

System Recommendations

1. Rebalance the system that serves persons with intellectual and developmental disabilities by expanding cost-effective policies honoring the current and future choices of individuals to live in the most integrated setting to meet their needs, identifying and providing supports and services to meet the needs of persons when and where they need them, and transferring the savings so that more persons with disabilities have the opportunity to be included in their communities.
2. Develop and implement strategies that address the needs of families in crisis to prevent the unnecessary placement of children in any institutional setting.
3. Address the direct support workforce shortage by collecting and analyzing trends regarding workforce demographics and wages, developing and promoting a peer support workforce, expanding consumer direction, and restructuring payment methodologies to ensure that the legislature has the ability to set direct service wages at levels commensurate with the value and scope of the service.

Special Focus Section – Education and Employment Recommendations

1. Develop a methodology to track services and employment outcomes for persons with intellectual and developmental disabilities across agencies and programs with broad agency and stakeholder input.
2. Ensure that the planning process for individualized education services and supports for students with disabilities is person and family centered and directed, information about real work options is discussed early and often during the transition process, and that options considered by students, families and school personnel include supported work-study, internships, community activities, mentoring programs, local and state post-graduation resources and community living options.
3. Identify systemic barriers that prevent some persons with disabilities from achieving competitive employment in integrated settings including agency policies and procedures, practices, and financing structures and develop implementable strategies to remove those barriers and improve outcomes.
4. Expand the number of employers interested in hiring persons with developmental disabilities by continuing to disseminate information and training materials about common reasonable accommodations, tax incentives, best practices and benefits of employing persons with developmental disabilities.