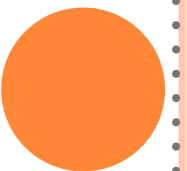
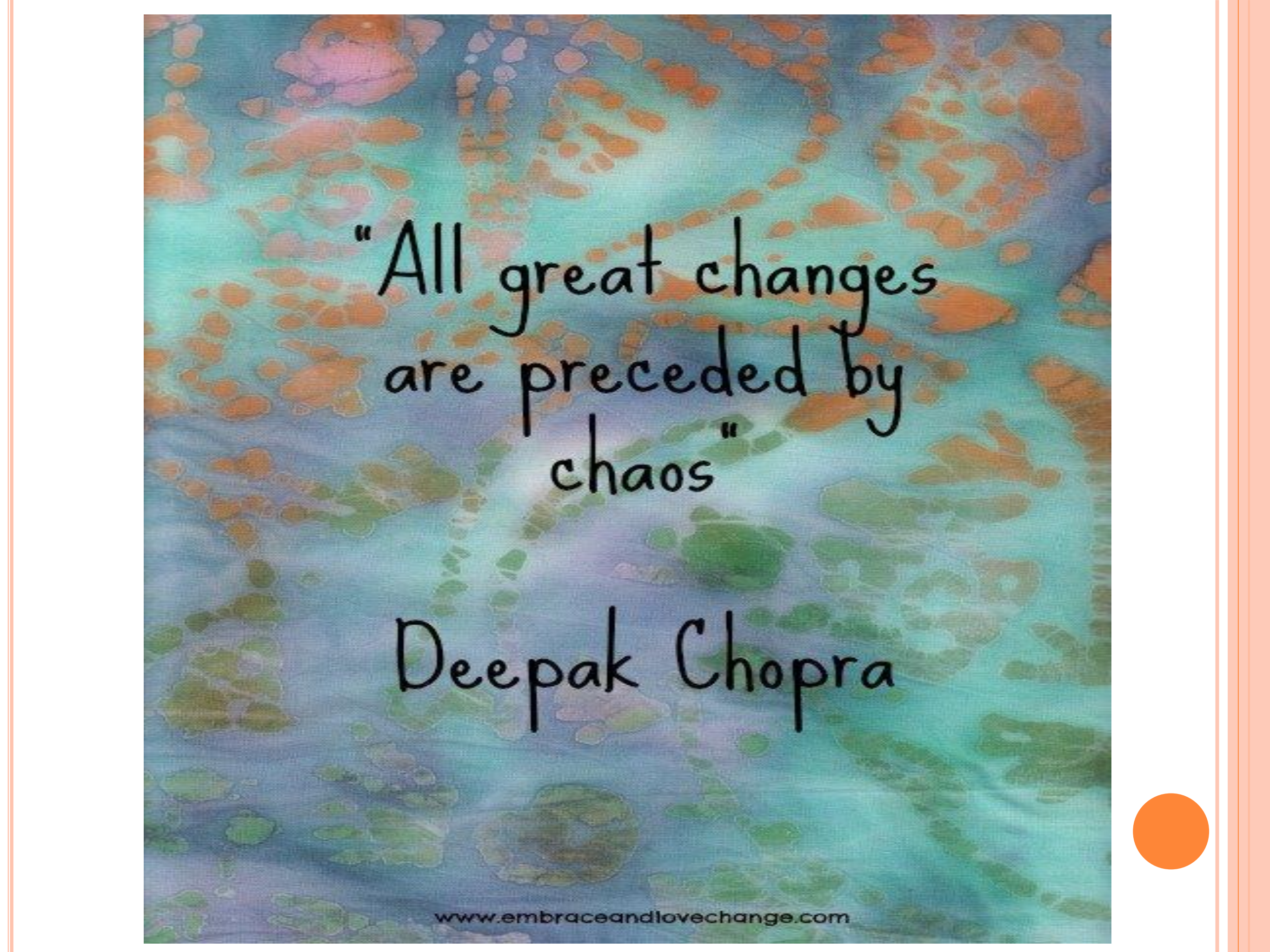


# EMBRACE CHANGE AND GROW

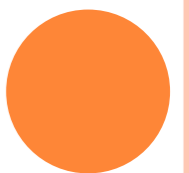
- KY APSE
- April 2016





"All great changes  
are preceded by  
chaos"

Deepak Chopra



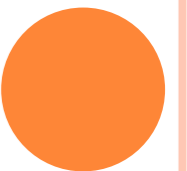


"WE'VE REACHED THE END OF INCREMENTALISM.  
ONLY THOSE COMPANIES THAT ARE CAPABLE OF  
CREATING INDUSTRY REVOLUTIONS WILL  
PROSPER IN THE NEW ECONOMY."

