



2010 Annual Potential Accessibility and Barrier Plan
Evaluation and Updates

2009 progress made in removal of identified barriers:

In 2009 a nonprofit called Good For Business, Inc. was started because of decreased federal and state funding. The Rehabilitation Services Commission needed to institute an order of selection and those people with Severe Disabilities will need to go on a waiting list until more funds are available to serve them. GFB could be the mechanism to fund services for those on the waiting list. Capabilities is also a Ticket To Work Employment Network and could serve those person on Social Security who want to return to work and provide continued long term follow along as well. One employee had a special need for transportation so he was assigned a permanent company car. Capabilities opened a day habilitation center for people with developmental disabilities so that their access to community integration could increase. A grant was received to make this facility fully accessible. A summer youth program in Auglaize County was utilized for nine students to receive training in their communities. Several community presentations were given to further increase awareness of people with disabilities.

Persons Served

- (1) Architectural barriers - Capabilities, Inc. is architecturally barrier free in all offices. All services to consumers can be provided in an area that is accessible.
Description of barrier: None
Proposed solutions: n/a
Alternative facilities needed if barrier removal occurs: n/a
Personal responsible: n/a
Due Date: n/a
Actual Completion date: n/a Additional Remarks: n/a
- (2) Environmental barriers – Capabilities is committed to the principle of removing environmental barriers that impede service delivery and benefits to be gained.
Description of barrier: Not all community job sites have a healthy work environment.
Proposed solutions: Capabilities job coaches will identify and assist with any unsafe environments at community job sites. If no resolution can be made, alternative jobs need to be located.
Alternative facilities needed if barrier removal occurs: Additional job development and alternative job.
Personal responsible: All staff
Due Date: Ongoing in 2010
Actual Completion date: Ongoing
Additional Remarks: While it is not difficult to identify an environment barrier at a job site, it is sometimes difficult to discuss this with the employer and resolve the situation. Continue to monitor situation.
- (3) Attitudinal barriers - Capabilities, Inc. is committed to the principle of removing attitudinal barriers such as terminology, language, how persons are viewed and treated, input of persons served is invited and used, and provides no barriers to eligibility for services.
Description of barrier: To increase community awareness of people with disabilities and their abilities!
Proposed solutions: Employer education and publicity for October's national Disability Employment Awareness Month. Open houses will be held at We Can Too to highlight the abilities. Employee education at staff meetings.
Alternative facilities needed if barrier removal occurs: n/a
Personal responsible: Justin Blumhorst
Due Date: 10/10
Actual Completion date: 10/18/10 & 9/1/10 staff meeting on invisible disabilities.
Additional Remarks: An open house at WCT was held from 1-7PM. Community members, WCT employees, family members, Chamber, WCT and Capabilities staff, funders, SSA's, etc were all invited.
- (4) Financial barriers – Capabilities is committed to the principle of removing financial barriers and assists with advocating for increased funding when possible.
Description of barrier: RSC serving only Most Severely Disabled due to reduced funding.

Proposed solutions: Capabilities owners began a nonprofit called Good For Business (GFB) in 2009 to try and earn grants to serve the growing population of Severely Disabled who are on the RSC waiting list. GFB director Karen Blumhorst will complete additional training and apply for grant to build capacity to serve people.

Alternative facilities needed if barrier removal occurs: N/A

Personal responsible: Karen Blumhorst

Due Date: 9/10

Actual Completion date: 9/10

Additional Remarks: An \$8,000 Capacity Building grant was applied for and received. This allowed GFB to receive board training and equipment to run.

- (5) Employment barriers – Capabilities is committed to the principle of removing employment barriers.

Description of barrier: Second chance job seekers continue to struggle to find employment.

Proposed solutions: Continue to have Career Consultants trained in how to advocate for second change job seekers.

Insure resumes and letters of explanation are professional and complete. Include job seeking skills training so that job seekers are prepared for difficult questions. Belinda will attend monthly re-entry program meetings to keep updated on latest information.

Alternative facilities needed if barrier removal occurs: n/a

Personal responsible: Belinda Bockrath and Career Consultants

Due Date: Ongoing 2010

Actual Completion date: 12/10

Additional Remarks: Belinda has been instrumental in bringing back good information.

- (6) Communication barriers - Capabilities, Inc. is committed to the principle of removing communication barriers. We have TTY's in each office, utilize The Ohio Relay, and offers alternate formats for all written materials. The Dayton office has a video relay phone.

