

Executive Order Employment First Statewide Stakeholder Policy Meeting

Wednesday January 6, 2016

1:00-4:00pm

HSB Rm #166

500 Summer St, Salem OR 97301

1-888-808-6929

Access Code: 2349190 Host code: 1531(enter access code first)

Go To Meeting: <https://global.gotomeeting.com/join/525980061>

	Agenda	Document	Time	Owner	Discussion/Decision
X	Review Agenda		5	All	Discussion
X	Review last month's meeting minutes	Copy of last month's notes	5	All	Discussion
X	Settlement Update		15	Lilia/Trina	Discussion
X	Scope and Purpose of this Group	Copy of Charter and EO 15-01	20	Lilia/Trina	Discussion
X	Provider as Employer <i>Continued conversation from the providers perspective</i>		45	All	Discussion/Recommendation
X	Break		10		
X	Revisit the Purpose <i>Recommendations</i>		30	Lilia/Trina	Decision
X	Sheltered Workshop Data		30	Acacia	Discussion
	Open Discussion <i>Policy discussion priorities for upcoming meetings</i>		15	All	Discussion
X	Next meeting agenda items/wrap up		5	All	Discussion

Total time: 3:00

Minutes taken by: Cassy McCartney

Facilitated by: Lilia Teninty/Trina Lee

Discussion:

No changes to October's meeting minutes.

Settlement Update – Trina and Lilia

Trina mentioned the settlement that was signed last week so leadership is in process of reviewing this. Interviews for the independent reviewer are being set up now. There are four candidates and the goal is to have this person on board in the next couple of months. They will

Executive Order Employment First Statewide Stakeholder Policy Meeting

Wednesday January 6, 2016

1:00-4:00pm

HSB Rm #166

500 Summer St, Salem OR 97301

1-888-808-6929

Access Code: 2349190 Host code: 1531(enter access code first)

Go To Meeting: <https://global.gotomeeting.com/join/525980061>

come to this meeting so everyone can meet them. Trina asked if there were any questions about the settlement and the information that went out.

Scope of group – Trina and Lilia

Trina talked about wanting the stakeholders of this group to have more of a major role in processes and if there should be a pivot in the focus of this group or not. Lilia added there has been a lot of feedback recently about how this group should be more impactful, this is important and what stakeholder groups are for. Now that we have a settlement and agreement, it allows us to revisit this topic.

First question – are there things that are working in this group, or things that we want to continue doing?

Ross would like to have the ability to make more decision and find things that are working in the employment process. If there are things that are working to come up with different tools.

Jaime would like this valuable group to be used, there are a lot of people in this group that can add a lot of really good input and ideas.

Roberta appreciates developing a clearer picture of what this group is for, but would also like be able to bring more items to the table and agenda. Also would like to have the time to celebrate the things that are successful and recognize what this group has accomplished. She would also like to compliment the leadership in the representation of the group, there has been a wide range of members from several areas and it has stayed that way.

Bill would like to make sure the data and tracking part is complimented and not lost in the future.

Cynthia would like to be allowed to bring things forward to this group. Also would like to be able to give input on how the work will get done. Are the workstreams still necessary and do we want to have the staff doing double the work at the workstreams and in other areas?

Executive Order Employment First Statewide Stakeholder Policy Meeting

Wednesday January 6, 2016

1:00-4:00pm

HSB Rm #166

500 Summer St, Salem OR 97301

1-888-808-6929

Access Code: 2349190 Host code: 1531(enter access code first)

Go To Meeting: <https://global.gotomeeting.com/join/525980061>

Trina read this stakeholders group purpose from the EO. She added this is a good start to what this group does, but there is a lot more that should be added to this.

Laurie is really impressed with the work this group has already done so far, she is newer to the group and excited to help in continuing this work.

Lilia would like to add to the future agenda items – what are the other groups working on, ie workstreams, project management model and maybe taking some of that work and letting this group take this on.

Sydney added (via GoTo) that she would like to see more focus on school age children and activities ODE will be working on.

Ross would also like to talk more about adding someone who is transitioning from school to work right now to add this perspective. Trina agreed that this is an ongoing topic that should be a part of this group.