— BUSINESS STRATEGY AND MANAGEMENT EXPERT GARY HAMEL

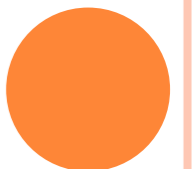
# THE WINDS OF CHANGE

- Workforce Innovation and Opportunity Act
  - Defines competitive, integrated employment and customized employment for the first time
  - Pre-employment transition services 15% of VR expenditures and mandated coordination, outlining core services
  - Systems updates and accountability
  - Protections against subminimum wage employment
  - Increasing Competitive Integrated Employment Advisory Committee
- Employment First
- US Department of Justice and Olmstead
- US Department of Labor and the ODEP Increasing Competitive Integrated Employment for Individuals with Disabilities
- Center on Medicaid and Medicare Services and State Transition Plans



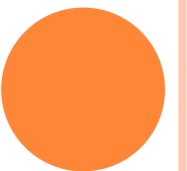
# ADVISORY COMMITTEE ON INCREASING COMPETITIVE INTEGRATED EMPLOYMENT OF INDIVIDUALS WITH DISABILITIES

- Transition: Early work experience, postsecondary options, family expectations, seamless transition, professional supports and incentives
- Complexity and needs: Alignment across agencies, funding rules that match, address benefit issues, increase knowledge of effective practices, improve accountability
- Employer and business model: Hiring as good business, culture of inclusion in the workplace, partnerships with business and providers and government, provider competencies, transportation
- State and local capacity: Use of HCBS Waiver, data systems, innovations, professional development, funding for organizational transformation
- 14 C: Better data, improving monitoring and oversight, align with modern practices, phase out, technical assistance to reduce reliance; address unintended consequences
  - <http://www.dol.gov/odep/topics/WIOA.htm>.



# WHY HAS THERE BEEN LITTLE REAL CHANGE?

- Disability as part of US employment policy
  - 0.5% exit rate from SSA programs
  - Only 4.8% of those in SSA programs in VRS
  - Only 1% of total disability related expenditures are for employment
- Best practices are not encouraged
- Program evaluation of models not focused on employment as an outcome
- The goals for employment are unclear nationally
- But the biggest reason>>>>>

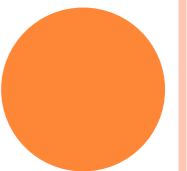


# EXPECTATIONS



“My expectations were reduced to zero when I was 21. Everything since then has been a bonus.”

Stephen Hawking,  
2004



# RAISING EXPECTATIONS

- 1 in 10 youth with disabilities do not consider themselves to be useful or important
- Most think they will graduate but are less confident they will go to post secondary school
- Most expect to get a job but don't think it will allow them to be independent
- Most think they will live independently but of those who do not, half do not expect to live away from home even with support
- Youth tend to hold higher expectations for themselves than their parents; youth are more likely to hold high expectations if parents do
- Most educators believe setting high expectations is important yet only 36% responded that all students have the ability to succeed.
- Parents and friends are the number 1 and 2 sources of information and support for students.