Description of barrier: Staff need continued education about how sensory barriers affect communication of persons with disabilities.

Proposed solutions: Increase staff awareness of sensory barriers by reviewing and discussing functional limitations, how to identify them, and how these limitations affect work and communication issues.

Alternative facilities needed if barrier removal occurs: n/a

Personal responsible: Karen Blumhorst

Due Date: Ongoing through 2010

Actual Completion date: 9/1/10

Additional Remarks: Training took place at the following staff meetings: February 1, September 1 (consumers with communication barriers)

- (7) Transportation barriers - Capabilities, Inc. is committed to the principle of removing transportation barriers so that persons are able to participate fully.

Description of barrier: People served continue to struggle with affordable transportation.

Proposed solutions: Karen will serve on the Sources Colt Transportation Board.

Alternative facilities needed if barrier removal occurs: n/a

Personal responsible: Karen Blumhorst

Due Date: Ongoing through 2010

Actual Completion date: 12/10

Additional Remarks: Karen attended monthly meetings to discuss issues related to transportation.

- (8) Community integration, when appropriate – None identified.

Description of barrier: n/a

Proposed solutions: n/a

Alternative facilities needed if barrier removal occurs: n/a

Personal responsible: n/a

Due Date: n/a

Actual Completion date: n/a

Additional Remarks: n/a

- (9) Any other barriers – None identified.

Description of barrier: n/a

Proposed solutions: n/a

Alternative facilities needed if barrier removal occurs: n/a

Personal responsible: n/a

Due Date: n/a

Actual Completion date: n/a Additional Remarks: n/a

Personnel

- (1) Architectural barriers - Capabilities, Inc. is architecturally barrier free in all offices. All services can be provided in an area that is accessible.
Description of barrier: No barriers identified by staff or during twice a year reviews.
Proposed solutions: n/a
Alternative facilities needed if barrier removal occurs: n/a
Personal responsible: n/a
Due Date: n/a
Actual Completion date: n/a
Additional Remarks: n/a
- (2) Environmental barriers – Capabilities is committed to the principle of removing environmental barriers that impede service delivery and benefits to be gained.
Description of barrier: Main bathroom at the St. Marys office exhaust fan does not keep strong spray smells from impeding on the adjacent offices.
Proposed solutions: Use only Febreze, which is fragrance free. Keep exhaust fan running and keep door partially closed. If this does not work, a strong fan will be considered. Office staff that are sensitive to smells could also be relocated if needed.
Alternative facilities needed if barrier removal occurs: n/a
Personal responsible: Maintenance
Due Date: 2/10
Actual Completion date: 2/10
Additional Remarks: A bottle of Febreze was put in the bathroom and the fragrant sprays removed. Staff was instructed on the Febreze, fan, and door procedures. Smells greatly reduced, no additional complaints.
- (3) Attitudinal barriers - Capabilities, Inc. is committed to the principle of removing attitudinal barriers such as terminology, language, how persons are viewed and treated, input of persons served is invited and used, and provides no barriers to eligibility for services.
Description of barrier: New staff need further education on how to discuss disabilities with employers in a positive manner.
Proposed solutions: Continued education and training at staff meeting and with career consultants during day to day job development and job coaching.
Alternative facilities needed if barrier removal occurs: Community employment job sites.
Personal responsible: All staff
Due Date: Ongoing in 2010
Actual Completion date: Ongoing in 2010
Additional Remarks: none
- (4) Financial barriers – Capabilities is committed to the principle of removing financial barriers and assists with advocating for increased funding when possible.
Description of barrier: Funding in the US and Ohio was boosted due to Stimulus dollars, but these will run out soon. Tax dollars continue to decline.
Proposed solutions: Capabilities will continue to be members of APSE, NRS, ORA, and the ARC. We will continue to discuss this at staff meetings and encourage support.
Alternative facilities needed if barrier removal occurs: n/a
Personal responsible: Karen Blumhorst
Due Date: 12/10
Actual Completion date: 12/10
Additional Remarks: Excellent information is received from these organizations about how we can advocate for continued financial assistance.
- (5) Employment barriers – Capabilities is committed to the principle of removing employment barriers.
Description of barrier: Capabilities staff report no barriers to their employment.
Proposed solutions: n/a
Alternative facilities needed if barrier removal occurs: n/a
Personal responsible: n/a
Due Date: n/a
Actual Completion date: n/a
Additional Remarks: n/a

