

**DEVELOPMENTAL DISABILITIES COMMITTEE OF THE
ARLINGTON COUNTY COMMUNITY SERVICES BOARD**

Tuesday, October 4, 2017

6:30 p.m. – 8:30 p.m.

**Department of Human Services
2100 Washington Boulevard
Conference Room B Lower Level
Arlington VA 22204**

Call to Order - Carol Skelly, -Chairperson

Welcome and Introductions

Public Comments

Agenda Items

Approval of September 12, 2017 minutes

The Arc of Northern Virginia – Lucy Beadnell

Therapeutic Recreation Office – Updates

Employment Study: Part 2 of 2 – La Voyce Reid

County Budget Priorities – Carol Skelly

Memorandum(s) of Understanding – La Voyce Reid

- Arlington Public Schools (APS)
- Department of Aging and Rehabilitative Services (DARS)

Staff Updates:

La Voyce Reid – Bureau Chief, Developmental Disability Services Bureau

Committee Chair Updates

Carol Skelly – Chairperson

Vendor Reports

New Business

Adjournment

Special Accommodations: Arlington County Government provides accommodations, e.g., sign language interpreters, Computer-Aided Real-time Transcription (CART) audio amplification systems and alternate format materials for qualified individuals with disabilities as described in the Americans with Disabilities Act. To arrange for an accommodation, please call Robert Petross at 703-228-1773 or e-mail him at rpetross@arlingtonva.us

***After-hours access to the lower level of the Sequoia Building is available through the security guard in the lobby. Parking is available on the street and in the parking garage, which closes at 9:30 p.m.**

ARLINGTON COUNTY COMMUNITY SERVICES BOARD

Developmental Disability Committee

Monthly Meeting

Department of Human Services

2100 Washington Boulevard

Sequoia Building 1/Conference Room D

Arlington VA 22204

DATE/TIME:

September 12, 2017 at 6:30 pm

CHAIR:

Carol Skelly

MEMBERS (in attendance):

Carol Skelly, Cherie Takemoto, Chuck Adkins-Blanch, Casey Youman, Donna Budway, Lucia Claster, and Moira Saucedo

MEMBERS (absent):

Barbara Jones, Ann Kelly, Atima Omara, Alex Soroko, Nancy Tishman, and Alex Yellin

ATTENDEES:

Ed O'Brien; Lucy Beadnell (The Arc of Northern Virginia); Staff representatives of service providers: Brenda Richardson (ServiceSource), Deb Bauer (ServiceSource, Inc.), Jacque Scholl (ServiceSource, Inc.), Andrew Cuba (Community Residences, Inc.), LaTonia Adams (MVLE), Deanna Mason (Volunteers of America), and Pat Vinson (JDI); Arlington Public School staff: Christina Eagle and Micha Stein-Verbit; and County Staff: Elizabeth Cannon, Jeanne Booth, Deborah Warren, and La Voyce Reid.

RECORDER:

La Voyce B. Reid

Call to Order: Carol Skelly, Committee Chair, called the meeting to order at 6:35 pm

Minutes:

June 7, 2017 minutes were approved with the addition of Pat Vinson (JDI) added to the list of "Attendees."

TOPIC	DISCUSSION	RECOMMENDATIONS/ ACTION	RESPONSIBLE PARTY	F/UP DATE
Public Comments The Arc of NOVA	<p>No public comments entered</p> <p>Ms. Lucy Beadnell distributed and reviewed a handout entitled, "The Arc of Northern Virginia's September 2017 Legislative Update (Attached).</p> <p>Highlights included:</p> <ul style="list-style-type: none"> • NOVIE will hold its final gubernatorial forum on 9/4/2017 (Gillespie); the forum for Northham was held on 9/1/2017 • The Arc's DD Advocacy Day is scheduled for January 17, 2018. If interested, contact L. Beadnell • New DBHDS Website for the IFSP (Individual and family Support Program), which allows online submission of the IFSP application; complete application anytime, but submit after October 3rd • The Arc will host a free IFSP Webinar on 9/25/17; participate in person or online 	<p>N/A</p> <p>None</p>	<p>N/A</p> <p>Lucy Beadnell</p>	<p>N/A</p> <p>N/A</p>
Therapeutic Recreation	<p>Handout was distributed with activity highlights for September</p>	<p>None</p>	<p>April Rosenthal</p>	<p>N/A</p>
Employment Study: Needs Assessment	<p>C. Skelly presented an overview of employment services offered by the Arlington CSB/DD Services Bureau.</p> <p>L. Reid presented a recap of the employment study as presented by the DD Committee in December 2016 and approved by the Committee in February 2017:</p>		<p>La Voyce Reid</p>	