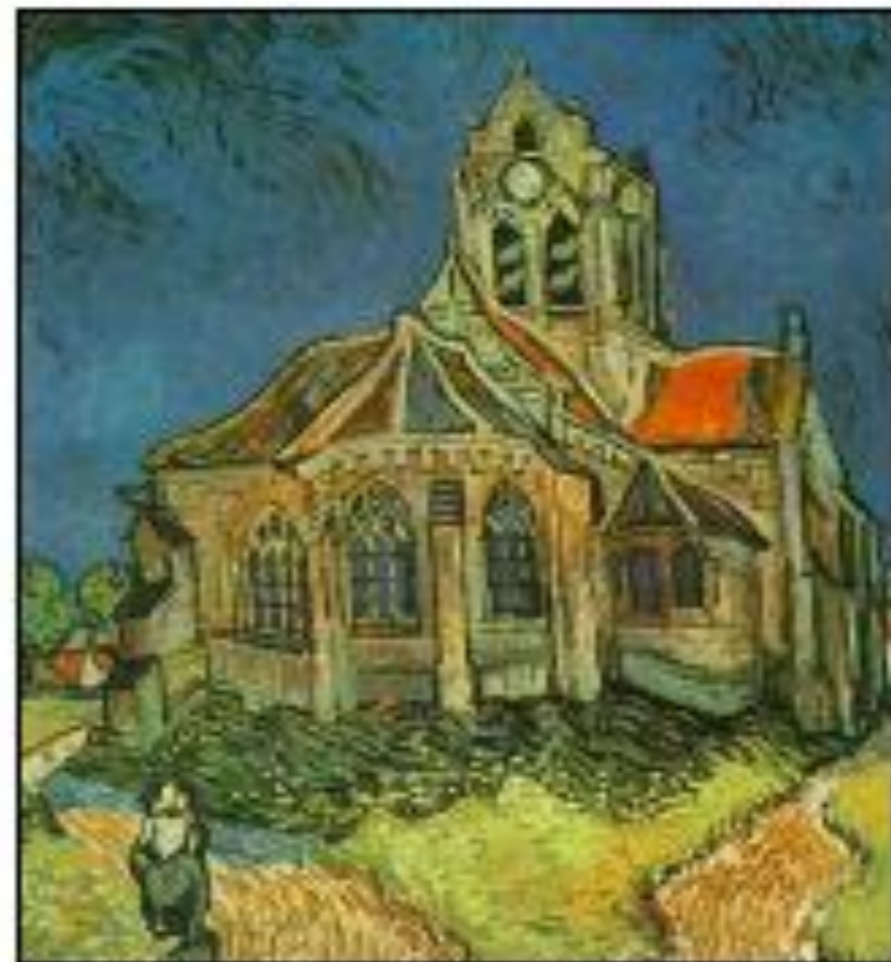




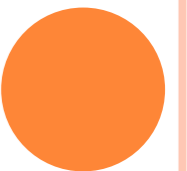
*IF YOU HEAR A VOICE WITHIN YOU SAY “YOU CANNOT PAINT” THEN BY ALL MEANS PAINT AND THAT VOICE WILL BE SILENCED.* *VAN GOGH*



The Old Church at Nuenen

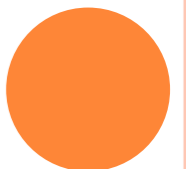


The Church at Auvers

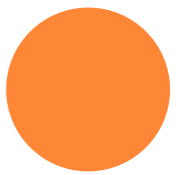


# ADVICE FROM AN EXPERT

- Keep moving forward and whoever says you have to be the same as everyone else, just failed.
  - Adria Nassim, columnist and LIFEDesigns Board member

