

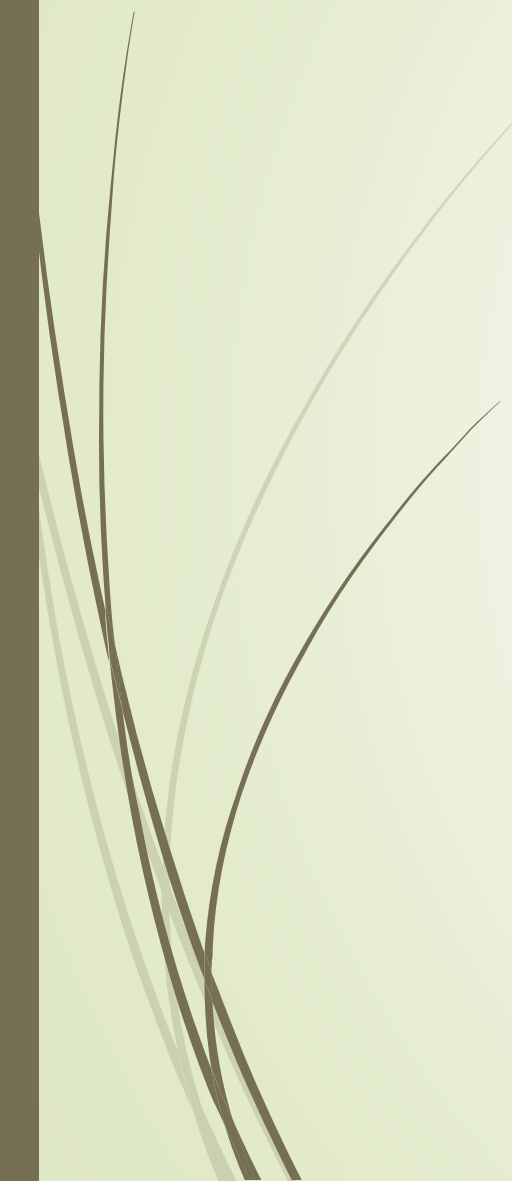


Bluebonnet Trails Community Services

Employment First and Systems Change

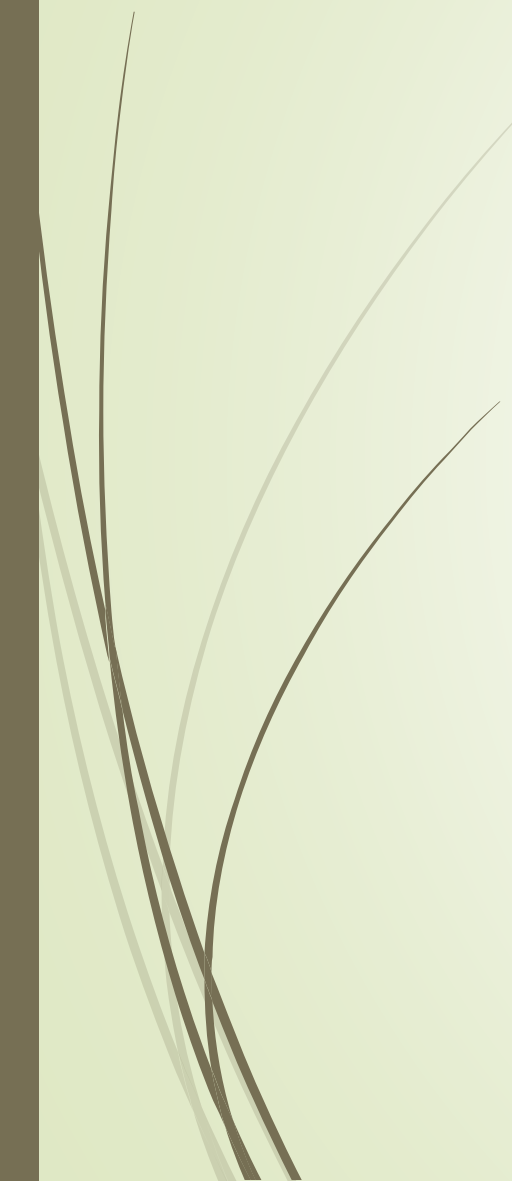


Systems Change

- ▶ New approaches and processes in business practices
 - ▶ Shift in focus, from non-work services to employment services
 - ▶ Policies and procedures that supported the Employment First initiative
- 

