

# Alaska Works Initiative

Five Year Strategic Plan: The Road To Work

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# Alaska Works Initiative

## Vision

Alaskans who experience disabilities are employed at a rate as close as possible to that of the general population



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The logo for Alaska Works, featuring the text "ALASKA WORKS" above a stylized graphic of horizontal lines that form a wave or a series of steps.

# Alaska Works Goals

- ◆ Develop and implement a 5-year strategic plan to advance sustainable systems change
- ◆ Transform disability support programs to emphasize employment and needs of working Alaskans with disabilities
- ◆ Assist youth and adults with disabilities to secure employment in Alaska's labor market



# Roadblocks to Work

- ◆ Fear of losing health benefits
- ◆ Lack of knowledge or use of existing work incentive programs
- ◆ Lack of comprehensive vocational services including benefit counseling
- ◆ Financial disincentives
- ◆ Fragmented systems
- ◆ Limited work opportunities

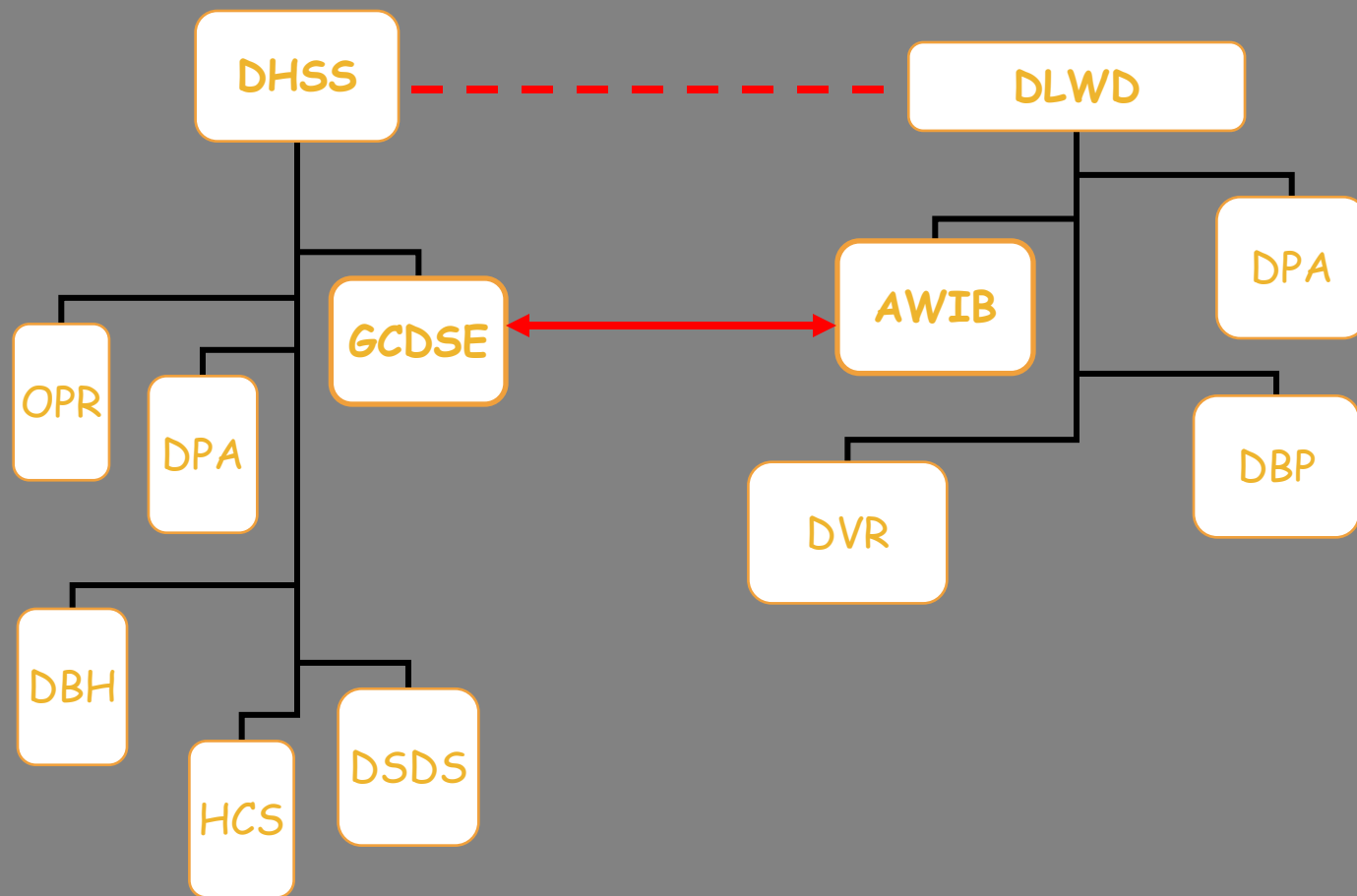


# Alaska Works Partners

- ◆ GCDSE and AWIB
- ◆ Alaska Works Consortium
  - ✓ CHD - lead
  - ✓ DPA - lead
  - ✓ DBH - lead
  - ✓ DHSS - DHCS/DSDS/AMHB
  - ✓ DLWD - DVR/DBP/ESD
  - ✓ DEED
- ◆ Consumer Employment Leadership Network



# Alaska Works Partners



# Outcomes To Date

- ◆ 130 people trained in benefits counseling, Ticket-to-Work program, and other work-related resources
- ◆ APA workforce development specialists had 302 technical assistance contacts; 132 individuals received services, 61 were employed. 59 benefits plans reviewed
- ◆ Federal mental health block evidence-based supported employment project served 38; 11 working full time and 17 part-time. 93 (47 consumers), attended supported employment training.