Corissa appreciates feedback from the group around the efforts going forward for transition processes, the launch of the rural stakeholder group and would love to bring back recommendations from that group to this group for support and additional input.

Michelle would like to have a tool to hand to students and families that show the path for a few different paths of services. Maybe 3 or 4 total.

Roberta also sees a lot of value in the ODDS employment videos that have been released recently. She would like this group to share those videos widely, they are a great tool but if they aren't shared they won't mean anything.

Mitch added that he would like this group to continue to add the 'boots on the ground' perspective. Trina added that it's hard sometimes when working in the program so closely to share everything, so it's important to share with this group what each program is working on. Roberta agrees with this.

Trina would like to gather ideas to update the charter and bring recommendations back to this group at the next meeting. Corissa added in the next biennium it is important to get all the

Executive Order Employment First Statewide Stakeholder Policy Meeting

Wednesday January 6, 2016

1:00-4:00pm

HSB Rm #166

500 Summer St, Salem OR 97301

1-888-808-6929

Access Code: 2349190 Host code: 1531(enter access code first)

Go To Meeting: <https://global.gotomeeting.com/join/525980061>

people actually doing the work on board – the CDDP's, Brokerages, VR Branches etc...how can we support them and how can we get the messages, policies and training across and make it effective. Trina would also like to make sure there is ample time to reflect on something that was done, to see if it worked or is there something that needed to be done differently.

Jordan really wants to make sure transportation remains an important topic of this group. We also need to look at the future and what the job market is going to look like, because it will probably be changing soon, again. Ross would like to look at the bigger picture, how are services working for individuals.

Providers as employers – Acacia

Acacia clarified that this is a really hot topic right now, there is a lot of discussion around providers being employers. But really this conversation was based around the provider paying the wages and if the setting is truly integrated or not. Lilia used an example of someone who is working at a restaurant and the people who own the restaurant are not the people paying the paycheck, so there are people who are working in an integrated setting but the question is, ODDS does not currently have anything prohibiting this, are there recommendations, policies etc. around this topic. Ann added VR has references that say the wages need to come from the employer to be considered competitive integrated employment. Ross talked about his part-time job and how the paycheck does not come from the employer. This may be a temp agency, which is a different issue.

Roberta talked about the sub-contracting topic and recommended thinking about a contracting procedure. She is concerned the providers that provide day activities on their site and a grey line between the day activity and employing the adult in an integrated setting.

Mitch is concerned about competitive integrated, if it's truly competitive, according to the employment department, if the employer is not paying the paycheck, it's probably not competitive integrated. He suggested coming up with a difference from integrated and competitive.

Lilia would like to do site visits and to clarify with CMS what needs to happen but to also define service settings.

Executive Order Employment First Statewide Stakeholder Policy Meeting

Wednesday January 6, 2016

1:00-4:00pm

HSB Rm #166

500 Summer St, Salem OR 97301

1-888-808-6929

Access Code: 2349190 Host code: 1531(enter access code first)

Go To Meeting: <https://global.gotomeeting.com/join/525980061>

Cynthia talked about AWC's process where the employer pays AWC, then AWC pays the individuals. If this is going away, it needs to be phased out gradually. Roberta added that this can't be changed by a policy. It needs to be examined and evaluated to make sure these people don't lose their jobs who have been in the community for a really long time. Laurie agrees with this, that it needs to be a slow, careful process to move out of this.

Heather Hopkins is concerned about getting stuck in a comfort zone and not moving to getting individuals community jobs. Heather Lindsey added that this is a really hard topic, AWC targets people with multiple disabilities and works with the small businesses that don't know how to hire otherwise. She suggested talking about if someone is working really well with the business, then they should put them on the books. Jordan also asked about the people who may start fading out from needing supports, what happens then? Acacia agreed that Jordan's point is an important topic, when does the employer officially take over. Roberta agrees that looking at this particular service element to be time-limited.

Trina would like the group to come up with a general recommendation that they would like leadership to think about, and how will we communicate this recommendation.