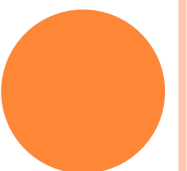


# FRAMEWORK FOR CHANGE



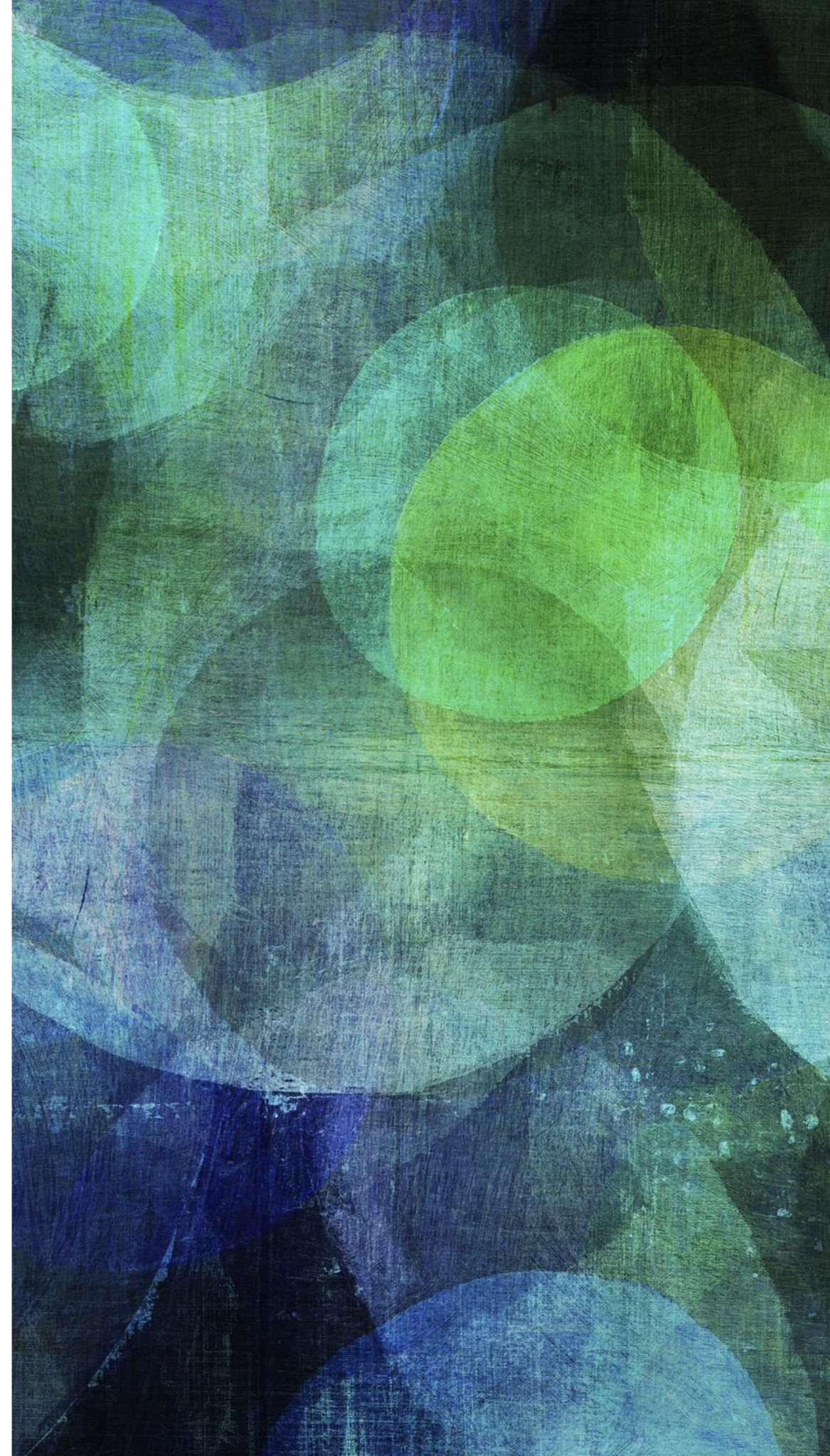
# RESULTS.....

- More people have real jobs
- Self employment happens for more
- Goals are focused on employment
- Young people have the experiences other teenagers do
