

ARIZONA EMPLOYMENT FIRST PARTNERSHIP

MEMORANDUM OF UNDERSTANDING

I. PARTIES

The Parties to this Memorandum of Understanding are Sonoran UCEDD, Institute for Human Development – Northern Arizona University, Arizona Developmental Disabilities Planning Council, Arizona Department of Economic Security/Division of Developmental Disabilities and Division of Employment and Rehabilitative Services, Arizona Department of Education/Exceptional Student Services, Arizona Health Care Cost Containment System, Arizona Health Care Cost Containment System, Cave Creek Unified Schools, Scottsdale Training and Rehabilitation Services (STARS), Valleylife, The Centers for Habilitation (TCH), Gompers Habilitation Center, Southwest Autism Research & Resource Center (SARRC), Beacon Group, Ability 360, Untapped Arizona, and Raising Special Kids.

II. BACKGROUND

In October 2013, the Arizona Developmental Disabilities Planning Council convened a group of stakeholders to discuss an Arizona Employment First initiative. *Employment First: A Review of Successful State Strategies for Improving Employment Outcomes among People with Intellectual and Developmental Disabilities*, prepared by the National Association of State Directors of Developmental Disabilities Services (NASDDDS), provided attendees with an overview of lessons learned from existing Employment First states efforts. Consensus was reached to support an Arizona Employment First initiative and a Core Team of the attending stakeholders was identified to begin the process. Through a planning process that included monthly meetings of the Core Team, webinars, an on-line survey, and six Community/Regional Forums to gather information, a state Strategic Plan was drafted. After further stakeholder review and comment, revisions were made and the comprehensive Arizona Employment First Strategic Plan was finalized and published in July 2015.

III. PURPOSE

The purpose of this Memorandum of Understanding is to establish a cooperative agreement among the involved Parties to implement the Key Directions set forth in the Arizona Employment First Strategic Plan which supports the belief that community-based, integrated employment should be the primary day activity for working age youth and adults who have disabilities. The MOU further supports an overarching goal that eligible persons who have disabilities will have access to integrated work settings most appropriate for them, including the supports necessary to help them succeed in their workplace.

The Key Directions the Parties agree to collaborate on are:

1. Foster and maintain COLLABORATION in order to increase the competitive employment of people who have disabilities;
2. Increase AWARENESS of the potential of people who have disabilities and ADVOCATE for their competitive employment;
3. Prepare YOUTH for competitive employment, especially in high potential employment sectors, including self-employment;
4. Foster JOB creation, hiring, retention, promotion and self-employment;
5. Create and promote POLICIES that lead to the successful employment of people who have disabilities;
6. Foster the development of employment-focused SUPPORTS.

IV. SCOPE OF WORK

The scope of work in this Memorandum of Understanding is statewide.

V. SPECIFIC ROLES AND RESPONSIBILITIES OF THE PARTIES

Implementing the major actions set forth in the Strategic Plan will require the ongoing involvement of the Arizona Employment First Core Team members, in conjunction with a variety of stakeholder groups including youth and adults who have disabilities, advocates, educators, employers, employment service provider agencies, state agencies, University Centers for Excellence in Developmental Disabilities, policy makers and potential funders.

The Core Team will continue to meet on a regular basis, as agreed to by the majority, to coordinate and implement activities needed to achieve the desired outcomes and ensure ongoing implementation and assessment related to carrying out Plan strategies and activities.

The Parties agree to continue their commitment to implementing the Key Directions set forth in the Strategic Plan. Additionally, they will take an active role in representing the work of the Core Team with their individual agencies and constituencies. They further agree to support, use and promote, in a consistent manner the message of the Strategic Plan that people who have disabilities can meaningfully contribute in the workforce and in the community, and that employment in an integrated setting is the preferred outcome for people who have disabilities.

Employment First does not mean employment only and does not deny individual choice, but is intended to increase employment opportunities available for individuals who have disabilities.

VI. TERMS OF THE MEMORANDUM OF UNDERSTANDING

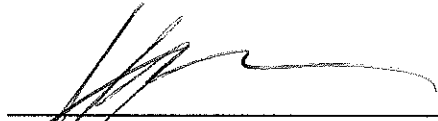
The term of this Memorandum of Understanding shall begin on April 1, 2016 and end on June 30, 2021, at which time the Parties shall evaluate implementation of the Key Directions, Strategies and Major Actions to determine the degree of success achieved and whether the Memorandum should be extended.

