



## Final Summative Assessment: September 2020-July 2021

### AoD Disability Employment TA Center

September 2021

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## I. Project Overview and Evaluation Overview

In September 2020, the Administration on Disabilities (AoD) within the Administration for Community Living (ACL), awarded The Lewin Group and TASH (Lewin/TASH) a five-year contract to support the establishment of the Disability Employment Technical Assistance Center (referred to as the “TA Center”). The TA Center provides evidence-based technical assistance (TA) to the following AoD grantees:

- Federally-funded Centers for Independent Living (CIL)
- State Councils on Developmental Disabilities (Council)
- University Centers for Excellence in Developmental Disabilities in Education, Research, and Services (UCEDD)
- State Protection and Advocacy Systems (P&A)
- Traumatic Brain Injury State Partnership Programs (TBI Grantee)

The TA Center offers tools, skills, and strategies for AoD grantees interested in promoting systems change to improve competitive, integrated employment (CIE) outcomes and economic advancement of individuals with disabilities.

As part of Task 1.c of the contract, Lewin conducts an ongoing evaluation of the TA Center’s activities to provide continuous feedback on TA efforts and measure the impact of TA provided to grantees. In April 2021, Lewin submitted an evaluation plan detailing the evaluation framework, data collection and analysis processes, and the reporting products. The evaluation logic model is located in **Appendix A**.

One of the reporting products included in the evaluation plan is this summative assessment that documents the activities completed during September 2020 to July 2021 of the base year. Activities from August to September 2021 of the base year will be included in the summative assessment for the period of August 2021 to July 2022.

## II. Foundation of the Technical Assistance (TA) Center: Inputs

During the base year, Lewin/TASH developed the foundation of the TA Center by identifying strategic partnerships and subject matter experts (SMEs), assembling the Grantee Representative Work Group (Work Group), and constructing the TA Center website. These foundational inputs provided guidance to the TA Center’s team in implementing and refining a flexible TA strategy based on the ongoing needs of AoD grantees.

### A. National Subject Matter Expert (SME) Pool and TA Partners

Throughout the duration of the base year, the TA Center’s team assembled a pool of 70 SMEs reflecting expertise related to AoD grantee organizations, CIE, and other issues pertaining to the economic advancement of people with disabilities. The list of SMEs by affiliation is located in **Appendix B**. The TA Center employed a flexible and responsive approach in expanding the SME list based on the emerging needs of AoD grantees and additional SME suggestions received.



The 70 SMEs included individuals from other AoD grantee TA partners with which the TA Center established strategic partnerships. These strategic partnerships with other AoD grantee TA partners provided support for developing TA offerings relevant to specific grantee types as well as for disseminating available TA offerings to specific grantee types.

Over the duration of the base year, the TA Center collaborated with 33 of the 70 SMEs available to conduct the following activities: technical resource development, direct grantee TA, Community of Practice (CoP) webinar presentations, and Results & Innovation in Systems Excellence (RISE) Peer Action e-Learning Communities (RISE e-learning communities).

## **B. Grantee Representative Work Group**

The TA Center’s team established a Work Group composed of 15 members representing CILs, Councils, P&As, TBI programs, and UCEDDs who provided feedback on the TA Center’s strategic plan, goals, activities, and anticipated outcomes. A list of Work Group member names and affiliation is located in **Appendix C**.

The TA Center’s team invited applications for the Work Group between December 15, 2020 and January 29, 2021. The TA Center’s team announced the start of the new TA Center as well as the opportunity to submit applications for Work Group membership during two National Stakeholder Information Exchange sessions on December 15, 2020 and January 13, 2021.

The selection committee, composed of AoD staff members and members of the TA Center’s team, reviewed the 41 applications received. The committee selected 15 Work Group members and four alternate members in accordance with the following criteria in **Exhibit 1**.

| <b>Exhibit 1. Work Group Selection Criteria</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><i>Note: Criteria with asterisks indicate inclusion in the request for proposal (RFP).</i></p> <ul style="list-style-type: none"><li>• At least 50% of the total members affiliated with Centers for Independent Living (CIL)*</li><li>• At least 25% of the total members affiliated with State Developmental Disabilities Councils (Council)*</li><li>• At least one member (or at least two members if the size of the group exceeds 20 individuals) affiliated with University Centers for Excellence in Developmental Disabilities, Education, Research &amp; Service (UCEDD)*</li><li>• At least one member (or at least two members if the size of the group exceeds 20 individuals) affiliated with State Protection &amp; Advocacy Systems (P&amp;A)*</li><li>• At least one member (or at least two members if the size of the group exceeds 20 individuals) affiliated with TBI State Partnership Programs (TBI Program)*</li><li>• At least 50% of members with lived experience of various disabilities</li><li>• 20% of members of individuals with strong experience developing CIE systems change efforts through either policy, program, or practice approaches</li></ul> |

Over the course of the base year, the TA Center’s team met with the Work Group members four times to discuss the TA Center’s activities and receive feedback on upcoming plans. A list of meeting dates and key discussion topics is located in **Appendix D**.

## **C. Website, Resource Clearinghouse, and e-Learning Platform**

The [TA Center’s website](#) serves as a central location for accessing information about the TA Center and the five AoD grantee types, video archives of past webinars, descriptions of upcoming



events and TA opportunities, and a Resource Clearinghouse with materials relevant to disability employment. The structure of the website includes two tiers:

- **Tier 1:** Includes publicly accessible resources and programming, such as the National Community of Practice (CoP) events and the Resource Clearinghouse
- **Tier 2:** Includes the Learning Management System (LMS) that houses the e-Learning platform with on-demand courses and networking opportunities that are only accessible to individuals who are staff members of AoD grantees

The TA Center’s team, in collaboration with [MPressed](#), launched Tier 1 of the website on March 12, 2021. The TA Center expects to launch Tier 2 of the website, the LMS, in Option Year 1.

To assess the effectiveness of the website, the TA Center’s team reviews monthly metrics from the website contractor. Monthly metric documents include data points such as the number of unique visitors to the website, average amount of time spent on the website per user, number of page views, and most commonly visited pages (see Section III.F).

### III. TA Activities, Outputs, and Outcomes

This section provides an overview of the various TA activities that have occurred between September 2020 and July 2021 and includes information, such as the date of events, target grantee audience, attendance metrics, topics of focus, and post-event survey results, if available. Following the infrastructure development of the TA Center as described in Section II, the TA Center officially launched TA in March 2021 with the launch of the website and the first National Community of Practice (CoP) monthly webinar.

#### A. National Community of Practice (CoP)

Starting in March 2021, the TA Center’s team began to hold monthly National CoP webinars that are collaborative learning opportunities for all AoD grantees and other stakeholders. Webinars feature speakers from all AoD grantee types as well as relevant stakeholders collaborating with AoD grantees to advance CIE. A list of the five CoP webinars held between March and July 2021 is located in **Exhibit 2**.

**Exhibit 2. CoP Webinar Dates, Names, and Speakers**

| Date           | Event Name                                                                                                                     | Speaker Organizations                                                                                                                                                                                                                                                                                                                                              |
|----------------|--------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| March 15, 2021 | Collaboration: The Power of Partnerships                                                                                       | <ul style="list-style-type: none"> <li>• Able South Carolina (CIL)</li> <li>• TN Council on Developmental Disabilities (Council) and Vanderbilt Kennedy Center (VKC) University Center of Excellence in Developmental Disabilities (UCEDD)</li> <li>• Disability Rights Louisiana (P&amp;A)</li> <li>• Rehabilitation Hospital of Indiana (TBI Program)</li> </ul> |
| April 13, 2021 | Innovate 2 Motivate: Designing & Scaling Innovative Models to Help People with Disabilities Achieve CIE & Economic Advancement | <ul style="list-style-type: none"> <li>• Access Alaska (CIL)</li> <li>• Rhode Island Council on Developmental Disabilities (Council) &amp; University of Georgia (UCEDD)</li> <li>• Colorado Mindsource Brain Injury Network (TBI Program)</li> </ul>                                                                                                              |



| Date          | Event Name                                                                                                                           | Speaker Organizations                                                                                                                                                                                                                                                                                      |
|---------------|--------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| May 11, 2021  | Working4Inclusion: Strategies for AoD Grantees in Supporting Job Seekers with Disabilities to Leverage American Job Centers          | <ul style="list-style-type: none"> <li>Atlanta Regional Commission (American Job Center)</li> <li>Ohio Linking Employment, Abilities, and Potential (CIL)</li> <li>Institute for Community Inclusion at University of Massachusetts, Boston (UCEDD)</li> </ul>                                             |
| June 8, 2021  | Collaboration. Celebrating Olmstead: It's Time for 14(c) Phase-Out: Lessons Learned from Advancing Legislation & Leaving the Shop    | <ul style="list-style-type: none"> <li>Center for Public Representation</li> <li>Washington State Council on Developmental Disabilities (Council)</li> <li>Community Employment Alliance in Washington State</li> <li>Panel of Self-Advocates from Washington State, Rhode Island, and Maryland</li> </ul> |
| July 13, 2021 | Reflecting on the Americans with Disabilities Act (ADA): Advancements in Technological Support Solutions on the Job in a COVID World | <ul style="list-style-type: none"> <li>Jennifer White, ABLE Opportunities</li> <li>National Assistive Technology Act Technical Assistance and Training (AT3) Center</li> </ul>                                                                                                                             |

Prior to each event, the TA Center’s team sends several e-mail announcements via the TA Center’s listserv as well as to all AoD grantee executive directors. At the end of the event, the TA Center’s team disseminates the link to the post-event survey, which includes questions related to key metrics to assess the effectiveness, relevance, and engagement of the event. A sample of the post-event survey is located in **Appendix E**.

Starting with the May 2021 webinar, the TA Center’s team also began office hours on the Friday following the CoP webinar. The office hours are opportunities for small-group discussions between participants and the presenters to talk through challenges and identify strategies in response to barriers.

*“Excellent presentations and information that [our] DD Council can consider with our new Employment Goal and Objectives in 2022-2026 State Plan.”*  
 – Council attendee (March CoP webinar)

*“I like hearing the stories of success around employment from different parts of the country. Although our goals are similar how we accomplish them can be vastly different and there is always something new and exciting coming out of these events for me.”*  
 – CIL attendee (April CoP webinar)

*“I particularly enjoyed the presentations by Jennifer and Michael. What great ambassadors for technology supports they are!”*  
 – UCEDD attendee (July CoP webinar)

For each monthly webinar, the TA Center’s evaluation team tracks data points, such as number of registrants, number of attendees, attendee affiliation, number of attending AoD grantees, and responses to the post-event survey questions. A snapshot of the trends across all webinars held from March to July 2021 can be found in the following Smartsheet dashboard: [https://bit.ly/BY\\_DETAC\\_CoPDashboard](https://bit.ly/BY_DETAC_CoPDashboard).<sup>1</sup> Detailed metrics disaggregated by webinar are located in **Appendix F**.

Overall, the registration and attendance data reflect a steady increase in the number of registrants and attendees at each event as the TA Center continued to increase the visibility of its events and TA offerings. The evaluation team attributes the steady increase in registrants and attendees to the

<sup>1</sup> Note: A Smartsheet account is not necessary to access the dashboard.



social media presence of the TA Center, regular newsletters from the TA Center to subscribers, and support from AoD project officers in disseminating TA Center announcements to their respective grantees.

