



## Promoting employment, improving services

Thirty-eight projects were selected to receive funding under the new Developmental Services Employment and Modernization Fund.

The selected projects will promote employment in the community for adults with developmental disabilities, and support person-centred and sustainable services.

Some of the projects include:

- Working with municipal partners to make community programs more inclusive and welcoming for people with developmental disabilities
- Promoting community inclusion by moving from site-based programs to community-based supports
- Exploring how agencies work together and achieve efficiencies in service
- Redesigning existing employment support programs to move away from sheltered workshops to individualized employment supports in the community
- Working with local employers on community job development and customized job matching.



The ministry received more than 260 applications for the fund. A review panel of ministry staff and external representatives, including an academic and a former executive director from the developmental services sector, reviewed applications and selected successful proposals.

We want to thank all those who took the time and effort to submit their proposals. The ministry is currently planning the 2015-16 call for proposals for the Employment and Modernization Fund. Watch for more information in a future issue of Spotlight or on our social media channels:

 [facebook.com/OntarioSocialServices](https://www.facebook.com/OntarioSocialServices)

 [twitter.com/ONSocialService](https://twitter.com/ONSocialService)

## New tools support quality standards

The Province has just released two new tools to help developmental services agencies meet their requirements under the Quality Assurance Measures outlined in [Regulation 299/10](#).

The regulation includes 280 requirements that agencies must meet, ranging from fire safety plans to procedures on medical and medication services at group homes.

The Ministry of Community and Social Services regularly inspects residences and other locations run by developmental services agencies to make sure they are safe and meeting the required quality standards.

Starting this spring, we will be strengthening the ministry's compliance inspection program with clearly prescribed timelines for follow-up where agencies are not in compliance.

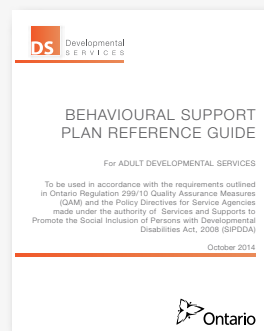
You can view the new Developmental Service Compliance Inspection: Indicator List and Behaviour Support Plan Reference Guide at the [MCSS publications page](#) and [www.qamtraining.net](http://www.qamtraining.net).

### The new tools include:

**A Developmental Service Compliance Inspection: Indicator List**, which provides additional detail about the standards that provincial inspectors use when inspecting agencies that must meet the Quality Assurance Measures.



**A Behavioural Support Plan Reference Guide**, which provides information on the requirements for agencies to develop individual behaviour support plans for clients as outlined in the Quality Assurance Measures and policy directives.





## Supporting front-line workers

In late December, the Ontario government accepted a recommendation from employer and union groups on a model for the distribution of **\$180 million** for frontline workers in the developmental services sector over three years.

The funds are part of the government's \$810-million multi-year investment in community and developmental services. It will support the continued professionalization of the developmental services sector and salaries and wages for front-line workers.

### Under the funding guidelines:

**80%**

of the funding allocation will support **salary, wages and associated benefit costs,**

and the remaining

**20%**

will support workplace stability priorities such as **increased support for lower-wage workers and professional development.**

Bargaining agent representatives and employer representatives from union and non-union agencies collaborated on a recommended approach to allocate and distribute the funds.

In addition, the Ministry agreed to establish a Developmental Services Advisory Group – a joint working group chaired by the ministry with employer and union representatives – to look at wage and compensation issues across the sector.

This investment will help agencies continue to provide high-quality services, hire and retain qualified staff, and better support the people they serve.

Agencies will receive information about their funding allotment and details about the funding guidelines this month.

The recommended approach will help all parties meet the service delivery efforts of agencies and front-line workers, while supporting the principles and objectives of our ongoing developmental services transformation.

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“This investment will help agencies continue to provide high-quality services, hire and retain qualified staff, and better support the people they serve.”

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## Independent living – Roycerin tried it on for size

Roycerin Mahood is a vibrant and determined young woman who now lives independently thanks to skills she learned at Elmira District Community Living's **“Trying it on for Size”** (TIFS) program.

TIFS is a program that **helps prepare individuals with developmental disabilities to transition out of their family's home** by teaching them independent living skills.

“Initially, when individuals come to TIFS, we work side-by-side in partnership with them,” says Tami Schaafsma, a caseworker at TIFS. “Eventually we step back as they become more confident to transition to a more independent life.”

Over the course of a year, Roycerin spent one to five nights per month living on her own in a furnished apartment.

“You have to learn budgeting and money skills. All the important stuff,” says Roycerin. Learning to shop for herself was an important step forward, but Roycerin's progress didn't stop there.

TIFS helped Roycerin achieve far more than living on her own. TIFS helped her build the confidence and commitment to actively work towards getting a driver's licence and a college diploma.

To meet Roycerin and learn more about TIFS, [watch our video](#)



**Roycerin Mahood**

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“TIFS helped Roycerin achieve far more than living on her own.”

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Tami's thoughts about Roycerin say it all.

“To see this progress in a young lady who couldn't even discuss moving out of her parents' home and committed to making these changes and working towards these goals – we're just amazed.”

## Building a future with person-directed planning

Person-directed planning is helping people with developmental disabilities across Ontario choose what they want to do in life and connect with their communities.

To raise awareness of person-directed planning, a team of researchers, with support from the ministry, recently released some videos and a comic strip to show how person-directed planning is helping a few individuals.

The researchers — Hélène Ouellette-Kuntz (Queen's University), Lynn Martin (Lakehead University) and Virginie Cobigo (University of Ottawa) — are members of MAPS, which is short for Multidimensional Assessment of Providers and Systems.

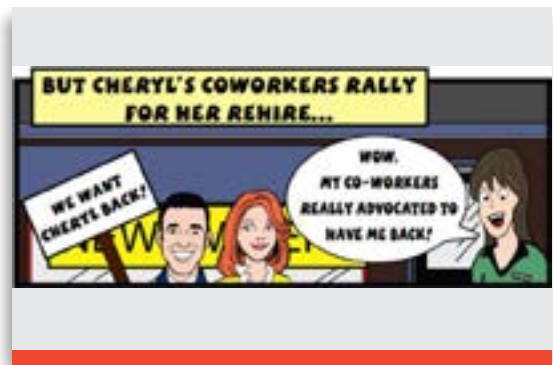
They collaborated with individuals and their planning teams based at Community Living Parry Sound, Kitchener-Waterloo Rehabilitation and Mills Community Support to develop the stories.

[Visit the person-directed planning section of the MAPS website](#) for more information about these stories.

Look for posters and cards promoting these stories at your local [Developmental Services Ontario \(DSO\)](#) office. Your DSO can give you more information about person-directed planning in your area. You can also find more information about [person-directed planning on our website](#) and in our [Person-Directed Planning and Facilitation Guide](#).



[Watch Becky's story](#)



[Look at Cheryl's story](#) (comic strip)



[Watch Moe and Ann's story](#)



## Virtual town hall on developmental disabilities

The Health Care Access Research and Developmental Disabilities project (H-CARDD) has been hosting a series of interactive discussions on health and developmental disabilities. The last virtual town hall will talk about this important topic:

### Upcoming H-CARDD Town Hall:

**Aging and developmental disabilities:  
frailty, home care and long-term care.**

**February 19, 2015 – 12 p.m. to 1 p.m.**

Participation is free. If you're interested, please visit the H-CARDD website at [www.hcardd.ca](http://www.hcardd.ca) to find the registration information.



Health Care Access Research  
and Developmental Disabilities



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