



Changing Expectations: Every Person. Every Talent. Every Opportunity.

Project: Transformation 2.0

With support from:

**The U.S. Department of Labor,
Office of Disability Employment Policy (ODEP)
Employment First State Leadership Mentor Program**

Application Due Date: January 28th, 2015

Project: Transformation

In Spring 2014, The Ohio Department of Developmental Disabilities launched “Project: Transformation,” an initiative intended to support public and private providers in the process of transformation from facility-based to integrated services. Five county boards and three private provider agencies were selected from a competitive pool of 28 applicants to learn fiscal strategies designed to better include competitive and integrated employment options as a viable and sustainable funding stream.

In November 2014, The U.S. Department of Labor, Office of Disability Employment Policy selected Ohio as a core state for the Employment First State Leadership Mentor Program. Through this partnership, Ohio will receive expert technical assistance to support eight additional provider agencies in the process of transitioning from facility-based to integrated service.

Employment First State Leadership Mentor Program

Since its inception in 2012, the EFSLMP has provided intensive onsite and virtual technical assistance to four core states, and offered virtual technical assistance and training opportunities to over 30 other states through both its Vision Quest Policy Working Group Series (VQPWGS) as well as its virtual Community of Practice (CoP). In FFY 2015, the program has expanded to offer fifteen (15) states the opportunity to receive onsite and virtual technical assistance and training support, as well as participation in the policy-focused Vision Quest Policy Working Group Series. Ohio was selected as one of the 15 core states for FFY 2015.

Project Transformation 2.0

Technical Assistance Plan and Agency Expectations

By submitting an application, agencies agree to commit to the technical assistance provided by provider transformation subject matter experts (SMEs). Sara Murphy and Dale Verstegen of Transcen Inc. have been chosen to provide the consultation for this project. Dale and Sara will be assigned four agencies each. The proposed technical assistance will be provided as follows:

1. All agencies selected will participate in a two-hour webinar held in February. This Webinar will introduce the project and provide preliminary guidance for the agencies to collect and submit necessary information to the SMEs for an initial organizational assessment.
2. Agencies will submit this information (financial records, table of organization, programmatic structure, etc.) to SMEs prior to on-site assessment.
3. SMEs will meet on-site with the eight agencies at least once and will collaborate in creating a written summary of recommendations to each participating provider entity.
4. Following on-site visit, SMEs will provide agencies with an analysis and recommendations focused on: staff decentralization, professional development, funding diversification, board and executive leadership development, stakeholder engagement, messaging, outcomes measurement and or other strategies identified.
5. SMEs will work with agencies to craft a transformation plan for submission to the department.
6. SMEs will provide ongoing virtual technical assistance to agencies to support implementation of year-one activities. TA topics may include but not be limited to the following: funding diversification, financial planning, staff decentralization, board and executive leadership dynamics, dissemination of effective practices in integrated employment supports, data collection, benchmarking and performance measurement.

It is strongly encouraged that key organizational staff including: executive leadership team, families and individuals with disabilities, board members and other stakeholders attend and participate in these technical assistance opportunities.

Agencies further agree to develop, submit, implement and continue progress towards measureable targets regarding competitive integrated employment and integrated community day supports in collaboration with the SME.

It is expected that agencies will share plan and implementation progress at regular intervals during the life of the project: to include plans, draft plans, meeting schedule and activities, and FFY 15 year-end report for the project due before Sept. 30th 2015.

Outcomes

This initiative will provide guidance for the selected provider agencies to successfully transform their business model from facility-based services to integrated community employment and day supports.

This will allow the Department to collect data on resources necessary to assist facility-based service providers to transform their business models to integrated settings. It is anticipated that providers who have successfully transformed will become peer mentors to others throughout Ohio.

Applicants and the Selection Process

Any provider agency, county board-operated or private in Ohio, not already participating in the first round of Project: Transformation, may apply to Project Transformation 2.0. Those agencies who previously applied for Project: Transformation but were not selected are welcome to reapply. Up to eight (8) agencies will be selected for this project. The selection committee will be comprised of Department staff and members of the Employment First Taskforce. Providers will be selected based on the responses to questions in the following application. Below is the scoring tool that will be utilized in the selection process. Providers will be notified of their selection by February 2, 2015.

Scoring Tool

Max Points	Scoring Criteria
35	The provider demonstrates a commitment to integrated community employment through staff training, integrated community placement data and working relationships with EF Taskforce Agencies
20	The provider demonstrates a commitment to systems change through strong advanced strategic planning
15	The provider’s application demonstrates a strong current commitment to integrated community based services including person centered planning and discovery
15	The provider demonstrates a commitment to systems change through a strong letter of commitment from agency leadership
15	The provider demonstrates strong capacity to undertake transformation to integrated services.
100	

Office of Disability Employment Policy
Employment First State Leadership Mentor Program
Employment First Provider Transformation 2.0

Application & Questionnaire

Agency Name: _____

County(ies) where you provide services: _____

For Profit Non Profit County Board Private Provider

Primary Contact Name: _____

Primary Contact Title: _____

Phone Number: _____ Email Address: _____

1. Please provide current examples of your agency's efforts to promote community employment for people with developmental disabilities, for example:
 - a. Training provided to staff in the principles of community employment.
 - b. Working relationship with OOD, Ohio Means Jobs, local education agencies and or Ticket to Work
 - c. Data on community employment placements, hours worked, retention, wages earned, etc.
2. Please provide current examples of your agency's efforts to promote integrated day and community-based services for people with developmental disabilities, for example:
 - a. Training provided to staff in the principles of integrated, community-based day including person-centered planning and discovery.
 - b. Evidence of your agency divesting of traditional facility based or segregated programs.
3. Please describe your agency's commitment to making a systems change within your organization and sustaining that change beyond the project period, for example:
 - a. Developing and committing to quantifiable job placement goals.
 - b. Describe if and how the duties of day and residential staff (if you are a provider of such service) would change if your agency was selected to participate in this initiative.
 - c. Please submit a letter of commitment and involvement of senior leadership including the Superintendent/Executive Director and or board members.
 - d. Please submit a copy of your most recent strategic plan.

- e. If not included in strategic plan, please provide a SWOT analysis of your agency’s transformation from centered based legacy programs to integrated community based employment and day services.
4. In terms of capacity for provider transformation, please summarize why your agency would be a good investment for the technical assistance provided in this project.

Service Delivery and Staff Snapshot	Current State	Goals for Future State (within 12 months)
How many adults are currently being served by your organization?		
Percentage of individuals served only in your sheltered workshop?		
Percentage of individuals served only in your day habilitation program?		
Percentage of individuals only receiving community based support?		
Percentage of individuals receiving a combination of the above settings?		
Number of staff dedicated strictly to providing community based services? (job development, coaching)		

Submission of Applications by E-mail only. E-mail applications shall be submitted to EmploymentFirst@dodd.ohio.gov, with Project Transformation 2.0 in the Subject Line and are due by 5 p.m. on January 28th, 2015