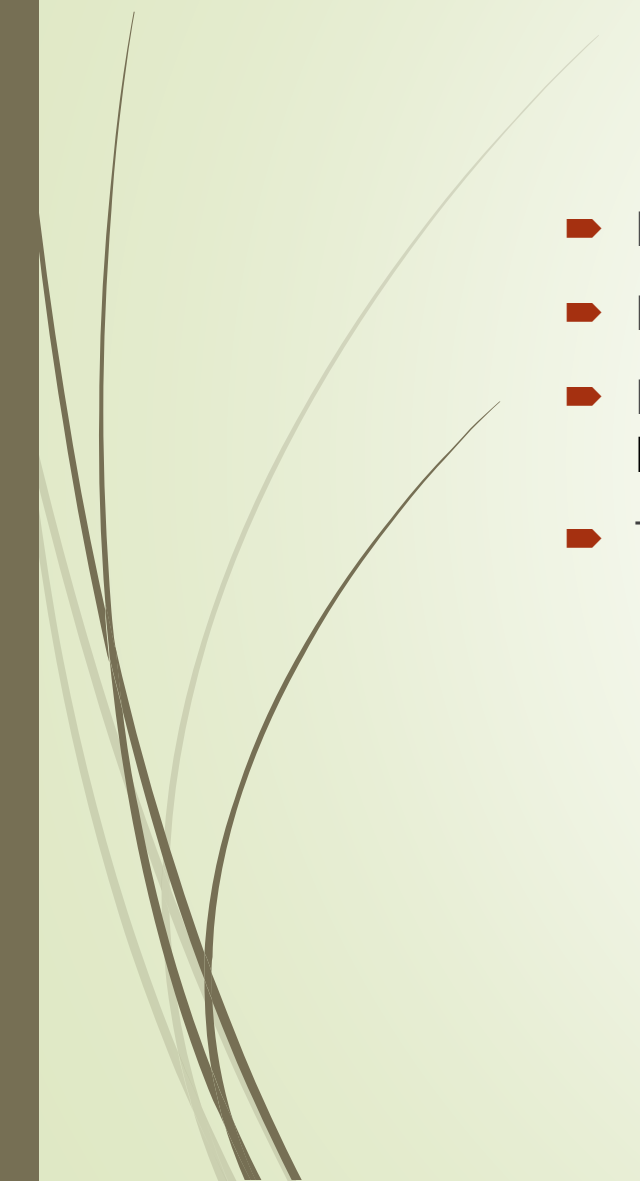


Purpose

- ▶ Change the focus of service provision for people with IDD
 - ▶ Offer employment services before discussing other services at Intake
 - ▶ Emphasis on integrated, competitive employment
 - ▶ Long-term supports, so people could maintain employment
- 



Executive Support

- ▶ Executive Director supported all aspects of the Employment First Pilot
 - ▶ Director of Developmental Disabilities Services also supported the initiative
 - ▶ Director of Authority Services supported Employment First and collaboration between service coordination and employment services
 - ▶ The Board of Trustees was supportive of the initiative
- 



Collaboration



- ▶ Collaboration between IDD Authority and Provider
- ▶ Modified policies and procedures for intake
- ▶ Modified policies and procedures for service coordination
- ▶ Modified policies and procedures for employment services
- ▶ Referral process for TWS/VRS (formerly DARS) referrals
- ▶ Referral process for employment services
- ▶ Close communication and cooperation between service coordinators and employment specialists
- ▶ Supports for service coordinators and employment specialists



Training staff

Service Coordinator Training

- ▶ Service Coordinator training included how to make referrals to TWC and employment services
- ▶ Service Coordinator training also included benefits and work incentives overview
- ▶ Transportation options dependent on funding program

Employment Specialist Training

- ▶ Employment specialists are QMHP credentialed
- ▶ Training over Illness Management and Recovery
- ▶ Training over evidence-based employment practices
- ▶ Training through UNT as Job Skills Trainer, Job Development Specialist, and Supported Employment Specialist



Sustainability

- ▶ TWS/VRS vendor
 - ▶ Medicaid Waivers
 - ▶ General Revenue
- 