

## June 20, 2014 Meeting Notes

### ***IEFC Membership***

Tracy announced that Nanna Hanchett will be representing Vocational Rehabilitation in place of Shannon Purvis on the IEFC. Members asked about Russ Doumas' retirement and Lori explained that TESH has not yet hired a new executive director to replace him. We currently have one representative (Lori Gentillon, DWI) from a service provider agency that is part of the ACCSES Idaho association (non-profit providers) and one representative (Cassie Mills, CPI) from a service provider agency that is part of the Vocational Services of Idaho association (for profit providers). The group can make recommendations for any additional members as needed.

### ***DOL Disability Employment Grant Activities***

Gordon reported on the Dept. of Labor's Disability Employment Initiative grant activities. Cascade School District high school sophomore classes participated in site visits at Shore Lodge and the golf course and had discussions about jobs. At the hosted lunch site, the pizza restaurant owner did an impromptu discussion about the expectations had of his employees. The students went to McCall Dept. of Labor office for workshops on job search. Council High School English classes participated in Career Information Systems and job search workshops. Next fall, Council School District is opening their campus to nearby schools so 150 students can participate in a full day of workshops and activities related to employment.

Last week, 12 students who are deaf or hard-of-hearing from around the state participated in *Ready-Set-Go to Work* workshops and activities over 2 ½ days. Included a bonfire and ropes course for teambuilding. The students attended presentations about Vocational Rehabilitation and Dept. of Labor services. Students also learned about resume writing, job search activities, and benefits planning.

### ***SWITC Vocational Training***

Trina reported that she has been talking with staff at the Southwest Idaho Training Center (SWITC – formerly known as the Idaho State School and Hospital) to revive a vocational program at the facility. Looking at having staff getting training in customized employment to help clients achieve employment goals. One of her goals is to have clients get work-based experience before they transition out of the facility into the community.

SWITC has a large commercial kitchen and she is looking at the possibility of collaborating with community partners to utilize the equipment and provide training to clients. Most of the folks coming into SWITC now are dually diagnosed (mental health and disability) and coming to the facility through the justice system. Alison suggested that SWITC staff might participate in the fall collaborative regional trainings. Alison shared the dates of the trainings: Nampa - Sept. 9, Boise - Sept. 11.

### ***Adult Developmental Disability Services Redesign***

Jean reported on the status of this work. The Collaborative Workgroup (CWG) group visited Arizona to find out about their managed care program but it is limited to Personal Care Services. Individuals there can't self-direct for their entire day of services. The CWG Steering Committee is discussing how to broaden self-direction and include agency services. Also looking at the possibility of using a different comprehensive assessment tool as well. The Universal Assessment Instrument (UAI) informs a plan of

care and generates hours of service. The full group is ready to move forward with developing recommendations before the 2015 legislative session.

### ***Transition Workgroup***

Jacque talked about a recent meeting in which a speaker mentioned a shift in thinking for schools in considering work as an intervention. Folks at Transcen presented information to teachers. If we want students to learn how to read we do reading intervention. If we think of work as an outcome then we need to provide teaching and intervention for employment.

Alison talked about the planned fall regional transition trainings for school districts. Presentations provided to the audience of teachers/school teams will relate to Results Driven Accountability, increasing graduation rates, and improving post-school outcomes. There will be three breakout sessions: accessing disability services offices and preparation for college; vocational rehabilitation services and preparing students to use them; and student-centered planning and customized employment. It will end with a presentation on how to involve families. The trainings are scheduled in several areas: Idaho Falls – Sept. 3, Pocatello – Sept. 4, Nampa – Sept. 9, Boise – Sept. 11, Moscow – Sept. 17, Coeur d’Alene – Sept. 18, Twin Falls – date not confirmed.

There will be a statewide transition institute November 17 & 18 in Boise for teachers and teams from school districts to do planning and set team goals related to improving their transition services. Keynote speakers include Curtis Richards who will talk about the Guideposts for Success and Jonathon Mooney to end the conference. The focus of sessions will be on improving post school outcomes. Alison is seeking facilitators to help at the conference – they will get facilitator training and work with one or two district teams during the institute to help them develop a plan. She is hoping to have the Superintendent push for general education administrators to attend.

Alison described the Post-School Outcomes Survey and process. A contractor conducts the survey by telephone interview and they try to reach all “exitors” – students with disabilities one year after leaving high school, not just a sampling of students. Alison explained that the data for question 15 related to taking general education classes is a little confusing because the numbers are high with most students checking all boxes.

Gordon talked about a longitudinal database being developed that will follow a student from school to work. Discussion about finding out if there was a way to identify a specific group of students and follow them through. We would like to develop a system that takes multi-system data and pulls it together with anonymous data. Jacque is trying to find information on the TARTAR system that had been developed in past years so we can see the structure. Social security numbers can be found in the Labor system then attach an identifier on the other end. This data also hooks up to transportation and licensing.

