recommends continuing this activity for Fiscal Year 2024.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> Initiative <input type="checkbox"/> Expenditures</p>
<p><b>Goal 2</b> To be fully participating members of the community, individuals with intellectual and developmental disabilities, including those with the most challenging needs, and their families will have access to quality supports and services inclusive of affordable healthcare, resources across various service delivery systems, and shall be treated equally by all members of the community.</p>	

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<p><b>Obj. 2.1</b> Individuals with intellectual and developmental disabilities will have increased access to appropriate and affordable healthcare, including primary and specialist providers, preventive health services and prevention of chronic diseases, dental care, sexual/reproductive health services and behavioral health services.</p>	
<p><b>2.1.1</b> Oversee implementation of the Community and Family Support System Plan and advocate for adequate funding, the expansion of home and community based services, for waivers to provide access to services listed in the Freedom of Choice Provider Listing and consistent implementation of policy across regions, including, if necessary, changes in law and/or contracts with local governing entities (LGEs).</p>	<p>The Council continues to oversee the implementation of the Community and Family Support System plan through its Act 378 Subcommittee, Self-Determination and Community Inclusion Committee and various meetings with the Office for Citizens with Developmental Disabilities (OCDD). Council staff continue to attend and participate in stakeholder groups and task force meetings, including the Governor’s Advisory Council on Disability Affairs (GACDA) to stay informed about changes to the Community and Family Support System Plan. The Executive Director also holds monthly calls with the Deputy Assistant Secretary for the Office for Citizens with Developmental Disabilities (OCDD).</p> <p>The Council continues to advocate every year for additional funding for services, expanded services and consistent implementation across regions. This year the Council is advocating for:</p> <ul style="list-style-type: none"> <li>• <a href="#">\$9.4M for Incontinence Supplies for Adults with Disabilities</a> (Achieved)</li> <li>• <a href="#">Recurring funding (\$500K) for Families Helping Families Center</a></li> <li>• <a href="#">Additional Funding (\$3M) to be Added to the Postsecondary Inclusive Education Fund</a></li> <li>• <a href="#">Amending Open Meetings Law to Allow for Virtual Participation</a></li> </ul> <p><b><u>Staff Recommendations:</u></b> Staff recommends continuing this activity for Fiscal Year 2024.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> Initiative</p>
<p><b>2.1.2</b> Advocate with the Louisiana Department of Education to provide appropriate, accessible sexual education to high school aged students with intellectual and developmental disabilities.</p>	<p>Currently the Louisiana Department of Education (LDOE) does not provide sexual education for students with intellectual and developmental disabilities. Each individual school district decides what information, if any, will be provided on sexual education. This type of training is not a requirement for school systems in Louisiana.</p> <p><b><u>Staff Recommendations:</u></b> Staff recommends discontinuing this activity at this capacity. If the Council is interested in continuing this initiative, it is recommended a contract be entered with an outside entity that can develop an educational program for students with intellectual and developmental disabilities and offer these trainings statewide (likely on a voluntary basis and outside of school setting). Funding will need to be allocated for this initiative.</p>

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	<p><b>On target:</b> <input checked="" type="checkbox"/> Initiative</p>
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<p><b>Obj. 2.2</b> Individuals with intellectual and developmental disabilities and their families will have access to and be served by qualified trained professionals, including Direct Support Professionals, First Responders, and other professionals, who will value and promote inclusive community living.</p>	
<p><b>2.2.1</b> Provide financial support to conduct training sessions on first-responder tactics, approaches and resources in fostering relationships with and dealing with individuals with intellectual and developmental disabilities and training for people with intellectual and developmental disabilities on how to interact with first responders. <b>Approx. FFY 2023 Cost: \$80,000</b></p>	<p>The Council has contracted with the Interaction Advisory Group (IAG) for three consecutive Fiscal Years (FY21-FY23) to conduct in-person and virtual training sessions for first responders. IAG has completed community training and virtual training events, and some of the trainings they have conducted were “in-kind” at no expense to the Council. Since the start of the contract in October 2020, a total of 940 first responders (which includes law enforcement and community members) have been trained from FY21 – FY22. A total of 276 first responders and community members have been trained for FY23 so far. The response for these trainings has been tremendous.</p> <p><b>Staff Recommendations:</b> Staff recommends continuing this activity for Fiscal Year 2024 as recommended by the Self-Determination and Community Inclusion Committee.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Expenditures</p>
<p><b>2.2.2</b> Provide financial support to establish a training program on emergency preparedness and response relative to people with intellectual and developmental disabilities</p>	<p>The Council has contracted with Niagara University for three consecutive Fiscal Years (FY21-FY23) to bring its emergency preparedness and disability awareness training to Louisiana. Per the contractor, the response and participation in this initiative has been unmatched in the other states they are offering the same training. Since the start of the contract in October 2020, 352 participants attended the virtual trainings (completed in FY21) and 95 participants attended the in-person trainings. Niagara would still like to conduct trainings in Houma, Monroe, and Shreveport, and also possibly conduct another training in the greater New Orleans area.</p>