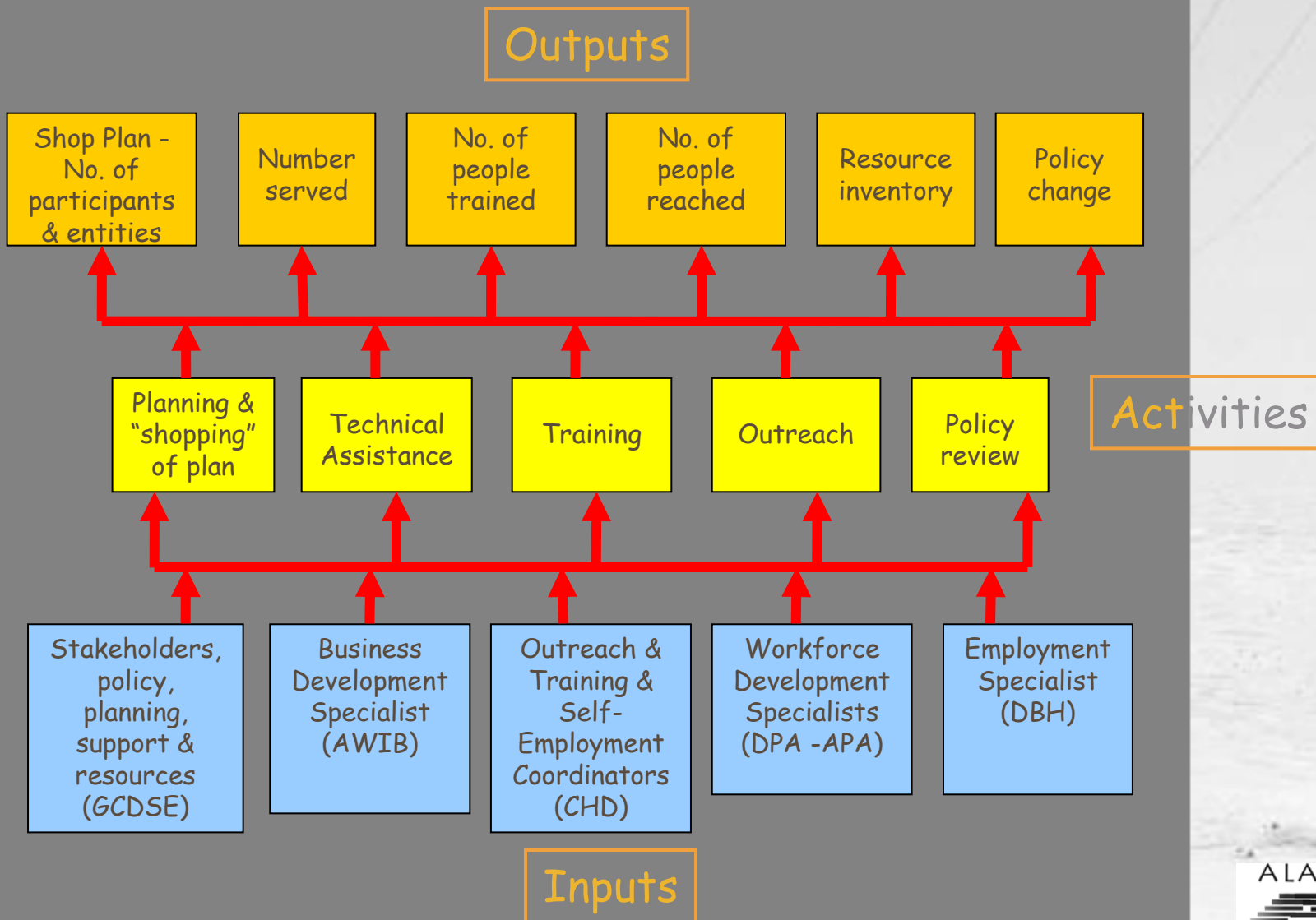
# Outcomes To Date

- ◆ Work with DHSS on regulatory changes to increase resource limits to \$10,000 for Medicaid Buy-in recipients
- ◆ AWIB workforce investment priorities to include people with disabilities; outreach to inform people with disabilities of work opportunities
- ◆ Strategic planning to enhance successful transition of youth with disabilities from school to adult life and employment
- ◆ Procedures for micro-enterprise loan and grant fund finalized





# Logic Model – Inputs & Outputs



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# Logic Model - Outcomes

## Individual Outcomes

People get  
job/careers

People  
increase  
earnings

People  
reduce or  
get off  
benefits

People  
accumulate  
resources



Service  
delivery  
changes

Greater  
grasp and  
use of  
resources  
& options

Change  
in  
resource  
uses

Changes  
in  
outlook  
and  
attitudes

Improved  
statute  
regulation  
practices  
& systems

## System Outcomes



# Strategic Plan Goals

- ◆ **Goal 1:** Build work expectations and incentives into programs and services for people with disabilities
- ◆ **Goal 2:** Regularly measure and analyze success in employment
- ◆ **Goal 3:** Increase awareness, understanding and use of employment-related resources by Alaskans with disabilities
- ◆ **Goal 4:** Provide the capacity to meet the employment-related needs of Alaskans with disabilities



# Plan Goals

- ◆ **Goal 5:** Blend and braid resources
- ◆ **Goal 6:** Use a variety of funds, including underutilized and non-traditional resources, to finance needed services