The post-event data reflect the extensive value of the CoP webinars held. Nearly all respondents reported a high level of engagement, satisfaction, and relevance of the CoP webinar content to their day-to-day work. Additionally, nearly all respondents committed to actions to advance CIE in their own organization, such as sharing and discussing some of the information they learned and implementing key learnings into their organization's activities.

#### Key Attendance Data Points for CoP Webinars Held from March to July 2021

136 AoD grantees sent at least one representative of their organization to at least one of the webinars. The breakdown by grantee type includes:

- 62 CILs (18%)
- 18 Councils (32%)
- 27 P&As (47%)
- 12 TBI programs (44%)
- 17 UCEDDs (25%)

\*Note, percentages are based on the following totals: 352 CILs, 56 Councils, 57 P&As, 27 TBI grantees, and 67 UCEDDs as included in the Statement of Work (SOW)

#### Key Post-Event Survey Data Points for CoP Webinars Held from March to July 2021

- **99%** of respondents found webinars valuable in terms of providing new information, strategies, and ideas that could directly help them in their work
- **97%** of respondents were satisfied with the webinars (includes "very satisfied" and "somewhat satisfied" answers)
- **95%** of respondents were engaged during the webinars (includes "very engaged" and "somewhat engaged" answers)
- **96%** of respondents committed to sharing and discussing some of the information that they learned on webinars with their colleagues
- **94%** of respondents committed to implementing one or more key learnings from today's event into my organization's work around employment and economic advancement of individuals with disabilities
- Respondents reported a **median of two points of knowledge increase** before and following webinars (on a ten-point scale).

### ***B. Results & Innovation in Systems Excellence (RISE) Peer Action e-Learning Communities***

RISE e-learning communities are small, time-limited, outcome-oriented virtual working groups focused on accomplishing specific milestones. Between March and July 2021, the TA Center's team launched two RISE communities and prepared for the launch of one additional RISE community scheduled for the remainder of the base year. Further information about the three RISE communities are located in **Exhibit 3**.



**Exhibit 3. RISE Communities: Timeline, Status, Target Grantee Type, Topics of Focus, and AoD Grantee Participants**

| Months Held               | Status      | Target Grantee Type                               | Topic of Focus                                                                                                                                                            | AoD Grantee Participants                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|---------------------------|-------------|---------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| April – August 2021       | In Progress | Councils                                          | Advancing Council Strategic Planning Processes to Accelerate Systems Change focused on CIE and Socioeconomic Advancement of People with Disabilities                      | <ul style="list-style-type: none"> <li>• Kansas Council on Developmental Disabilities</li> <li>• New York State Developmental Disabilities Planning Council</li> <li>• District of Columbia Developmental Disabilities Council</li> <li>• Puerto Rico Developmental Disabilities Council</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| July – December 2021      | In Progress | All Grantees                                      | Building Back Better: Reinventing Our Approach to CIE                                                                                                                     | <ul style="list-style-type: none"> <li>• Center for Independent Living of Broward and Gulf Coast (CIL)</li> <li>• Rural Center for Independent Living and Do Drop In (CIL)</li> <li>• Accessible Resources for Independence Inc. (CIL)</li> <li>• Disability Network Wayne County Detroit (CIL)</li> <li>• Tri-County Independent Living (CIL)</li> <li>• DC Developmental Disabilities Council (Council)</li> <li>• North Carolina Council on Developmental Disabilities (Council)</li> <li>• Florida Developmental Disabilities Council (Council)</li> <li>• Disability Rights New Jersey (P&amp;A)</li> <li>• Disability Law Center of Alaska (P&amp;A)</li> <li>• Alabama Disabilities Advocacy Program (P&amp;A)</li> <li>• Georgia Advocacy Office (P&amp;A)</li> <li>• University of Southern Mississippi Institute for Disability Studies (UCEDD)</li> <li>• University of Connecticut UCEDD (UCEDD)</li> </ul> |
| September – December 2021 | Upcoming    | All Grantees, with CILs at preferred registration | Walking the Walk: Prioritizing Diversity, Equity and Inclusion in Organizational Culture and Programming to Support People of Color with Disabilities Achieve Maximum CIE | <ul style="list-style-type: none"> <li>• Participants to be determined following the launch of the RISE community</li> <li>• Anticipated launch in September 2021</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |

The TA Center’s team created an additional dashboard to use as a tool to monitor change in CIE over time at a national and state level that serves as a centralized place for select data points from



Office of Disability Employment Policy (ODEP)'s Data and Resources to Inspire a Vision of Employment (DRIVE) tool. While participation in the RISE communities cannot solely account for changes in CIE outcomes, the TA Center's team hopes to use the dashboard as a mechanism to educate and observe changes through RISE community participation. CIE data and trends from the states where AoD grantee participants of RISE e-learning communities as well as national-level data can be found in the following Smartsheet dashboard:

[https://bit.ly/BY\\_DETAC\\_CIEtrendsDashboard](https://bit.ly/BY_DETAC_CIEtrendsDashboard).

*"We made a ton of progress. Our new goals for the next five years are strategic and meet a unique need that no other organization in DC is meeting. They will lead to real change."*

– DC Council

*"To the best of my knowledge, our agency has never had a meeting or conversation with anyone from Adult Career and Continuing Education Services-Vocational Rehabilitation (ACCES-VR) in this state.*

*Serena and Amy had suggested we contact someone in this state who has done a lot of work on employment projects for people with intellectual and developmental disabilities (I/DD). We had a very productive first meeting with this individual and he then put me in touch with the Deputy Commissioner for ACCES-VR. We had one meeting and I already have a potential project idea to develop self-employment opportunities for people with I/DD."*

– NYS Council

*"I think that there are numerous success stories from Kansas Council on Developmental Disabilities' (KCDD) participation in the RISE e-learning community, but perhaps the most salient success beyond getting numerous state agency stakeholders at the same table to discuss adequate reimbursement rates for Supported Employment, is the commitment from the state to ensure that the reimbursement rates will, in fact, be raised along with an exploration of alternative funding mechanisms allowing for the expansion and building of capacity of supported employment providers."*

– KS Council

*"We have developed objectives that will help us lay the groundwork, empowering Puerto Rico's I/DD population to establish a coalition to work on a variety of issues including the discussion of pro-employment legislation."*

– PR Council

### **C. On-Demand TA**

The TA Center's team offers on-demand TA upon request from AoD grantees. Between March and July 2021, the TA Center's team received three TA requests. Additional information about the organization requesting TA, the AoD grantee type of the organization, description of TA requested, and description of TA provided is located in **Exhibit 4**.





### Exhibit 4. Summary of TA Requests

| Date of TA Request | Organization Requesting TA                                                                                             | AoD Grantee Type                                                   | Description of TA Requested and Support Provided                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|--------------------|------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4/13/21            | Securing Employment and Economic Keys to Stability (SEEKS) Grant (Colorado Division of Vocational Rehabilitation (VR)) | N/A                                                                | <ul style="list-style-type: none"> <li>• <b>Request:</b> The SEEKS grant administrator requested support in development of a social media campaign to bolster enrollment of Supplemental Security Income (SSI)/Social Security Disability Insurance (SSDI) applicants.</li> <li>• <b>Response:</b> Due to the SEEKS grant not being a AoD grantee, the TA Center’s team could not offer extended TA. However, the TA Center’s team sent suggested social media campaign tips based on the team’s knowledge and experience.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                              |
| 4/22/21            | Virginia Council on Developmental Disabilities                                                                         | Council                                                            | <ul style="list-style-type: none"> <li>• <b>Request:</b> The Virginia Council requested TA clarification regarding whether or not a VR waiting list could be considered as fulfilling the “payer of last resort” requirement of the 1915(c) waivers. This would impact whether individuals who are eligible for the waiver and on a VR waiting list are able to immediately access supported employment services via the waiver.</li> <li>• <b>Response:</b> The TA Center’s team provided additional information to the grantee that in Virginia, in order to be eligible for supported employment services through the waiver, an individual needs to be denied or determined not eligible for services through VR. The TA Center’s team noted that VR services and Medicaid are both considered the payer of last resort and provided input on how to work through that policy barrier in the state.</li> </ul> |
| 6/11/21            | North Carolina team composed of AoD grantees and other stakeholders                                                    | All Grantee Types: CIL, Council, P&A, TBI State Grantee, and UCEDD | <ul style="list-style-type: none"> <li>• <b>Request:</b> During the June CoP webinar and office hours, the North Carolina team learned about the Washington State Council’s involvement with the family mentoring program that provided support to families with a loved one with I/DD pursuing CIE. A North Carolina team composed of AoD grantees and other stakeholders reached out to the TA Center’s team to request further information on the family mentoring program as part of a key strategy needed in a newly developed Olmstead case.</li> <li>• <b>Response:</b> The North Carolina Council on Developmental Disabilities applied to participate in the RISE learning community, Building Back Better, where the TA team will provide future TA in response to this request.</li> </ul>                                                                                                              |

#### ***D. Resource Development***

The TA Center’s team, with the support of project SMEs, brainstormed and began development of a total of 20 resources focused on specific topics pertaining to CIE that will be publicly published on the TA Center’s website. Additional information about the target audience, topic, and status of the resources is available in **Exhibit 5** (written resources).

The exhibits provide information on the topic of each resource and course, as well as the target audience (e.g., all grantees or one specific grantee type). The evaluation team will report on data points related to the resources, such as number of times that individuals accessed the written resources on the TA Center website in the summative assessment for the period of August 2021 to July 2022.



### Exhibit 5. Base Year Written Resources

| Audience            | Resource Number | Topic                                                                                                                                                                           |
|---------------------|-----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>CILs</b>         | 1               | Guiding Principles for Embedding Employment into Center for Independent Living (CIL) Core Services                                                                              |
|                     | 2               | How Centers for Independent Living (CIL) can Promote Competitive, Integrated Employment: Developing Successful Strategic Partnerships                                           |
|                     | 3               | Ways Centers for Independent Living (CILs) can Engage with the Workforce System to Support Jobseekers with Disabilities Attain Employment                                       |
|                     | 4               | Employment Readiness Assessment                                                                                                                                                 |
| <b>Councils</b>     | 1               | Employment First (Part 1): An Overview of Strategies for Promoting & Furthering Employment First Goals                                                                          |
|                     | 2               | Employment First (Part 2): Working with Other Partners in the Developmental Disabilities Network and Beyond to Further Employment First Systems Change                          |
|                     | 3               | Supporting Competitive, Integrated Employment as a part of Value-Based Design in Managed Long-term Supports and Services (MLTSS) States                                         |
|                     | 4               | How Councils can Invest Effectively in Employment Systems-Change & Provider Transformation Efforts                                                                              |
| <b>UCEDDs</b>       | 1               | Leveraging the Trust: The Role of University Centers for Excellence in Developmental Disabilities (UCEDDs) in Facilitating Competitive Integrated Employment Outcomes           |
|                     | 2               | Blueprint/Roadmap to Developing a CIE Competency Training Program within Your University Centers for Excellence in Developmental Disabilities (UCEDD)                           |
| <b>P&amp;As</b>     | 1               | Legal Foundations of Supporting Employment of People with Disabilities                                                                                                          |
|                     | 2               | Why Disability Rights Organizations Should Undertake Systemic Reform Initiatives to Promote Competitive, Integrated Employment                                                  |
| <b>TBI Grantees</b> | 1               | Fact Sheet 1: Employment Strategies for Individuals with Brain Injury – Increasing Your Employment Success                                                                      |
|                     | 2               | Fact Sheet 2: Working After Brain Injury - Increasing Employment Success                                                                                                        |
| <b>All Grantees</b> | 1               | Using Discovery as a Tool to Increase Employment and Decrease Poverty in Partnership with Centers for Independent Living                                                        |
|                     | 2               | The Assistive Technology & Employment Toolkit: A Resource for Supporting Individuals with Disabilities Utilize Technology to Pursue & Sustain Competitive Integrated Employment |
|                     | 3               | Promoting Employment: A Resource for Self-Advocates                                                                                                                             |
|                     | 4               | Myth-Busters: Tactics for Dispelling Myths with Families & Self-Advocates about the Risks and Dangers of CIE                                                                    |
|                     | 5               | Returning to, Reinventing, and Reframing Employment for People with Disabilities                                                                                                |
|                     | 6               | Looking Inwardly: Assessment of your Organization’s Current Culture for Promoting a Diverse, Equitable and Inclusive Workforce                                                  |

### **E. Website and Resource Clearinghouse**

The TA Center’s team collaborated with the website contractor to obtain monthly and overall website metrics. The following Smartsheet dashboard provides a snapshot of overall base year metrics from March 2021 (launch of the website) to July 2021 as well as month-by-month metrics displayed in graphs: [https://bit.ly/BY\\_DETAC\\_WebsiteDashboard](https://bit.ly/BY_DETAC_WebsiteDashboard). Metrics include number of



users accessing the website, number of sessions or visits to the website, number of pages viewed on the website, and most popular resources.