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<p><b>Approx. FFY 2023 Cost: \$50,000</b></p>	<p><b><u>Staff Recommendations:</u></b> Staff recommends continuing this activity for Fiscal Year 2024 as recommended by the Self-Determination and Community Inclusion Committee.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Expenditures</p>
<p><b>2.2.3</b> Advocate for increased meaningful opportunities for stakeholder input; improved practices to facilitate stakeholder input and consideration of stakeholder recommendations</p>	<p>The Council continues to search and advertise opportunities for meaningful opportunities for stakeholder input and consideration of stakeholder recommendations. This legislative session, the Council and LaCAN will also be advocating for amending open meetings laws in Louisiana to ensure hybrid and virtual participation is made available to Louisiana citizens as well as those that serve on public bodies. If achieved, this will certainly be impactful for people with disabilities and their families and allow for greater stakeholder input opportunities. (<a href="#">Fact Sheet</a>)</p> <p><b><u>Staff Recommendations:</u></b> Staff recommends continuing this activity for Fiscal Year 2024.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> Initiative <input type="checkbox"/> Expenditures</p>
<p><b>Obj. 2.3.</b> Females with intellectual and developmental disabilities and their families will have increased access to health services and health education. (Targeted Disparity – Disadvantaged population)</p>	
<p><b>2.3.1</b> Conduct research and collaborate with the Louisiana Department of Health to address accessible, educational materials on Women’s health topics.</p>	<p>The Council will collaborate with the new Office of Women’s Health and Community Health (OWHCH). The new program office was created during the 2022 Legislative Session and the OWHCH’s primary goal is to provide an agency-wide focus on women’s health outcomes through policy, education, evidence-based practices, programs, and services. Once OWHCH is established, Council staff will communicate to establish a collaboration.</p> <p><b><u>Staff Recommendations:</u></b> Staff recommends continuing this activity for Fiscal Year 2024 but remove the research requirement as the newly developed state agency will provide necessary research.</p> <p><b>On target:</b> <input type="checkbox"/> Initiative</p>
<p><b>Goal 3</b> Individuals with intellectual and developmental disabilities will have access to quality education in inclusive and safe environments throughout all stages of life and access to self-determined, individualized, equal and gainful employment opportunities that provide competitive wages and integrated work environments.</p>	