TOPIC	DISCUSSION	RECOMMENDATIONS/ ACTION	RESPONSIBLE PARTY	F/UP DATE
	<p>Highlights:</p> <ul style="list-style-type: none"> • Vast majority of individuals supported by the DD Services Bureau receive day support services • Roughly half of the above receive services in Arlington and the other half outside of Arlington (i.e., Fairfax County, Washington, DC, etc.) • State is changing requirements for what constitutes employment; requirements for group supported employment are more stringent and challenging • 12/2017 -- DD Committee began to explore what are the needs and existing models for employment services for individuals with developmental disabilities <p>L. Reid presented the results of the Employment Study data (see attachment entitled: Employment Study Results/DD Committee 09/12/2017):</p> <p>Highlights included:</p> <ul style="list-style-type: none"> • 20 individuals in Group Day Services would be interested in employment opportunities • Five (5) individuals currently receiving individual or group employment services, while satisfied, would be interested in employment 	<p>The Committee members were reminded by C. Skelly that the October meeting will focus on discussion of the data (and employment models) as presented at this meeting. C. Skelly asked members to send questions directly to her attention; she agreed to compile questions into one document to send to staff. Staff will send the questions and answers ahead of the October meeting.</p>		

TOPIC	DISCUSSION	RECOMMENDATIONS/ ACTION	RESPONSIBLE PARTY	F/UP DATE
Employment Study: Proposed Models	<p>opportunities if such became available “in” Arlington</p> <ul style="list-style-type: none"> • Six (6) individuals receiving “meaningful day” activities are interested in employment, but realistically, only two of the six are likely able to transition to employment over the next two to three years. • Several barriers to employment were identified with the most prominent being “Employment Skills Deficits” and “Behavior Concerns” <p>E. Cannon presented the Employment Models (refer to attachments entitled: “Employment Models and Programs,” “Employment Study Questions for Vendors,” Cameron’s Coffee and Chocolates,” and “Pathways to Careers”</p> <p>Highlights from E. Cannon’s presentation include:</p> <ul style="list-style-type: none"> • Nine providers were interviewed; five of which the County contracts and four it does not • Cameron’s Chocolate and ServiceSource’s Pathways to Careers were presented as potential models for which Arlington County could replicate • Cameron’s Chocolate is a non-waiver provider; however, if replicated in 		Elizabeth Cannon	

TOPIC	DISCUSSION	RECOMMENDATIONS/ ACTION	RESPONSIBLE PARTY	F/UP DATE
	<p>Arlington it could be developed as a Medicaid waiver program</p> <ul style="list-style-type: none"> • Only viable as an option for people interest in bakery/food service • Pathways to Careers is a community based program; is grant funded; and has been in operation for two years • The Pathways to Careers model is more aligned with federal and state government requirements for employment <p>Questions included: Q1: Are individuals getting standard support from their jurisdiction? A1: Yes</p> <p>Q2: What happens if someone obtains a paid position? A2: The program would still follow-along and provide job coaching</p> <p>Q3: Is there a way to break down "Employment First for Dummies"? A3: This was discussed in a prior meeting; however, C. Skelly agreed to put together information and send out</p>			
Staff Updates:	<p>L. Reid shared that DHS is planning a fall 2017 employment summit that will target providers of group supported employment services, DARS, the business community, and CSB staff from the regional Community Services Boards. The summit will also</p>	<p>It was suggested that in planning the Employment Summit it would be beneficial to reach out to known business executives and ask them to extend</p>		

