

Executive Order Employment First Statewide Stakeholder Policy Meeting

Monday July 7th, 2014

1:30-4:30pm

HSB Rm #137 A

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		5	All	Discussion
X	QA Plan	Located on EF Web Site	30	Ava Bartley	Discussion
X	Data Presentation	PDF/Slideshow	30	Andre Harboe	Discussion
	Break		10		
X	Program updates <ul style="list-style-type: none"> • ODDS • VR • ODE 		30		Discussion
X	Workstream updates <ul style="list-style-type: none"> • Communications • Training and Technical Assistance 		10	Angela Yeager/Corissa Neufeldt	Discussion
X	Metrics for Strategic Priorities		30	Mike Maley	Discussion
X	Key Performance Measure		15	Mike Maley	Discussion
	Capacity building strategies		10	Mike Maley	Discussion
X	Next meeting agenda items/wrap up		5	All	Discussion

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

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	Heather Hopkins – Sletcha Full Access Brokerage – Support Services Brokerage		Ed Krankowski Portland Public Schools – Education
X	Representative Sara Gelser House of Representatives – Legislature		Stephaine Parrish Taylor DHS – Vocational Rehabilitation
P	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	X	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	X	Roberta Dunn Families and Communities Acting 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	Heather Lindsey – Department of Education
X	Allison Enriquez - ODDS	X	Andre Harboe – Employment First
X	Ava Bartley – Employment First	X	Angela Yeager – Employment First
X	Sam Gardner – Sunrise Enterprises	X	Corissa Neufeldt – Employment First

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P	Ann Balzell - VR		
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Discussion:

QA Plan:

- Ava Bartley presented highlights of the Statewide QA/QI Plan that was released at the end of June 2014.
- Roberta expressed concern about getting cohesion between all the state agencies. Asked who is identifying these initiatives
- Ava: Sees the QA workstream as having oversight of collaboration and cohesion between agencies if they involve barriers to accessing employment services or ways things could be more seamless. Mike: That workstream is to conduct the work and make sure it is moving along. Also, the workstream will come to this group periodically and share initiatives recommendations and why.
- Ross: How can the advocates help to implement some of this stuff?
- Mike: There may be a very specific role for self-advocates as we move along, and being a part of this group to provide feedback.
- Cynthia-If a complaint comes in from a parent or student to a local school, how would Employment First find out about it?
- Mike: That is something we should look at, is there policy and practice that needs to be addressed?
- Cynthia: OCDD is doing training on transformation for families. Really great feedback and the word is spreading. OCDD is being invited to other forums throughout the state to present these trainings

The QA plan will be a living document that will be adjusting as we continue with implementation.

Employment First has also contracted with an SME - Steven Hall – received great feedback from him about the QA plan.

- Chris Burnett –If the plan states that something would be done, but if the capacity isn't there, what will happen?
- Ava –We will watch and monitor consequences and unintended consequences of program strategies, and as issues become clear, we will address them.

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- Mike-Suggestion to get more in detail with the issue, is it policy, practice or something else? Then what would need to happen. This is where metrics could come in so we can watch what's happening and watch the movement/migration of where people are going. If it's not where we would want people to go, how do we change it?
- Trisha – Would also like to see this group engage in that kind of conversation
- Mike – Would like to come up with process measures, and bring them back to this group for feedback and approval. Including QA/QI projects.
- Sydney – Is there anywhere to track the perception of Employment First? Attitude, perspective etc...
- Ava – There is nothing in this plan currently, but Angela and I have discussed how we might do this through surveys. Ava has also talked with Steven Hall (SME) about possible ideas.
- Rep Gelser – Has had this conversation several times about Employment First. It's generally not a positive conversation because people are worried about workshops closing, but she believes that it's a good thing that people are at least talking about it.
- Sarah Jane – What about reaching out to employers?
- Ava – That is a big piece of Angela's communication and outreach plan. Not currently in the QA plan.
- Mike – Would it be helpful to take a topic like that, bring it back to this group and talk about how we should proceed with that topic? (reaching out to employers)
- Ross – Idea to have employers meet groups like this, then have follow up interviews with those employers so we know what the outcomes are.

