



Implementing What you Know

This course explored various leadership roles DD Councils can play in shaping disability employment policy and advancing the Employment First movement. After reading the scenario below, think back to the concepts covered in this course and provide a written response that outlines the specific steps and strategies your DD Council could implement to facilitate a successful outcome. Your response should also include a description of key partners and collaborators, anticipated challenges, and measures of success.

Scenario

All states are expected to achieve compliance with the Home and Community Based Services (HCBS) Final Settings Rule by March of 2023. This means all HCBS-funded employment services must be provided in integrated settings. Imagine your state still has three sheltered workshops employing people with disabilities at sub-minimum wages under 14(c) certificates and many providers have not yet demonstrated commitment to Employment First principles or progress toward achieving competitive integrated employment outcomes. What are some ways your DD Council could provide leadership and guidance in this scenario? Additionally, how should your DD Council be working with state agencies, advocates, and other community partners to ensure your state is on track to achieve compliance by the deadline?

After completing your written response to the scenario above, please provide brief answers to each of these questions:

- a. In this initial exercise, what worked well for you based on what you tried to implement from the course/lesson?
- b. What didn't work so well? Were there specific challenges during the implementation exercise that you need to do some additional work on?
- c. What lessons from this initial implementation experience will you take with you into the future to strengthen your approach?