TOPIC	DISCUSSION	RECOMMENDATIONS/ ACTION	RESPONSIBLE PARTY	F/UP DATE
	<p>engage staff from Arlington Public Schools (APS).</p> <p>There is currently one vacancy (Program Manager), not counting the new FTEs</p> <p>The anticipated start date for the two new FTEs is tentatively set for October 2nd.</p> <ul style="list-style-type: none"> Reviewed the 2017/18 DD Committee Schedule and Membership Roster as presented at the September 6th CSB orientation for new members (see attachments: Meeting Schedule” and “Membership Roster” Autism services continued to be problematic; Committee may need to revisit this topic in Spring 2018 Committee members were asked to let C. Skelly know if they are going to miss a meeting 	<p>invitations to other business executives.</p>		
<p>Committee Chair Update(s):</p>		<p><u>Discussion:</u></p> <p>It was recommended that the Committee revisit the discussion of respite as originally raised during the June 2017 meeting. C. Skelly advised that this could potentially be added to the agenda for February or March</p> <p>It was further recommended that the Committee have a presentation on P.I.E. (Parent Infant Education) services. C. Skelly advised that this could potentially be added as an agenda item for February or March</p>	<p>Carol Skelly</p>	
<p>Vendor Updates</p> <p>New Business</p>	<p>No vendor reports presented</p>			

The next regular DD Committee Meeting is scheduled for Wednesday, October 4, 2017 at 6:30 pm
2100 Washington Blvd., Conference Room D, Arlington, VA

The Arc of Northern Virginia's September 2017 Legislative Update

General Assembly

- Elections for Governor, Lt. Governor, Attorney General, and State Delegates will be held on November 7, 2017. The Arc of NOVA has worked with our advocacy partners on a disability policy survey. You can see submitted responses here- <https://thearcofnova.org/advocacy/the-ability-blogspot/>
- NOVA is holding forums for the gubernatorial candidates to talk about non-profit work and collaboration. The Northam forum was September 1 and the Gillespie forum will be September 14 from 2-3 PM. <https://www.eventbrite.com/e/government-and-nonprofits-ed-gillespie-tickets-37024375905?aff=erelpanelorg>
- The Arc's annual DD Advocacy Day will be January 17, 2018 in Richmond. Email Lucy (lucy.beadnell@thearcofnova.org to RSVP)

Department of Behavioral Health and Developmental Services

- IFSP funding application is online (<https://ifsonline.dbhds.virginia.gov/>) and can be completed anytime, then submitted after October 3, 2017 at 9 AM
 - Free in person (<https://vadbhds-ifsp.eventbrite.com/>) and webinar (<https://cc.readytalk.com/r/3wcyd8td9uyk&eom>) training hosted by The Arc of NOVA on September 25, 2017 12:30-2:30 PM on this program
- As of July 1, 2017 the EDCD and Tech Waiver have merged into the CCC Plus Waiver. There shouldn't be service gaps/changes and a few services (e.g. assistive technology) are now available to all users
- Virginia Medicaid is moving to managed care, called CCC Plus. As of December 2017, almost all Northern Virginia residents using Medicaid will be rolled into one of six managed care plans. These plans will oversee/approve all non-Waiver services for DD Waiver users and all services (including Waiver) for other Waiver users.
- Early Periodic Screening Diagnosis and Treatment (EPSDT) is a Medicaid program available for anyone under 21 with Medicaid. As of November 1, 2017, if you're using Waiver and under 21, some services (i.e. PD nursing, personal care, and AT) must be approved through EPSDT rather than Waiver.
 - Individual considerations
 - Must be Medicaid doctor
 - Must use another "stand alone" Waiver service (e.g., respite) every 90 days to keep your Waiver
 - Recorded webinar here <https://www.youtube.com/user/VideosatTheArcofNoVA>
- SRAP funds still available for housing assistance for people interested in living in Fairfax and flexible funds are available (up to \$5000 per person) to assist with moving and transition needs

National News

Arlington County Department of Parks and Recreation

Therapeutic Recreation (TR) Office

Community Services Board (CSB) September 2017

Come
Play
With Us!