Nothing in this Memorandum of Understanding shall be construed to give the Parties any authority, express or implied, over the programmatic and/or budgetary decision making operations of the organizations involved.

Any Party may terminate its participation as a member at any time by giving thirty (30) days written notice to all Parties of such termination and specifying the effective date thereof.

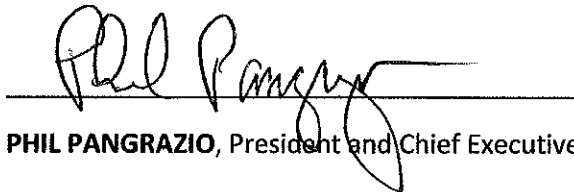
BY SIGNING THIS MEMORANDUM OF UNDERSTANDING, EACH PARTY IS ACCEPTING AND AGREEING TO ABIDE BY AND COMPLETE THE RESPONSIBILITIES DELINEATED IN THIS MEMORANDUM OF UNDERSTANDING.

ADVOCACY AGENCIES:



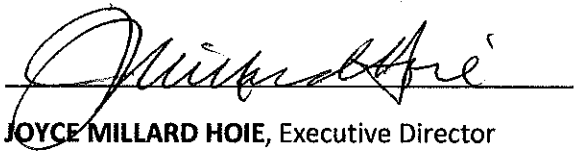
LARRY CLAUSEN, Executive Director

Arizona Developmental Disabilities Planning Council



PHIL PANGRAZIO, President and Chief Executive Officer

Ability 360



JOYCE MILLARD HOIE, Executive Director


Raising Special Kids



RALPH SERPICO, President and Chief Executive Officer

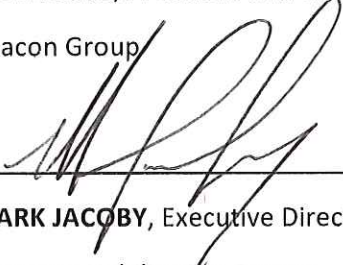
Untapped Arizona

PROVIDERS:




STEVE KING, President and Chief Executive Officer

Beacon Group



MARK JACOBY, Executive Director

Gompers Habilitation Center



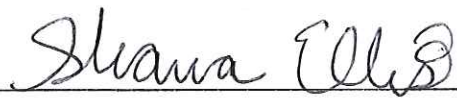
DAVID HENDERSON, President and Chief Executive Officer

Scottsdale Training and Rehabilitation Services



DANIEL OPENDEN, PRESIDENT and CHIEF EXECUTIVE OFFICER

Southwest Autism Research & Resource Center



SHANA ELLIS, President and Chief Executive Officer

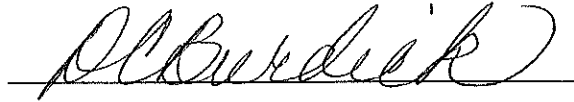
The Centers for Habilitation



CLETUS THIEBEAU, President and Chief Executive Officer

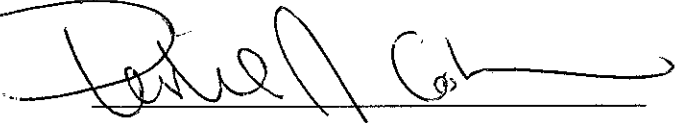
Valleylife

SCHOOL DISTRICT AND UNIVERSITIES:



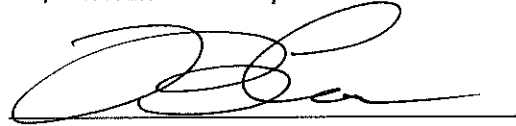
DR. DEBBI BURDOCK, Superintendent

Cave Creek Unified School District



LESLIE COHEN, Director

UA/Sonoran University Center for Excellence in Developmental Disabilities




TOM UNO, Associate Director

NAU/Institute for Human Development University Center for Excellence in Developmental Disabilities


STATE AGENCIES:




VIRGINIA ROUNTREE Assistant Director, DHEM
Arizona Health Care Cost Containment System/~~Behavioral Health Services~~



SHARI ZARA, Deputy Superintendent of Operation
Arizona Department of Education/Exceptional Student Services



DR. LAURA LOVE, Assistant Director
Arizona Department of Economic Security/Division of Developmental Disabilities



KRISTEN MACKEY, RSA Administrator
Arizona Department of Economic Security/Division of Employment and Rehabilitative Services