

Collaborative Charter for Inclusive Services Expansion

297 #11h (Sickles) | 296 #2s (Boysko)



INTRODUCTION

We, the above-named organizations, establish this charter to formalize our collaboration on a proposed initiative to grow provider capacity for inclusive services. One-time Funding of \$5.2 Million has been requested of the Virginia General Assembly.

OBJECTIVE

The primary objective of this collaboration is to enhance the capacity of service providers offering waiver services for individuals with disabilities in Virginia, specifically targeted to grow the provider base for the newly created inclusive services that were in response to the **DOJ Settlement Agreement**. This initiative will focus on three key areas: recruitment and workforce development, support for business start-ups and expansion, and education on underused services.

COLLABORATION

Working both with public and private partners, including the **Department of Behavioral Health and Developmental Services (DBHDS)** we envision collaborating with subject matter experts in the fields of **economics, workforce, communications and disability rights** in order to leverage their expertise to enhance our strategies and ensure a comprehensive approach to our initiatives.

ALLOCATION OF FUNDS

The Arc of Virginia will function as the **Fiscal Agent**, responsible for receiving and managing funds. All decisions related to fund allocation will be determined by the steering committee. The allocated funding will be distributed across designated focus areas, with estimated amounts outlined as follows:

Recruitment Campaign and Workforce Development (\$2.0 million):

Develop and implement a comprehensive public recruitment campaign to attract and prepare people to work in the field of disability services by:

- Highlighting *non-monetary benefits* of working in the disability field
- Targeting outreach to *untapped labor pools*, including immigrant populations, college students, and people with disabilities themselves who can work in the industry supporting others.
- Developing mechanisms to help *job seekers find positions* in the disability field.

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ALLOCATION OF FUNDS - CONTINUED

Business Start-ups and Expansion Incubators (\$2.9 million):

Promote the establishment and growth of businesses committed to delivering inclusive services for individuals with disabilities to enhance capacity through:

- Support that fosters innovative approaches and sustainable models for inclusive services.
- Training and mentorship by subject matter experts successful in providing these services.
- Access to proven resources including policies, communication tools and documentation that are best practices for inclusive services.
- Financing for start up costs related to transitioning business models.

Education on Inclusive Services (\$330,000):

- Design and implement awareness strategies to educate individuals with disabilities and their families about underused inclusive services.

ROLES AND RESPONSIBILITIES

Steering Committee:

- Composed of representatives from each partnering organization as well as DBHDS and other subject matter experts that will enhance the initiative's outcomes.
- Responsible for overall project oversight, decision-making, and strategic planning.
- Ensures adherence to the project timeline and budget.

Subcommittees:

- There will be subcommittees for each of the key areas, Recruitment and Workforce Development, Business Start-ups and Expansion Incubators, Education on Inclusive Services.
- Each subcommittee will be responsible for developing and implementing strategies within their respective focus areas and reporting to the full Steering Committee.

REPORTING

- Each subcommittee will submit regular reports to the Steering Committee detailing progress, challenges, and recommendations.
- Semiannual updates, including expenditure reporting, will be provided to the partnering organizations and the General Assembly to ensure transparency and accountability.

TIMELINE

The initiative will commence upon funding from the General Assembly with a comprehensive project timeline developed by the Steering Committee and shared with all collaborating entities.

NOTE about The Arc of Virginia as Fiscal Agent:

The Arc of VA does not provide any direct DD Waiver Services and, therefore, has no financial interest related to service expansion or development.