How to Contact TR

Unit Manager

April Rosenthal, MS, CTRS
703-228-4741
arosenthal@arlingtonva.us

Program Support Coordinator

Mary Barnes
703-228-4740
mbarne@arlingtonva.us

TR Programmers

Robyn Mitchell, CTRS
703-228-4731
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Katie Salyers, CTRS
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ksalyers@arlingtonva.us

Cat Trovato, MS, CTRS
703-228-4736
Ctrovato@arlingtonva.us

Kristin Wilcox, CTRS
703-228-4734
kwilcox@arlingtonva.us

Office Location

Therapeutic Recreation
Langston-Brown CC
2121 N Culpeper Street
Arlington, VA 22207
Phone: 703-228-4740
E-mail: trinfo@arlingtonva.us
TTY: Relay 711

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Do you like TR? Then please
"like" Arlington County
Therapeutic Recreation. We
post our most current program
information.

New Happenings in TR office

We are very pleased to welcome a new TR Programmer to the office. Kristin Wilcox CTRS she started September 5th and will be supervising the adapted classes, volunteer club, offering outdoor recreation opportunities and soon other programs she transitions.

Adapted Classes

TR Programmer: Kristin Wilcox

Fall Enjoy Arlington Online [Registration](http://parks.arlingtonva.us/) is now open. <http://parks.arlingtonva.us/>

- Classes begin the week of September 18
- We are always open to suggestions and ideas. Please let us know what it is you are interested in.

The following classes still have openings!

- JCC Social Skills Classes (Lets all Play and Friends classes). Ages 6-12. Call dire to register 703-537-3032 or arlene.lechner@jccnv.org

DPR CLASSES	ACTIVITY #	OPENING
Arts & Crafts - Beginner's	#102005A	1
Arts & Crafts - Advanced	#102006 A	4
Youth Splash 3 & 4	#127422 A	4
Gymnastics: Parent/Tot Adapted	#117520 A	6
Adapted Yoga for Adults	#104010 A	7
Adapted Yoga - Youth/Teens	#104007 A	8
Fun & Fitness - Oct	#104003 A	10
Fun & Fitness - Nov	#104003 B	10
Fun & Fitness - Dec	#104003 C	10

Looking Ahead

- Enjoy Arlington Winter Catalogs will be in homes the week of Thanksgiving. Winter Class registration will begin Wednesday December 6th at 7am, Classes begin January 15th.

Family Fun Night Update

TR Programmer: Cat Trovato

This drop-in program will be offered on 1st Fridays of the month October- May. This year kicks-off with a 'SPOOKTACULAR' Event on October 6 from 6:30-8:00pm. \$1.50/person. This kick-off will include a Moonbounce, trick or treating practice, arts, games etc. Fun for the entire family!

Social Clubs

TR Programmer: Katie Salyers

Each social club offers 2-3 activities per month ranging from social gatherings to community trips, volunteer experiences, performances and more. Please contact the TR Office at TRinfo@arlingtonva.us or 703-228-4740 to schedule an intake interview. Annual Member Fee: \$45. Trip Fees are additional.

- Teens Going Places (ages 12-17)
- Young Adults Going Places (ages 18-29)
- Adults Going Places (ages 30+)

~TURN OVER FOR MORE PROGRAM OFFERINGS~

Arlington County Department of Parks and Recreation (DPR)

Therapeutic Recreation (TR) Office

Community Services Board (CSB) Narrative September 2017

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facebook

Do you like TR? Then please "like" Arlington County Therapeutic Recreation. We post current program information

County-Wide Events- Free!

