

Ministry of Children, Community and Social Services

Journey to Belonging: Choice and Inclusion

**Ontario Association on Developmental Disabilities
Fall Workshop**

November 8, 2022

Vision and Principles



Vision

People with developmental disabilities are supported by their communities, support networks and government to belong and live inclusive lives.

People are empowered to make choices and live as independently as possible through supports that are person-directed, equitable and sustainable.



Principles

People receive **support based on their needs**

Services build on the **strengths of people and supports** provided by families, support networks and communities

Supports are **person-directed and flexible**

Supports are **proactive and responsive** to people's changing needs across the course of their lives

Services are driven by **evidence, outcomes and continuous improvement**

Services and supports promote **health, well-being and safety**

System is **sustainable**

Reform Commitments

1

Putting People First

Proactive and flexible supports **based on people's needs**

- ✓ Better planning and early intervention
- ✓ Person-centred and needs-based funding approach
- ✓ Supporting access to services across sectors
- ✓ Culturally relevant supports

2

Improving Service Experience

User friendly services and modernized service delivery.

- ✓ Simplifying the application process
- ✓ Improved needs assessment
- ✓ Adopt best practices and innovations
- ✓ Supporting technology and digital delivery

3

Improving Quality and Accountability

High-quality supports that lead to good outcomes for people.

- ✓ Performance measurement for continuous improvement
- ✓ More choice and a quality framework to help people choose
- ✓ Skilled workforce to deliver high-quality person-directed supports

Progress to Date – Key Highlights



Performance Measurement Approach

- ✓ Launched prototype to measure outcomes within the system, starting with people's experience with the application process



Funding Approach – Costing Study

- ✓ Data collection phase of costing study led by KPMG underway



Supporting the Workforce

- ✓ Launched three early workforce initiatives co-led with sector – core competencies, recruitment and leadership training
- ✓ Implemented a \$3/hour increase for eligible workers in April 2022
- ✓ Funded initiative on COVID-19 related mental health and addictions supports for front-line staff



Youth Employment

- ✓ Funded an initiative by the Ontario Disability Employment Network (ODEN) to support employment of youth with developmental disabilities, to identify best practices that can be shared and replicated



Supports for Families and Caregivers

- ✓ Provided \$200,000 to 31 family support networks (FSNs) across the province to build capacity
- ✓ Grant program for 2022-23 funding launched in July 2022



Education and Awareness Campaign

- ✓ Released first phase of social media campaign to promote welcoming communities for people with developmental disabilities

Education and Awareness Campaign: #SeeMyAbilities



Ontario Community and Social Services
@ONSocialService

When you meet a person who has a developmental disability, do your assumptions get in the way?

Start with a conversation. It can help to understand a person's interests, skills, and needs. Learn more: Ontario.ca/SeeMyAbilities

[#SeeMyAbilities](#)



Building more inclusive communities and a stronger workforce

#SeeMyAbilities



Ontario Community and Social Services
@ONSocialService

People who have developmental disabilities want to be active in their communities. Attitudes and assumptions stop their contributions from being seen.

Learn to focus on abilities: Ontario.ca/SeeMyAbilities

[#SeeMyAbilities](#)



Removing assumptions to build more inclusive communities

#SeeMyAbilities



Ontario Community and Social Services
@ONSocialService

When we accept rather than assume, we help build more welcoming classrooms, workplaces and communities.

Including people who have a developmental disability is as simple as getting to know the person.

Ontario.ca/SeeMyAbilities

[#SeeMyAbilities](#)



Creating welcoming communities

#SeeMyAbilities

Progress to Date – Key Highlights (Cont'd)



Knowledge Translation and Transfer

- ✓ Supporting change through the Knowledge Translation and Transfer (KTT) Hub and Network, as part of the shift to more person-centred ways of delivering services and bridging the gap between research and practice
- ✓ Launched a mentorship and coaching model for the DS sector in January 2022



Housing Initiative

- ✓ Supporting people to find housing in the community and live more independently through \$13 million investment over three years in housing navigation and the Adult Protective Services Worker (APSW) program



Partnership on Health Initiatives

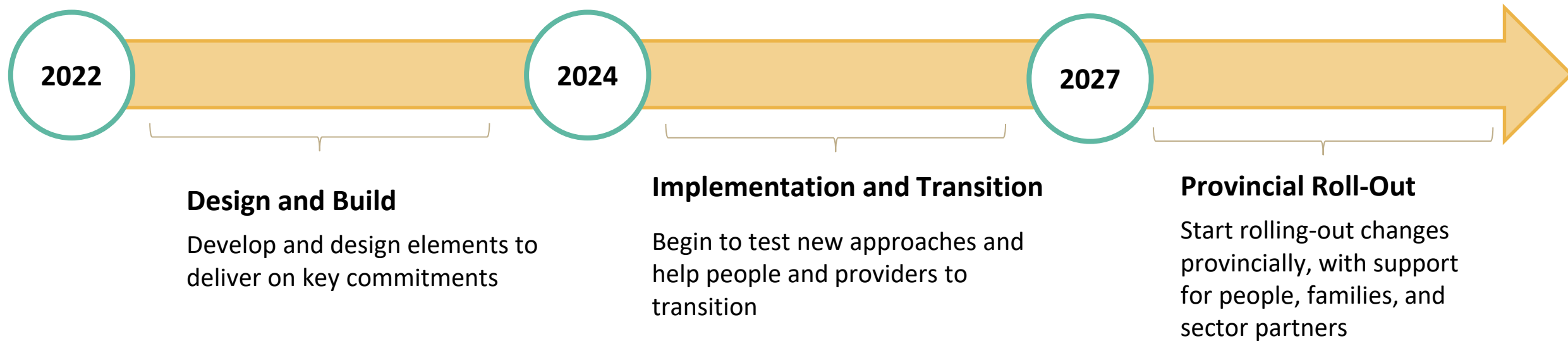
- ✓ Collaborating with Ontario Health Teams
 - Clarification that membership fees are not a condition to participate on local health teams
 - Initiative to raise awareness with Ontario Health about the needs of people with developmental disabilities
- ✓ Providing alternatives to support decision-making for people in the Family Managed Care program



