



Employment First Capacity Report

July 1, 2016 – June 30, 2017

September 1, 2017

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Prepared by
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Introduction

Specific requirements are outlined in both the *Lane v. Brown* Settlement Agreement and Executive Order 15-01 to help ensure that Oregon has sufficient provider capacity to deliver employment services to those in the Sheltered Workshop and transition-age target populations. This report details the effort of Employment First to build and maintain capacity.

I. Legal Direction

A. Settlement Agreement Provisions:

XI. PROVIDER CAPACITY

1. Oregon shall, subject to the availability of sufficient funding, maintain until at least June 30, 2019, grants for the transformation of existing sheltered workshop providers or the development of new Supported Employment Services or the expansion of existing providers that will assist individuals obtaining Competitive Integrated Employment and working in Integrated Employment Settings. DHS shall make diligent efforts to secure sufficient funds for the obligations set forth in Section XI.

X. TRAINING

1. Oregon shall, subject to the availability of sufficient funding, maintain until at least June 30, 2019, a technical assistance provider(s) to offer competency-based training, ongoing assistance, and support for evidence-based practices to agencies that offer Supported Employment Services. DHS shall make diligent efforts to secure sufficient funds for the obligations set forth in Section X.

B. Executive Order 15-01 Provisions

Section VIII. Provider Capacity

State agencies will make good faith efforts, within available budgetary resources, to ensure that there are a sufficient number of qualified employment providers to deliver the services and support necessary for individuals in ODDS/VR target populations to receive Employment Services consistent with this order.

A. Transformation Grants:

Living Opportunities and Washington Initiative for Supported Employment agencies were selected to mentor organizations committed to the transformation process state-wide through the Employment First grants. Organizations are currently being mentored, and competitive-wage jobs are being developed in community businesses, in rural and urban settings, for individuals with a wide variety of abilities and support needs.

1. Phase 1 transformation grants have been awarded as shown in Tables 1 and 2, and expired on December 31, 2016.

TABLE 1. Living Ops Phase 1 Transformation Grants

Opportunity Foundation of Central Oregon	\$ 150,000
Sunrise Enterprises of Roseburg	\$ 125,000
Southern Oregon Aspire	\$ 125,000
Partnerships in Community Living	\$ 100,000
Opportunity Connections/Hood River Sheltered Workshops, Inc.	\$ 70,000
Star of Hope	\$ 80,000
Goodwill Industries of Southern Oregon	\$ 110,000
Arc of Lane County	\$ 100,000
Pearl Buck	\$ 125,000
Grand Total	\$ 985,000

TABLE 2. WISE Phase 1 Transformation Grants

Sheltered Workshop Name	Amount
Mentor Oregon	\$ 150,000
Garten Services, Inc.	\$ 150,000
The Shangri-La Corporation	\$ 125,000
Mid-Valley Rehabilitation	\$ 125,000
Tualatin Valley Workshop	\$ 125,000
Catholic Community Services	\$ 100,000
Eastco Diversified Services	\$ 100,000
Western Idaho Training Company	\$ 50,000
Rise, Inc.	\$ 35,000
Exceed Enterprises, Inc.	\$ 125,000
SERP Enterprises, Inc.	\$ 125,000
Alternative Services - Oregon, Inc.	\$ 110,000
Willamette Valley Rehabilitation Center	\$ 100,000
Bethesda Lutheran Communities	\$ 80,000
Community Services, Inc.	\$ 50,000
Sunny Oaks	\$ 35,000
Grand Total	\$ 1,585,000

2. Phase 2 transformation grants have been awarded as shown in Table 3 and 4.

TABLE 3. Living Ops Phase 2 Transformation Grants

Community Access	\$ 75,000
Edwards Center	\$ 75,000
Abilitree	\$ 50,000
Opportunity Foundation	\$ 100,000
MV Advancements	\$ 50,000
Sunrise	\$ 50,000
ARC	T&TA only
Aspire	T&TA only
Opportunity Connections	T&TA only
Grand Total	\$ 400,000

TABLE 4. WISE Phase 2 Transformation Grants

Albertina Kerr	\$ 71,000
Bethesda Lutheran	\$ 35,000
CSI	T/TA only
Eastco	\$ 35,000
Exceed	\$ 100,000
Imagine Possibilities	\$ 35,000
SERP	T/TA only
TVW	\$ 100,000
Garten	\$ 100,000
ASI	\$ 50,000
Mentor	\$ 150,000
Work Unlimited	\$ 35,000
Grand Total	\$ 711,000

3. The next round of transformation grants is currently in process, with applications having been due on July 28, 2017, and application review presently underway.

