

# BUSINESS MODEL CHANGES WITH UP TO DATE ACTIONS TO ACHIEVE CA GROUP'S STRATEGIC PLAN

GOALS: FINANCIAL SUSTAINABILITY  
BEST/INNOVATIVE PROVIDER  
USING DATA TO INFORM DECISIONS  
OUTCOMES: LESS RELIANCE ON MEDICAID  
CAREER RESOURCE CENTER  
FULL INTEGRATION





- Rebrand so a clear definition of who we are & what our vision is



- All staff, funding sources, community members, individuals & families will understand and describe CA Group services, expectations and outcomes in the same way.



- Increase in referrals for integrated employment & engagement
- Increase in individuals movement along the path to employment
- Increase in the number of individuals engaged in the community

## BETH

### HOW?

1. CHANGE ORGANIZATION NAME
2. CREATE NEW LOGO AND TAG LINES
3. DEVELOP KEY MESSAGES, DRAFT NEW MISSION/VISION STATEMENT

REMEMBER: GET BOARD BUY IN, QUOTES FROM MARKETING FIRMS BY 5/30/19, IDEAS FROM STAFF, SWOT, SOFTWARE NEEDS?

Completed by July 15, 2019

## Change name of organization

Beth, Jenn, Brad

### MARKETING ESSENTIALS

NAME, LOGOS, KEY MESSAGES BOARD APPROVED!

NEED TRANSITIONAL LOGO TO NEW NAME

HAVE A RE-BRANDING PARTY IN JANUARY! INCLUDE ASSOC/FAMILIES, BUSINESSES, COMMUNITY...CREATE A COMMUNITY MATTERS CAMPAIGN? PULL TOGETHER WITH COMMUNICATION MILESTONE

WHO NEEDS TO BE NOTIFIED?

WHAT DOC'S NEED REVISED?

SHOULDN'T HAVE TO GET A NEW FEIN?

CHANGE LEGAL ADDRESS AT SAME TIME: 4930 MUD PIKE

EFFECTIVE: 1/1/20

# Name change/email/address? notifications / needs

OOD/OHIO PROVIDER'S NETWORK

DODD CERTIFICATION

OAK'S

NEW EMAILS- EVERYONE. TRANSITION FROM OLD FOR 30 DAYS

ACCOUNTS

VENDORS

SUPPLIERS

BANK ACCOUNTS

CREDIT CARD ACCOUNTS

CARF

RAPBACK

LEGAL CONTRACTS

NEW SIGNS

NEW PROMOTIONALS

NEW ADDRESS/NAME STAMPERS

BUSINESS CARDS

WEBSITE/SOCIAL MEDIA

SHARED FILES

FAX FORMS

EMAIL TAG LINES

BROCHURES

ALL FORMS (HR)

ESC

ARCS

BWC (GLASC)

MERCER HEALTH/PROMEDICA OCCUPATIONAL

OHIO NEW HIRE

CURRENT INSURANCE BROKER

OOD

COUNTY BOARDS

SCHOOLS

ESC

Create new logos & tag lines

Beth, Jenn, Brad

MARKETING ESSENTIALS  
DONE- BOARD APPROVED

Completed by July 24, 2019

Develop key messages, draft mission/vision

Beth, Jenn, Brad

MISSION- BOARD APPROVED  
USE IMAGES  
GET INPUT FROM EMPLOYEES AND ASSOC/FAM'S  
EMPLOYEE BUY IN  
CHANGE LANGUAGE (WORDS TO USE/NOT USE)  
POLICY ALIGNMENT

Completed by July 24, 2019



- Staff recruitment, retention & development plan



- Ongoing relationships to build community engagement & employment



- Well-trained versatile employees
- Employees identify with CA Group's mission
- Access to potential employees meeting criteria