- (6) Communication barriers - Capabilities, Inc. is committed to the principle of removing communication barriers. We have TTY's in each office, utilize The Ohio Relay and offers alternate formats for all written materials. The Dayton office has a video relay phone.
 Description of barrier: Staff with hearing impairments need to be able to hear all information provided at staff meetings. Staff with hearing impairments need full access to office and cell phones.
 Proposed solutions: Staff members with hearing impairments need to be close to speakers during staff meetings. Staff are provided written copies of staff meeting notes whenever possible. Staff members work with clerical staff to make sure they receive a phone that is appropriate for their needs.
 Alternative facilities needed if barrier removal occurs: n/a
 Personal responsible: Kim Grigsby
 Due Date: Ongoing through 2010
 Actual Completion date: 12/2010
 Additional Remarks: Staff very receptive to communication needs.
- (7) Transportation barriers - Capabilities, Inc. is committed to the principle of removing transportation barriers so that persons are able to participate fully.
 Description of barrier: Staff need the use of safe and appropriate company cars.
 Proposed solutions: Staff members can identify the need for specific company cars based on identified disabilities. Staff discusses needs with Carolyn and vehicle assignments made.
 Alternative facilities needed if barrier removal occurs: n/a
 Personal responsible: Carolyn Garrison
 Due Date: Ongoing through 2010
 Actual Completion date: 12/10
 Additional Remarks: Company cars continue to be updated.
- (8) Community integration, when appropriate.
 Description of barrier: n/a
 Proposed solutions: n/a
 Alternative facilities needed if barrier removal occurs: n/a
 Personal responsible: n/a
 Due Date: n/a
 Actual Completion date: n/a
 Additional Remarks: n/a
- (9) Any other barriers – none at this time.
 Description of barrier: n/a
 Proposed solutions: n/a
 Alternative facilities needed if barrier removal occurs: n/a
 Personal responsible: n/a
 Due Date: n/a
 Actual Completion date: n/a
 Additional Remarks: n/a

Other Stakeholders

- (1) Architectural barriers - Capabilities, Inc. is architecturally barrier free in all offices. All services can be provided in an area that is accessible.
 Description of barrier: n/a
 Proposed solutions: n/a
 Alternative facilities needed if barrier removal occurs: n/a
 Personal responsible: n/a
 Due Date: n/a
 Actual Completion date: n/a
 Additional Remarks: n/a
- (2) Environmental barriers – Capabilities is committed to the principle of removing environmental barriers that impede service delivery and benefits to be gained.
 Description of barrier: none identified.
 Proposed solutions: n/a
 Alternative facilities needed if barrier removal occurs: n/a
 Personal responsible: n/a
 Due Date: n/a

Actual Completion date: n/a

Additional Remarks: n/a

- (3) Attitudinal barriers - Capabilities, Inc. is committed to the principle of removing attitudinal barriers such as terminology, language, how persons are viewed and treated, input of persons served is invited and used, and provides no barriers to eligibility for services.

Description of barrier: Community members continue to need further education about people with disabilities.

Proposed solutions: Speak to area groups when possible.

Alternative facilities needed if barrier removal occurs: n/a

Personal responsible: Karen Blumhorst, Kathy Stearns, Justin Blumhorst, Jane Huber

Due Date: all of 2010

Actual Completion date: 6/7/10, 7/6/10

Additional Remarks: Karen Blumhorst and Kathy Stearns both spoke at local Rotary groups to update them about our programs and success stories. Kathy spoke at TAHRA regarding Capabilities in January. The We Can Too employees with owner Karen Blumhorst were on Dayton TV in October to discuss jobs that people with disabilities can do. Justin Blumhorst and Jane Huber spoke at Celina City Schools / Tri Star regarding Respect to people with disabilities on 10/22.

- (4) Financial barriers – Capabilities is committed to the principle of removing financial barriers and assists with advocating for increased funding when possible.

Description of barrier: Many employers and other stakeholders face a lack of fund to provide or attend any training in this area.

Proposed solutions: Karen will continue to serve on the local Sources board to keep involved and updated about budget cuts to local programs.

Alternative facilities needed if barrier removal occurs: n/a

Personal responsible: Karen Blumhorst

Due Date: Ongoing

Actual Completion date: Ongoing

Additional Remarks:

- (5) Employment barriers – Capabilities is committed to the principle of removing employment barriers.

Description of barrier: The community in general needs continued education about employment barriers.

