

Executive Order Employment First Statewide Stakeholder Policy Meeting

Wednesday August 6th, 2014

1:00-4:00pm

HSB Rm #166

500 Summer St, Salem OR 97301

	Agenda	Document	Time	Owner	Discussion/Decision
X	Review Agenda		5	All	Discussion
X	Review last month's meeting minutes – <i>new format ok?</i>		5	All	Discussion
	Data Presentation <ul style="list-style-type: none"> Semiannual report 	PDF/Slideshow	60	Andre Harboe	Discussion
	Break		10		
X	Recommendations	Handout	60	Mike Maley	Discussion
X	Program updates <ul style="list-style-type: none"> ODDS VR ODE 		20	Trisha Baxter/Stephaine Parrish Taylor/Sarah Drinkwater	Discussion
	Workstream updates <ul style="list-style-type: none"> New updates relevant to the group only 		10	Workstream Leads	Discussion
	Next meeting agenda items/wrap up		5	All	Discussion

Total time: 2:55

	Membership:	
X	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	X Paul Partridge Yamhill County Developmental Disability Program - Counties
	Chris Burnett Oregon Rehabilitation Association (ORA) – Providers	X Bill Uhlman Eastern Oregon Support Services Brokerage – Support Services
X	Heather Hopkins - Slechta Full Access Brokerage – Support Services Brokerages	Ed Krankowski Portland Public Schools – Education

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	Representative Sara Gelser House of Representatives – Legislature	X	Stephaine Parrish Taylor DHS – Vocational Rehabilitation
X	Dacia Johnson Oregon Commission for the Blind – Vocational Rehabilitation	X	Liz Fox Oregon State Rehabilitation Council – Vocational Rehabilitation
X	Ross Ryan Oregon Self Advocacy Coalition – Self Advocates		Jan Sansom Lebanon School District – Education
	Jaime Daignault Oregon Council on Developmental Disabilities – Advocacy		Jessica Leitner Edwards Center – Providers
	Marcia Ingledue The ARC Oregon – Advocacy Organization – Self Advocacy	X	Sydney Shook Families Connected – Families
X	Sarah Drinkwater Department of Education – Education		Roberta Dunn Families and Community Together – Family Members
X	Trisha Baxter DHS – Office of Developmental Disabilities (ODDS)		Senator Lee Beyer Oregon Senate – Legislature
X	Jordan Ohlde Oregon Self Advocacy Coalition – Self Advocate		
	Invited Guests		
X	Julie Huber - ODDS		
		X	Andre Harboe – Employment First
X	Ava Bartley – Employment First		
X	Sam Gardner – Sunrise Enterprises	X	Corissa Neufeldt – Employment First
		X	Jennifer Donovan – Rep Gelser
X	Corey Jepson - ORA		

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Discussion:

Next meeting will focus on metrics, the integrated employment plan has metrics listed but looking at the outcome piece of the work and specifically looking at the process metrics. In October, we will look at the integrated plan, with the recommendations and metrics and we should have a base of information to update and modify the plan.

No changes to last month's meeting minutes

Data Presentation – Semi Annual Report:

- Discussion about definitions, specifically the definition for integrated employment – Bill Uhlman – would it be helpful to include VR's definition in this document?
 - VR assumes an integrated setting upon successful closure. Group decision to keep this in mind as we go through the report, if it seems necessary to add the definition it will be added to the report
- Self-employment – what qualifies as self-employment? This is actually in the new VR re-authorization
- Hourly wages – discussion about the sub minimum wage certificate (14 C), this might be reported in the EOS data and could be included in this data
- Choices made between integrated work, sheltered work and not working – Graph 2 will have an additional section once Plan of Care (POC) comes into play, adding Path to Employment - Facility as an option for choice. We will take that a step further and look at paid and non-paid services, those that are paid will be identified as sheltered workshop
 - Path to employment services is a limited time service, the outcome goal would be integrated employment, and there must be an employment goal in the ISP. Without that goal, you cannot use Medicaid dollars to pay for path to employment services.
- Seth – how can an agency bill for IDL and IADLS in POC?
 - Bill – the expenditure guidelines are currently in draft, this will be clear once completed, you will be paid for those services through POC through xPRS come Sept 1st

