



### Who We Are

*Title of Project, Name of Lead Entity, Partner, Counties in Indiana we are impacting.*

Title of Project: Championing Innovative Employment Supports  
Name of Lead Entity: Developmental Services, Inc.  
Partner Entity: Easterseals ARC Northern Indiana  
Impacted Counties: Howard, Miami, Bartholomew, Monroe, Greene, Daviess, Allen, Dekalb, Steuben, Cass, Carroll, Tipton, Henry, Jefferson, Jennings, Jackson, Martin, Knox

### What We Expect if We Achieve our Vision

*Expected short-term and long-term outcomes; and positive impacts on individuals if your project successfully carries out these actions.*

#### Short term outcomes:

- Develop local Business Champions at participant's place of community employment
- Provide training and financial incentives for community employers in order to best support participants with on the job supports
- Business Champion will provide paid on the job supports while partnering with the participant's employer

#### Long term outcomes:

- Leverage the job coach position in order to provide employment supports to more Hoosiers
- Leverage the job coach position and reduce the number of individual's on the wait list for employment services
- Leverage the job coach position to increase the number of participants on their caseloads

#### Positive Impacts:

- Increase of Hoosiers receiving employment support services
- Reduction of individuals on the Vocational Rehabilitation wait list
- Provide a supportive partnership between the participant, job coach, and Business Champion. This leads to successful job placements and employment longevity for participants
- Increase education and awareness of community employment for the IDD population

### What We Will Do

*Specific actions your agency will take to carry out pilot project.*

- Establish baseline data that will explore our local community employers interest in becoming a Business Champion
- Provide training and support for the Business Champions. This will set the Business Champion up to successfully provide support for participants
- Job coaches will focus on fading and building relationships with the Business Champions. Job coaches will continue to provide up to two (2) hours of employment supports to participant and Business Champion a month
- Developmental Services Inc, will communicate regularly with local Vocational Rehabilitation offices to provide information on availability to take referrals

### How We Will Do It

*Plan and implementation*

- By utilizing surveying tools, we will explore the local community employers interest in becoming Business Champions. DSI has positive relationships with many local employers that will be an invaluable resource during this pilot program
- Business Champions will complete 2 online training modules through the DSI online training platform
- Business Champions will receive a quarterly reimbursement for their time and commitment to support their participants
- Participants will receive a quarterly incentive for their time and commitment to the IPP
- Job coaches will work with the local employers to best understand their needs and help determine if this model will be successful

### What Will Result

*Long-term goals to transform services and/or better support individuals.*

- Increase the amount of Hoosiers served in community employment, which will reduce the wait list for services
- Increase the amount and availability of on the job supports for participants. With the Business Champion model the support is built into that individuals work day as needed
- Leverage the job coaches availability to continue to provide quality services to additional Hoosiers
- Increase the number of employer based Business Champions within our Hoosier communities

### What We Want to Avoid

*Outcomes that may take away from the vision and will serve as "red flags" to consider course correction.*

- Participants not receiving needed employment supports from the Business Champion
- Participants not reaching their community employment goals
- Participants not maintaining employment longevity
- Local employers not interested in participating as a Business Champion