## ARIEL

### HOW?

1. ID CORE COMPETENCIES TO PROVIDE BEST PRACTICE SUPPORTS
2. REVIEW BENEFITS PACKAGE & STAFF DEVELOPMENT OPPORTUNITIES
3. ANALYZE PROCESSES (TIME FROM INTERVIEW TO HIRE TO START DATE, AVERAGE RETENTION RATE)
4. ADD TIER LEVELS OF EMPLOYMENT FOR OPPORTUNITIES TO GROW
5. TWEAK JOB DESCRIPTIONS & PERFORMANCE REVIEWS TO REFLECT VISION/EXPECTATIONS
6. EXAMINE RECRUITMENT STRATEGIES TO ID NEW RECRUITMENT OUTREACH



## ID core competencies to provide best practice for c/e & engagement supports

Megan, Jess, Beth

Understanding services so staff can clearly define that service

Identify what fundamentals are needed in each area to provide quality services

Knowing CA Group history (non-profit, privatized)

### Competencies

- Independence
- Observation Skills
- Creative
- Motivation/Drive
- Communication
- Computer Skills
- Adapt to Change
- Time Management
- Not afraid/take risks/curious

Completed by: October 1, 2019



# Review benefits including staff development opportunities

Megan, Beth, Jenn

Educate employees in other departments; increases awareness and knowledge (12/31/19) or awareness- don't overwhelm them. Create videos as part of 90 day training.

Develop resources to enhance competencies for ongoing employment

Entice staff to take initiative to access training on their own to better their own knowledge. If actively learning; showing webinar certificates; will receive incentive

Revamping our orientation; Messages from the CEO, managers, supervisors, a look at what services look like; all on video. (11/30/19)

Quarterly newsletter; allows staff to still be engaged and knowing what's going on at CA Group. (1/1/20)

Discount program: Verizon wireless, Gym Membership; CA pay's a percentage (elevate-15%), (10/31/19, but effective with 2020 budget)

401K or Profit sharing (to be evaluated by 10/31/19)- if enough interest

Random monthly drawing to pay for staff premium for 1 month ( to start 1/1/2019 if approved)

Recognize employee Birthday ( acknowledge on FB, balloons, lotto tickets, coffee item, lunch, bottle of wine) (9/30/19)

College of DSP

Workforce development grants

Training on how to build community connections

Anniversaries- 1<sup>st</sup> year, 3<sup>rd</sup> year, 5<sup>th</sup> year, small gift. (12/31/19)

Plan completed by October 31, 2019

Analyze processes, time from interview to hire, start date, average retention rate

Beth

Add average retention rate to cost of employee sheet monthly. Monthly retention and annual retention.

Tracking system to show length of time from before job is posted to when candidate is hired. Create data to track any patterns happening. Time from when position opening was relayed, to advertising, to first phone call, to # of days till interview, # of days called to offer position.

Effective immediately, begin noting on resumes. By November 1, 2019 begin imputing data that has been gathered.

## PLAN

Consider tiered levels/opportunities to grow as master expectations in job descry/perf. reviews Jenn, Beth  
CONSIDER # OF SERVICES PROVIDED, COMMUNITY BASED, UTILIZATION

## MEETING DEPARTMENTAL GOALS/INCENTIVE

DEVELOP TIERS BY DEPARTMENTS. THOSE WHO DO MULTIPLE SERVICES OR HAVE TO HAVE SPECIFIC TRAININGS TO DO THEIR JOB, PAY SCALE WOULD BE DIFFERENT. FOR EXAMPLE; SOMEONE WHO DID ONLY FOLLOW ALONG IS ONE PAY SCALE. THOSE WHO HAVE THEIR CESP IS ANOTHER; MENTOR

COACH 1- REGULAR/NOW, COACH 2- FACILITY FREE, COACH 3- MENTOR

COMMUNITY EMPLOYMENT: 1- NOW, 2-CESP, 3- MENTOR

NMT: ?

HAVE BASELINE PAY, RAISES WILL BE INCENTIVE BASED

WAGES CHANGED IN JULY TO NEW RATES WITH INCREASES AT 3 AND 6 MONTHS

TIER 1 REGULAR

TIER 2- FACILITY FREE OR CESP

TIER 3- MENTOR

NMT?