- Employers value people as part of their work environment.
- People have money
- Funding is sufficient
- There are NO dead ends



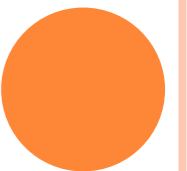
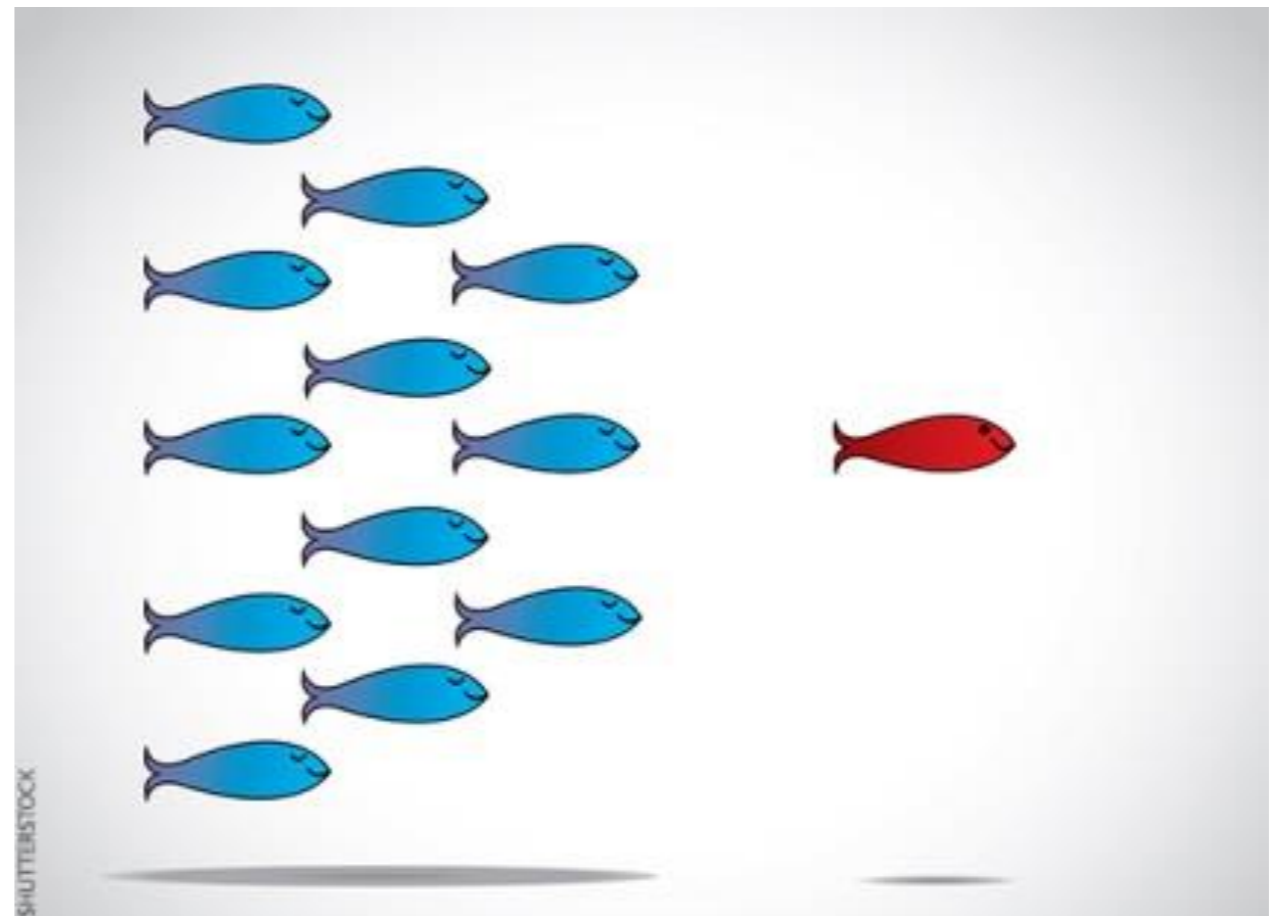
THERE IS NOTHING  
SO USELESS AS  
DOING  
EFFICIENTLY THAT  
WHICH SHOULD  
NOT BE DONE AT  
ALL.