Proposed solutions: Capabilities will have a Facebook page, a BLOG and keep website updated with pertinent information.

Alternative facilities needed if barrier removal occurs: n/a

Personal responsible: Justin Blumhorst

Due Date: Ongoing in 2010

Actual Completion date: 12/10

Additional Remarks: Our blog updates include some very valuable yet informative information regarding employment barriers and links to many additional sites.

- (6) Communication barriers - Capabilities, Inc. is committed to the principle of removing communication barriers. We have TTY's in each office, utilize The Ohio Relay and offers alternate formats for all written materials. The Dayton office has a video relay phone.

Description of barrier: The email address utilized through who.rr.com needs to be tailored more to Capabilities so that if we switch internet providers, we will not have to change our email addresses. This will allow better communication within the community to and from Capabilities.

Proposed solutions: Capabilities will utilize individual email addresses for each employee and office ending in capabilitiesinc.biz

Alternative facilities needed if barrier removal occurs: n/a

Personal responsible: Justin Blumhorst

Due Date: 3/10

Actual Completion date: 3/10

Additional Remarks: This has really helped our communication flow.

- (7) Transportation barriers - Capabilities, Inc. is committed to the principle of removing transportation barriers so that persons are able to participate fully.

Description of barrier: Capabilities is on bus routes in Dayton and Toledo. Findlay, St. Marys, and Troy do not have public transportation.

Proposed solutions: We will work to assist with transportation to employment sites and CBA sites whenever possible and approved by the funding source. We also work with natural supports to coordinate transportation needs.

Alternative facilities needed if barrier removal occurs: n/a

Personal responsible: All staff

Due Date: Ongoing through 2010

Actual Completion date: Ongoing

Additional Remarks: Continue to advocate for available affordable transportation for all.

(8) Community integration, when appropriate.

Description of barrier: n/a

Proposed solutions: n/a

Alternative facilities needed if barrier removal occurs: n/a

Personal responsible: n/a

Due Date: n/a

Actual Completion date: n/a

Additional Remarks: n/a

(9) Any other barriers – n/a

Description of barrier: n/a

Proposed solutions: n/a

Alternative facilities needed if barrier removal occurs: n/a

Personal responsible: n/a

Due Date: n/a

Actual Completion date: n/a

Additional Remarks: n/a

Progress made in removal of identified barriers:

In 2010 the following persons served, employee, and other stakeholder accessibility and barriers were identified with the following results: Environmental barriers – staff continue to identify community job site environment that may be need improved. Attitudinal Barriers – An attitude of can-do is definitely what will assist in removing barriers. Putting the person first and continuing all goals will lead to success. Capabilities had a lot of positive press in 2010 regarding employment of people with disabilities. Our blog and Facebook page continue to get positive results. An Open House at WCT was held. October celebrations of Disability Employment Awareness Month were held. Employee education was done at staff meetings. Karen Blumhorst and Kathy Stearns both spoke at local Rotary groups to update them about our programs and success stories. Kathy spoke at TAHRA regarding Capabilities in January. The We Can Too employees with owner Karen Blumhorst were on Dayton TV in October to discuss jobs that people with disabilities can do. Justin Blumhorst and Jane Huber spoke at Celina City Schools / Tri Star regarding Respect to people with disabilities on 10/22. Financial Barriers – The nonprofit Good For Business started in 2009 received its first grant in 2010. An \$8,000 Capacity Building grant was applied for and received. This allowed GFB to receive board training and equipment to run. Capabilities will continue to be members of APSE, NRS, ORA, and the ARC. Excellent information is received from these organizations about how we can advocate for continued financial assistance. Communication Barriers – Staff with hearing impairments have full access to office and cell phones. Sensory disabilities were reviewed at 2010 staff meetings. Employees all have individual emails ending with capabilitiesinc.biz to assist in information flow. Transportation Barriers – Karen Blumhorst continues to be active on the Sources Colt transportation board. Environmental Barriers – The St.Marys office went fragrance free. Employment Barriers – Capabilities has a website and BLOG that are updated with information regarding employment barriers and link to many additional sites.

Areas needing improvement and potential timelines for the removal of said barriers.

Attitudinal Barriers – continue to focus on the positions that people with disabilities can and do accomplish. Continue to celebrate and recognize National Employment of Persons with Disabilities Month and begin celebrate National DD Month in 2011. Continue to inspect offices twice a year to insure there are no architectural barriers. Karen will continue to serve on Sources board to address transportation issues and keep apprised on financial issues.