### ***Take Your Legislator to Work 2014***

Tracy mentioned that she has been working with staff for Senator Risch and Representative Simpson about participating in workplace visits during the August Congressional recess when the congressmen are in Idaho. The group suggested that we see if Governor Otter will do site visits. Planning and promotion ideas: distribute materials in July/August. Create newspaper ad or article (most folks get their news online now) and submit to: newspapers with web presence; also Idaho Ed news – always

looking for stories; the Idaho Business Review; state and local Chambers of Commerce, Idaho Business League, Civitan organizations. Do presentations to some of these groups before October see if employers would be interested in hosting students for Disability Mentoring Day or be involved in other IDEAM activities. **Trina** will do some research to see if there are Civitan groups in other cities. Create a booklet with resources for employers. Jacque said that Iowa had a program featuring Winnebago and how they worked with VR. She shared a link to a video about the project:

<http://www.jobhonor.org/>

### ***Disability Mentoring Day***

Tracy said that the DD Council will again make funds available through grants to local teams planning DMD events. She will send out the announcements in late July. Regularly planned events occur in Idaho Falls, Twin Falls, and Moscow. Gordon said that the Dept. of Labor DEI grant staff are planning a Treasure Valley event but it may not be in October. Alison said that the transition program in Blaine County may also plan an event and we anticipate that the Boise STEP program may want to apply for funds again.

Members mentioned that some schools have a hard time getting students excused from classes to participate in DMD activities. What about doing something in the summer or evenings? Folks talked about the fact that many businesses who provide job shadowing are not open after 5:00pm. Teacher work days? Idaho Falls picks school-wide testing days because seniors don't participate in the test. Alison suggested to promote DMD job shadowing as an evidence-based practice – maybe include guidelines or curriculum for preparation. Package something that shows how it links to standards. Include DMD activities on the student's Individual Education Plan. Get information to parents – work with IPUL – include *Great Expectations* booklet or other informational piece.

### ***Outcome Data Collection***

IEFC members participated in the ELC webinar live during the meeting. It was the 2<sup>nd</sup> in a 3-part series on collecting Employment Outcome Data. The webinar speaker and facilitator was John Butterworth from the Institute on Community Inclusion and an ELC subject-matter expert. Idaho, Minnesota, Washington DC, and North Dakota, participated. States shared about their current data collection efforts and asked questions of the expert and each other to gather information to inform work in progress. Alison presented for Idaho on the expanded employment questions on our state Post-School Outcomes Survey. **Tracy will share the link** to the archived webinar and related materials when it becomes available. Please plan on participating in the final ELC webinar on Employment Outcome Data scheduled for July 15<sup>th</sup>.

### ***IEFC Discussion – Data Collection Development***

Possible structures for collecting outcome data could be to ask basic questions periodically of providers in both the VR and Medicaid DD service system and perhaps at annual review with ICDE. ACCSES Idaho has been collecting point-in-time data. Would they be willing to share? **Lori will check.**

Challenge is not being able to follow data that is individually identifiable. It is difficult to measure progress over time if we are not following the same sample of individuals.

Get snapshot data from each system and then make conclusions. Similar to Massachusetts annual report mentioned on the webinar. How often could we get snapshot – quarterly? Could we compare

that to Dept. of Labor regional/state employment statistics and make some conclusions? Can we compare subset of people with disabilities to general population in those reports? Don't forget about Medicaid for Workers with Disabilities data.

**Howard** is helping draft a Request for Information type document to define more specifically the technical assistance that Idaho needs related to developing outcome data collection through the Employment Learning Community. Tracy suggested we use all the free TA we have available to us and then move forward with more intensive TA if needed.

Will be able to track changes in usage of Medicaid Supported Employment services with July 1<sup>st</sup> implementation of the new exception review process. Vocational Rehabilitation will be able to see effect on EES program. Connect system data to make relationship comparison. We will be able to track utilization of CSE and (assumed) reduction in other day services (a wash). Also include factor of individual budgets returning to the 2011 levels because of the recent court decision.

It would be good to look at states similar to Idaho's structure and review their data collection systems. South Carolina maybe. PROMISE grant states. Are there other groups like the Casey Foundation that have general data that could be helpful?

The group decided to do most data system development in full group, then bring smaller group and ad hoc folks together as needed. Who can communicate with system administrators to ask for data? Are systems getting the same information from data? What decisions does the data enable them to make?

### ***Strategic Plan – required for ELC Participation***

Goals proposed:

1. Awareness with families, individuals, employers, educators
  - a. Restructuring of thought – employment is community access, employment as an intervention in schools. Mind shift. Follow national movement and expectation. Video examples from Idaho. More success stories. Albertson's Foundation Go On campaign – Roger Quarrels, Albertson's Foundation new Exec. Director
2. Employment Outcomes Data to Inform Systems Change

**Tracy** will draft plan in the form of a Logic Model and send to group. We will discuss at the August 6<sup>th</sup> meeting.