.....  
Peter Drucker



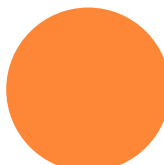
# LEADERSHIP

- Making bold moves is part of being a good leader
  - Have a clear vision for the future
  - Know why you are making the decisions you are making
  - Share the vision with everyone



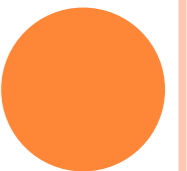


# CHARACTERISTICS OF SUCCESS..AGENCIES

- LEADERSHIP
  - CHANGE MANAGEMENT TEAMS
  - EXTENSIVE STAFF TRAINING
  - FLATTENING THE STRUCTURE
  - REDEFINING POSITIONS
  - PLANNING ONE PERSON AT A  
TIME
  - INVOLVING KEY STAKEHOLDERS
  - COMMUNICATION
- 
-

# CHARACTERISTICS OF SUCCESS...STATES

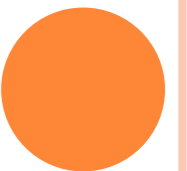
- Positive philosophy, policies, & funding
- Capacity building & advocacy efforts
- Strong, consistent leadership
- Data based decisions
- Systems change initiatives
- Transition focus



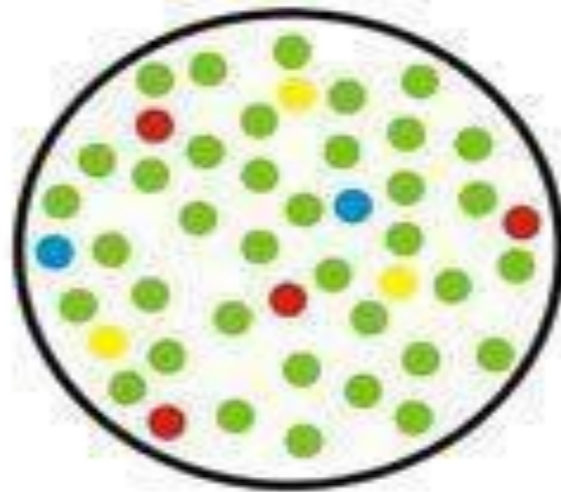


# LOOKING AT THE WHOLE PERSON

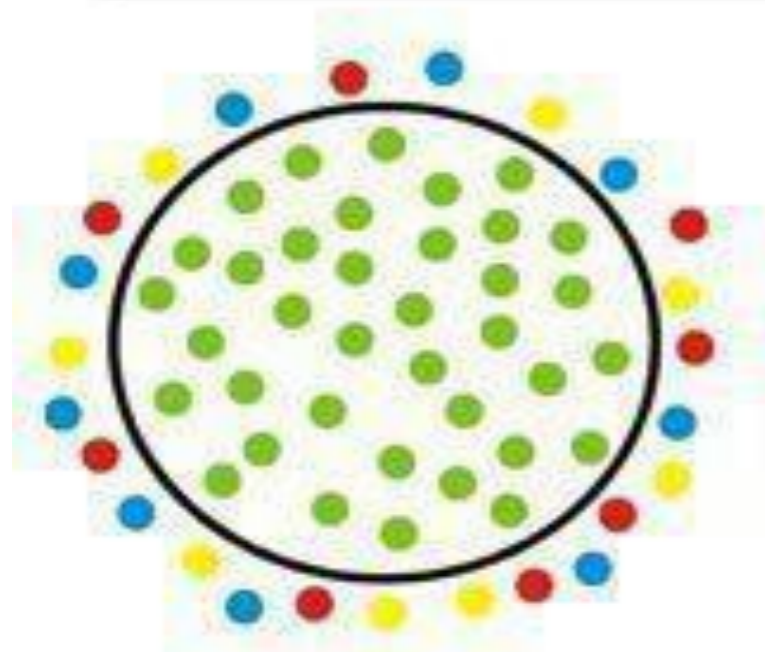
- It takes reimagining
  - Their whole life
  - What is standing in the way
  - First steps
  - How will you support them



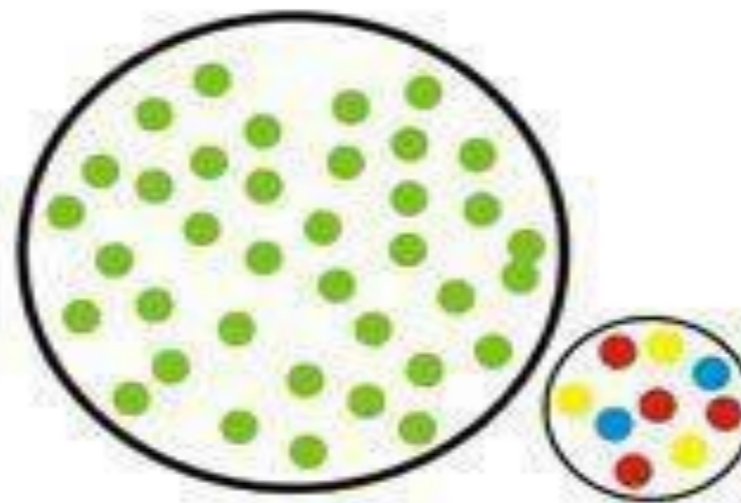
IT IS NOT ABOUT QUALITY SERVICES  
IT IS ABOUT QUALITY LIVES...