TR Programmer: Katie Salyers

On Saturday, October 21 from 11am-2pm we will be teaming up with our colleagues in other units to offer an all ages Zombie Fun Run and Survival Zone Party at Bon Park. Come out to participate in a spooky fun run full of obstacles and optional spooky zombie zones! Waves will start every 15 minutes. Don't want to run, no problem! Join us at the after party to create your own zombie, face painting, moon bounces, and more! <https://parks.arlingtonva.us/events/dpr-zombie-fun-run/>

Volunteer Club- Free!

TR Programmer: Kristin Wilcox

New this year! Open to ages 13+. Rather volunteer at the event listed above? We will be teaming up with the DPR-wide volunteer office to offer volunteer support at County-wide events. The first one is the Zombie Fun Run and Survival Zone Party Bon Air Park. For these opportunities listed, we request that family members, group home staff and/or personal aides provide any 1:1 support needs during event. We will provide the logistical support, coordination, planning and structure to support these volunteering opportunities. Call 703-228-4734 or kwilcox@arlingtonva.us for more information.

- Saturday, October 21 from 11am-2pm* Zombie Fun Run, Bon Air Park*
- Saturday, January 20 from 11am-2pm* Paint, Build Create, Fairlington CC
- Saturday, April 21 11am-4:30pm* Arlington Palooza, Alcova Heights*

*Times and locations are subject to change. Times listed are the approximate times of the actual event. Volunteering efforts may be needed before or after the event.

Inclusion Supports for Enjoy Arlington Classes

TR Programmer: Cat Trovato and Robyn Mitchell

Modification requests can be made in advance to enable us to plan for the best type of support or assistance. Based on requests, demonstrated need and available resources, we can provide various inclusion support for participants with disabilities enrolled in a general recreation programs offered in the Enjoy Arlington Class Catalogue (EACC). We can also offer consulting support for contracted programs offered in the EACC. We do not have access to rosters when contractors do their own registrations (camps and some classes). Please make sure to contact the contractor directly with any modification requests you have and then let us know once you have signed up. With your written permission we can send along any modification support plans we have on file at your request.

Visit our website for more programs and information:
<http://parks.arlingtonva.us/therapeutic-recreation/>

Employment Study Results

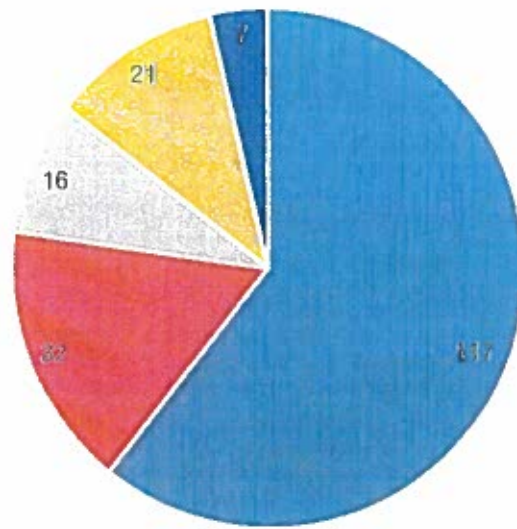
DD Committee

09/12/2017

Current Status

Current Status	Individuals
Day Support	117
Group Supported Employment	32
Individual Supported Employment	16
Meaningful Day	21
Employed With No Supports	7
Total	193

Current Status

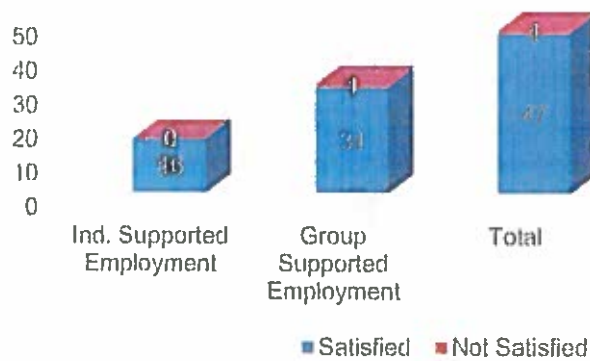


- Day Support
- Group Supported Employment
- Individual Supported Employment
- Meaningful Day
- Employed With No Supports