CONSIDER FINANCIAL IMPACTS OF NMT/USE SMALL VEHICLES FOR FACILITY FREE

(EFFECTIVE 12/31/19)

Completed by September 1, 2019

Tweak job descry./perf. Reviews to reflect vision & expectations

Beth

Make range of hours consistent on job descriptions. (11/15/19)

Simplify job descriptions, cut redundancies or combine points to make it concise. (11/15/2019)

Specific to the department working in, versus every DSP having same job description. Working with Supervisors on what that is. Involve current employees. Evaluate pros/cons- loses flexibility (11/15/19)

Reflecting the mission and vision of CA Group on both (11/15/19)  
Performance reviews- simplify, different for admin vs DSP

Completed by 11/15/2019

Completed by November 15, 2019

# Examine recruitment strategies that ID new outreach methods

Beth, **Megan**, Jenn

Educate high school students who are going into the workforce/no college, about working at CA Group. (guidance counselors/volunteer opportunities) (Contact area schools by 8/15/19) (\*\*will educate students when the schools put on job event fairs)

Posting job positions on CA Group's website. Posting CA Group's application on company website. People will fill out application and it be generated to HR email. (Completed with new website to roll out 1/1/20)

Employee Referral program. After 6 months of hired, employee who referred will receive a \$250 dollar bonus. After 1 year of hired, employee will receive additional \$250 bonus. Policy created by (11/30/2019) and roll out in 2020 budget

Market volunteer opportunities. Newspaper, Flyers at colleges (some need for schooling credit) (1/1/2020)

Flyers; NOW HIRING, at One Stop(Ohio Means Jobs), colleges Effective immediately

"Now Hiring" signs, purchase and place in front of business. (1/31/2020)

Holding Open interviews. This could also be on sign out front with date/times, blasting this on social media. (12/1/2019)

Creating job posts that reflect our company and core competencies. Culture. First impressions. (10/31/2019)

"Goodie" Bag on first day, to include: Notepad, pen, etc. (whatever we purchase) with our name and logo on them. (1/1/2020)

WSU-LC Job Fairs/posters/signs. Get with professors who relate to field (10/1/2019)

Post positions on Craigslist, Barefoot Student, Daily Advocate newspaper(Darke) [http://www.countynewsonline.org/\(Darke\)](http://www.countynewsonline.org/(Darke)), Wapakoneta newspaper, Mercer Outlook, Idealist (f/non-profits) Ohio Means Jobs Effective immediately

Completed by 11/15 with some implementation in new fiscal/rebrand year

Completed by June 15, 2019



- Develop a comprehensive communications & marketing plan



- Leader in inclusive services that support individuals to be fully integrated through community employment & engagement



- Increase in referrals for integrated employment
- Increase in individuals moving along the path to employment
- Increase in the number of people engaged in the community
- Increase in community & business partnerships

## BRAD

### HOW?

1. FINALIZE NEW MISSION & VISION STATEMENTS.
2. CREATE "WHAT SERVICES ENTAIL" & "WHAT SERVICE IS BEST FOR YOU?"
3. REDESIGN WEBSITE/SOCIAL MEDIA TO REFLECT NEW MISSION/VISION. SHARE SUCCESS STORIES/PICTURES OF INDIVIDUALS WORKING, EXPLORING WORK OPTIONS AND ENGAGING IN THE COMMUNITY.
4. REDESIGN MARKETING MATERIALS TO REFLECT NEW MISSION/VISION
5. ID SUCCESS STORIES TO SHARE WITH ALL STAKEHOLDERS AND USE IN ALL MARKETING MATERIAL & SOCIAL MEDIA
6. DEFINE SOLID OUTCOMES & GOALS
7. WHY COMMUNITY (EMPLOYMENT) MATTERS CAMPAIGN. SET DATES FOR PRESENTATIONS TO CB'S, VR, SCHOOLS, BUSINESS & COMMUNITY MEMBERS, INDIVIDUALS/FAMILIES. SHOW PATH TO EMPLOYMENT FOR ALL REFERRALS MOVING FORWARD

Completed by July 31, 2019



Story\_of\_Advocacy\_Final.pdf

▶ Finalize new mission/vision

Beth, Jenn, Brad

COMPLETED

Due date: 7/31/19

- ▶ Create "What Services Entail" & "What Service is Best for You?" Jess, Jill, Amanda A, Megan, Amanda P, Brad

# PLAN- FINAL ROLL OUT WITH RE-BRANDING ON 1/1/20 CREATE PATH TO EMPLOYMENT VISUALS (RESEARCH PRINTING CO'S FOR QUALITY/COST)

1. Define each service( each Dept will define this
  - a. What is your goal
  - b. What skills do they need to learn to achieve the goal
  - c. What service is the right service
2. Create a FAQ sheet per dept.
3. Create and define language to support other service in the ISP meetings
4. Get price quotes from printing companies for posters and brochure-including price for the design.