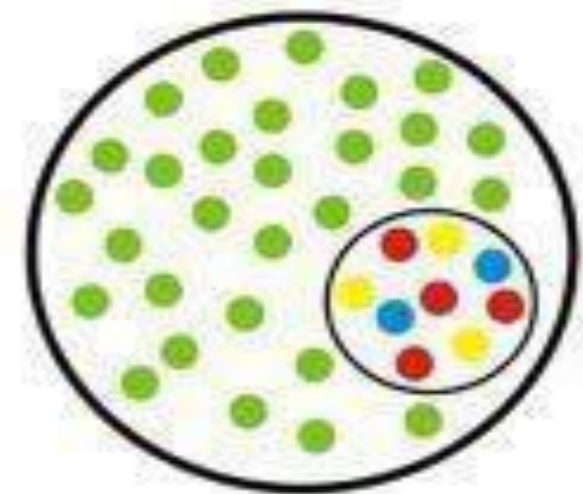
**Inclusion**



**Exclusion**



**Segregation**



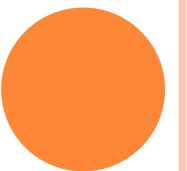
**Integration**



# LIFEDESIGNS GOALS

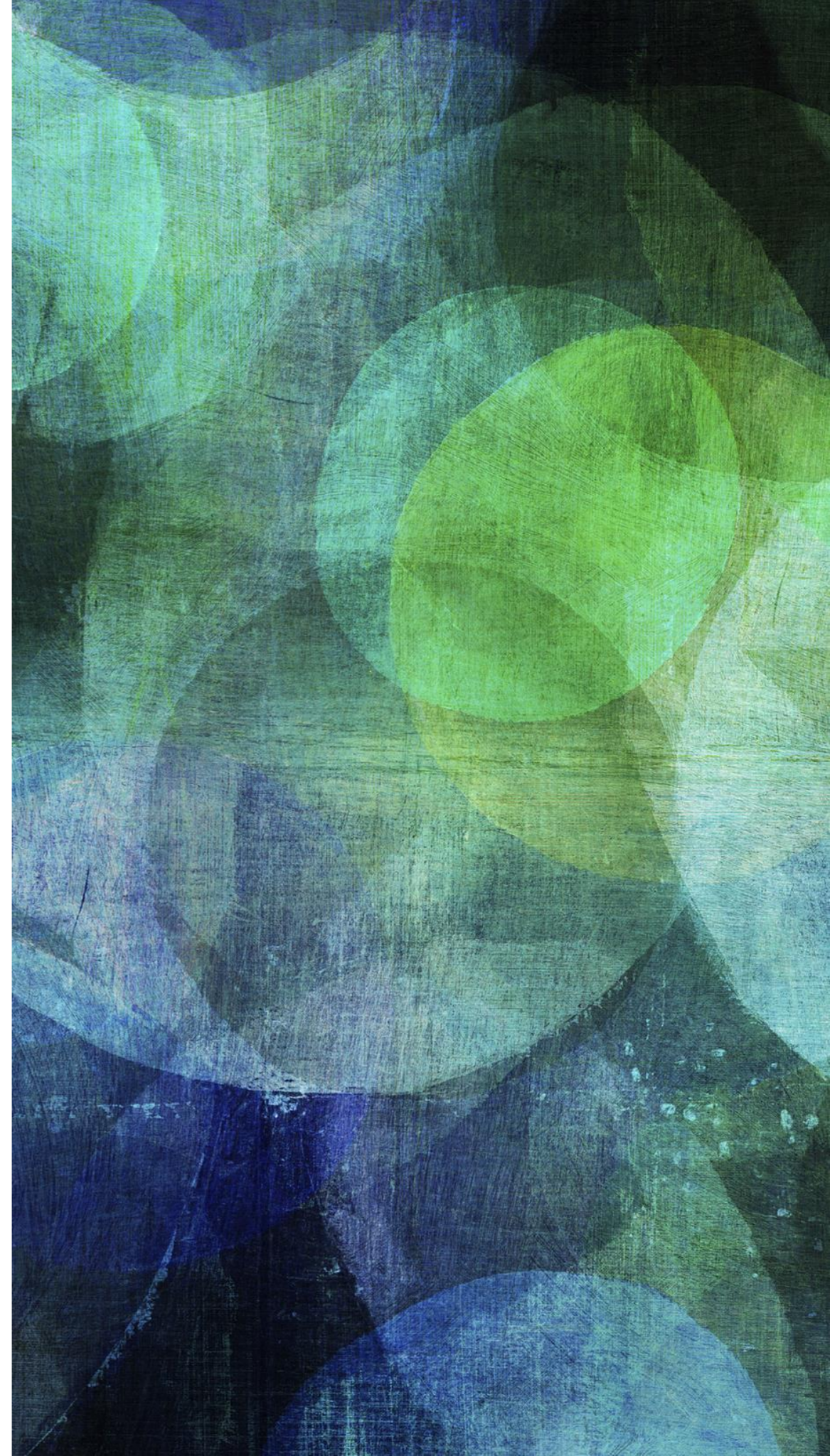


- Live in their own homes
- Work in regular community businesses
- Be members and contributors of their communities



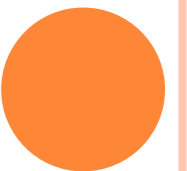
# WHAT ARE YOUR GREATEST FEARS?

- ▶ The community won't support us
- ▶ Staff will leave
- ▶ Other agencies will come in and provide segregated services
- ▶ What about the building?
- ▶ Can we support everyone?
- ▶ Will the Board support it
- ▶ Do families resist?
- ▶ How do we sustain ourselves financially?



