

Executive Order Stakeholder Policy Group

Meeting Minutes

Monday May 5th, 2014

Time: 1:00-4:15

Location: Red Lion Hotel

Facilitator: Mike Maley

Minutes Taken by Cassy McCartney

Members Present:

- Seth Johnson – Opportunity Foundation of Central Oregon – Service Provider
- Ross Ryan – Oregon Self Advocacy Coalition – Self Advocates
- Jan Sansom – Lebanon School District – Education
- Pat Zullo – Clackamas County Developmental Disability Program - Counties
- Jaime Daignault – Oregon Council on Developmental Disabilities – Advocacy
- Cynthia Owens – Oregon Council on Developmental Disabilities – Advocacy

Members Absent:

- Jessica Leitner – Edwards Center – Providers
- Chris Burnett – Oregon Rehabilitation Association (ORA) – Providers
- Bill Uhlman – Eastern Oregon Support Services Brokerage – Support Services
- Marcia Ingledue – The ARC Oregon – Advocacy Organization – Self Advocacy
- Sydney Shook – Families Connected – Families
- Dan Peccia – Self Determination Inc (SDRI) – Support Services Brokerages
- Ed Krankowski – Portland Public Schools – Education
- Sarah Drinkwater – Department of Education – Education
- Representative Sarah Gesler – House of Representatives – Legislature
- Stephaine Parrish Taylor – DHS – Vocational Rehabilitation
- Roberta Dunn – Families and Communities Acting Together – Family Members
- Senator Lee Beyer – Oregon Senate – Legislature
- Jordana Barclay – Oregon Workforce Partnership – Workforce Systems
- Trisha Baxter – DHS – Office of Developmental Disabilities (ODDS)

Members on the phone:

- Dacia Johnson – Oregon Commission for the Blind – Vocational Rehabilitation
- Jordan Ohlde – Oregon Self Advocacy Coalition – Self Advocate
- Liz Fox – Oregon State Rehabilitation Council – Vocational Rehabilitation

Guests:

- Julie Huber – DHS – Office of Developmental Disabilities
- Andre Harboe – DHS – Employment First
- Ava Bartley – DHS – Employment First
- Angela Yeager – DHS – Employment First
- Sam Gardner – Sunrise Enterprise – Providers
- Allison Enriquez – DHS – Policy and Innovation within ODDS
- Lea Ann Stutheit – DHS - ODDS
- Julie Sobel – Oregon Rehabilitation Association - Providers
- Cindy Stockburn – Riverside - Providers
- Heather Hocken-Stocken – SDRI-Here for Dan Peccia
- Phil Stone – Self Advocate
- Eleshia Ledridge – DHS - ReBAR
- Jenny Dawson – Rep Sarah Gesler’s Office – Legislature
- Corissa Neufeldt – DHS – Employment First
- Ann Balzell – DHS – Vocational Rehabilitation

Introductions

- Heather Hocken-Stocken – is here to replace Dan Peccia’s position, there is an official process for this, Mike will forward this process to everyone.
- Sam Gardner and Cindy Stockburn are here to represent Sunrise Enterprises but will not become official members.

Review of last month’s minutes – no corrections/comments

Review of Agenda

Data Report – Andre Harboe, Research Analyst - DHS Employment First Andre reviewed the data report. Comments/suggestions were:

- Would like to see this pie chart reported on over time as we progress. Mike-we also can use this data to track our metrics that we want to meet over time. We should also be able to focus on an individual basis.
- It would also be nice to track people who are not working, the section about people in sheltered workshops won’t be option after a while, and so what are they doing if they aren’t in sheltered workshops?
- Would like to see if the unemployment section growing of individuals from ODDS would be helpful to know who isn’t working anymore and what they are doing.

- Can we add an unemployed section to the chart? It would be nice to know for the people not working any more, what are they doing?
- There will still be a need for external reporting from providers and Brokerages, so we may want to come up with those questions
 - What happens to the people who are not found eligible through VR? Mike-they would still have access to everything through the waiver. Any of the pre vocational path to employment, group supported employment etc. on the employment side. Andre can still look at the people who were not closed successfully and track what happens after that closure.
- Can we track overtime the changes in percentage of people in the various stages of the VR process? And can we have metrics to measure progress?
- Can we further research the category of “other” for reasons listed as unsuccessful VR?

Key Performance Measures - Mike

The legislature has adopted a Key Performance Measure (KPM) on integrated employment. It authorized the Policy Group to establish the benchmarks for this particular KPM. Setting the benchmarks needs to be done. The group is to review the KPM in preparation for a discussion at the next meeting.