Words to use/not use

Decision tree for individuals

Remember all employment services!

Ensure everyone is informed of what to expect with BEST- what general employment skills are needed?



prior authorisation criteria process for voc hab.pdf



voc hab guidance.pdf



career planning guidance.pdf



ADS what it is.pdf



all service guidance new.pdf



conversations about employment.pdf

Due Date: 9/1/19



- ▶ Redesign website/social media: new mission/vision. Share success stories of c/e, exploring work options & engagement Brad, Jess, Jill, Amanda A, Jenn n

/ pictures

# PLAN

## ADD DATA WHEN AVAILABLE

## FACEBOOK IDEA FROM PARENT, RICK HEYNE "I AM SOMEBODY"

## WEBSITE REDESIGNER METING 8/1/19

Due Date: 11/1/19 give all info to website creator, start website and new social media 1/1/20 with re-brand

## ▶ Redesign marketing materials to reflect new mission/vision

Jess, Jill, Amanda A, Brad

### 1.Data ideas

- a. Success rates
- b. Number of individuals served per area
- c. How long does it take to advance along path
  - data within that time stamp
  - when to start and stop services
- d. Number of individuals needing transportation in all service areas
- e. Which counties are service provided in and what services are provided there
- f. How many individuals are employed in the community
- g. Job retention
- h. How much time is spent in the community for those in ADS

STORIES FROM INDIVIDUALS, FAMILIES, BUSINESSES  
CONSIDER PROFESSIONALS TO DESIGN

- ▶ ID success stories to be shared with all stakeholders & used in marketing materials/social media

Brad, Jess, Jenn, Jill, Amanda A

THIS GOES WITH NEXT ACTION STEP OF DEFINING  
SUCCESS  
PLAN  
SERVICES & BUSINESSES  
STORIES, PICTURES, VIDEOS  
ADD DATA WHEN AVAILABLE  
PEOPLE HAVE BEEN IDENTIFIED, MANY HAVE  
COMMITTED

- ▶ Define successful solid outcomes & goals

Brad, Jess, Jenn, Jill, Amanda A

THIS GOES ALONG WITH ID'ING SUCCESS STORIES. THIS IS ABOUT WHAT A SOLID OUTCOME AND GOAL IS FOR AN INDIVIDUAL TO HELP ID THOSE SUCCESS STORIES

PLAN:

-BEGIN BASELINE SEPTEMBER 1ST FOR TRACKING

\*INITIAL NUMBERS FOR DATA IDENTIFIED IN NOTES

-BEGIN DISCUSSING GOALS WITH TIMELINES AT ISP MEETINGS SEPTEMBER 1ST

-UTILIZE ASSESSMENTS (PROGRESS REPORTS WHICH INCLUDE STEP ON PATH, HOW LONG THERE AND A TIMELINE FOR MOVEMENT SHOULD BE DISCUSSED BY ISP TEAM. BE REALISTIC.) QUARTERLY TO REDEFINE GOALS

-INCREASE NUMBERS BY GIVEN PERCENTAGE IN NOTES SECTION BY END OF YEAR 2019

DATA HAS BEEN CREATED FOR HOW MANY INDIVIDUALS ARE ON EACH STEP

- ▶ Set dates for CB presentations, VR, schools businesses, community members Megan, Jess, Jill Amanda A, Beth associates/families. "Why community matters" campaign". Show path to employment for all new referrals.

\*Develop statements to back up our data noted on marketing material.

