

Workforce Preparation and Human Resources Domain – Group Discussion Prompts

Group discussion of each of the domains in the ESTA will assist organizations to further examine the domain. *During discussion, consider potential actions that may be undertaken to make further progress in the transformation process.*

- As the discussion proceeds, keep in mind the potential need to modify current HR policies and practices. In each area discussed, note any potential changes in HR policy.
- Begin discussion by describing the processes already in place to encourage staff to participate in transformation activities, including the development of integrated and competitive employment models. What is the agency doing to fully engage its staff in the transformation process across the agency?
- Discuss what training/education staff has received regarding the transformation. Does this training include a focus on culture change (i.e., attitudes and beliefs) and the development of the necessary skills and competencies?
- What criteria do Leadership and program supervisors use in assessing staff knowledge and commitment to the transformation plans? How do Leadership and Program supervisors monitor the integration of Evidence-Based Practices and person-centered planning processes into all aspects of service delivery?
- Describe steps the agency has taken to facilitate the integration of individuals currently enrolled in the Work Center into the agency's staff. What discussions and trainings have occurred to prepare current staff members to recognize and accept individuals who may receive disability services as colleagues and equal members of the team? Have current agency staff received training/education on including people who were once "clients" in workplace activities, responsibilities, and social interactions?