Between March and July 2021, the website has had increased traffic each month, likely as a result of continued advertisement of the website through monthly CoP webinars, social media, and AoD project officer dissemination.

| Key Evaluation Data Points for TA Center Website from March to July 2021                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>6,944</b> total users, of which there were <b>6,604</b> unique users, accessed the website <b>7,234</b> times and viewed <b>12,399</b> pages in total | The most popular resources included: <ol style="list-style-type: none"><li>1. Department of Health and Human Services (DHHS) Launches Hotline to Improve Access to COVID-19 Vaccines for People with Disabilities (141 visits)</li><li>2. Reflecting on the Americans with Disabilities Act (ADA): Advancements in Technological Support Solutions on the Job in a COVID World (43 visits)</li><li>3. The ADA And The End To Sheltered Workshops (26 visits)</li></ol> |

#### IV. Individual Grantee Profiles

This section includes five one to two-page profiles corresponding to each AoD grantee type. The profiles include information such as:

- Goals and barriers specific to this grantee type identified during the Landscape Assessment
- Written products, events, and individualized TA relevant to each grantee type
- Participation in TA Center activities from the grantee type

Grantee participation in TA Center activities are also summarized in the following dashboard: [https://bit.ly/BY\\_DETAC\\_GranteeParticipationDashboard](https://bit.ly/BY_DETAC_GranteeParticipationDashboard).





## Centers for Independent Living (CIL) Summative Assessment (September 2020-July 2021) Individual Grantee Profiles

### ***Overview of CILs and Their Roles in Promoting Competitive, Integrated Employment (CIE)***

To inform the direction of the TA Center, the project team conducted quantitative and qualitative analysis as part of the landscape assessment that identified current CIL initiatives pertaining to CIE and areas of further development. Key highlights include:

#### **Strengths**

- Promoting self-determination in the career-seeking process
- Supporting youth with disabilities in their transition to adulthood
- Employing a holistic focus encompassing multiple social determinants of health when supporting people with disabilities

#### **Challenges**

- Ensuring that State Independent Living Plans (SILPs) that impact the scope and focus of individual CILs within a state include a significant focus on employment
- Supporting people with disabilities in rural areas or economically depressed urban areas where there may be fewer employment options
- Balancing the dual role of providing employment supports and advocating for improved employment supports with stakeholders
- Educating potential partners and stakeholders about the role of CILs

### ***TA Center Offerings Targeted towards CILs***

The TA Center's team provided the following offerings targeted towards CILs:

- CIL Written Resource #1: Roles, Responsibilities & Strategies of CILs in Improving CIE Outcomes for People with Disabilities: Embedding Employment in all Core Services
- CIL Written Resource #2: CIL Employment Program Readiness Assessment Tool
- CIL Written Resource #3: Building Connections: Getting Started in Forming Strong Partnerships to Advance your CIL's Role in Promoting CIE
- CIL Written Resource #4: Infusing the Principles of Discovery Strategies into CIL Employment Programs

The TA Center will also launch two RISE e-learning communities targeted to CILs:

- Creating a Dynamic Employment Program within your CIL: Getting Started
- Walking the Walk: Prioritizing Diversity, Equity and Inclusion in Organizational Culture and Programming to Support People of Color with Disabilities Achieve Maximum CIE
  - *Note: This RISE e-Learning community was opened to all grantees due to additional available spaces following CIL sign-up.*



## Summative Assessment (September 2020-July 2021) Individual Grantee Profiles: CIL

### ***CIL Participation in TA Center Activities***

- **129 individuals affiliated with 62 CILs** have participated in at least one national Community of Practice (CoP) webinar between March and July 2021
- **CILs with the highest attendance at CoP webinars** included:
  - Center for Independent Living of Northwest Florida (4 webinars)
  - New Vistas (4 webinars)
  - Disability Network Southwest Michigan (3 webinars)
  - Independence, Inc. (3 webinars)
  - Northwest Georgia Regional Commission (NWGRC) (3 webinars)
  - Suncoast Center for Independent Living (3 webinars)
  - Western New York Independent Living (WNYL) (3 webinars)
- The following CILs participated in the Results & Innovation in Systems Excellence (RISE) Peer Action Learning Community, **Building Back Better: Reinventing Our Approach to CIE**, that was open to all AoD grantees:
  - Center for Independent Living of Broward and Gulf Coast
  - Rural Center for Independent Living and Do Drop In
  - Accessible Resources for Independence Inc.
  - Disability Network Wayne County Detroit
  - Tri-County Independent Living



## State Councils on Developmental Disabilities (Councils)

Summative Assessment (September 2020-July 2021)  
Individual Grantee Profiles

### ***Overview of Councils and Their Roles in Promoting Competitive, Integrated Employment (CIE)***

To inform the direction of the TA Center, the project team conducted quantitative and qualitative analysis as part of the landscape assessment that identified current Council initiatives pertaining to CIE and areas of further development. Key highlights include:

#### **Strengths**

- Providing outreach, education, and advocacy targeted towards individuals with intellectual and developmental disabilities (I/DD) and their families
- Providing technical assistance and investments in innovative models
- Building coalitions and collaborating with state partners and the DD Network
- Promoting of diversity, equity, and inclusion through Council membership selection criteria
- Influencing public policy at the state and federal level

#### **Challenges**

- Spreading awareness about the roles and contributions of Councils to external entities
- Prioritizing employment and economic advancement of individuals with I/DD within their strategic plan
- Influencing major policy reforms

### ***TA Center Offerings Targeted towards Councils***

The TA Center's team provided the following offerings targeted towards Councils:

- Council Resource #1: Employment First (Part 1): An Overview of Strategies for Promoting & Furthering Employment First Goals
- Council Resource #2: Employment First (Part 2): Working with Other Partners in the DD Network and Beyond to Further Employment First Systems Change
- Council Resource #3: Supporting CIE as a part of Value-Based Design in Managed Long-term Supports and Services (MLTSS) States
- Council Resource #4: How Councils Can Invest Effectively in Employment Systems Change & Provider Transformation Efforts

The TA Center also launched a RISE e-learning community, Advancing Council Strategic Planning Processes to Accelerate Systems Change focused on CIE and Socioeconomic Advancement of People with Disabilities, from April to August 2021. The TA Center plans to launch another RISE e-learning community, Walking the Walk: Prioritizing Diversity, Equity and Inclusion in Organizational Culture and Programming to Support People of Color with Disabilities Achieve Maximum CIE, which will be open to Councils.



## Summative Assessment (September 2020-July 2021) Individual Grantee Profiles: Council

### ***Council Participation in TA Center Activities***

- **46 individuals affiliated with 18 Councils** have participated in at least one national Community of Practice (CoP) webinar between March and July 2021
- Councils with the **highest attendance** at CoP webinars included:
  - New York State Developmental Disabilities Planning Council (4 webinars)
  - Nebraska Council on Developmental Disabilities (4 webinars)
  - West Virginia Developmental Disabilities Council (4 webinars)
- The following Councils participated in the Results & Innovation in Systems Excellence (RISE) Peer Action Learning Community, **Advancing Council Strategic Planning Processes to Accelerate Systems Change focused on CIE and Socioeconomic Advancement of People with Disabilities**, that was only open to Councils:
  - District of Columbia (DC) Developmental Disabilities Council
  - Kansas Council on Developmental Disabilities
  - New York State Developmental Disabilities Planning Council
  - Puerto Rico's Developmental Disabilities Council
- The following Councils participated in the RISE Community, **Building Back Better: Reinventing Our Approach to CIE**, that was open to all AoD grantees:
  - DC Developmental Disabilities Council
  - North Carolina Council on Developmental Disabilities
  - Florida Developmental Disabilities Council



## Protection & Advocacy Entities (P&A)

Summative Assessment (September 2020-July 2021)  
Individual Grantee Profiles

### ***Overview of P&As and Their Roles in Promoting Competitive, Integrated Employment (CIE)***

To inform the direction of the TA Center, the project team conducted quantitative and qualitative analysis as part of the landscape assessment that identified current P&A initiatives pertaining to CIE and areas of further development. Key highlights include:

#### **Strengths**

- Providing information referrals and self-advocacy assistance to individuals with disabilities and their families
- Providing trainings and coaching on effective self-advocacy with employers and colleagues in the workplace
- Possessing legal expertise that influences and informs public policy reform and policy guidance at the state level

#### **Challenges**

- Balancing dual roles with state entities and employers of building relationships with these stakeholders while acknowledging that these stakeholders may be on the opposing side of future legal cases from P&As
- Building relationships with other stakeholders such as state Vocational Rehabilitation (VR), school districts, or Medicaid home and community-based services (HCBS) authorities that may be hesitant to collaborate with a legal entity
- Addressing capacity, resource, and bandwidth challenges
- Combatting societal impressions from some family members and stakeholders against CIE that impedes the legal efforts of P&As

### ***TA Center Offerings Targeted towards P&As***

The TA Center's team provided the following offerings targeted towards P&As:

- P&A Resource #1: Legal Foundations Supporting Employment of People with Disabilities
- P&A Resource #2: Why Disability Rights Organizations Should Undertake Systemic Reform Initiatives to Promote CIE

The TA Center plans to launch another RISE e-learning community, Walking the Walk: Prioritizing Diversity, Equity and Inclusion in Organizational Culture and Programming to Support People of Color with Disabilities Achieve Maximum CIE, which will be open to P&As.