\*What data do we need by October to back up our success stories

\*Add data to social media

\*Plan a re-branding party

\* speakers, family fun, advertisement

\*develop a family advisory committee( Beth will develop a outline)

\*What will those responsibilities be, what will this look like, who will be a part of it. What is our goal for the committee

\*develop a business partnership committee ( Beth will develop an outline)

\*What are the expectations of this , what will it look like, who will be a part of it and what is the goal.

\*How do we advertise-takin it to the streets

Frequency of meeting for each of the following: County Board, VR, Schools, Community, Businesses, Assoc. And families.

Invite Kelly Schuck/DODD to speak

\*Set a date for when we will no longer be an employer.

- FAQ sheet to keep updating on our website.
- Develop concrete non-paid work opportunities to share
- Pre-ISP meetings
- Gather list of all community partners
- Introduce BEST
- Success stories of discovery/career planning- employment interest and placement success

\*\*\*\*\*to be completed by August 31st.

## PLAN

PARTNER WITH LEADERS IN AREA SUCH AS BUSINESS OWNERS

TAKIN' IT TO THE STREETS



prior authorisation criteria process for voc hab.pdf



conversations about employment.pdf



FAQs.pdf

Due Date: 9/30/19



- Develop a financial sustainability plan



- Financial growth and increase in the number of individuals moving along the path to employment and support individuals to engage in the community



- Increase in referrals
- Staff retention

## JENN

### HOW?

1. ID NEW FUNDING STREAMS THAT FIT IN THE MISSION/VISION (EXPAND DISABILITY TYPE, VETERANS, YOUTH, VR PRE-EMPLOYMENT TRANSITION SERVICES, ETC..)
2. EXAMINE EMPLOYEE ROLES FOR EFFICIENCY ID & IMPLEMENTATION
3. EXPAND CUSTOMIZED EMPLOYMENT
4. PARTNER WITH AEN
5. INCREASE REFERRALS FOR INTEGRATED EMPLOYMENT
6. ID COMMUNITY ENGAGEMENT & FUNDRAISING VENTURES

Plan and new OOD services completed by October 1, 2019, however other services populations will be addressed in the plan timeline

ID new funding streams that fit (expand disability type, Veterans, Youth with challenges to entering the workforce, VR Pre-Employment Transition Services)

Beth, **Amanda A**

- BETH AND AMANDA WORK THROUGH VR MANUAL FOR ADDITIONAL SERVICES  
BETH MEET WITH SHELLY  
JENN LOOK INTO AEN  
AMANDA IS GOING TO REGISTER TO BECOME A PRE-ETS PROVIDER  
AMANDA TO BEGIN LOOKING AT PROJECT SEARCH AGAIN- STATEWIDE DISCUSSION TO CONSISTENTLY SET THESE UP WILL BE HELPFUL- HAS BEEN A BARRIER IN THE PAST  
BETH LOOK INTO TANF

PLAN

INVOLVE JENN TO DETERMINE TIMELINES

Examine staff roles & tasks to see where efficiencies can be ID'd/implemented

Jill, Brad, Amanda A, Megan

PLAN

NMT WITH DAY SERVICES

TRACKING WHAT EXACTLY IS OCCURRING DURING NON-BILLABLE TIME AND HOW TO DO IT DIFFERENTLY

INVOLVE INDIVIDUAL IN DOCUMENTATION SO THEY KNOW THEIR STATUS AND CAN REVIEW WHAT THEY NEED TO WORK ON, WHAT WAS LEARNED, LIKES/DISLIKES, BARRIERS AND HOW TO OVERCOME THEM- MAKE DOC. A COMMUNICATION/LEARNING PROCESS

WHEN PLANNING WITH INDIVIDUAL, DISCUSS WHAT THEY WANT TO LEARN, HOW DIFFERENT ACTIVITIES WILL HELP THEM LEARN. SAME WITH ENCOURAGING NEW EXPERIENCES.

INDIVIDUALS MAKES CALLS TO SET THINGS UP- TOURS, ETC.