Data presentation-meeting the EO benchmarks:

- Roberta - Suggested that because of the complexity of the data that policy group members need to have a clear understanding of what the data means so they can accurately represent this to families and other stakeholders.
- Jessica – agrees with this and suggested we dive deeper, where are these people getting jobs and how? Where is this working and where the numbers are coming from?

Andre is asking for suggestions for what others would like to see in the next presentation – can email with suggestions: andre.harboe@state.or.us

Program updates:

Sarah Drinkwater – Oregon Department of Education

- Parent Training Institute training grant was awarded to FACT

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- 6 Trainings have been completed in June in 6 different locations to special education, transition or middle school teachers. August 7th is the makeup session in Seaside
- Contracts were awarded for the transition specialists-these will be posted and hired very soon, hopefully we will know who they will be in August

Trisha Baxter – ODDS

- Temp emergencies OAR's were posted July 1, RAC's are scheduled weekly throughout August
- Transmittals have gone out or going out related to ReBAR, CDP and Discovery
- Partnering with VR with trainings starting tomorrow (7/8)
- QA positions are being filled; hope to have 2 initial QA specialists in August. 2 internal staff have been shifted to QA already
- POC (Plan of Care) was postponed, but will roll out Sept 1 in several parts. This allows tracking to be more at a granular level.
- Resubmitted the waivers that included new employment services and definitions. Still awaiting CMS approval, but don't anticipate any issues and services will be retroactive to July 1.

Corissa Neufeldt – Employment First – Training and Technical Assistance workstream

- Will be putting together a work plan. Focus on how to collaborate with the different agencies and all the different trainings that are happening.
- Also working with a seamless transition pilot for transition students

Angela Yeager – Communication Workstream

- Focus groups are starting in 3 locations around the state. 5 slogans have been chosen that will be presented to the focus groups, Nick Kern from DHS publications will be leading these focus groups. First one is next week.
- Employment First Brochures to pass around. This is the first version of these.

Andre Harboe – Data Workstream

- Still working on the longitudinal data base – version 3.0
- Helping with ReBAR, he has sent out a survey to all the providers to gather information.
- Also looking at the EOS data and what data will be captured or not captured that we still want information on as the POC comes into play.

Other updates – Mike Maley

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- Employment First joined the SELN team (Supported Employment Leadership Network)
- APSE Conference – was looking for other states that had started the training efforts for Employment First staff, couldn't find any. Wanting to bring it back to this group for ideas

Key Performance Measures – Mike Maley

Employment First will be sending out a status report, that includes key strategic areas that a critical to implement the Integrated Work plan.

Strategies include:

- Reducing reliance on sheltered workshops
- Increase integrated employment through enhanced High School Transition Services
- Enhance and Build Service Capacity
- Increase Integrated Employment

We would like to have metrics on how to measure these. What would this group like to see?

- Roberta – Students in transition 18 and 19 that have opened VR files. If you are connected and en route to employment prior to exiting school. Examine the presentation of the Summary of Performance
- Cynthia – Anyone receiving person centered plans for reducing reliance on sheltered workshops
- Jessica – Ultimate goal is for people to be employed before they graduate, and are they or are they not leaving the workshop
- Sydney Shook – Wanting to know the 'why's' Why is it not working? Maybe to track the ISP and then following up with families if it is working.
- Bill – Who went where and why?
- Cynthia – what made the difference? If someone isn't going to work, if they had a person centered plan, would that have made a difference?
- Sara Jane – Maybe a list of barriers, is there a trend with those barriers and can we address them?
- Roberta – If we can measure the success in the things that help us succeed, like who has an ISP or person centered plan that is how we will meet our goals.
- Increased number of job developers
- Training - certificates for both agencies

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- Who is currently doing integrated employment – any piece of it, training, job development etc...?
- Suggestion to reach out to the Commissioner of Labor
- Roberta – What do we need to know so we understand how we are going to build capacity – like transportation for example?
- Needing to look at the variables – capacity at sheltered workshops once those folks have been trained to do integrated employment.

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
Collaborating with different agencies about complaints- <i>how do we learn about complaints that come in to the schools or to local field staff at ODDS and VR? How will EF get information about these complaints?</i>	All/Ava	Discussion
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		

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Completed Action Items – To be removed at close of month.

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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
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

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Date	Possible Metrics
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?