Goal 1 – Highest Client Achievement

OBJECTIVE 1: Coordinate and secure high-quality training, education, work experiences, and partnerships that create opportunities for blind and visually impaired Floridians to obtain and maintain independence, post-secondary education credentials, and successful employment outcomes.

1.1 Secure opportunities for students/youth with disabilities to practice and improve workplace skills.

1.2 Ensure clients participating in training and education programs are benefiting.

1.3 Increase the utilization of online job systems/portals to expose employers to job-ready DBS clients.

1.4 Increase the participation of clients in industry certifications and other post-secondary client outcomes.

1.5 Develop and implement an Employment Skills Training Program at the Residential Rehabilitation Center.

Goal 2 – Seamless Articulation & Maximum Access

OBJECTIVE 2: Create a comprehensive service delivery system that fosters accessibility and provides positive experiences for blind and visually impaired Floridians enabling them to matriculate from school/training to work. Improve outreach methods to reach more clients, advocates, providers, employers, and other stakeholders.

2.1 Increase the provision of accessibility tools, awareness, and regular follow-up with clients to ensure equality in educational experiences and vocational opportunities

2.2 Create and implement comprehensive communications and outreach plans.

2.3 Increase the number of individuals with significant and most significant disabilities receiving services.

2.4 Increase outreach efforts to underserved and unserved populations.
Goal 3 – Skilled Workforce & Economic Development

OBJECTIVE 3: Assist blind and visually impaired Floridians with obtaining, maintaining, and advancing in competitive integrated employment.

3.1 Develop and strengthen employer relationships by providing employers with training, support, education, and resources.

3.2 Increase successful employment outcomes, including self-employment, for transition-age youth, adults, and seniors.

3.3 Create successful job outcomes in the Business Enterprise Program.

3.4 Support DBS clients in becoming self-supporting.

3.5 Develop mechanisms to maximize job placement effectiveness among DBS Employment Placement Specialists and contracted service providers.

Goal 4 – Quality Efficient Services

OBJECTIVE 4: Create an accountable and exemplary division workforce that ensures high-quality services.

4.1 Increase staff development and continuing education opportunities for DBS personnel.

4.2 Incorporate elements of the common performance measures into employee performance expectations and evaluations.

4.3 Increase opportunities for data sharing and improve data validity and integrity.

4.4 Decrease federal and state audit findings.

4.5 Develop strong fiscal policies and procedures to promote responsible stewardship of available resources and address WIOA requirements.

4.6 Strengthen contract language to ensure increased contractor accountability, improve resource allocations, address WIOA regulations and encourage maximum achievement of client independence.

4.7 Strengthen contract monitoring activities and procedures/protocols to reflect new requirements.

4.8 Improve the employees’ workplace environment.

4.9 Improve library services by obtaining customer feedback.