## Summative Assessment (September 2020-July 2021) Individual Grantee Profiles: P&A

### ***P&A Participation in TA Center Activities***

- **73 individuals affiliated with 27 P&As** have participated in at least one national Community of Practice (CoP) webinar between March and July 2021
- P&As with the **highest attendance at CoP webinars** included:
  - Disability Rights Michigan (5 webinars)
  - Georgia Advocacy Office (4 webinars)
  - Disability Law Center of Alaska (3 webinars)
  - Disability Law Colorado (3 webinars)
  - Disability Rights New Jersey (3 webinars)
  - Disability Rights Texas (3 webinars)
- The following P&As participated in the Results & Innovation in Systems Excellence (RISE) Peer Action Learning Community, **Building Back Better: Reinventing Our Approach to CIE**, that was open to all AoD grantees:
  - Disability Rights New Jersey
  - Disability Law Center of Alaska
  - Alabama Disabilities Advocacy Program
  - Georgia Advocacy Office



## Tramautic Brain Injury State Partnership Program (TBI Grantee)

Summative Assessment (September 2020-July 2021)  
Individual Grantee Profiles

### ***Overview of TBI Grantees and Their Roles in Promoting Competitive, Integrated Employment (CIE)***

To inform the direction of the TA Center, the project team conducted quantitative and qualitative analysis as part of the landscape assessment that identified current TBI grantee initiatives pertaining to CIE and areas of further development. Key highlights include:

#### **Strengths**

- Strategic positioning of TBI grantees to promote employment systems change, particularly due to their location within state government ecosystems
- Developing partnerships with other AoD grantees, advocacy organizations, and private sector groups
- Focusing on underserved populations of individuals with TBI

#### **Challenges**

- Combatting sociocultural and environmental barriers encountered by individuals with TBI in securing and sustaining CIE
- Accessing vocational rehabilitation (VR) services and collaborating with VR staff who may not have an understanding of TBI

### ***TA Center Offerings Targeted towards TBI Grantees***

The TA Center's team provided the following offerings targeted towards TBI grantees:

- TBI Grantee Resource #1: Fact Sheet 1: Working with Brain Injury – Increasing Your Employment Success
- TBI Grantee Resource #2: Fact Sheet 2: Working After Brain Injury - Increasing Employment Success

The TA Center plans to launch another RISE e-learning community, Walking the Walk: Prioritizing Diversity, Equity and Inclusion in Organizational Culture and Programming to Support People of Color with Disabilities Achieve Maximum CIE, which will be open to TBI grantees.



## Summative Assessment (September 2020-July 2021) Individual Grantee Profiles: TBI Grantee

### ***TBI Grantee Participation in TA Center Activities***

- **15 individuals affiliated with 13 TBI grantees** have participated in at least one national Community of Practice (CoP) webinar between March and July 2021
- **TBI grantees attendees at CoP webinars** included:
  - Nebraska Vocational Rehabilitation (2 webinars)
  - Brain Injury Association of North Carolina (1 webinar)
  - Brain Injury Association of South Carolina (1 webinar)
  - Employment Resources Inc. (1 webinar)
  - Georgia Vocational Rehabilitation Agency (GVRA) (1 webinar)
  - Idaho State University (1 webinar)
  - Kepro (1 webinar)
  - Minnesota Department of Human Services (1 webinar)
  - National Association of State Head Injury Administrators (NASHIA) (1 webinar)
  - North Carolina Department of Health and Human Services (1 webinar)
  - Tennessee Disability Coalition - Brain Links (1 webinar)
  - Virginia Supportive Housing (1 webinar)
  - West Tennessee Healthcare (1 webinar)



## University Centers for Excellence in Developmental Disabilities Education, Research, and Service (UCEDDs)

Summative Assessment (September 2020-July 2021)  
Individual Grantee Profiles

### ***Overview of UCEDDs and Their Roles in Promoting Competitive, Integrated Employment (CIE)***

To inform the direction of the TA Center, the project team conducted quantitative and qualitative analysis as part of the landscape assessment that identified current UCEDD initiatives pertaining to CIE and areas of further development. Key highlights include:

#### **Strengths**

- Conducting pilots, evaluations, and validations of new models and promising practices
- Analyzing policy analysis and reform, particularly in relation to Employment First initiatives
- Providing professional development and certification opportunities to direct support professionals, community rehabilitation providers, and other front-line professionals to support individuals with disabilities in pursuing and securing CIE
- Possessing expertise in data collection and research activities

#### **Challenges**

- Incorporating employment activities into UCEDD initiatives when there is a lack of leadership support
- Ensuring continued access to funding opportunities through state vocational rehabilitation (VR), education, Medicaid, and workforce investment agencies while also advocating for changes in state agency operations to advance CIE

### ***TA Center Offerings Targeted towards UCEDDs***

The TA Center's team provided the following offerings targeted towards UCEDDs:

- UCEDD Resource #1: How UCEDDs can Support other AoD Grantees' CIE Systems Change Efforts: Case Study in Rhode Island
- UCEDD Resource #2: Blueprint/Roadmap to Developing a CIE Competency Training Program within Your UCEDD

The TA Center plans to launch another RISE e-learning community, Walking the Walk: Prioritizing Diversity, Equity and Inclusion in Organizational Culture and Programming to Support People of Color with Disabilities Achieve Maximum CIE, which will be open to UCEDDs.



## Summative Assessment (September 2020-July 2021) Individual Grantee Profiles: UCEDD

### ***UCEDD Participation in TA Center Activities***

- **28 individuals affiliated with 17 UCEDDs** have participated in at least one national Community of Practice (CoP) webinar between March and July 2021
- UCEDDs with the **highest attendance at CoP webinars** included:
  - University of Southern Mississippi Institute for Disability Studies (4 webinars)
  - Vanderbilt Kennedy Center (3 webinars)
  - Rhode Island College Sherlock Center (2 webinars)
  - Texas Technology Access Program (2 webinars)
  - University of Minnesota Institute on Community Integration (2 webinars)
  - Utah State University Center for Persons with Disabilities (2 webinars)
- The following UCEDDs participated in the Results & Innovation in Systems Excellence (RISE) Peer Action Learning Community, **Building Back Better: Reinventing Our Approach to CIE**, that was open to all AoD grantees:
  - University of Southern Mississippi Institute for Disability Studies
  - University of Connecticut UCEDD

## V. Conclusion

Between September 2020 and July 2021, the TA Center's team developed the foundation for the Disability Employment TA Center through a number of activities. The TA Center's team convened a group of 70 project SMEs with 33 SMEs active during this time period who developed and provided TA, such as direct grantee TA and written technical resources. Additionally, the TA Center's team convened the Work Group composed of 15 members with current or past experience with one or more AoD grantee type who provided critical input on the strategic direction of the TA Center. Finally, the development of the website and resource clearinghouse led to the creation of a public hub to advertise the TA Center's activities and resources. The TA Center's team anticipates that TA activities in future option years will build on the infrastructure developed during the base year.

Following the infrastructure development of the TA Center, the team accomplished a number of TA activities for AoD grantees from March to July 2021:

- Five CoP webinars
- Launch of two RISE e-learning communities
- Planning of one additional RISE community projected to start in the late summer of 2021
- Responses to three on-demand TA requests
- Collaboration with 21 SMEs to develop 20 written technical resources

A snapshot of these accomplishments can also be found on the following dashboard:

[https://bit.ly/BY\\_DETAC\\_KeyAccomplishmentsDashboard](https://bit.ly/BY_DETAC_KeyAccomplishmentsDashboard).

Given the significant degree of necessary infrastructure development during the base year, some TA events and products are not expected to be finalized until the final months of the base year. Lewin will include reporting related to the following TA activities in the summative assessment for the period of August 2021 to July 2022:

- August and September CoP webinars
- Results from the three RISE e-learning communities launched between March to July 2021
- Metrics of user engagement with the TA Center-developed written technical resources

Through the data collected so far, the TA Center's team has learned about the effectiveness, engagement, and relevance of TA activities. For example, nearly all respondents to the post-event surveys for the five CoP webinars reported a high level of engagement and satisfaction noting the overall relevance and applicability of the webinar content to their work. Nearly all respondents also committed to sharing and implementing the content learned during the CoP webinars.

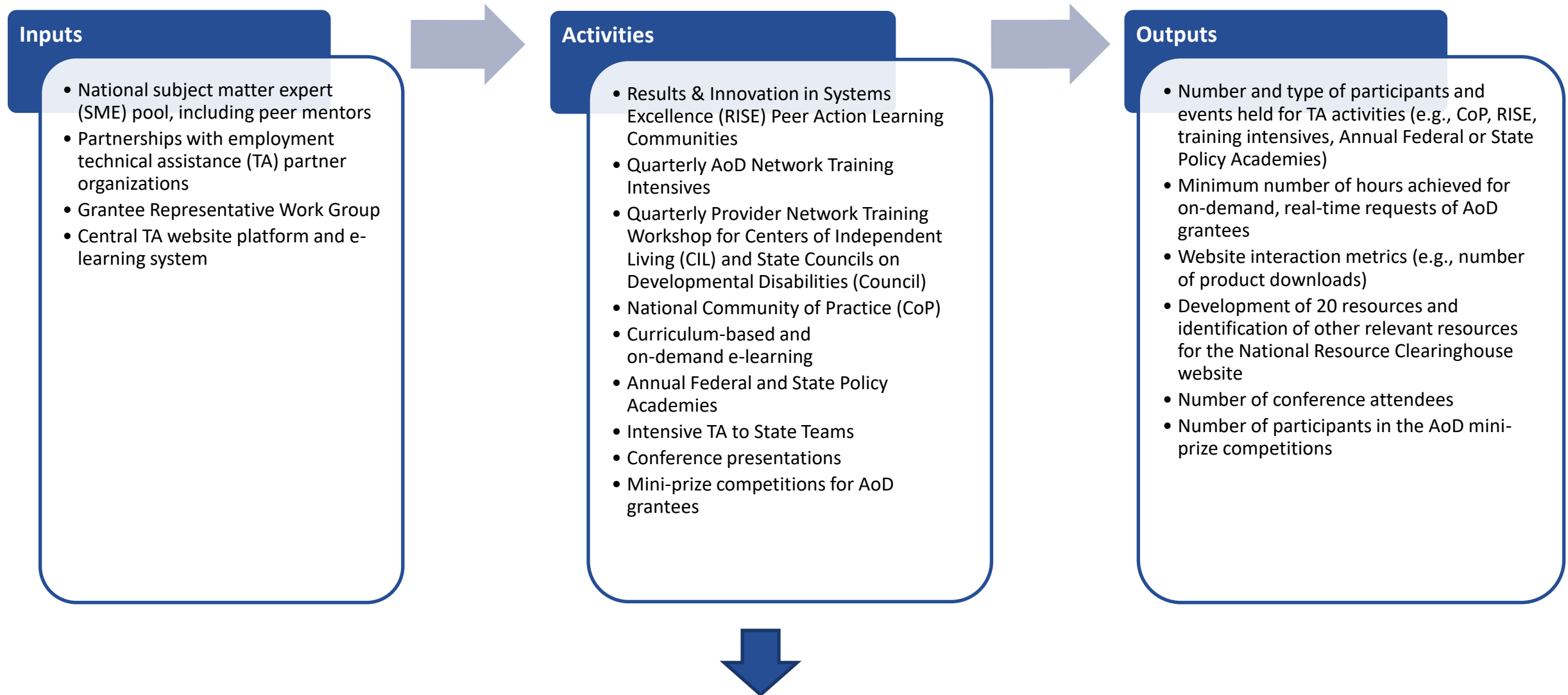
Additionally, the TA Center's team has used registration and attendance data for CoP webinars to identify grantee types where further outreach and advertisement of the TA Center's activities are needed.

In the remainder of the base year and following option years, the TA Center's team will continue to collect, analyze, and report data related to the activities, outputs, and outcomes of the TA Center.



