

# Transformation starts with you!

DDS and providers are partners in Supporting Transformation to Empower People (STEP). This is a period of increased funding and support for transformation. DDS encourages creative and innovative approaches to reach the goals of increasing self determination and choice for people receiving supports.

## Think Big!

Look at where your agency is and dream about where you want to go!

Work with individuals, families, frontline staff, and other stakeholders to brainstorm ways to get there.

## Propose

Consider the ideas you gathered. What will best meet the evolving needs of the people you support and the agency?

Begin turning the ideas into an initial plan. Flag any remaining concerns and gaps.

## Refine

Use the Transition Plan template to share your planning with your region. DDS will work with you to address your concerns and gaps and make your plan a reality. This can include guidance on how to categorize and bill innovative support approaches.

## Implement

Coordinate with the individuals you support and their teams to start rolling out the plan!

DDS will continue to help you navigate unexpected obstacles and adjust the approach for long-term success!

## Support and Resources

Download the [STEP Transition Plan templates](#) as a guide for your plan.



**One on One Technical Assistance (TA)** from experts can help you turn your ideas into a plan and figure out how it fits into STEP. TA is also available to guide and support implementation.



If you have questions for DDS, the **Regional Resource Administrators** and their teams are ready to help! Your region will assign a dedicated STEP Liaison when they approve the plan.



DDS is planning **Provider Collaboration Sessions** to bring providers together for peer learning on STEP. Join to share and hear lessons learned, challenges, and promising approaches from others on the journey. Details will come through Everbridge.



## Self Employment

Maryland developed a program to support adults with I/DD to become self employed. [Reach Independence through Self Employment](#) (RISE) includes discussing business ideas, classes in entrepreneurship, and funding to start a business. RISE staff follow up over several years to check in on the start up.

**Consider:** Though a state initiative, providers should keep self-employment in mind as a job option. Work with individuals to find out their aspirations and develop a training path for potential entrepreneurs!



## Supports at Home

California providers participated in the [Community Based Residential Continuum Pilot](#) to provide medical and supportive services in the home and avoid unnecessary healthcare costs. The program promotes living in the least restrictive setting possible by ensuring access to home-based health and other care services.

**Consider:** Technology such as remote health monitoring and medication reminders can promote health and safety while enabling people to live in community settings.



## Merging Day and Vocational

An agency in Massachusetts took a holistic approach to providing individual day and vocational preparation supports by designing a [Community Liaison Program](#) with three components: volunteerism, recreation, and instruction. The program trained former workshop staff to coordinate with individuals to learn skills, develop pathways to employment, and get individuals involved in their communities based on their interests.

**Consider:** Commitment to supporting people to explore interests in work and the community creates meaningful engagement. It also highlights a route for moving away from subminimum wage employment.



## Technology Instruction

Maryland established [Tech Coaching Centers](#) to expand technology access and understanding for the community. They provide participants with personalized coaching on technical skills to gain employment. Participants can grow their skills and confidence and even learn more complex skillsets such as coding and programming.

**Consider:** Providers can support individuals to leverage technology. Education can set individuals up for success whether it's using technology to connect with the world or for competitive employment opportunities.