# WHAT IS APSE DOING?

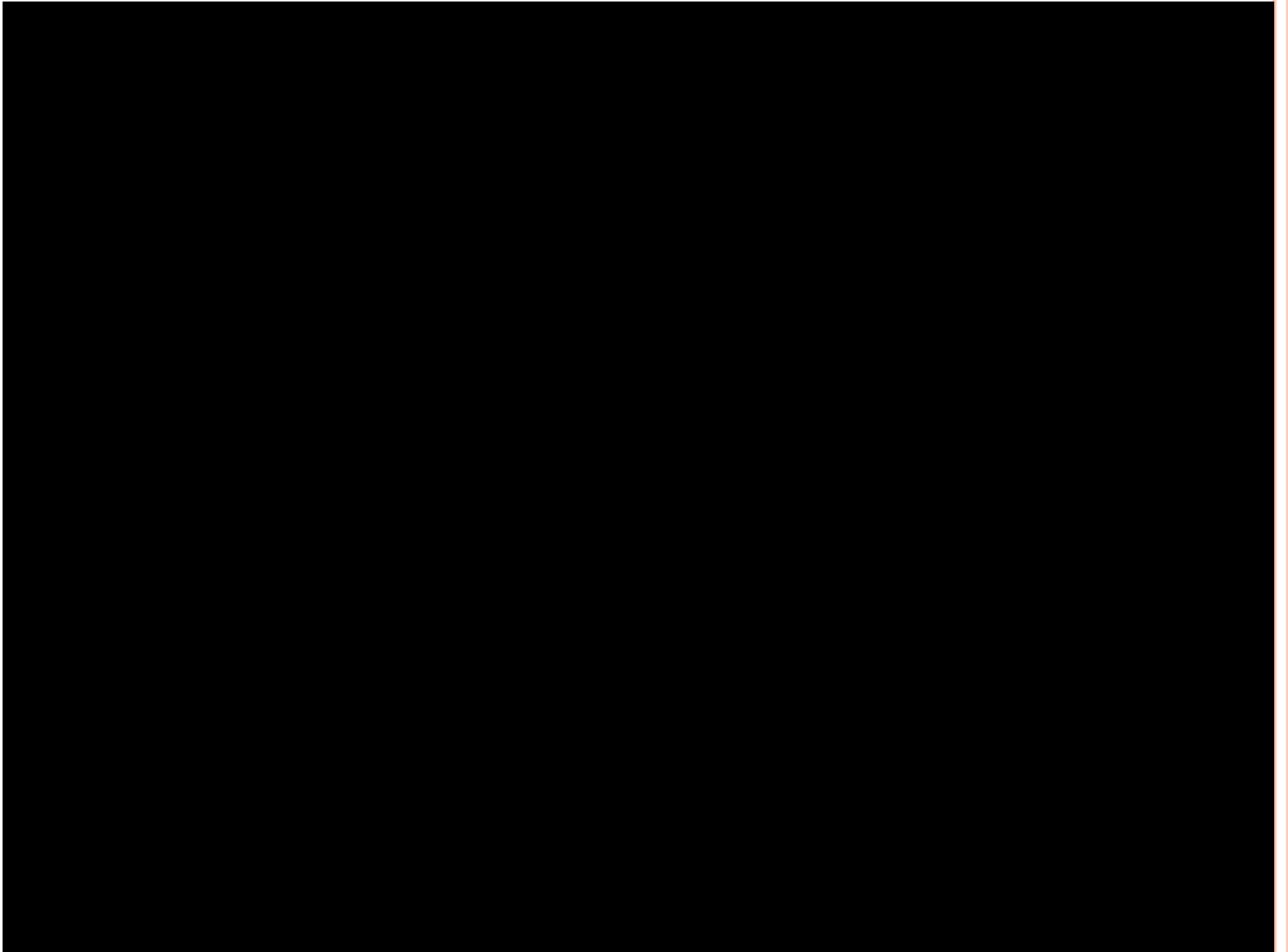
- Advocacy: Making Employment First more than a slogan
- Partnerships: Supporting the development of strong chapters
- Sustainability: Establishing a plan for APSE's continued financial strength
- Engagement: Expanding participation of all groups





# SOME MOTIVATION!

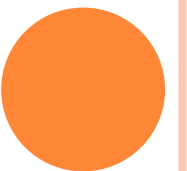
From just a few people you may know....



# ALWAYS BELIEVE

When you stop believing in  
Santa...

You get underwear for  
Christmas.





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# RESOURCES

- GE change acceleration process; Harvard Business Review, 2009
- The heart of change; Kotter, John, 2002
- Leading change; Kotter, John, 2012
- What successful transformations share; McKinsey and Company, 2011
- National Call for Organizational Change From Sheltered to Integrated Employment, AAID, Rogan and Rinne, 2011