## Appendices

### Appendix A: Evaluation Plan Logic Model



| Time Frame        | Outcomes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|-------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Short-Term        | Increased percentage of grantees willing to adopt or implement promising practices, strategies, and models related to improving competitive integrated employment (CIE) outcomes of youth and adults with disabilities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|                   | Increased and demonstrated capacity of AoD grantees to: <ul style="list-style-type: none"> <li>• Carry out activities consistent with their purpose that help people with disabilities seek and retain CIE</li> <li>• Network in their communities to expand the infrastructure needed to support individuals with disabilities seeking and retaining jobs</li> <li>• Use effective and evidence-based solutions to increase disability employment</li> <li>• Partner with local businesses/employers to expand internships, apprenticeships, and/or pathways to long-term employment</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|                   | Increased number of partnerships among AoD grantees, employers, and other community partners on disability employment initiatives                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|                   | Increased skills and knowledge among AoD grantee staff related to effective and evidence-based strategies related to helping youth and adults with disabilities secure employment                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|                   | Increased ability of AoD grantees to use and incorporate data, research, and evidence-based and promising practices into state plan activities and local funding opportunities related to employment that will help spur innovation and increase employment rates in the state/territory                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| Intermediate-Term | Increased and demonstrated capacity and capability of AoD grantees to: <ul style="list-style-type: none"> <li>• Incorporate current and promising practices related to improving employment opportunities in their state plans and activities</li> <li>• Better understand how to impact disability employment within their program goals/authorities</li> <li>• Strengthen their leadership in their communities and states on issues related to employment</li> <li>• Increase and diversify revenue funding streams to support disability employment efforts</li> <li>• Create, strengthen, lead, and maintain community and state-based collaborations that result in improved employment opportunities and outcomes for people with disabilities</li> <li>• Actively collaborate with local and state Vocational Rehabilitation (VR) agencies to create more opportunities that assist transitioning youth in pursuing a career and employment</li> <li>• Demonstrate a return on investment in their state plan activities in the area of employment</li> </ul> |
| Long-Term         | Increased and demonstrated capacity and capability of AoD grantees, in observable and sustainable ways, to effectuate change and consistently play distinguishable roles within their communities and states/territories to ensure continuously increasing opportunities for individuals with disabilities to seek and sustain employment in competitive, integrated settings                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|                   | Increased number of people with disabilities entering and remaining in the workforce as a result of AoD grantee activities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|                   | Increased number of solidified formal Memorandums of Understanding (MOU) or cooperative agreements between AoD grantees and new stakeholders to help advance their mission                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |





## Appendix B: SME List and Specialty Areas

The following matrix provides a snapshot of the relevant skills and experience related to each respective project SME. SMEs with an asterisk (\*) next to their name denote that they have just recently joined the SME pool and are finalizing their commitment via completing an official contract. The table includes SMEs of the following categories: (a) leaders in AoD grantee entities, (b) national Disability Employment TA vendors, (c) AoD national TA partner organizations representing and/or providing TA to grantees, (d) disability employment provider organizations, and (e) other.

This list is current as of July 2021. The most current version can be viewed on the [project SME Smartsheet directory](#).

| Name                               |                                         |                                                                       | Relevant Skills                                                                                                            |                                                                                               |                                                                           |                                                                          |                                                                           |                                                                                                     |                                                        |                                                                     |                     |                                                                           |                                                                      | Relevant Experience              |                                                                         |                                 |                                         |                         |                                       |                                         |                                                                    |                   |                                                   |                           |                       |
|------------------------------------|-----------------------------------------|-----------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|--------------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|--------------------------------------------------------|---------------------------------------------------------------------|---------------------|---------------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------|-------------------------------------------------------------------------|---------------------------------|-----------------------------------------|-------------------------|---------------------------------------|-----------------------------------------|--------------------------------------------------------------------|-------------------|---------------------------------------------------|---------------------------|-----------------------|
|                                    |                                         |                                                                       | Provider or organizational transformation that increase service models leading to competitive, integrated employment (CIE) | TA related to pre-employment transition supports (pre-ETS) and youth transition-to-employment | Capacity-building of employment support professionals with best practices | Disability employment policy development, implementation, and evaluation | Disability employment program development, implementation, and evaluation | Reimbursement strategies to fund CIE services (Medicaid, Vocational Rehabilitation (VR), Education) | Work incentives, Ticket to Work, and benefits planning | Collaborative partnerships among AoD grantees related to employment | Employer engagement | Research and evaluation related to employment of people with disabilities | Use of technology to support people with disabilities related to CIE | Diversity, equity, and inclusion | Anti-poverty or economic advancement project development and management | Lived experience/has disability | Developmental Disabilities (DD) Network | Independent Living (IL) | Traumatic Brain Injury (TBI) programs | Individual advocacy and peer counseling | Supported decision-making, self-direction, and person-centeredness | Special education | Medicaid home and community-based services (HCBS) | Vocational Rehabilitation | Workforce development |
| A. LEADERS IN AoD GRANTEE ENTITIES | 1. Centers for Independent Living (CIL) | <b>AccessAlaska (TEAM)</b><br>• Brigit Barstad<br>• Christine Charron | X                                                                                                                          | X                                                                                             | X                                                                         |                                                                          | X                                                                         |                                                                                                     |                                                        |                                                                     |                     | X                                                                         |                                                                      | X                                | X                                                                       | X                               |                                         | X                       |                                       |                                         |                                                                    |                   | X                                                 |                           |                       |
|                                    |                                         | <b>Janetta Green</b>                                                  | X                                                                                                                          | X                                                                                             |                                                                           |                                                                          | X                                                                         |                                                                                                     | X                                                      |                                                                     |                     |                                                                           |                                                                      |                                  | X                                                                       |                                 | X                                       |                         | X                                     | X                                       |                                                                    |                   |                                                   | X                         |                       |
|                                    |                                         | <b>Kim Gibson</b>                                                     |                                                                                                                            |                                                                                               |                                                                           |                                                                          |                                                                           |                                                                                                     |                                                        | X                                                                   |                     |                                                                           |                                                                      | X                                | X                                                                       |                                 | X                                       |                         | X                                     | X                                       |                                                                    |                   |                                                   | X                         |                       |
|                                    |                                         | <b>Sandy Jordan</b>                                                   |                                                                                                                            | X                                                                                             |                                                                           | X                                                                        | X                                                                         | X                                                                                                   | X                                                      | X                                                                   |                     | X                                                                         |                                                                      | X                                | X                                                                       | X                               | X                                       | X                       | X                                     |                                         | X                                                                  |                   |                                                   | X                         |                       |
|                                    |                                         | <b>Thomas Earle</b>                                                   |                                                                                                                            |                                                                                               |                                                                           |                                                                          | X                                                                         |                                                                                                     | X                                                      | X                                                                   |                     | X                                                                         |                                                                      | X                                | X                                                                       | X                               | X                                       |                         | X                                     | X                                       |                                                                    |                   |                                                   |                           |                       |



| Name                                        |                                |                       | Relevant Skills                                                                                                            |                                                                                               |                                                                           |                                                                          |                                                                           |                                                                                                     |                                                        |                                                                     |                     |                                                                           |                                                                      |                                  |                                                                         | Relevant Experience             |                                         |                         |                                       |                                         |                                                                    |                   |                                                   |                           |                       |
|---------------------------------------------|--------------------------------|-----------------------|----------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|--------------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|--------------------------------------------------------|---------------------------------------------------------------------|---------------------|---------------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------|-------------------------------------------------------------------------|---------------------------------|-----------------------------------------|-------------------------|---------------------------------------|-----------------------------------------|--------------------------------------------------------------------|-------------------|---------------------------------------------------|---------------------------|-----------------------|
|                                             |                                |                       | Provider or organizational transformation that increase service models leading to competitive, integrated employment (CIE) | TA related to pre-employment transition supports (pre-ETS) and youth transition-to-employment | Capacity-building of employment support professionals with best practices | Disability employment policy development, implementation, and evaluation | Disability employment program development, implementation, and evaluation | Reimbursement strategies to fund CIE services (Medicaid, Vocational Rehabilitation (VR), Education) | Work incentives, Ticket to Work, and benefits planning | Collaborative partnerships among AoD grantees related to employment | Employer engagement | Research and evaluation related to employment of people with disabilities | Use of technology to support people with disabilities related to CIE | Diversity, equity, and inclusion | Anti-poverty or economic advancement project development and management | Lived experience/has disability | Developmental Disabilities (DD) Network | Independent Living (IL) | Traumatic Brain Injury (TBI) programs | Individual advocacy and peer counseling | Supported decision-making, self-direction, and person-centeredness | Special education | Medicaid home and community-based services (HCBS) | Vocational Rehabilitation | Workforce development |
| A. LEADERS IN AoD GRANTEE ENTITIES (Cont'd) | 2. DD Councils                 | Beth Swedeen          | X                                                                                                                          | X                                                                                             | X                                                                         | X                                                                        | X                                                                         | X                                                                                                   |                                                        | X                                                                   |                     |                                                                           |                                                                      |                                  | X                                                                       |                                 |                                         |                         |                                       |                                         |                                                                    |                   | X                                                 |                           |                       |
|                                             |                                | Jeremy Norden-Paul    | X                                                                                                                          |                                                                                               |                                                                           | X                                                                        | X                                                                         | X                                                                                                   |                                                        | X                                                                   |                     |                                                                           |                                                                      |                                  |                                                                         | X                               |                                         |                         | X                                     |                                         |                                                                    | X                 |                                                   |                           |                       |
|                                             |                                | Mathew McCollough     |                                                                                                                            |                                                                                               |                                                                           | X                                                                        | X                                                                         |                                                                                                     |                                                        | X                                                                   |                     |                                                                           | X                                                                    | X                                | X                                                                       | X                               |                                         |                         | X                                     | X                                       |                                                                    |                   |                                                   |                           |                       |
|                                             |                                | Robert A. Lawhead     | X                                                                                                                          | X                                                                                             | X                                                                         | X                                                                        | X                                                                         |                                                                                                     |                                                        | X                                                                   |                     |                                                                           |                                                                      |                                  |                                                                         | X                               |                                         |                         | X                                     | X                                       |                                                                    |                   |                                                   |                           |                       |
|                                             |                                | Yasmina Bouraoui      | X                                                                                                                          |                                                                                               |                                                                           | X                                                                        | X                                                                         | X                                                                                                   |                                                        | X                                                                   |                     |                                                                           | X                                                                    |                                  |                                                                         | X                               |                                         |                         |                                       |                                         |                                                                    | X                 | X                                                 |                           |                       |
|                                             | 3. Protection & Advocacy (P&A) | Christopher Rodriguez |                                                                                                                            |                                                                                               | X                                                                         | X                                                                        | X                                                                         |                                                                                                     |                                                        | X                                                                   | X                   |                                                                           | X                                                                    | X                                |                                                                         | X                               |                                         |                         | X                                     |                                         |                                                                    |                   |                                                   |                           | X                     |
|                                             |                                | Kim Moody             |                                                                                                                            |                                                                                               |                                                                           | X                                                                        | X                                                                         |                                                                                                     | X                                                      | X                                                                   |                     |                                                                           | X                                                                    |                                  |                                                                         | X                               | X                                       |                         | X                                     | X                                       |                                                                    | X                 |                                                   |                           |                       |
|                                             |                                | Laura Hennie          |                                                                                                                            |                                                                                               |                                                                           | X                                                                        |                                                                           | X                                                                                                   |                                                        | X                                                                   |                     | X                                                                         |                                                                      |                                  |                                                                         | X                               |                                         |                         | X                                     | X                                       |                                                                    | X                 |                                                   |                           |                       |
|                                             |                                | Ruby Moore            | X                                                                                                                          |                                                                                               |                                                                           | X                                                                        |                                                                           |                                                                                                     | X                                                      | X                                                                   |                     |                                                                           |                                                                      |                                  |                                                                         | X                               | X                                       | X                       | X                                     | X                                       |                                                                    |                   |                                                   |                           |                       |
|                                             |                                | Stacey Gardenhire     | X                                                                                                                          | X                                                                                             | X                                                                         |                                                                          | X                                                                         | X                                                                                                   | X                                                      |                                                                     | X                   |                                                                           | X                                                                    | X                                |                                                                         | X                               | X                                       | X                       | X                                     | X                                       |                                                                    |                   |                                                   | X                         | X                     |