How are we implementing the concept of "Employment First" – what has been our progress? Through policy development (CSE exception review) and in different system changes and opportunities. Create report on our progress so far and future plans too. Include information about agency and community collaboration. Education, Medicaid, DEI grant, others. Share what we are doing and what others can do to move Employment First forward.

Youth coalitions – shared youth vision. Do we have anything at the state level?

### ***Update on CSE Communication Plan and Information for Service Coordinators***

Trina suggested that Medicaid put information on the traditional services areas of H&W website. Maybe also send a letter to Support Brokers. Exception review is not available to people on self-

direction but the information about employment planning with the PCP team would help make sure the discussion happens with My Voice My Choice participants about setting employment goals.

The group reviewed drafted information and forms for the CSE exception review process and changes to the Individual Service Plan template. Some suggestions were provided:

Jacque asked if people know how to write an employment goal. We are providing information to plan developers and PCP teams about this in the materials in hopes of having the information available that teams need to write goals and inform service plans.

Clearly show how developmental therapy could be used for supporting a work goal. Lori expressed a concern that you can't use developmental therapy for work. It would be good to make sure that Licensing and Certification staff know about this.

**Follow-Up from Jean** – they asked Licensing and Certification about skill acquisition through Developmental Disability Agency services that assist the person to get work ready. Below is the response:

*Question* - Please take a look at the attached supported employment form. Would L&C have an issue with a non-CSE agency providing goals such as socialization, appropriate behavior, on task, etc. that were not specific to job training as asked for on the form? For example, a DDA could provide a goal that worked on issues that are not related to a specific job skill, but generalize to a work setting.

*Response* - I don't have any issues with the form. I am of the belief that working on skills in multiple settings is a good way to assist our participants in transferring skills learned into new environments. I am all for it.

Will individuals have to do an exception review every year? Yes, if they need to request more funding to add supported employment to their Individual Service Plan (ISP). The hope is that as individuals prioritize work their ISP will be developed with a work focus and they may not use other day services so CSE could be covered in their plan without additional budget dollars needed.

A referral/transition form from the CRP/VR will help plan developers know about service needs. Communicating timeframes is crucial so forms and plans/addendums can be submitted in time to ensure continuity of services. We hope the transition plan from VR to CSE services will help this process go smoothly and quickly. Sara Lloyd, on the work group, is the administrator for a TSC agency and she is planning to use these materials for staff training.

Include link to CDHD transition training (on Able to Work and SILC webpages) for more information about PCP, Transition, and employment planning.

Include reference to seeking benefits planning from CRP or DRI to find out about impact on benefits. Can impact SSI, housing, food stamps, etc.

### ***Upcoming Training on Employment***

Cassie and Tracy talked about the October 30-31 Human Partnerships Conference in Boise. Cary Griffin, of Griffin Hammis Associates, will be providing a keynote presentation on Employment First and

two days of breakout sessions on customized employment and the Discovery process. **Tracy and Cassie** will send out additional conference details as they become available.

Tracy said that she will encourage service provider agencies to send a few folks to the sessions at the conference to get an introduction to customized employment. She is working with Griffin Hammis to plan for future, in-depth, customized employment training in Idaho. The DD Council can only afford to provide training in one area each year. Tentative plans include working with a few provider agencies in one area and implement the training as an immersion model that provides 3 days of comprehensive training followed by intensive technical assistance. TA will be provided to employment support professionals in teams to work with actual clients. Ongoing technical assistance will be provided throughout the training process. Participants who complete the training receive ACRE certification. Tracy will provide more details about the training later this year.

### **ACTION ITEMS**

- All members: Provide feedback to Monique about Family page on Able to Work site. Look at it in relationship to duplicative data on youth in transition page.
- All members: July 15 ELC Webinar on outcome data – 3<sup>rd</sup> in series.
- Monique will draft an invitation to Julie at Medicaid to attend a future meeting and discuss the process for Medicaid for Workers eligibility and referrals.
- Lori will check with ACCSES Idaho to see if they would share point-in-time data.
- Howard drafting description of specific TA needed for data collection development.
- Trina will find out about Civitan groups around the state.
- CSE Communication Workgroup will be finalizing materials related to the Exception Review rules and statute change.
- Tracy will draft a one or two-goal strategic plan for the IEFC required by the ELC and send it to the group for review. We will discuss at the August 6 meeting.
- Tracy will prepare a list of legislative candidates (and find out who got booted in primary) for TYLTW. DMD announcements.
- Tracy will send the ELC data discussed today and a link to the upcoming webinar to IEFC members and make changes to Alison's info on the member list.
- Tracy and Cassie will send information about Human Partnerships Conference

### **The next four meetings were scheduled for:**

**Wednesday, August 6**

**Friday, September 12**

**Thursday, October 9**

**Wednesday, November 12**