



APRIL 17, 2012 – FIRST CONSORTIUM MEETING

DESIRED MEETING OUTCOMES

1. *Set the stage to focus on possibilities and positive opportunities*
2. *Identify common values around employment of people with disabilities*
3. *Agree on an Employment First message for Idaho; create a unified vision and voice*
4. *Build long term commitment among group members for common goals*
5. *Identify 4 or 5 broad strategic issues/goals*
6. *Assign next steps*

MEETING RESULTS:

Consortium Common Values for the Employment of People with Disabilities

- Choice
- Contribution
- Independent living in the community
- Fair wages
- Self worth
- Valued in the workplace
- Hope
- Quality
- Best use of talents
- Accessibility
- Self-direction
- Customized supports
- Relationship building
- Interdependence
- Civic contribution
- Prioritize natural support systems
- Accountability
- Receptive business community
- Integrated
- Diversity valued in the workplace
- Empowerment
- Creativity (employment and self employment)
- Flexibility
- Career growth
- Producing useful products & services
- Employee support
- Self-reliance
- Equal opportunity for paid employment
- Competence
- Dependability
- Self-sufficient
- Meaningful work

Employment First Message for Idaho - Common Themes

1. Expectation to Work – Buy in from people with disabilities, others in the community, families, schools and business
2. Equal Opportunity for Employment and Career Growth
3. Empowerment, Personal Growth and Interdependence
4. Reciprocity - People with disabilities contribute to the community and the community, especially the employer, values and utilizes that contribution
5. Infrastructure and Policy support an Expectation to Work
6. Positive Benefits for Idaho - Diversity, qualified workers, quality of life, lower unemployment rate, increased money into economy

What We Want to Accomplish Together

1. Market the message
2. Policy development supporting consortium values
3. Identify data needs
4. State agency alignment of services with consortium values
5. Capacity building (training and education)
6. Measurement of success
7. Define success
8. Resource allocation; meet financial needs
9. Working definition of Employment First target population
10. Identify what information goes to the legislature
11. Develop a case statement

How Do I and My Organization Benefit from Participation in this Consortium?

1. Elaine and Jean, Medicaid - Helps us see outside the box, enables us to collaborate and find common benefits for Medicaid
2. Tracy, ICDD - Helps ICDD do its job and accomplish our goals
3. Cassie, CPI - Fits with our mission and our employment program

4. Bruce, ICBVI - People with disabilities are more invested in work and employment outcomes are improved
5. Howard, IDVR - Interaction with a diverse group benefits us, there is opportunity for change with our new management
6. Trina, CDHD, U of I - Fulfills our mission, "All Idahoans live, work and play"
7. Gordon, DOL - Good connections with parties involved in employment and helps prepare us for opportunities, allows for potential grant opportunities
8. Lori, Development Workshop - Helps with our mission, return on my tax investment
9. Russ, TESH - Alignment with our mission, a voice in the state's direction around employment of people with disabilities
10. Dina, DRI - Central to our mission, personal investment in the outcome
11. Monique, SILC - Helps with our mission, forms valuable partnerships and a shared voice
12. Marilyn, ICDD - Meets goals in our 5 year plan, collaboration with adult re-design group, improves the lives of people with disabilities

Discussion Items in Storage Bin

- Issue with Washington and day activity programs in 2011 – Tracy
- Discover university involvement in Virginia - Trina
- Eligibility requirements of being "not able to work" are the first obstacle - Russ
- Need to change IEPs to expect employment - Dina
- How do we handle those who opt out of employment? - Elaine
- We need self-advocates to tell us their ideas – Tracy

What has this group learned?

- We have many shared values
- Expectation to work is a strong, shared value
- Employment First is possible
- The system needs change
- Similarities overshadow differences (how we are the same is bigger and more important than how we are different)

Who needs to be involved in the Employment First effort in the future?

- Career Counselors
- Support Brokers
- Idaho Parents Unlimited
- Employers
- HR Professional Association
- Department of Education
- Office on Aging – Raul Enriquez
- Division of Behavioral Health – Ross Edmonds
- Mental Health Bureau – Pat Martel

Group Decisions

- Don't invite additional people to the meeting until important decisions are made, except for the Dept. of Education (on the original invitee list), self-advocates and representative family members.
- Tracy will be the point person for the group (Trina and Russ will help if needed)
- The group may decide to appoint a steering committee for work in between meetings, if needed.
- Decisions will be made by modified consensus (handout).
- A facilitator will be used for meetings, if resources are available.
- The group will meet monthly with a break in the summer.

- A one-year timeline will be used for the group’s initial work with the following goals:
 1. A data report to the 2013 legislature on employment and people with disabilities in Idaho that will set the stage for future policy changes.
 2. Meet with the Governor’s office and present the report.
 3. Consortium members will take group decisions up the decision-making chain at their respective organizations as needed to gain agreement in advance.

Action Item List

Item	Who	When
Review the Employment First work of other states, especially defining target disability population and how that decision was made; also looking for model policies and best practices we could duplicate	Tracy, Trina	May 24, 2012
Research on Idaho policies, rules and procedures impacting employment of people with disabilities		Later
Research current employment statistics impacting people with disabilities in Idaho and nationally	Tracy, Monique, Howard, Jean	May 24
Survey Self Advocates regarding 6 themes using interview questions; develop questions by next meeting	Trina, Dina	May 24
Recruit self-advocates to participate in Employment First Consortium	Cassie, Lori, and Russ will forward names to Tracy and Tracy will talk with them prior to next meeting	Names forwarded by May 1, 2012
Obtain list of Business Leadership Network members	Monique	May 24
Meet with Dept. of Education - Rich Henderson to discuss consortium membership	Tracy	May 24

Agenda Items for Next Meeting

1. Refine and categorize common values
2. Reports from research topics
3. Define target population
4. Develop One Year Plan – to include refining Employment First message and developing talking points
5. Consortium member contributions
6. Set Next Meeting Date
7. Next Steps

Common Acronyms:

BLN = Business Leadership Network

CDHD = Center on Disabilities and Human Development

CPI = Community Partnerships of Idaho

DOL = Department of Labor

DRI = Disability Rights Idaho

HR = Human Resources

ICBVI = Idaho Commission for the Blind and Visually Impaired

ICDD = Idaho Council on Developmental Disabilities

IDVR = Idaho Division of Vocational Rehabilitation

IEP = Individualized Education Plan

IEFC = Idaho Employment First Consortium

IPUL = Idaho Parents Unlimited

SDE = State Department of Education

SILC = State Independent Living Council