FACILITY FREE- WE HAVE DEFINED SIMILAR INTERESTS AND GOALS TO DETERMINE 1:4 RATIOS

GET TO KNOW THEIR COMMUNITY, NOT JUST LARGER COMMUNITIES- NEW STAFF ROLES BRING US CLOSER- ADJUST AS NECESSARY, THEN BEGIN FACILITY FREE TRIALS



Create/.expand customized employment within organization

Jill, Brad, Amanda A, Megan

CREATE LIST OF JOB CARVES WE HAVE – DO WE HAVE SOME?  
ANSWER PHONES, CLEANING, SPEAKING OPPORTUNITIES IN THE PAST HAVE BEEN SUCCESSFUL  
STAFF TRAINING ON WHAT TO LOOK FOR IN A CUSTOMIZED EMPLOYMENT SITUATION  
HOW TO MARKET IT- SAVE MONEY, ALLOW EMPLOYEES TO FOCUS ON THEIR DUTIES

Completed by: 9/1/19

Consider partnering with an AEN (Admin. Employment Network), through SSA

Beth, Jenn

**RESEARCH REVENUE  
CONTINUE EXPLORING AND MAKE DECISION BY 10/1/19**

Information gathered and effective date to be determined by: 10/1/19

## Increase referrals for integrated employment

Jill, Brad

PROGRESS REPORT WILL INCLUDE (50%) WAGES, SHOULD SHOW ALL INFO NEEDED TO HELP TEAM DETERMINE WHAT COMES NEXT...IT'S THE WHOLE FOR PATH TO EMPLOYMENT...WHAT THEY HAVE BEEN WORKING ON, WHERE AT? HOW? WAGES?. BE SPECIFIC- NO LONGER WILL WE SAY FOCUS, ATTENTION TO TASK, BUT REALLY GOALS/ACTIONS STEPS

ASSESS ASSOCIATES EARLY AND OFTEN.

AS SKILLS ARE HONED, BE TALKING ABOUT CAREER PLANNING. UTILIZE TIME IN PRE-VOC TO TOUR BUSINESSES AND LEARN ABOUT CAREER FIELDS.

TIE WORK SKILLS BACK TO SPECIFIC CAREER GOALS.

EXPLAIN FOR ASSOCIATES AND FAMILIES THE 2 YEAR TIMELINE.

IN ISP MEETINGS DEFINE INDIVIDUAL TIMELINES. (NOT NECESSARILY 2 YEARS. WHO CAN MOVE ALONG PATH NOW OR IN NEAR FUTURE?)

CREATE BASELINE OF NUMBER OF INDIVIDUALS IN IE SERVICES AS OF AUG 1, 2019.

SET GOAL OF 10% INCREASE OF REFERRALS BY AUGUST 1, 2020.

BEGIN DISCUSSING TIMELINES TO REFERRALS FROM VOC-HAB TO IE AT ISP MEETINGS IMMEDIATELY.

NEW ASSESSMENT TOOL TO BE IMPLEMENTED IN FULL BY OCTOBER 1ST, 2019. BEGIN USING NOW AND HONE/REFINE IT BEFORE OCTOBER 1, 2019.

INCREASE CAREER PLANNING

Determine participation & engagement fundraising ventures

Brad, Jill, Amanda P, Beth

IDEAS GENERATED

NEXT FUNDRAISER IS A SANTA 5K RUN- WITH HOMETOWN CHRISTMAS TO DRAW MORE PEOPLE  
SPONSORS, PARTNERS

Completed by: 9/15/19



- Track & analyze data to make data driven decisions that improve outcomes & success



- Use data to make decisions based on facts to course correct as necessary



- Number of individuals working
- Increase in number of individuals engaged in the community
- Increase in % of time engaged in community
- Increase in employee retention

## AMANDA P

### HOW?

1. DETERMINE WHAT DATA IS IMPORTANT AND WHAT THE MEASURE OF SUCCESS/IMPROVEMENTS WILL LOOK LIKE
2. TRACK DATA
3. ANALYZE DATA FOR SELECTED TIME  
ADJUST PROGRAM SERVICE DELIVERY AS NEEDED.