Individual and Group Supported Employment Statistics

Setting	Satisfied with Employment Opportunity		
	Yes	No	Total
Individual Supported Employment	16	0	16
Group Supported Employment	31	1	32
Totals	47	1 *See note below	48

Number Of Individuals Satisfied with Current Placement



Individuals Who Work Outside of Arlington Who Are Interested in Employment Opportunities Within the County

Yes	5
No	23
Total	28

Individuals Who Work Outside of Arlington Interested In Employment with the County

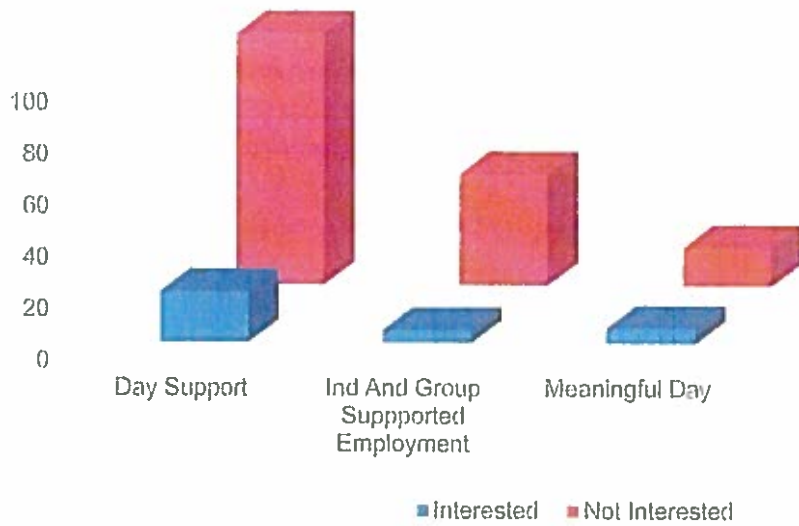


*Individual who is not satisfied works outside of Arlington County and is not interested in employment opportunities within the county

Summary Statistics

Current Status	Interested in Employment Opportunities	
	Yes	No
Day Support	20	97
Individual and Group Supported Employment	5	43
Meaningful Day	6 *See note below	15

Interested in Employment *



*The five individuals who are currently in a meaningful day program and interested in another opportunity indicated that they are interested in day support or employment opportunities.

Employment Models and Programs

Throughout this study, DDS reviewed several programs and models in Northern Virginia and other areas of the country. Some models are common and used in a variety of capacities. Below is a list of models and programs that DDS does not recommend implementing in Arlington County.

Enclave- This group supported employment model is popular among many providers in Northern Virginia, as well as other areas of the county. It typically consists of five or six individuals who work together, with support from a job coach, to complete a certain task. Although the group is usually working in an integrated setting, the employment model itself is not considered integrated because all individuals who are working in the group have a disability. This type of enclave is typically seen with janitorial tasks. If a provider has a 14 © certificate through the DOL, the provider is able to pay individual based on time studies; otherwise, all providers should pay minimum wage. DDS does not recommend this model because it does not meet the DARS standard for Competitive Integrated Employment. Additionally, the county has two enclave programs that are being redesigned to meet the changing regulations and standards.

Bakery/food service/culinary training- This model is used with some providers in Northern Virginia, but is not considered competitive and integrated. This same model is used in Texas; although under slightly different circumstances. The program/company is called Sweet Jam and the owner/chef of the program has a disability. All employees of the company, other than the individual's mom who serves as the job coach, has a disability. This model is also being used at a coffee shop in Wilmington, N.C. All employees, other than two managers, have a disability. While the two managers do not have a disability, the model is still not considered integrated because the individuals with disabilities are not working alongside employees without a disability performing the same job duties. The examples discussed here are not recommended by DDS; however, this model can be designed to be competitive and integrated (as seen in recommended models).