BREAK

Next month's meeting – Mike

- When we look at the outcome metrics from the integrated employment plan, we should consider these questions:

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- 1: Do we have the right metrics? We want people to have integrated jobs, making more money and working more hours
- 2: When we align benchmarks to that, how bold or conservative do we want that to be? Do we want to double that for next year or is that too bold? What kind of increases do we want to see? How far out do we want to project?

Recommendations:

- The executive order has a couple of sections for this group and one of those is the metrics settings, reviewing the outcomes of those metrics and making recommendations based on that. The other piece is to also make recommendations to the director of DHS and Deputy Superintendent of Public Instruction. This list is a compilation from the meeting minutes from previous meetings of ideas, suggestions and recommendations. This is meant to be a conversation started of the high level strategic recommendations.
- While discussing recommendations and embedding adult services system staff in public schools:
 - Michelle stated when there is blended funding, it's easier to get around the loop holes to fund things, where when you have one source of funding that's where you get silo'd services.
 - Heather suggested having one assessment that can transfer between all 3 entities – VR, ODDS and ODE
- Sydney – when talking about POP's, are there other agencies/partnerships to get involved to make a more robust package? Also, training has been a critical issue; there are several different field trainings that could benefit a lot of people. Letter E about better delivery of services in schools – can we take the career center and improve that center adding funding and a person that is good with VR services? A way to improve things that are already out there, rather than reinvent the wheel.
 - Stephaine – the reauthorization is placing priority on relationships with schools including people with disabilities. So there is work that is moving forward that will bring agencies together.
- Cynthia – suggested bringing back information about other entities and how we can support them.
 - Mike-hoping we will all have this idea. We have had a lot of discussion and now is the time to talk about strategies and how to move forward with some of these ideas
 - Cynthia – believes that if we use these entities and show the need for support within the POP, it will make it a stronger package as well

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- Corissa – is this policy group wanting to look at opportunities that are already out there and if they can fall within some of these recommendations? For example the Work Innovation Opportunity Act
- Mike – there are other federal level changes that are impacting our work. We are going to have to have discussion about here.
- Julie – suggested to have a smaller group get together to look at another rmore formal draft to finalize this document
- Michelle – service providers should also include teachers and ODE.
 - Sarah – ODE has looked at this
- Cynthia - #1a and c – there should also be some trainings and technical assistance for personal support workers and the rates for them.
 - Mike – to clarify, how does the PSW structure work within the other systems, and make sure it's a seamless effort? Yes
- Ross – how could self-advocates help with the process? And how are we going to work on transportation?
 - Mike-transportation is included on the 2nd page – 3c
 - Ava – has some ideas to help with quality assurance and improvement, she will talk with Ross some more about this
 - Mike – will add a section - continue to support a high level of self-advocate involvement in all aspects
- Michelle – 2e should include 'alignment' across the key systems – something that states these agencies need to work together
- Bill – provider qualifications – there are some training and certification barriers, in rural areas for example, providers may not exist because of these requirements, they may not be able to meet some of the expectations in rural areas. Also, Reliance on provider agencies to provide all the employment services, we should include independent contractors and PSW's.
- Heather – suggesting a bit of variance in rural areas, where the PSW's may be the only option

Who is interested in helping vet the final product: Sydney Shook, Cynthia Owens and possibly Jaime Daignault

Program updates:

VR – Stephaine Taylor

- State in-service is next week and completely full

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- RSA visit has been cancelled because of the ReHAB Act that will bring opportunities and challenges. There are several changes that need to be figured out
- Joint DD/VR trainings are finishing up, really good reviews and a lot of good interaction from the two agencies. There are requests for more trainings similar to these