Cynthia really wants to make sure this doesn't hurt people who are already in this model, and developing a model to start in the future, just like with phasing out the workshops. Maybe trying out the 6 month time limited process and see how it goes.

Jaime summarized what she has been hearing, this reiterated what Cynthia said above, she is hearing that we are trying to work on principles or values to guide the work, so she repeated what she was hearing: agreement that we want people to work in competitive integrated employment settings, we are willing to try solutions that are time limited that will lead to employment, changes made slowly with little harm, why are the temporary arrangements being implemented, and take time to develop policy around this issue. An objective would be to fade to as little support as possible and want employers to be partners in this process.

Roberta added that the one thing that hasn't been said, we need to make sure person centered is respected. Trina clarified that we don't want to set up mock sheltered workshop activities.

Corissa wanted to ask for clarification if the question is policy related or if this is VR related? Lilia added that this doesn't trigger any billing issues. Trina added the VR perspective that this

Executive Order Employment First Statewide Stakeholder Policy Meeting

Wednesday January 6, 2016

1:00-4:00pm

HSB Rm #166

500 Summer St, Salem OR 97301

1-888-808-6929

Access Code: 2349190 Host code: 1531(enter access code first)

Go To Meeting: <https://global.gotomeeting.com/join/525980061>

would not be allowed to be a closed case while the employer is still paying the paycheck. Ann confirmed this that this will need to become our policy, WIOA guidelines won't allow it. Roberta stated if this isn't allowed, this isn't allowed. Do we need to include the 90 day confines VR has in a time limited process to the employers? Ann would like this group to communicate this idea to the field and get some feedback.

Bill added (via GoTo) that if a temp agency where the individual is paid by the agency on a temporary basis is an interesting concept, if it was truly temporary this could be beneficial for the employees as well as potentially permanent employers.

Heather Lindsey thought it would be interesting to pull some data from on the job training through VR with supported employment, because this eliminates the employer all together. Cynthia was under the impression that VR wasn't doing this. But at one time there was federal money to help with on the job training. Roberta knows in real time her son is using on the job training to go from a small number of hours to working with the employer and working more hours. Trina mentioned that it is hard to track an individual after the case closes, but would be nice to check in if this person is still employed in the next quarter, third quarter etc...

Mitch would also like to have a timeline around this topic, is this something that will need to be implemented soon. Lilia and Acacia agreed that it's not on a time sensitive timeline. So there could be a small group that could gather more information and bring recommendations back to this group next month.

Roberta added that the people who are anxious about this are the providers who are trying to transform and would appreciate an answer soon.

Cynthia would really like to make sure Liz Fox has input on this. Lilia wanted to make sure that this small group is important and needed, there are several other issues that are time sensitive. Corissa also suggested the working age adult stakeholder group (previously SIG2) that could take over this, rather than another small workgroup.

BREAK

Mitch would actually like to take these recommendations to internal groups, and then bring it back to this group. Cynthia would also like to take this to the working age adult workgroup,

Executive Order Employment First Statewide Stakeholder Policy Meeting

Wednesday January 6, 2016

1:00-4:00pm

HSB Rm #166

500 Summer St, Salem OR 97301

1-888-808-6929

Access Code: 2349190 Host code: 1531(enter access code first)

Go To Meeting: <https://global.gotomeeting.com/join/525980061>

Mitch agrees with this, this is what he meant by internal groups. Jaime added that gathering more information before this group can make a recommendation is important, but asked Lilia and Trina, what is urgent? Lilia would like to go through the settlement agreement at the next meeting, more in depth conversation to help answer this question.

Trina added things to the white board, Angela wrote these out in Word for the people on GoTo. These are items that are needed for this topic:

- Timelines/Priority/Outcome (ie. Transmittal, IEP...)
- More info
- Wider input
 - Providers Practicing Models
- Self-Advocate Questions
 - Different outcomes/changes
- Structure (SWOT)
 - Benefits
 - Impacts
 - Unintended consequences
 - Decision making models
 - Ed/VR/DD Policy/Program lens
 - Client perspective
 - Agreement – Guidelines/Principles
- Membership – recruitment, is it the time of day or length of meeting
- Topics from the group

Next agenda item – meeting times, length or time of day, this may also be why some members are not able to attend as often as the used to.