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<p><b>Obj. 3.1</b> Parents of students with intellectual and developmental disabilities will have increased access to early diagnosis, identification of needs, early intervention services, childcare and information and opportunities to collaborate with educators regarding individualized educational planning or programming to meet the needs of their students.</p>	
<p><b>3.1.1</b> Provide financial support to establish a Post-Secondary Inclusive Education Alliance to provide mentoring and technical assistance, host training events and develop resources designed to build the capacity of Louisiana postsecondary institutions in providing inclusive postsecondary education opportunities for individuals with intellectual and developmental disabilities throughout Louisiana. <b>Approx. FFY 2023 Cost: \$40,000</b></p>	<p>The Council started this initiative in FY20 and supported The Louisiana Alliance for Post-Secondary Inclusive Education (LAPIE) for four consecutive fiscal years (FY20 – FY23). LAPIE is currently working on legislation to provide \$3 million to support the creation and growth of Post-Secondary Inclusive Education programs. This item is on LaDDC’s 2023 legislative advocacy agenda.</p> <p><b>Staff Recommendations:</b> Staff recommends discontinuing this activity for Fiscal Year 2024 since LAPIE will be funded by State General Funds (SGF) from the Postsecondary Inclusive Education Fund (<a href="#">Act 682 of 2022</a>).</p> <p><b>On target:</b> <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Expenditures</p>
<p><b>3.1.2</b> Advocate for increased focus and capacity within Louisiana Department of Education to address Special Education, including specific areas/issues (i.e., disability/topical/etc.)</p>	<p>Council staff continue to attend the Board of Elementary and Secondary Education (BESE) meetings, the Special Education Advisory Council (SEAP) meetings, the Advisory Council on Student Behavior and Discipline (ACSBD) meetings and other education boards, councils and task forces that make decisions and recommendations impacting students with disabilities. The Executive Director hosts monthly calls with the Executive Director of Diverse Learners.</p> <p><b>Staff Recommendations:</b> Staff recommends continuing this activity for Fiscal Year 2024 and to collaborate with the LDOE on ways to accomplish this activity.</p> <p><b>On target:</b> <input type="checkbox"/> Initiative</p>
<p><b>3.1.3</b> Advocate for support structure in school systems</p>	<p>Council staff continue to attend the Board of Elementary and Secondary Education (BESE), the Special Education Advisory Council (SEAP), the Advisory Council on Student Behavior and Discipline (ACSBD)</p>

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<p>that assures adequate understanding and skill to develop and implement IEP's and increased infrastructure of training and technical assistance provided to parents and schools simultaneously.</p>	<p>and other education boards, council and task forces that make decisions and recommendations that impact students with disabilities. The Executive Director hosts monthly calls with the Executive Director of Diverse Learners.</p> <p><b><u>Staff Recommendations:</u></b> If this activity is continued, staff need more guidance and a specific plan accomplish this activity. A suggestion may be to contract with a national trainer to offer statewide trainings and/or have materials developed that can be provided to students with disabilities and their families.</p> <p><b>On target:</b> <input type="checkbox"/> Initiative</p>
<p><b>3.1.4</b> Advocate for educational systems change based on emergent education issues.</p>	<p>Council staff continue to attend BESE, SEAP and ACSBD meetings. The Council receives quarterly updates on education issues from LDOE.</p> <p><b><u>Staff Recommendations:</u></b> Staff recommends continuing this activity for Fiscal Year 2024.</p> <p><b>On target:</b> <input type="checkbox"/> Initiative</p>
<p><b>3.1.5</b> Advocate for increased meaningful opportunities for stakeholder input; improved practices to facilitate stakeholder input and consideration of stakeholder recommendations.</p>	<p>The Council continues to search and advertise opportunities for meaningful opportunities for stakeholder input and consideration of stakeholder recommendations including vacancies on other Boards and Advisory Councils. This legislative session, the Council and LaCAN will also be advocating for amending open meetings laws in Louisiana to ensure hybrid and virtual participation is made available to Louisiana citizens as well as those that serve on public bodies. If achieved, this will certainly be impactful for people with disabilities, including students, and their families and allow for greater stakeholder input opportunities. (<a href="#">Fact Sheet</a>)</p> <p><b><u>Staff Recommendations:</u></b> Staff recommends continuing this activity for Fiscal Year 2024.</p> <p><b>On target:</b> <input type="checkbox"/> Initiative</p>

**Obj. 3.2** Individuals with intellectual and developmental disabilities will have increased employment outcomes upon transitioning from secondary educational settings, access to employment opportunities inclusive of services from highly qualified employment support providers and increased competitive and integrated opportunities from employers who are educated on how to support people with developmental disabilities.