Passport Program

- ✓ Launch of new Passport dedicated website by the Ontario Passport Agency Network ([Passportfunding.ca](https://passportfunding.ca))
- ✓ Updated guidelines to be released for 2023-24, providing direction on existing temporary expenses such as:
 - Technology
 - Transportation
 - Home-Based Recreation
 - Behavioural Support Plans

Timeline



What We Are Doing Now: Designing and Building

What does that mean?

- Policy work to design and build the different parts of a future system, for example funding approach and assessment process
- Looking at other jurisdictions, talking to stakeholders, doing research, and examining different options

What happens next?

- This phase of work will continue in the coming years as we design the system of the future
- With input from stakeholders, ministry will propose options and make recommendations to the government
- Once the government makes decisions, any changes to the DS system will be gradual

Seeking Ongoing Input and Feedback

Advice from Sector Partners

- Regular meetings with advisory groups on progress and implementation of reform plan



**Reference
Group**

22 members
(family members, self-advocates and sector representatives)



**Minister's
Table**

10 leaders from
umbrella groups and
DS agencies

Meetings and Events

- Information sharing and dialogue to keep people informed about reform plan

Conferences

Forums

**Annual
General
Meetings**

**Sector Associations
and Umbrella
Group Meetings**

Engagement on Specific Areas of Work

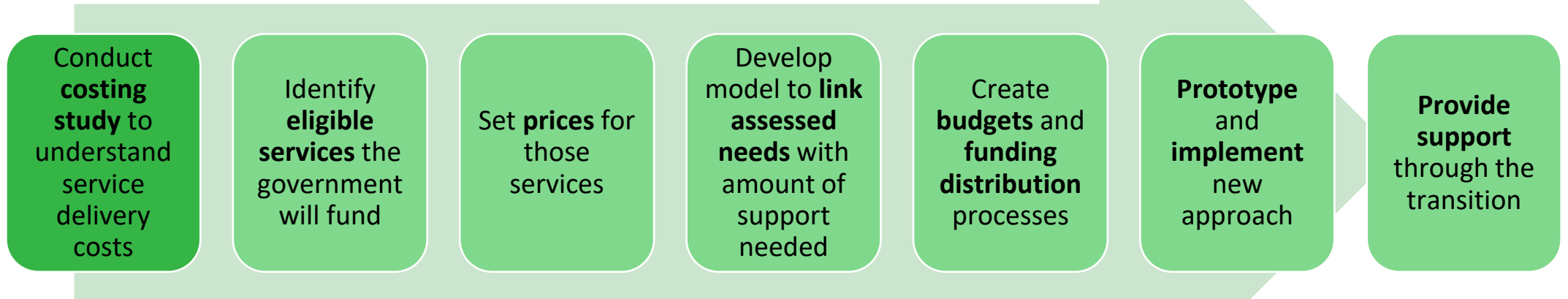
- Key areas of engagement this fall include:
 - Costing Study (KPMG) – data collection underway and expected to continue for two months
 - Workforce Strategy – engagement with sector partners this fall on a draft Workforce Strategy Framework

A Person-Centred Funding Approach

What are we working towards?

- A more consistent, fair, and transparent approach to funding
- Evidence-based and linked to people's support needs
- More choice and control for people over their funding

How will we get there?



Where are we now?

- KPMG is currently collecting data from sector as part of costing study
- First step in developing a funding approach
- Ministry is looking at different models and options to consider

What's next?

- Internal phase of work and KPMG study to continue into next year
- Ministry will then seek people's input on different approaches that could be adopted

A Skilled Sector Workforce

What are we working towards?

- Long-term strategy to support a skilled, diverse and professional workforce
- High-quality supports to help people participate in their communities
- Workforce that can adapt to the future and changing service delivery models

Proposed Pillars of Workforce Strategy Framework

How will we get there?



Grow and Stabilize the Workforce



Enhance Skills and Training



Modernize Employment and Workforce Landscape



Advance Professionalization

Where are we now?

- Working with sector and other ministry partners to develop strategy
- Draft framework developed as a starting point for consultation
- Supporting the Provincial Network with a dedicated resource to develop a recruitment strategy
- Stakeholder engagement on the proposed framework (October 2022).

Addressing Misconceptions

Myth #1: The future DS system will include only direct funding to individuals



- ✓ The ministry is developing a person-centred funding model, that will enable more choice, flexibility, and fairness for people. People will be able to choose between various options on how to receive, manage and spend their individual budgets.

Myth #2: We won't see any changes or improvements until 8-10 years



- ✓ While reform will be a gradual process over 8-10 years, changes will be implemented throughout this period. The ministry has already taken a number of actions to make improvements since the release of the reform plan.

Myth #3: We can't do anything until the ministry starts implementing its long-term changes



- ✓ All sector partners have a role to play in helping to achieve the vision of reform – the ministry alone cannot make this happen. People, providers and support networks can build on their local connections and best practices to continue the shift towards true belonging for people with a developmental disability