Andre shared a chart that clarifies who are paying the paychecks. EOS data from the last survey told us that 19% of the providers are paying the paycheck. 2% are third party paid paycheck, which means entities like the provider paying the individual.

Michelle is concerned that all the attention is going to be on the data that moves the ‘needle’ so the small group of people who need special supports may not get the attention they need. Lilia would really like to clarify who the third party providers are.

Executive Order Employment First Statewide Stakeholder Policy Meeting

Wednesday January 6, 2016

1:00-4:00pm

HSB Rm #166

500 Summer St, Salem OR 97301

1-888-808-6929

Access Code: 2349190 Host code: 1531(enter access code first)

Go To Meeting: <https://global.gotomeeting.com/join/525980061>

Bill asked if this included individual supports and comprehensive supports. Andre clarified that it includes both.

Sheltered Workshop Data - Acacia

Acacia introduced Howard Falk – a DD regional specialist, he has some data background that helps with a lot of the data we are missing. Which included what capacity we actually have – Discovery, job coaching etc...Andre provided the data for Howard to analyze, this is still draft information, that's why it is not being distributed at this point. The power point was displayed with data in the room, and on GoTo.

Central Oregon data showed that there wasn't any Discovery being done. Jordan wanted to know more about this, he knows that people are doing it. Acacia appreciates hearing this and hopes this will continue to happen, this data is really new and the first time we are seeing it. If there are other things that people are seeing that don't look right, to let her know so more information can be gathered.

Acacia and Andre have also been talking about following certain people to see what path they are taking, to get a more in depth understanding of what is actually happening.

Lilia talked about certain areas of the state only having one or two big providers available, so if you don't want to use those providers, there aren't any other options.

Justin talked about the last self-advocate meeting he was at, there was a sheltered workshop in Medford that closed and those individuals didn't know where they were going.

Corissa looked at the big picture and if we think about the 20 hour conversation and there are 250 people who need to be served and there are only 155 providers, that's a problem. Trina mentioned recruiting new providers, Acacia also wants to ask providers who are providing other services if they want to do other services like job coaching and these other services.

Trina asked what the timeline is to have this data ready. Andre will have the EOS data finalized very soon, Trina would like to share with the branch managers.

Executive Order Employment First Statewide Stakeholder Policy Meeting

Wednesday January 6, 2016

1:00-4:00pm

HSB Rm #166

500 Summer St, Salem OR 97301

1-888-808-6929

Access Code: 2349190 Host code: 1531(enter access code first)

Go To Meeting: <https://global.gotomeeting.com/join/525980061>

Jordan asked if there was a database that people could look at for providers in their area. Acacia responded that this is the goal of the EOS data, to have this information for everyone and will be available soon.

Cynthia would like to know how many PSW's are doing employment. Acacia has these numbers and can bring it back to the group.

Acacia is also getting ready to send simple lists of numbers to Brokerages and CDDP's so they can see how many people they need to transition, to start this process and how they will do this.

Next meeting agenda items/wrap up

Trina summarized future agenda items to include Transportation, a more in depth conversation about the Settlement and the VR state plan.

Next meeting will be February 3rd. This will be during legislative days.

Trina also mentioned that Clyde Saiki (our interim DHS director) will be holding a stakeholder meeting this Friday on the budget situation.

	Membership:		
	Seth Johnson Opportunity Foundation of Central Oregon – Service Provider		Sarah Jane Owens Association of Oregon Community Mental Health Programs - Counties
X	Cynthia Owens Oregon Council on Developmental Disabilities – Advocacy		Paul Partridge Yamhill County Developmental Disability Program - Counties
	Chris Burnett Oregon Rehabilitation Association (ORA) – Providers	G	Bill Uhlman Eastern Oregon Support Services Brokerage – Support Services

Executive Order Employment First Statewide Stakeholder Policy Meeting

Wednesday January 6, 2016

1:00-4:00pm

HSB Rm #166

500 Summer St, Salem OR 97301

1-888-808-6929

Access Code: 2349190 Host code: 1531(enter access code first)