| Name                                         |                                                                                                             |                          | Relevant Skills                                                                                                            |                                                                                               |                                                                           |                                                                          |                                                                           |                                                                                                     |                                                        |                                                                     |                     |                                                                           |                                                                      |                                  |                                                                         | Relevant Experience             |                                         |                         |                                       |                                         |                                                                    |                   |                                                   |                           |
|----------------------------------------------|-------------------------------------------------------------------------------------------------------------|--------------------------|----------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|--------------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|--------------------------------------------------------|---------------------------------------------------------------------|---------------------|---------------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------|-------------------------------------------------------------------------|---------------------------------|-----------------------------------------|-------------------------|---------------------------------------|-----------------------------------------|--------------------------------------------------------------------|-------------------|---------------------------------------------------|---------------------------|
|                                              |                                                                                                             |                          | Provider or organizational transformation that increase service models leading to competitive, integrated employment (CIE) | TA related to pre-employment transition supports (pre-ETS) and youth transition-to-employment | Capacity-building of employment support professionals with best practices | Disability employment policy development, implementation, and evaluation | Disability employment program development, implementation, and evaluation | Reimbursement strategies to fund CIE services (Medicaid, Vocational Rehabilitation (VR), Education) | Work incentives, Ticket to Work, and benefits planning | Collaborative partnerships among AoD grantees related to employment | Employer engagement | Research and evaluation related to employment of people with disabilities | Use of technology to support people with disabilities related to CIE | Diversity, equity, and inclusion | Anti-poverty or economic advancement project development and management | Lived experience/has disability | Developmental Disabilities (DD) Network | Independent Living (IL) | Traumatic Brain Injury (TBI) programs | Individual advocacy and peer counseling | Supported decision-making, self-direction, and person-centeredness | Special education | Medicaid home and community-based services (HCBS) | Vocational Rehabilitation |
| A. LEADERS IN AoD GRANTEE ENTITIES (Cont'd)  | 4. University Centers for Excellence in Developmental Disabilities Education, Research, and Service (UCEDD) | Doug Crandell            | X                                                                                                                          | X                                                                                             | X                                                                         | X                                                                        | X                                                                         |                                                                                                     |                                                        | X                                                                   | X                   | X                                                                         |                                                                      |                                  |                                                                         | X                               |                                         | X                       | X                                     |                                         |                                                                    |                   | X                                                 |                           |
|                                              |                                                                                                             | Erik Carter              | X                                                                                                                          |                                                                                               |                                                                           | X                                                                        | X                                                                         |                                                                                                     |                                                        | X                                                                   |                     | X                                                                         |                                                                      |                                  |                                                                         | X                               |                                         |                         |                                       |                                         | X                                                                  |                   | X                                                 |                           |
|                                              |                                                                                                             | David Mank               | X                                                                                                                          | X                                                                                             |                                                                           | X                                                                        | X                                                                         |                                                                                                     |                                                        | X                                                                   |                     | X                                                                         |                                                                      |                                  |                                                                         | X                               |                                         |                         | X                                     |                                         |                                                                    |                   |                                                   |                           |
|                                              |                                                                                                             | Francis D. Mattingly, Jr |                                                                                                                            |                                                                                               |                                                                           |                                                                          |                                                                           |                                                                                                     |                                                        | X                                                                   |                     |                                                                           | X                                                                    |                                  |                                                                         | X                               | X                                       |                         | X                                     | X                                       |                                                                    |                   |                                                   |                           |
|                                              |                                                                                                             | SueAnn Morrow            | X                                                                                                                          | X                                                                                             | X                                                                         | X                                                                        | X                                                                         | X                                                                                                   |                                                        | X                                                                   |                     |                                                                           |                                                                      |                                  |                                                                         | X                               |                                         |                         | X                                     |                                         | X                                                                  | X                 | X                                                 | X                         |
|                                              |                                                                                                             | Tricia Jones-Parkin      | X                                                                                                                          | X                                                                                             | X                                                                         | X                                                                        | X                                                                         | X                                                                                                   | X                                                      | X                                                                   | X                   |                                                                           |                                                                      |                                  |                                                                         | X                               |                                         |                         | X                                     | X                                       | X                                                                  | X                 | X                                                 | X                         |
| B. NATIONAL DISABILITY EMPLOYMENT TA VENDORS | 1. Griffin Hammis                                                                                           | Beth Keeton              | X                                                                                                                          | X                                                                                             | X                                                                         |                                                                          | X                                                                         | X                                                                                                   | X                                                      |                                                                     | X                   |                                                                           |                                                                      |                                  |                                                                         | X                               |                                         |                         |                                       |                                         |                                                                    |                   |                                                   | X                         |
|                                              |                                                                                                             | Kendra Yates             | X                                                                                                                          | X                                                                                             | X                                                                         |                                                                          | X                                                                         | X                                                                                                   | X                                                      |                                                                     | X                   |                                                                           |                                                                      |                                  |                                                                         | X                               | X                                       |                         |                                       | X                                       | X                                                                  | X                 | X                                                 | X                         |
|                                              |                                                                                                             | Nancy Brooks-Lane        | X                                                                                                                          | X                                                                                             | X                                                                         |                                                                          | X                                                                         |                                                                                                     |                                                        |                                                                     | X                   |                                                                           |                                                                      |                                  |                                                                         | X                               |                                         | X                       |                                       | X                                       |                                                                    |                   | X                                                 |                           |
|                                              |                                                                                                             | Marc Gold Associates     |                                                                                                                            |                                                                                               |                                                                           |                                                                          |                                                                           |                                                                                                     |                                                        |                                                                     |                     |                                                                           |                                                                      |                                  |                                                                         |                                 |                                         |                         |                                       |                                         |                                                                    |                   |                                                   |                           |
|                                              |                                                                                                             | Therese Fimian           | X                                                                                                                          | X                                                                                             | X                                                                         |                                                                          | X                                                                         | X                                                                                                   | X                                                      |                                                                     | X                   | X                                                                         |                                                                      |                                  |                                                                         | X                               | X                                       | X                       |                                       |                                         |                                                                    |                   | X                                                 |                           |
|                                              |                                                                                                             | Abby Cooper              | X                                                                                                                          | X                                                                                             | X                                                                         | X                                                                        | X                                                                         |                                                                                                     | X                                                      |                                                                     | X                   |                                                                           |                                                                      |                                  | X                                                                       | X                               |                                         | X                       |                                       |                                         |                                                                    |                   | X                                                 | X                         |
| Gail Fanjoy                                  | X                                                                                                           | X                        | X                                                                                                                          | X                                                                                             | X                                                                         | X                                                                        | X                                                                         |                                                                                                     | X                                                      |                                                                     |                     |                                                                           | X                                                                    | X                                |                                                                         | X                               |                                         | X                       | X                                     | X                                       | X                                                                  | X                 |                                                   |                           |



| Name                                                  |             |                  | Relevant Skills                                                                                                            |                                                                                               |                                                                           |                                                                          |                                                                           |                                                                                                     |                                                        |                                                                     |                     |                                                                           |                                                                      |                                  |                                                                         | Relevant Experience             |                                         |                         |                                       |                                         |                                                                    |                   |                                                   |                           |                       |  |
|-------------------------------------------------------|-------------|------------------|----------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|--------------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|--------------------------------------------------------|---------------------------------------------------------------------|---------------------|---------------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------|-------------------------------------------------------------------------|---------------------------------|-----------------------------------------|-------------------------|---------------------------------------|-----------------------------------------|--------------------------------------------------------------------|-------------------|---------------------------------------------------|---------------------------|-----------------------|--|
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| B. NATIONAL DISABILITY EMPLOYMENT TA VENDORS (Cont'd) | 2. Transcen | Laura Owens      | X                                                                                                                          | X                                                                                             | X                                                                         | X                                                                        | X                                                                         | X                                                                                                   |                                                        |                                                                     | X                   | X                                                                         |                                                                      | X                                |                                                                         |                                 | X                                       | X                       | X                                     |                                         | X                                                                  | X                 |                                                   | X                         | X                     |  |
|                                                       |             | Mary Ann Beckman | X                                                                                                                          | X                                                                                             | X                                                                         |                                                                          | X                                                                         |                                                                                                     |                                                        | X                                                                   | X                   | X                                                                         |                                                                      |                                  |                                                                         |                                 | X                                       | X                       |                                       |                                         |                                                                    |                   |                                                   |                           |                       |  |
|                                                       |             | Sara Murphy      | X                                                                                                                          | X                                                                                             | X                                                                         |                                                                          | X                                                                         |                                                                                                     |                                                        |                                                                     | X                   |                                                                           |                                                                      |                                  |                                                                         |                                 | X                                       | X                       |                                       |                                         | X                                                                  |                   |                                                   |                           |                       |  |
|                                                       |             | Sean Roy         | X                                                                                                                          | X                                                                                             | X                                                                         |                                                                          | X                                                                         |                                                                                                     |                                                        |                                                                     | X                   | X                                                                         |                                                                      |                                  |                                                                         |                                 | X                                       |                         |                                       |                                         |                                                                    | X                 |                                                   |                           | X                     |  |
|                                                       |             | Dale Verstegen   | X                                                                                                                          | X                                                                                             | X                                                                         | X                                                                        | X                                                                         | X                                                                                                   | X                                                      | X                                                                   | X                   | X                                                                         |                                                                      |                                  |                                                                         |                                 |                                         |                         |                                       |                                         |                                                                    | X                 |                                                   |                           | X                     |  |
|                                                       | 3. WISE     | Cesilee Coulson  | X                                                                                                                          | X                                                                                             | X                                                                         |                                                                          | X                                                                         |                                                                                                     |                                                        |                                                                     | X                   | X                                                                         |                                                                      |                                  |                                                                         |                                 |                                         |                         |                                       |                                         |                                                                    |                   |                                                   |                           |                       |  |
|                                                       |             | Brandi Monts     | X                                                                                                                          | X                                                                                             | X                                                                         |                                                                          | X                                                                         |                                                                                                     |                                                        |                                                                     | X                   |                                                                           |                                                                      | X                                | X                                                                       |                                 | X                                       | X                       | X                                     | X                                       | X                                                                  |                   |                                                   |                           |                       |  |
|                                                       |             | Chisa O'Quinn    | X                                                                                                                          | X                                                                                             | X                                                                         |                                                                          | X                                                                         |                                                                                                     |                                                        |                                                                     | X                   |                                                                           |                                                                      | X                                | X                                                                       |                                 | X                                       |                         |                                       | X                                       |                                                                    |                   |                                                   |                           |                       |  |
|                                                       |             | Emily Harris     | X                                                                                                                          | X                                                                                             | X                                                                         |                                                                          | X                                                                         |                                                                                                     |                                                        |                                                                     | X                   | X                                                                         |                                                                      |                                  | X                                                                       |                                 |                                         |                         |                                       |                                         | X                                                                  |                   |                                                   |                           | X                     |  |
|                                                       |             | James M Corey    | X                                                                                                                          | X                                                                                             | X                                                                         |                                                                          | X                                                                         |                                                                                                     |                                                        |                                                                     |                     | X                                                                         |                                                                      |                                  |                                                                         |                                 |                                         |                         |                                       |                                         | X                                                                  |                   |                                                   |                           | X                     |  |
|                                                       |             | Katherine Titus  | X                                                                                                                          | X                                                                                             | X                                                                         | X                                                                        | X                                                                         | X                                                                                                   |                                                        |                                                                     | X                   |                                                                           |                                                                      |                                  |                                                                         |                                 |                                         |                         |                                       |                                         | X                                                                  |                   | X                                                 |                           | X                     |  |
|                                                       |             | Shaun Wood       | X                                                                                                                          |                                                                                               | X                                                                         |                                                                          | X                                                                         |                                                                                                     |                                                        |                                                                     |                     | X                                                                         |                                                                      |                                  |                                                                         |                                 |                                         | X                       | X                                     | X                                       |                                                                    | X                 |                                                   |                           |                       |  |
|                                                       |             | Susan Harrell    | X                                                                                                                          | X                                                                                             | X                                                                         |                                                                          | X                                                                         | X                                                                                                   |                                                        |                                                                     |                     | X                                                                         |                                                                      |                                  |                                                                         |                                 |                                         | X                       |                                       |                                         |                                                                    |                   |                                                   |                           | X                     |  |