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<p><b>3.2.1</b> Provide financial support to conduct seminars with Chambers of Commerce throughout the state on the benefits of hiring people with intellectual and developmental disabilities. <b>Approx. FFY 2023 Cost: \$39,000</b></p>	<p>The Council has contracted with O’Neill Communications for three consecutive Fiscal Years (FY21-FY23) to conduct employment seminars on the benefits of hiring people with intellectual and developmental disabilities (I/DD). FY21 focused on the “Working Together” campaign to create inclusive employment opportunities for people with (I/DD) and to provide businesses and employers “how to” strategies for recruiting, hiring, and retaining these employees in an inclusive work environment. Webinars were held in partnership with local chambers of commerce, Society for Human Resource Managers chapters, Louisiana Rehabilitation Services, and the LA Workforce Commission.</p> <p>In FY22 and the current fiscal year (FY23) O’Neill Communications is taking a deeper dive into topics and implementing a “story-telling” format with the “DIScovering ABILITIES” campaign. All seminars are available on the Council’s <a href="#">YouTube page</a>, and in total there are 12 videos averaging over an hour in length. There will be more added during the FY23 contract year.</p> <p><b>Staff Recommendations:</b> Staff recommends discontinuing this activity for Fiscal Year 2024. The contractor has experienced difficulties finding new panelists and developing topics to discuss. Additionally, each video averages about 49 views with less than 50% of viewers finishing the videos.</p> <p><b>On target:</b> <input checked="" type="checkbox"/> Initiative <input checked="" type="checkbox"/> Expenditures</p>
<p><b>3.2.2</b> Advocate for employment support professionals to complete high-quality professional development specifically on benefits planning services for the improvement of service provisions and employment outcomes</p>	<p>Louisiana Rehabilitation Services (LRS) currently has an in-house Community Partner Work Incentives Counselor who assist individuals with their SSI and SSDI benefits. Lighthouse for the Blind and LSU Human Development Center also continue to provide Work Incentives Planning and Assistance.</p> <p>LRS has informed the Council of the difficulty LRS and the Department of Children and Family Services (DCFS) have experienced with hiring and retaining Rehabilitation Counselors and Disability Determination Examiners (DDE), respectively. The Council’s Education and Employment committee wrote a letter to the Director of State Civil Service imploring him to review the current pay scales based on the current labor market, with strong consideration for an increase in starting pay and range for entry level positions.</p> <p><b>Staff Recommendations:</b> Staff recommends discontinuing this activity for Fiscal Year 2024, as these services currently exist. Additionally, the issue is not that the employment support professionals are not trained, but rather the difficulty with hiring and retaining these professionals.</p>

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	<p><b>On target:</b> <input type="checkbox"/> Initiative</p>
<p><b>3.2.3</b> Ensure potential employers have access to information about financial incentives to hire unserved and underserved populations including people with the most substantial employment support needs in competitive integrated individualized employment.</p>	<p>Activity 3.2.1 (Employment Seminars) covered financial incentives available to employers that hire unserved and underserved populations. These videos are on the Council's <a href="#">YouTube page</a> for the public to access. Additionally, information about incentives can be found on other webpages including the Council's sister agencies Disability Rights Louisiana (DRLA) and LSU Human Development Center (LSUHDC).</p> <p><b><u>Staff Recommendations:</u></b> Staff recommends discontinuing this activity for Fiscal Year 2024.</p>
<p><b>3.2.4</b> Share the benefits planning services to a variety of agencies and stakeholders.</p>	<p>Again there are several agencies that provide information to stakeholders about benefits planning services including Lighthouse for the Blind, LRS, DRLA and LSUHDC.</p> <p><b><u>Staff Recommendations:</u></b> Staff recommends discontinuing this activity for Fiscal Year 2024.</p>
<p><b>3.2.5</b> Advocate for systems change based on emergent employment issues.</p>	<p>Council staff attend the Louisiana Rehabilitation Counsel (LRC) meetings and receive quarterly updates on employment from LRS.</p> <p><b><u>Staff Recommendations:</u></b> Staff recommends continuing this activity for Fiscal Year 2024.</p>
<p><b>3.2.6</b> Conduct research to examine the effectiveness and advocate to support efforts of the Louisiana Medicaid "buy-in" program.</p>	<p>Staff has researched the Medicaid buy-in program including income rates for eligibility, and staff plan to advocate with Medicaid to send out more information to individuals with disabilities and their families about the program.</p> <p><b><u>Staff Recommendations:</u></b> Staff recommends discontinuing this activity for Fiscal Year 2024.</p>

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	<p>On target: <input type="checkbox"/> Initiative</p>
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