Assembly and packaging services- This program is being implemented at an agency in Charlottesville, VA. Persons with disabilities assemble and package jobs for regional companies. The on-site employment facility consists of a large production area where 15 individuals with disabilities work on assembling, packaging, and heat sealing for many regional companies. In the past, this agency paid workers sub minimum wage; however, their 14 c certificate is expiring at the end of the month, so individuals in this model will be paid minimum wage. Although individuals are paid at minimum wage, which is a factor in determining competitive, integrated employment, the work site itself is not integrated.

Electronics Recycling- This is a group supported employment program in Northern Virginia that offers electronic recycling to residential, commercial, local and federal government. In addition, the group does secure hard drive setting. The program employs people with disabilities but does pay minimum wage. Unfortunately, the provider is choosing to end this program next year as it is not able to meet the definition of integrated competitive employment. Because of this, DDS does not recommend replicating this model.

Employment Study- Questions for Vendors

1. Do you offer group supported or individual supported employment opportunities? Or Both?
2. Explain how your employment services stand out from other agencies in the NOVA region?
3. Do you have a particular employment model that is working well?
 - a. How is staff support utilized in that model?
 - b. What is the staff: client ratio?
 - c. What type of training do you offer to individuals? Initial and then on-going?
 - d. Are the individuals employed full time or part time?
 - e. Are individuals offered benefits? I.e. Health and/or retirement?
4. Do you offer planning around finances?
 - a. How do you balance hours/pay and how it relates to benefits?
 - b. Do you see that as your responsibility?
5. Do you have AbilityOne contracts?
 - a. Where are the contracts located? D.C., VA, MD?
6. When someone is receiving ISE, specifically job development, how does staff utilize that time?
i.e. using the computer for job searching, building community relationships, working on employable skills, etc.
7. How do you build partnerships in the community and have those partnerships benefited individuals seeking employment?
8. On average, how many hours of job coaching are you able to offer individuals once they are employed?
9. What changes to services have you made since the DOJ settlement agreement was released?
10. Have the AbilityOne contracts been affected by the WOIA regulations?

Cameron's Coffee and Chocolates

Background Information:

Cameron's Coffee and Chocolate's is the first business enterprise of the nonprofit foundation of Every1 Can Work. The business and nonprofit was founded by a family in Northern Virginia, Cameron Graham and her parents, Ellen and Jim Graham. Cameron graduated from Fairfax County Public Schools and completed a culinary program at the Davis Vocational Program. Before Cameron's Coffee and Chocolate's, Cameron was competitively employed at Giant but was not using the skills she learned and perfected while in culinary school. The lack of skill development, coupled with the fact that Jim and Ellen were dissatisfied with other community-based employment programs in Northern Virginia, motivated the Graham's to research community based employment models. Their research took them to many different areas of Virginia and well as Martha's Vineyard. After visiting a chocolate shop in Martha's Vineyard, the Graham's decided to pursue a business endeavor that involved coffee and chocolate. After many years of research, planning, and developments, Cameron's Chocolates opened its doors in October of 2013.

Employment Model:

Cameron's Coffee and Chocolate is a group supported employment model that has been assessed by DARS to be competitive, integrated employment. Cameron's Chocolates employs both people with disabilities and without to work side by side at the chocolate and coffee shop. The individuals with a disability are paid \$7.50 hr and have the opportunity to work up to 30 hrs per week; 21.5 of those hours are paid. The other remaining hours are used for a half hour lunch, two fifteen minute breaks, skill development and travel training. However, since Cameron's Coffee and Chocolates is first and foremost a business, if extra hours of work are needed, the individuals are required to work over the 21.5 hrs. To assist individuals at the work site, Cameron's Coffee and Chocolates hires both full time and part time job coaches who have experience in the disability field. These job coaches work with the individuals in a 1:4 ratio throughout the entirety of the shift. Employees without disabilities are not expected to provide job coaching services. Individuals who work at Cameron's are responsible for coordinating their own transportation, i.e. Metro Access, public transportation, or Uber.