| Name                                                                                  |                                                                      |                  | Relevant Skills                                                                                                            |                                                                                               |                                                                           |                                                                          |                                                                           |                                                                                                     |                                                        |                                                                     |                     |                                                                           |                                                                      |                                  |                                                                         | Relevant Experience             |                                         |                         |                                       |                                         |                                                                    |                   |                                                   |                           |
|---------------------------------------------------------------------------------------|----------------------------------------------------------------------|------------------|----------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|--------------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|--------------------------------------------------------|---------------------------------------------------------------------|---------------------|---------------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------|-------------------------------------------------------------------------|---------------------------------|-----------------------------------------|-------------------------|---------------------------------------|-----------------------------------------|--------------------------------------------------------------------|-------------------|---------------------------------------------------|---------------------------|
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| C. AoD NATIONAL TA PARTNER ORGANIZATIONS REPRESENTING AND/OR PROVIDING TA TO GRANTEES | 1. Association of Programs for Rural Independent Living (APRIL)      | Billy Altom      | X                                                                                                                          | X                                                                                             | X                                                                         | X                                                                        | X                                                                         |                                                                                                     |                                                        | X                                                                   |                     |                                                                           | X                                                                    | X                                | X                                                                       | X                               |                                         | X                       | X                                     |                                         |                                                                    | X                 |                                                   |                           |
|                                                                                       | 2. AT-3                                                              | TBD              |                                                                                                                            |                                                                                               | X                                                                         |                                                                          |                                                                           | X                                                                                                   |                                                        | X                                                                   |                     |                                                                           |                                                                      |                                  | X                                                                       | X                               | X                                       |                         |                                       | X                                       | X                                                                  | X                 | X                                                 |                           |
|                                                                                       | 3. Interdisciplinary Technical Assistance Center (ITAC)              | Sheryl Mattingly |                                                                                                                            |                                                                                               |                                                                           | X                                                                        | X                                                                         |                                                                                                     |                                                        | X                                                                   |                     |                                                                           |                                                                      |                                  | X                                                                       |                                 |                                         |                         |                                       |                                         |                                                                    |                   |                                                   |                           |
|                                                                                       | 4. National Association of State Head Injury Administrators (NASHIA) | Karen Ferrington | X                                                                                                                          |                                                                                               | X                                                                         | X                                                                        | X                                                                         |                                                                                                     |                                                        |                                                                     | X                   |                                                                           |                                                                      |                                  |                                                                         |                                 |                                         | X                       |                                       |                                         |                                                                    |                   | X                                                 |                           |
|                                                                                       |                                                                      | Rebecca Wolfkiel |                                                                                                                            |                                                                                               |                                                                           | X                                                                        |                                                                           | X                                                                                                   |                                                        |                                                                     |                     |                                                                           |                                                                      |                                  |                                                                         |                                 |                                         | X                       |                                       |                                         |                                                                    | X                 | X                                                 |                           |
|                                                                                       |                                                                      | Susan Vaughn     | X                                                                                                                          | X                                                                                             | X                                                                         | X                                                                        | X                                                                         | X                                                                                                   |                                                        |                                                                     | X                   |                                                                           |                                                                      |                                  |                                                                         |                                 |                                         | X                       |                                       | X                                       |                                                                    |                   | X                                                 |                           |
|                                                                                       | 5. National Council on Independent Living (NCIL)                     | To be identified |                                                                                                                            |                                                                                               |                                                                           | X                                                                        | X                                                                         |                                                                                                     |                                                        |                                                                     | X                   |                                                                           |                                                                      |                                  | X                                                                       | X                               |                                         | X                       |                                       |                                         |                                                                    | X                 | X                                                 | X                         |
| 6. National Disability Rights Network (NDRN)                                          | Cheryl Bates-Harris                                                  | X                | X                                                                                                                          | X                                                                                             | X                                                                         |                                                                          |                                                                           |                                                                                                     | X                                                      | X                                                                   |                     | X                                                                         |                                                                      | X                                | X                                                                       |                                 |                                         | X                       |                                       |                                         |                                                                    | X                 | X                                                 |                           |



| Name                                            |                                                      |                         | Relevant Skills                                                                                                            |                                                                                               |                                                                           |                                                                          |                                                                           |                                                                                                     |                                                        |                                                                     |                     |                                                                           |                                                                      |                                  |                                                                         | Relevant Experience             |                                         |                         |                                       |                                         |                                                                    |                   |                                                   |                           |                       |
|-------------------------------------------------|------------------------------------------------------|-------------------------|----------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|--------------------------------------------------------------------------|---------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|--------------------------------------------------------|---------------------------------------------------------------------|---------------------|---------------------------------------------------------------------------|----------------------------------------------------------------------|----------------------------------|-------------------------------------------------------------------------|---------------------------------|-----------------------------------------|-------------------------|---------------------------------------|-----------------------------------------|--------------------------------------------------------------------|-------------------|---------------------------------------------------|---------------------------|-----------------------|
|                                                 |                                                      |                         | Provider or organizational transformation that increase service models leading to competitive, integrated employment (CIE) | TA related to pre-employment transition supports (pre-ETS) and youth transition-to-employment | Capacity-building of employment support professionals with best practices | Disability employment policy development, implementation, and evaluation | Disability employment program development, implementation, and evaluation | Reimbursement strategies to fund CIE services (Medicaid, Vocational Rehabilitation (VR), Education) | Work incentives, Ticket to Work, and benefits planning | Collaborative partnerships among AoD grantees related to employment | Employer engagement | Research and evaluation related to employment of people with disabilities | Use of technology to support people with disabilities related to CIE | Diversity, equity, and inclusion | Anti-poverty or economic advancement project development and management | Lived experience/has disability | Developmental Disabilities (DD) Network | Independent Living (IL) | Traumatic Brain Injury (TBI) programs | Individual advocacy and peer counseling | Supported decision-making, self-direction, and person-centeredness | Special education | Medicaid home and community-based services (HCBS) | Vocational Rehabilitation | Workforce development |
| D. DISABILITY EMPLOYMENT PROVIDER ORGANIZATIONS | 1. Job Pathways                                      | Rachel Pollock          | X                                                                                                                          | X                                                                                             | X                                                                         | X                                                                        | X                                                                         | X                                                                                                   | X                                                      |                                                                     | X                   |                                                                           | X                                                                    | X                                |                                                                         | X                               |                                         |                         |                                       | X                                       | X                                                                  | X                 |                                                   |                           |                       |
|                                                 |                                                      | Dara Taylor*            | X                                                                                                                          | X                                                                                             | X                                                                         |                                                                          | X                                                                         |                                                                                                     | X                                                      |                                                                     | X                   |                                                                           | X                                                                    | X                                |                                                                         | X                               |                                         |                         |                                       |                                         |                                                                    |                   | X                                                 |                           |                       |
|                                                 | 2. Seeking Employment, Equality and Community (SEEC) | Joel Curtis John        | X                                                                                                                          | X                                                                                             | X                                                                         |                                                                          |                                                                           |                                                                                                     | X                                                      |                                                                     | X                   |                                                                           | X                                                                    | X                                |                                                                         | X                               |                                         | X                       | X                                     |                                         |                                                                    |                   | X                                                 | X                         |                       |
|                                                 |                                                      | Karen Lee               | X                                                                                                                          | X                                                                                             | X                                                                         | X                                                                        | X                                                                         | X                                                                                                   |                                                        |                                                                     | X                   |                                                                           |                                                                      |                                  |                                                                         | X                               |                                         |                         |                                       |                                         |                                                                    |                   |                                                   |                           |                       |
|                                                 |                                                      | Nancy Eaby              | X                                                                                                                          | X                                                                                             | X                                                                         |                                                                          | X                                                                         |                                                                                                     |                                                        |                                                                     | X                   |                                                                           | X                                                                    |                                  |                                                                         | X                               |                                         |                         |                                       | X                                       |                                                                    |                   | X                                                 | X                         |                       |
|                                                 |                                                      | Sherry Beamer           | X                                                                                                                          | X                                                                                             | X                                                                         |                                                                          | X                                                                         | X                                                                                                   |                                                        |                                                                     | X                   |                                                                           |                                                                      |                                  |                                                                         | X                               |                                         |                         |                                       | X                                       |                                                                    |                   |                                                   |                           |                       |
| E. OTHER SMEs                                   |                                                      | Allan Bergman           | X                                                                                                                          |                                                                                               |                                                                           | X                                                                        |                                                                           | X                                                                                                   |                                                        | X                                                                   |                     |                                                                           |                                                                      |                                  | X                                                                       |                                 | X                                       |                         |                                       |                                         |                                                                    |                   |                                                   |                           |                       |
|                                                 |                                                      | Annette Shea            | X                                                                                                                          |                                                                                               |                                                                           | X                                                                        | X                                                                         |                                                                                                     | X                                                      | X                                                                   |                     |                                                                           |                                                                      | X                                |                                                                         | X                               | X                                       |                         | X                                     |                                         |                                                                    | X                 |                                                   | X                         |                       |
|                                                 |                                                      | Debbie Ball             | X                                                                                                                          | X                                                                                             | X                                                                         |                                                                          | X                                                                         |                                                                                                     | X                                                      | X                                                                   | X                   |                                                                           |                                                                      |                                  |                                                                         | X                               |                                         |                         | X                                     |                                         |                                                                    |                   | X                                                 |                           |                       |
|                                                 |                                                      | Deborah A Gilmer        | X                                                                                                                          | X                                                                                             | X                                                                         |                                                                          | X                                                                         |                                                                                                     | X                                                      |                                                                     | X                   |                                                                           |                                                                      |                                  |                                                                         | X                               |                                         |                         |                                       |                                         |                                                                    | X                 | X                                                 |                           |                       |
|                                                 |                                                      | Donald Mickey           |                                                                                                                            |                                                                                               |                                                                           |                                                                          |                                                                           |                                                                                                     |                                                        |                                                                     |                     | X                                                                         |                                                                      |                                  |                                                                         |                                 |                                         | X                       |                                       | X                                       |                                                                    |                   | X                                                 |                           |                       |
|                                                 |                                                      | Hasan Davis             |                                                                                                                            | X                                                                                             |                                                                           |                                                                          |                                                                           |                                                                                                     |                                                        |                                                                     |                     |                                                                           |                                                                      | X                                | X                                                                       | X                               |                                         |                         | X                                     | X                                       | X                                                                  |                   |                                                   |                           |                       |
|                                                 |                                                      | Jennifer Lengyel        | X                                                                                                                          | X                                                                                             | X                                                                         |                                                                          | X                                                                         |                                                                                                     |                                                        |                                                                     | X                   |                                                                           |                                                                      | X                                |                                                                         | X                               |                                         |                         | X                                     | X                                       | X                                                                  | X                 |                                                   |                           |                       |
|                                                 |                                                      | Jennifer Leticia-Nieto* | X                                                                                                                          | X                                                                                             |                                                                           |                                                                          |                                                                           |                                                                                                     |                                                        |                                                                     |                     |                                                                           |                                                                      | X                                | X                                                                       | X                               |                                         |                         |                                       |                                         |                                                                    |                   |                                                   |                           |                       |
| Jennifer White                                  | X                                                    | X                       | X                                                                                                                          |                                                                                               |                                                                           |                                                                          | X                                                                         |                                                                                                     | X                                                      |                                                                     |                     | X                                                                         | X                                                                    | X                                | X                                                                       | X                               | X                                       | X                       |                                       |                                         |                                                                    | X                 |                                                   |                           |                       |