Update from Lea Ann Stutheit - Office of Developmental Disabilities

- Plan of Care update: implemented July 1 and is currently ready to start loading plans. In June the training will start with the providers, this will include what can be authorized and viewed and what can be billed against.
 - Question: Do you think this will be enough time to build the capacity for these plans? Lea Ann – yes, it will be a similar concept to what they are doing currently.
 - Do we think xPRS will have enough capability to handle this new load as of July 1st? Lea Ann – they have a regular meeting and she has been assured that it will be ready.
 - Concern there will be issues on the front load of that roll out. The expectation would be on the CDDP’s and Brokerages to enter the hours, this will be a problem to have this all entered by July 1st.
 - Is there a contingency plan if this doesn’t work like it should? Lea Ann – we will figure this out, it has to be implemented for the EO
 - Lea Ann – asking for feedback on how providers might want to report hours worked, she has had complaints about the ISP not being specific enough.
 - The EOS data captures most of that information

Update from VR – Ann Balzell

- Staff training for the second half of the supported employment will be in June

Update from Department of Education – via Mike Maley

- The Request for Proposals (RFP) for the 8 transition specialist is still in the process.

- The parent training organization that will be associated with the EO is also an RFP process and that's out now for people to respond to. This is similar to the Parent Training Organization and this will be the vehicle for getting DOE the information out to the families
- Question: what is the status on all the transition pilots? Covered in Corissa's update

Update from Corissa Neufeldt

- ODEP Grant Update- Oregon was one of the three protégé states awarded a \$100,000 grant from Department of Labor, Office of Disability Employment Policy (ODEP). Oregon used part of the money to fund Employment First Transition Pilots in four counties: Washington, Umatilla, Multnomah, and Clackamas. The expectation of the pilots is to try to establish a “seamless transition” process for transition aged students, using a recognized best practice model for seamless transition- includes learning best practices for discovery and customized job development. Transition students exiting school in 2014 through 2016 are participating in the pilots. Additionally, the pilot focuses on establishing collaborative relationships between needed partners to help facilitate a seamless transition experience. And finally, State hopes to learn from pilots: 1). what is working and not working, including strengths and barriers associated with policies and system designs; 2). Suggested best practices that state might be able to take to scale; 3). Recommendations for system improvement, policy changes, policy alignment; 4). Recommendations regarding what is needed for successful collaborations. This is the first year. Pilot teams have spent time getting training, understanding pilot objectives, and finding their rhythm. . Pilots are coming together quarterly for Community of Practice sessions to share and exchange innovations and challenges, and provide feedback to state policy makers. The ODEP funding has been exhausted but DHS is continuing to fund these, so the pilots can complete their work and learning process..
 - Question: is this modeled off the Washington state model? Corissa –No. The pilot is to trying to identify the strengths already in place in Oregon and strengthen those. The School to Work program in Washington is interesting but functions based off a very different funding model and state DD service model. Mike – we do have a good working relationship with one of the leaders in that Washington model.
 - Seth likes the idea of embedding the job developers in the schools. As far as resourcing the work, let's look at how the general fund money can be most effective with the Medicaid dollars and suggest those changes to the governor. Mike-this group does need to look at those and make those kind of recommendations
- Other Training updates- DHS is contracting with the Washington Initiative for Supported Employment (WiSe) to do training;
 - trainings for Personal Agents and Service Coordinators with an overview of Employment First. Hoping this will occur at the end of June, beginning or July.

- In preparation for trainings, Corissa facilitated a productive work session with VR, ODDS and EF team. ODE was invited but not able to attend. Came to consensus on -what is discovery, discovery profile, what is the career development plan etc. We will be scheduling more of these work sessions and will bring significant policy updates back to this group
- ODDS is also working on revising the employment rule, the target date for a draft should be the end of May or so.
 - Question-this is still in draft because you are still waiting for the waiver definitions? Corissa – yes, we need those to give the final stamp of approval

Update from Ava Bartley – QA/QI Medicaid Specialist

- Really getting into the more specific work, the structural framework has been made. Working on drafting the statewide QA/QI plan, which is due in July. Keeping in mind that our first charge is to look at what data we have already and make the best use of that before coming up with new systems or data. Steve Hall will be contracted to help us look at these processes, he will bring forward the other 3 or 4 top states and what their QA/QI processes are.
- Review of flow chart – Path to Employment. This documents how VR and ODDS collaborate to provide employment services and also depicts the different paths to employment. Also working on one for transition age youth, one of the many tools that we hope to have in place to help stakeholders.
- Mike – the QA piece is a big part of the bigger picture and how it relates to everything. Steve Hall will help us conceptualize this, so we don't get so big we don't get anywhere. He is also a part of National Core Indicators (NCI).