Funding Sources:

Cameron's Coffee and Chocolates is part of the Fairfax Regional Agreement and has a negotiated rate for group supported employment under the agreement. Cameron's also accepts self-directed funding; however, an individual with self-directed funding is only able to attend, on average, two days per week. CCC is not a Medicaid provider and therefore, does not accept the Medicaid Waiver and individuals are not able to access Logisticare for transportation services.

Pathways to Careers

The Pathways Employment Model

The Pathways to Careers Initiative relies upon state-of-the-art employment strategies to ensure both that these employment opportunities are available across a broad range of community settings and that ongoing assistance is provided to support employment retention and meaningful career development. Private, nonprofit and public employers are provided an incentive to hire and retain individuals with significant disabilities. Pathways is characterized by principles of individualization and flexibility, informed choice and transparency, and long-term accountability. Pathways' philosophy assumes that each participant can be presented an informed choice of employment options that includes integrated, competitive and full wage employment in the community.

Discovery

Discovery is the first step of the Pathways to Careers process and is a central concept in informed career choices for participants. The 4 to 6-week Discovery process serves to explore the unique qualities and strengths of each participant. Throughout this process, vital information regarding job-related interests, conditions and contributions is captured to be used in helping the participant to define an ideal career path. Serving as alternative to comparative vocational assessment and evaluations, Discovery embraces a "presumed readiness" policy and allows the Pathways to Careers program to begin to facilitate real and meaningful informed career choices for individuals with disabilities.

This participant-centered process examines the participant's life, preferences, interests, talents and aspirations. The process engages family members, friends, educators, colleagues and other significant acquaintances to learn about the participant in various settings. Pathways Career Navigators observe and participate with individuals engaging in typical life activities to gain a more in-depth understanding of participant skills and interests. Through this process, participant's life skills are translated into potential contributions to employers.

Upon completion of Discovery, a descriptive Profile is developed for each participant that captures the findings of Discovery and provides the basis for the Internship Plan or Employment Plan, including a Customized Plan for Employment. The Profile documents provide Pathways staff with the information necessary to effectively match participants to paid internships or employment, Customized Employment, as chosen by the individual.

Pathways Internships and Employment

A paid internship, following Discovery, enables the Pathways participant to pursue career interests, further identify conditions for success and strengthen their skills in an interest area, all within a work setting. This experience provides valuable opportunities to learn about their skills, preferences, and needs for success. This information is of great value not only to the participant, but to the business as well.

The paid internship serves as a unique opportunity for the participant and the business to learn about each other. The Pathways participant learns about the conditions of employment and the full range of

**Arlington County Community Services Board
Developmental Disabilities Committee**

2017 – 2018 Meeting Schedule
First Wednesday of each month
6:30 – 8:30 pm
(Unless otherwise announced)

Meeting Location: 2100 Washington Blvd
Arlington, VA 22204
Lower Level Conference Room B
(unless otherwise announced)

September 05, 2017	CSB/DD Committee New Member Orientation
September 12, 2017	Employment Study: Part 1 of 2 <ul style="list-style-type: none">• Needs Assessment and Proposed Models
October 4, 2017	Employment Study: Part 2 of 2 <ul style="list-style-type: none">• Discussion County Budget Priorities Memorandum(s) of Understanding <ul style="list-style-type: none">○ Arlington Public Schools (APS)○ Department for Aging and Rehabilitative Services (DARS)
November 1, 2017	State Budget Priorities Commonwealth Coordinated Care Plus <i>new statewide managed Medicaid care program</i> DBHDS Dental Program – Overview
December 6, 2017	Self-Directed Services
January 3, 2018	No Meeting
February 7, 2018	County Budget Advocacy
March 7, 2018	TBD
April 4, 2018	TBD
May 2, 2018	Program Reviews
June 6, 2018	Program Reviews/Part 2 – (Tentative)
July 4, 2018	Will be rescheduled or cancelled due to holiday (TBD)
August 1, 2018	No Meeting

Arlington County Community Services Board
Developmental Disabilities Committee
Membership Roster
2017-2018

CHAIR

Carol Skelly

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