

CPS is a Nonprofit, Inc. sharing the belief that all individuals, specifically those who have disabilities or who experience handicapping circumstances in their lives have the same absolute rights to dignity and the pursuit of happiness as granted to all citizens.

STRATEGIC PLANNING FOR EMPLOYMENT, TRANSITION SERVICES AND SUPPORT COORDINATION

Modified August 2019

Modified August 2020

Modified August 2021

Modified February 2022 – with CARF recommendations

Community Personnel Services (CPS) strategic plan is a map towards sustaining financial stability in order to provide quality services to individuals served. This plan enables CPS to continue to grow in areas of Transition, Supported Employment and Support Coordination. Year 2021 has presented unique challenges due to global pandemic and State mandated restrictions, but during which CPS was able to develop a plan to provide services in order to meet the needs of individuals and families served.

IDENTIFIED STRENGTHS AND WEAKNESSES:

STRENGTHS	WEAKNESSES
Dedicated employees with longevity to the organization	Financial vulnerability to State / Federal Medicaid reimbursement rates (funding cuts)
Reputation within the community / schools	Socialization for clients
Growth of employment opportunities with local industries	Lack of grant writing
ECLC Foundation support when needed	Technology to accommodate changing times (pandemic) with remote capabilities
Successful client job placements	The economy
Significant growth in SC / Transition Services	Lack of persons seeking employment in social services (SE, SC)
Supportive Board of Directors and Executive Director	Billing options – review subcontractors

CRITICAL ISSUES:

1. Technology review and upgrade to accommodate the changing times remote/virtual
2. Locating and hiring qualified employees for SE and SC services
3. Locate or provide socialization opportunities for clients as they are expressing concerns of isolation
4. Expanding opportunities within the communities for SE clients and internships for students

- Goal 1:** By 2023, research the feasibility of providing a “job club” to SE clients who are employed or seeking employment to share concerns/work related discussions. The job club could offer a venue for clients to “make friends” increase socialization opportunities.
- Review demographics of persons served to
Send survey to clients for feedback on job club (activities, schedule etc.)
Investigate funding to support job club monitor
- Goal 2:** By 2023, hire qualified candidates to provide SE services expanding services to waitlisted clients and graduating students
- Goal 3:** Annually, provide staff with ongoing trainings through the Boggs Center/DVRS and in-person increasing knowledge of ASD. Invite clients to staff meetings to discuss their challenges and needs.
- Goal 4:** By 2023, develop a vetted volunteer base to assist with “job club” activities

Community Personnel Services continues to strive to provide quality services to students, consumers and families. We continue to learn and grow and to embrace the unique challenges of our times:

Mary Griggs

Submitted/Approved: Mary Griggs- CPS Director

2/10/22

Date

S. Lieberman

Reviewed/Approved: Stephanie Lieberman – Supervisor

2/10/22

Date

Judy Clemente

Reviewed/Approved: Judy Clemente – Supervisor

2/10/22

Date