Go To Meeting: <https://global.gotomeeting.com/join/525980061>

G	Heather Hopkins - Slechta Full Access Brokerage High Desert – Support Services Brokerages	X	Michelle Markle Portland Public Schools - Education
	Senator Sara Gelser Oregon Senate – Legislature		Trina Lee DHS – Vocational Rehabilitation
G	Morgan Rincon Oregon Commission for the Blind – Vocational Rehabilitation		Liz Fox Oregon State Rehabilitation Council – Vocational Rehabilitation
X	Ross Ryan Oregon Self Advocacy Coalition – Self Advocates	G	Laurie Kash Rainer School District – Education
X	Jaime Daignault Oregon Council on Developmental Disabilities – Advocacy		Jessica Leitner Edwards Center – Providers
	Marcia Ingledue The ARC Oregon – Advocacy Organization – Self Advocacy	G	Sydney Shook Families Connected – Families
X	Sarah Drinkwater Department of Education – Education	X	Roberta Dunn Family and Community Together – Family Members
X	Lilia Teninty DHS – Office of Developmental Disabilities (ODDS)		Senator Lee Beyer Oregon Senate – Legislature
X	Jordan Ohlde Oregon Self Advocacy Coalition – Self Advocate		Phil Stone Oregon Self Advocacy Coalition – Self Advocate
	Jordana Barclay Oregon Workforce Partnership – Workforce		
	Invited Guests		
	Robert Costello - VR		Julie Sobel – ORA
X	Angela Yeager – Employment First	X	Ann Balzell - VR
X	Andre Harboe – Employment First		Danielle Vander Linden - ORA
	Tim Acker – Employment First		Julie Huber - ODDS

Executive Order Employment First Statewide Stakeholder Policy Meeting

Wednesday January 6, 2016

1:00-4:00pm

HSB Rm #166

500 Summer St, Salem OR 97301

1-888-808-6929

Access Code: 2349190 Host code: 1531(enter access code first)

Go To Meeting: <https://global.gotomeeting.com/join/525980061>

X	Corissa Neufeldt – Employment First	X	Mitch Kruska - ODE
G	Allison Enriquez - ODDS	G	Brean Arnold – Employment First
	Anna Lansky – Deputy Director ODDS		Mike Harmon - ODDS
X	Ryley Newport - OCDD	X	Justin Connolly – Self Advocacy Coalition
X	Acacia McGuire Anderson - ODDS	X	Howard Folk – Employment Specialist - ODDS
X	Heather Lindsey - ODE	G	Erica Drake – ODDS Regional Specialist
	Stephanie Roncal - ODDS		

Future Agenda Items	Owner	Discussion/Decision
VR State Plan	Trina	Discussion
Meeting times <i>Length of meeting, time of day etc...</i>	All	Discussion/Decision
In-depth Settlement Review	Lilia	Discussion
Charter update recommendations	All	Discussion
What are the other groups working on <i>ie workstreams, project management model and maybe taking some of that work and letting this group take it on</i>	All	Discussion
20 hours per work week	All	Discussion
Transportation	All	Discussion
Employment Department Reporting <i>Pros and Cons list to recommend to the department (Added 8/5/15)</i>		
Self-Employment <i>Enhance the experience to promote (added 8/5/15)</i>		
How do we reach employers successfully?	All/Angela	Discussion
Family to Family Networks	All	Discussion
Definition of what an integrated setting	All	Discussion

Executive Order Employment First Statewide Stakeholder Policy Meeting

Wednesday January 6, 2016

1:00-4:00pm

HSB Rm #166

500 Summer St, Salem OR 97301

1-888-808-6929

Access Code: 2349190 Host code: 1531(enter access code first)

Go To Meeting: <https://global.gotomeeting.com/join/525980061>

Future Agenda Items	Owner	Discussion/Decision
is		

Outstanding Action Items			
Complete	Items for follow-up action	Due	Assigned

Completed Action Items – <i>To be removed when no longer relevant and added to tracker.</i>			

Date	Decisions
	<i>To be removed when no longer relevant and added to tracker</i>