Update from Angela Yeager - Communications Officer with the Employment First team.

- Communication workstream is working on the final themes for the Employment First branding and marketing campaign. After a list of 4-5 finalists are agreed on, the workstream will test those campaign themes with stakeholders. Then we will develop a set of messages that can address several different stakeholder groups, including families, employers, etc...
- Continuing work on Employment First website
- Weekly messages sent out every Friday.
- Also meeting with several of the groups, like Family to Family networks, to talk about the materials that are available and what is needed. The feedback was less printed material and more social media for younger families to satisfy the outreach and awareness plan.
- We have put together a list of questions; the more challenging questions that come through about integrated employment and Employment First. Planning a work session with all the leadership so everyone can be targeted on message and have a clear answer.

Training and Technical Assistance – Mike

- Approximately \$6.9 million have been set aside to help provider transformation efforts. This amount would be split between financial resources to help with the split and the other part with the training and technical assistance that goes a long with that. This money will be available in two separate ways, one for solicitation for those facilitators in the training and technical assistance providers, the other would be an application process for those who want to participate in those transitions. Then there would be a matching process after that, and hopefully we will have this ready by July 1.
 - Also in the works, there would be a granting process of giving a \$5,000 training grants to provider agencies to help address capacity building in such areas as discovery and job development. Money has also been set aside for start-up funds to help develop or expand supported employment agencies. Question: where would this money come from? Mike – this is the money from the legislature that we already have.
- We are using WiSe, Steve Hall, and for the outreach and awareness plan we have put another set of ideas together and wanting some feedback. One was to do some training on supported employment with \$150,000:
 - Seth – his agency is asked to make this transition, this is a cultural change. They are looking to bring in agencies like ‘At Work’ from Washington to help see how it worked and what didn’t work? Seth’s agency is also looking to have their own employment first ‘kick off’, so looking for more of a cultural change along with the training and technical assistance. Maybe ORA can bring in some leaders from Washington State for a ‘summit’. Mike-Chris Burnett has already briefly talked about that
 - Jaime – looking to do a series of community forums, wanting to make them more regional half day forums to invite Employment First, ODE and VR so the families and individuals could get all the information in one place for transition age students and working age adults.
 - Mike-how do we get the specific training? This might be something we can do down the road, but there is a strategic decision to be made about the transformation/capacity stuff done first
 - Question: can the \$5000 grants be used to help pay for the WiSe trainings for APSE? Mike- Yes, it can be used for a wide range of those types of things. Intended to be capacity building in the bottom line.
 - Mike-really wanting to do something with the self-employment piece, but maybe come back to talk about other resources on how to address this.
 - Heather-she has seen consistently seeing the people who are already excited about this, will apply for it first, it’s the others that realize later that they have to do this and all the money might be gone. Is there a plan for long

term money? Mike-yes, there will be an amount still there because this is such an important part of this.

Capacity Development – Evaluating Need and Sufficiency - Mike

- We have until July 2016 to engage providers. In the Executive Order, the question is how aggressive we go on the certification piece with APSE. Maine is saying that anyone offering employment services have to be certified by ACRE. APSE for example doesn't support specific kinds of trainings, when you feel like you are qualified enough, then you go and take a test. Needing to discuss what degree we take the requirement for training to.
 - Sam - So people certified through VR already, have specific training, are we saying that they will have to have separate training? Mike- perhaps yes. There may be a need to create something else. The idea is not to duplicate, or add another layer that doesn't need to be there.
 - Heather – it seems like core competency needs to be a part of this, and education needs to be a part of this, you can take the classes but that doesn't mean you know what you are necessarily competent in delivering the skill. Mike-that's correct, that's a new message that we haven't had before. This is part of the long range of technical and training assistance.
- Mike will continue to bring this forward to the group

Next Meeting: Monday June 2nd 1-4:30 at the Fire Marshall's office.

Continuing the first Monday of the month

Follow up Action Items:

- **Continue data discussions**
- **Family to Family network discussion will continue**
- **At some point we also need to tackle the definition of what is an integrated setting**
- **We need to start the recommendations that come out of this group to Erinn Kelly-Siel or to the governor so we can get some consistency**