- ◆ **Goal 7:** Routinely connect job seekers with disabilities to needed resources, including the workforce investment system
- ◆ **Goal 8:** Coordinate services and resources as a part of everyday activities



## Focus: Work as an Expectation

- ◆ Promote work as an expectation to individuals with disabilities, their families, and service providers
- ◆ Develop policy that promotes the expectation that people with disabilities can and want to work
- ◆ Promote work as an expectation to the public



## Focus: Outreach and Training

- ◆ Transform service provision to focus on employment
- ◆ Implement a coordinated outreach plan
- ◆ Promote and foster the use of mentors



## Focus: Resources and Funding

- ◆ Use existing resources and funds more efficiently
- ◆ Secure new funding sources
- ◆ Develop and/or change policy to increase availability of employment resources
- ◆ Increase resources and support that encourage micro-enterprise development



# Focus: Connectivity, Coordination, and Workforce Investment

- ◆ Establish connections among groups that don't typically intersect with the workforce investment system
- ◆ Increase the availability of accessible, affordable transportation and housing



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# Other Key Elements

- ◆ Results orientation
- ◆ Strategic funding
- ◆ Broad-based support
- ◆ Key champions
- ◆ Adaptability
- ◆ Strong internal systems
- ◆ Sustainability



# How DHSS Can Help

- ◆ Support for plan
- ◆ Engagement of Key Champions
- ◆ Active implementation participation
- ◆ Access to data
- ◆ Resource Identification
  - ✓ Needed
  - ✓ Available
  - ✓ Potential



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