## Determine what data is important to collect, what measurement for success/ improvements will look like

All, Amana P Brad

- All Supervisors (Amanda P, Jess, Jill, Megan & Amanda A) Track number of referrals and which county they came from or what service they came from within CAG
    - Identify who is on what step currently
    - Amanda P – identify how many HPC associates have community employment Outcomes & how many of those are active in HPC/community activities
  - Jess & Jill – Track number of hours community based services are being provided vs facility based by associate and by date of when they started (how long from start date to engagement)
  - Amanda A – Track time of referral to time of placement and how long each step took. Include overall time between referral and case closed, preferences, skills
  - Jess & Jill – how long did it take to get from one step to another on PTE
  - Megan & Amanda A – what is the success rate in Community Employment
  - Megan – average of associates employed doing something they found during Discovery/career planning process
  - Jess – identify community based vs bringing the community in (how many hrs./mo. do we have people come in from community and how many people come in)
  - Jess – track restroom/medication times, identify effects on community based services & how to improve
  - Jess – Engaged interest in the community & service type ex. Employment related, sensory or activity
  - Jill- how long it takes to get from voc/hab or group employment to being ready for community employment
- Many of these can and should be on the same document. Remember to set it up to get ongoing averages throughout the year

DEMO DATA SYSTEMS THAT PROVIDE INTEGRATED SOLUTIONS FOR DOC, REPORTING, COMMUNICATION NEEDS (SET WORKS, THERAP) CAN BRITCO BE USED MORE EFFICIENTLY?

Completed/ready no later than: 12/31/19, collection to begin 1/1/20

Begin tracking data

Amanda P, Managers, Supervisors

ADDITIONAL DATA COLLECTION HAS BEGUN  
ANALYZE IN 2-3 MONTHS FOR CHANGES

No later than: 1/1/20

Analyze data for selected time period

Amanda P, Managers, Supervisors

Completed by: 4/1/20



Adjust program service delivery as needed

Amanda P, Managers/Supervisors

Completed by: 7/1/20



- Turn GBS into a career academy



- GBS will be ID's by the community as a workforce preparedness solution/partner and will provide additional revenues to offset potential additional costs of full integration service model



- Increase in partnerships
- Increase in revenue
- Increase in movement along path to employment

## JILL

### HOW?

1. SET MEETING WITH LOCAL MANUFACTURING & SERVICE FIRMS TO ID SPECIFIC SKILLS NEEDED OR HIGH DEMAND JOBS AND WHO THEY WILL RECRUIT EMPLOYEES FROM
2. DEVELOP MARKETING PLAN FOR RECRUITMENT FIRMS & SET MEETINGS (TEMP AGENCIES, VR, ONE STOPS)
3. RESEARCH IF WIOA FUNDS CAN BE USED TO TRAIN SOME JOB SEEKERS
4. DEVELOP CURRICULUM FOR CAREER PREP (RESUME WRITING, INTERVIEWING, SOFT SKILLS FOR WORKPLACE, FINANCIAL LITERACY)

Completed by January 1, 2021

- ▶ Set meetings with manufacturing & service companies to Crystal, Amanda A, Megan, Brad ID what specific skills are needed for high demand jobs& who they recruit employees from

STRONG PARTNERS CAN HELP LEAD

Develop marketing plan for recruitment firms & set meetings (temp agencies, One Stops, VR)

Beth, Brad, Jenn

Completed by: 6/1/20

Research if WIOA funds can be used to train some job seekers

Amanda A, Beth, Jenn

Completed by :4/1/2020

Develop curriculum for career prep

Amanda A, Jill, Megan

BEGIN TRACKING WAGES/HOURS NOW!

SET MORE PERMANENT SCHEDULES FOR VOC HAB PROGRAM & ENCLAVES THAT MIRROR TYPICAL WORK SCHEDULES NOW!

RESUME WRITING

INTERVIEW SKILLS

SOFT SKILLS NECESSARY FOR WORKPLACE

FINANCIAL LITERACY

EDUCATIONAL APPRENTICESHIPS

NOT EMPLOYER AND PROVIDER: POTENTIAL TO HIRE INDIVIDUALS DIRECTLY AS PRODUCTION SUPPORT-  
NO VOC/HAB

EVALUATE SPACE

WHERE BEST LEADS TO WILL HELP DETERMINE ADDITIONAL SPACE AND POPULATIONS WE CAN SERVE