ODDS – Trisha Baxter

- Agrees the trainings have been going really well
- Working with a group of providers for the rate structure, there are some concerns about day support activities
- In 12 days there will be a new director. Lilia Teninty will start on the 18th
- Still working with CMS on the waiver, CMS has sent a list of questions. Nothing too major and should move along just fine

Next Meeting: All meetings will now be the first Wednesday of the month starting in August from 1-4pm in HSB room 166

Future Agenda Items	Owner	Discussion/Decision
When we look at the outcome metrics from the integrated employment plan, we should consider these questions: <ul style="list-style-type: none">• 1: Do we have the right metrics? We want people to have integrated jobs, making more money and working more hours• 2: When we align benchmarks to that, how bold or conservative do we want that to be? Do we want to double that for next year or is that too bold? What kind of increases do we want to see? How far out do we want to project	All	Discussion
Collaborating with different agencies about complaints- <i>how do we address complaints that come in from the schools? How will EF see them, VR</i>	All/Ava	Discussion

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<i>ODDS etc..</i>		
How do we reach employers successfully?	All/Angela	Discussion
Training requirements for Employment First staff-may or may not have CMS guidance by this discussion	All	Discussion
Process measures- feedback and approval. Including QA/QI projects.	Mike Maley	Discussion and Decision needed
Family to Family Networks	All	Discussion
Definition of what an integrated setting is	All	Discussion

Outstanding Action Items			
Complete	Items for follow-up action	Due	Assigned
<input type="checkbox"/>	ODDS to send link to ReBAR rate simulator from the DD Provider tools to Brokerage Directors		

Completed Action Items – <i>To be removed at close of month.</i>			
<input checked="" type="checkbox"/>			

Date	Data Recommendations
8-6-14	Trisha - while discussing the list of recommendations – has heard from providers and Brokerages for a need of a data system where they can upload data, rather than manually enter all the information separately
8-6-14	While discussion recommendations and embedding adult services system staff in public schools – Michelle stated when there is blended funding, it's easier to get around the loop holes to fund things, where when you have one source of funding that's where you get silo' d services
8-6-14	While discussion recommendations and embedding adult services system staff in public schools – Heather suggested having one assessment that can transfer between all 3 entities – VR, ODDS and ODE

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Date	Data Recommendations
7-7-14	Jessica Leitner – suggesting to dive deeper into the EO requirements numbers (July semiannual report) The field is not seeing success, so where are these numbers coming from? Where is the success?
7-7-14	Where are people getting jobs? What type of jobs are they getting?
7-7-14	Pat Zullo – of the new people coming in, who is currently unemployed?

Date	Recommendations
7/7/14	Come up with a list of barriers – are there any trends and can we address them, then we could look at the data and see what needs to be done
7-7-14	Surveys from community members. How is the communication and outreach working - Is it reaching the right groups, how do we track the ‘movement’ or the ‘perception’ of employment first as a whole?

Date	Possible Metrics
8-6-14	Transition – need a way track who is coming out of school and choosing path to employment services
7-7-14	Capacity - Show the number of providers who are accepting referrals from VR coming from Brokerages and Counties for job development – with variables underneath that – providers who were not certified before...
7-7-14	Capacity – track the training of job developers, how many are certified and what are they certified in
7-7-14	Workshops/Transition – keeping track of who is receiving person centered employment plans
7-7-14	Capacity - Need to show an increased number in job developers
7-7-14	Increase integrated employment - Who is doing integrated employment – who is doing the different pieces
7-7-14	Transition - Students in transition 18 and 19 that have open VR files. If you are connected and en route to employment prior to exiting school, this could be a great indicator. Also might need to examine the presentation of the Summary of Performance
7-7-14	Capacity - Watch the migration of the individuals – where are they going, is that where we want them to go, and if not, how do we change it?