| Name                      |                     | Relevant Skills                                                                                                            |                                                                                               |                                                                           |                                                                          |                                                                           |                                                                                                     |                                                        |                                                                     |                     |                                                                           |                                                                      |                                  |                                                                         | Relevant Experience             |                                         |                         |                                       |                                         |                                                                    |                   |                                                   |                           |                       |
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| E. OTHER SMEs<br>(Cont'd) | Johnerette Hartnett | X                                                                                                                          |                                                                                               |                                                                           | X                                                                        | X                                                                         |                                                                                                     |                                                        |                                                                     | X                   |                                                                           |                                                                      |                                  | X                                                                       |                                 | X                                       | X                       | X                                     | X                                       |                                                                    |                   | X                                                 | X                         | X                     |
|                           | Judith Mark         |                                                                                                                            |                                                                                               |                                                                           | X                                                                        | X                                                                         |                                                                                                     |                                                        |                                                                     |                     |                                                                           |                                                                      |                                  |                                                                         | X                               |                                         |                         | X                                     | X                                       |                                                                    |                   | X                                                 |                           |                       |
|                           | Kimberly Tissot     | X                                                                                                                          | X                                                                                             | X                                                                         |                                                                          | X                                                                         | X                                                                                                   | X                                                      | X                                                                   | X                   |                                                                           | X                                                                    |                                  |                                                                         | X                               | X                                       | X                       | X                                     | X                                       | X                                                                  | X                 |                                                   | X                         |                       |
|                           | Madeleine Will      |                                                                                                                            | X                                                                                             |                                                                           | X                                                                        |                                                                           | X                                                                                                   |                                                        | X                                                                   |                     |                                                                           |                                                                      |                                  | X                                                                       | X                               |                                         |                         |                                       |                                         | X                                                                  |                   | X                                                 | X                         | X                     |
|                           | Nicole LeBlanc      |                                                                                                                            |                                                                                               |                                                                           |                                                                          |                                                                           |                                                                                                     |                                                        |                                                                     |                     |                                                                           | X                                                                    | X                                | X                                                                       | X                               | X                                       |                         | X                                     | X                                       | X                                                                  | X                 | X                                                 | X                         |                       |
|                           | Steven Schwartz*    | X                                                                                                                          |                                                                                               |                                                                           | X                                                                        |                                                                           | X                                                                                                   |                                                        |                                                                     |                     |                                                                           |                                                                      |                                  |                                                                         | X                               | X                                       | X                       | X                                     | X                                       |                                                                    | X                 | X                                                 | X                         |                       |
|                           | Tia Nelis           |                                                                                                                            | X                                                                                             |                                                                           |                                                                          |                                                                           |                                                                                                     |                                                        |                                                                     |                     |                                                                           | X                                                                    |                                  | X                                                                       | X                               | X                                       |                         | X                                     | X                                       |                                                                    |                   |                                                   |                           |                       |



## Appendix C: Work Group Members and Affiliations

| Affiliation        | Name                              | Organization Name                                                          | Position                             |
|--------------------|-----------------------------------|----------------------------------------------------------------------------|--------------------------------------|
| <b>CIL</b>         | Sarah Michaud                     | New Vistas                                                                 | Executive Director                   |
|                    | Cyndy Milstead Anzek              | Walton Options for Independent Living                                      | Director                             |
|                    | Chamane Barrow                    | Houston Center for Independent Living                                      | Executive Director                   |
|                    | Melanie Hogan                     | Linking Employment Abilities and Potential                                 | Executive Director                   |
|                    | Kevin Smith                       | Mental Health Peer Connection/West New York Independent Living             | Assistant Director                   |
|                    | Kathy Kay                         | League of Human Dignity                                                    | Executive Director                   |
|                    | Jessica Minor                     | Accessibility Center for Independent Living                                | Director of Programs & Assessment    |
| <b>Council</b>     | Kate Brady                        | Georgia Council on Developmental Disabilities                              | Deputy Director                      |
|                    | Rachel London                     | Maryland Council on Developmental Disabilities                             | Executive Director                   |
|                    | Santa Perez                       | Nevada Council on Developmental Disabilities                               | Council Chair                        |
|                    | Steve Gieber                      | Kansas Council on Developmental Disabilities                               | Executive Director                   |
|                    | Kristen Larson (Alternate)        | Nebraska Council on Developmental Disabilities                             | Executive Director                   |
| <b>UCEDD</b>       | Robin Jones                       | University of Illinois, Institute on Disability and Human Development      | Project Director                     |
|                    | Jill Pleasant (Alternate)         | Northern Arizona University, Institute for Human Development               | Associate Director                   |
| <b>P&amp;A</b>     | Emily Munson                      | Disability Rights Indiana                                                  | Senior Attorney                      |
|                    | Shandra Monterastelli (Alternate) | Alabama Disabilities Advocacy Program                                      | Staff Attorney                       |
| <b>TBI Grantee</b> | Eileen Kelly                      | Minnesota Department of Human Services                                     | Traumatic Brain Injury Grant Manager |
| <b>Ex-Officio</b>  | Abigail Helget                    | Minnesota Department of Human Services                                     | Benefits Planning Capacity Builder   |
|                    | Patricia Henke (Alternate)        | Colorado Office of Employment First, Division of Vocational Rehabilitation | Director                             |





### ***Appendix D: Work Group Meeting Dates and Highlighted Discussion Points***

| <b>Date</b>            | <b>Status</b> | <b>Highlighted Discussion Points</b>                                                                                                                                                                                                                     |
|------------------------|---------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>March 4, 2021</b>   | Completed     | <ul style="list-style-type: none"><li>• Project team and work group member introductions</li><li>• Expected roles and responsibilities of work group members</li><li>• Overview of the TA Center</li><li>• Next steps related to the TA Center</li></ul> |
| <b>April 7, 2021</b>   | Completed     | <ul style="list-style-type: none"><li>• Demo and discussion of the TA Center website</li><li>• Overview and discussion of the landscape assessment and five-year strategic plan</li></ul>                                                                |
| <b>June 30, 2021</b>   | Completed     | <ul style="list-style-type: none"><li>• Overview and discussion of the remaining base year TA elements</li></ul>                                                                                                                                         |
| <b>August 30, 2021</b> | Upcoming      | <ul style="list-style-type: none"><li>• Overview and discussion of the proposed Option Year 1 TA elements</li></ul>                                                                                                                                      |



## ***Appendix E: Sample of Post-Event Survey Disseminated Following TA Event***

1. How would you best identify yourself? (Required)
  - CILs
  - DD Councils
  - Protection & Advocacy Entities
  - UCEDDs
  - TBI State Partners
  - State Government
  - Federal Government
  - AoD TA Center Subject Matter Expert
  - Other
2. Are you a person with a disability? (Optional)
  - Yes
  - No
3. If 'Yes', would you identify yourself as a self-advocate? (Optional)
  - Yes
  - No
4. Prior to today's event, I would rate my knowledge about the topics covered as: (Required)
  - Scale from 1-10, where there is a label "Not at all familiar" at 1 and "Extremely familiar" at 10
5. After today's event, I would rate my knowledge about the topics covered as: (Required)
  - Scale from 1-10, where there is a label "Not at all familiar" at 1 and "Extremely familiar" at 10
6. I found the event valuable in terms of providing new information, strategies, and ideas that could directly help me in my work. (Required)
  - Strongly Agree
  - Agree
  - Disagree
  - Strongly Disagree



7. I intend to share and/or discuss some of the information I learned on this webinar with my colleagues. (Required)
  - Strongly Agree
  - Agree
  - Disagree
  - Strongly Disagree
8. I plan to implement one or more key learnings from today's event into my organization's work around employment and economic advancement of individuals with disabilities. (Required)
  - Strongly Agree
  - Agree
  - Disagree
  - Strongly Disagree
9. How engaged did you feel in this event? (Required)
  - Very engaged
  - Somewhat engaged
  - Somewhat disengaged
  - Very disengaged
10. Overall, I was satisfied with this event. (Required)
  - Strongly Agree
  - Agree
  - Disagree
  - Strongly Disagree
11. In the future, I would like to learn more about: (Optional)  
[Open Text]
12. Is there anything else that you would like to share related to the event? (Optional)  
[Open Text]



## Appendix F: Individual CoP Webinar Event Metrics

### Exhibit F-1. CoP Webinar Registrant and Attendee Counts

| CoP Webinar Month | Number of Registrants | Number of Attendees |
|-------------------|-----------------------|---------------------|
| March             | 350                   | 222                 |
| April             | 276                   | 157                 |
| May               | 215                   | 108                 |
| June              | 338                   | 210                 |
| July              | 296                   | 150                 |

### Exhibit F-2. CoP Webinar Attendee Counts by Organization Type

| CoP Webinar Month | CIL | Council | P&A | TBI Program | UCEDD | State Government | Federal Government | AoD TA Center Subject Matter Expert | Family or Self-Advocate | Other |
|-------------------|-----|---------|-----|-------------|-------|------------------|--------------------|-------------------------------------|-------------------------|-------|
| March             | 35  | 10      | 19  | 8           | 6     | 68               | 2                  | 15                                  | 9                       | 50    |
| April             | 24  | 8       | 10  | 5           | 5     | 3                | 3                  | 10                                  | 7                       | 38    |
| May               | 15  | 5       | 6   | 0           | 4     | 45               | 2                  | 5                                   | 7                       | 19    |
| June              | 30  | 21      | 23  | 1           | 6     | 60               | 4                  | 10                                  | 16                      | 38    |
| July              | 25  | 1       | 17  | 1           | 6     | 66               | 5                  | 4                                   | 5                       | 20    |

### Exhibit F-3. CoP Webinar AoD Grantee Counts by Type

| CoP Webinar Month | CIL | Council | P&A | TBI Program | UCEDD | All AoD Grantees |
|-------------------|-----|---------|-----|-------------|-------|------------------|
| March             | 31  | 9       | 14  | 8           | 4     | 66               |
| April             | 21  | 8       | 8   | 4           | 5     | 46               |
| May               | 12  | 4       | 4   | 0           | 4     | 24               |
| June              | 21  | 12      | 13  | 1           | 6     | 53               |
| July              | 13  | 1       | 11  | 1           | 6     | 32               |