B. Start Up and Expansion Grants

Although the state provided start up and expansion grants to providers in FY 2015, these funds could not be matched with federal dollars in FY 2016 (July 1, 2016 – June 30, 2017) and for that reason were not continued. Instead, innovation grants were offered. These grants were open to local communities and could include start up for already existing Personal Support Workers or Independent Contractors or expansion via mentoring of new providers, technical assistance, training, exploration of new models, etc. See innovation grant details below for more information.

C. Innovation Grants

The Oregon legislature appropriated dollars in the 2015-17 session to fund innovative projects aimed at increasing Employment First capacity throughout the state. The purpose of these innovation grants is to expand efforts to increase competitive integrated employment opportunities for people experiencing I/DD. Twenty-two grants were awarded totaling \$458,422.00. The following summaries are examples of the awarded grants; a listing of all the grants is in Appendix A.

- **Awardee:** Garten Services, Inc.
Location/Region: Marion/Polk counties
Amount: \$11,077
Project Summary: Three partner agencies will each have a staff member certified to do benefits counseling. Create materials and provide benefits counseling to families and individuals.

- **Awardee:** MV Advancements
Location/Region: Polk, Yamhill and Marion counties
Amount: \$46,980
Project Summary: Plan and implement multi-week training program for high school staff of transition-aged youth in six school districts.

D. Peer-to-Peer (P2P) Employment Project

The P2P employment project is a collaboration between the Oregon Department of Human Services (DHS), the Oregon Council on Developmental Disabilities (OCDD) and the Oregon Self-Advocacy Coalition (OSAC) with funding provided by DHS and OCDD. This project springs from OSAC's goal to educate, inspire and encourage people with DD to pursue regular jobs in the community. In the P2P project, Peer Mentors (OSAC employees) are helping people understand how to use their services to find community jobs. Trained Peer Mentors co-facilitate four classes (with support as needed) of up to 12 people with DD. They also collaborate with local disability programs and community partners to help participants work towards employment goals. Participants complete classes with homework, develop action plans to reach an employment goal and receive 1:1 or small group support to implement their action plans.

To date, OSAC has implemented the P2P project in Eugene, Portland and Central Oregon. The Eugene classes were held at Pearl Buck and Alvord Taylor during December 2016. OSAC convened the Portland classes with Exceed Enterprises in January and February. Finally, DHS worked with Opportunity Foundation in Redmond to hold classes for Central Oregon participants during June and July. The table below shows the number of initial participants and class completers in each location.

TABLE 5. P2P Participants by Location

Location	Host Organization	Number Attended First Class	Number Completed All Classes
Eugene	Pearl Buck Alvord Taylor	16	12
Portland	Exceed Enterprise	22	12
Central Oregon	Opportunity Foundation	24	20

The next steps include incorporating final revisions into the P2P curriculum and assisting OSAC to package the materials, and continuing to support OSAC Peer Mentors to provide 1:1 and group mentoring to Peers in Central Oregon. In addition, conversations will continue with OSAC and the service providers in Portland and Eugene to implement P2P and the peer support model in different settings.

E. Summer Work Experience

DHS issued a Request for Applications designed to help DHS and the Oregon Department of Education (ODE) find innovative ways to support summer work as a sustainable service while not duplicating services already being funded through Medicaid, the Workforce Innovation and Opportunity Act (WIOA), or Individuals with Disabilities Education Act (IDEA).

Contracted programs must focus on community integration and the summer work experience must include community-based experience. Program participants must also include at least 20 percent I/DD individuals.

Applications are currently under review.

F. Project SEARCH

Project SEARCH is a 9-month internship training program for people with intellectual and developmental disabilities (I/DD). In Oregon, there are three sites funded by DHS: Albertina Kerr leads a program at Kaiser Permanente Sunnyside Medical Center, provider Pearl Buck leads a site at PeaceHealth Sacred Heart Medical Center at RiverBend in Springfield, and Community Access Services is starting a program with the city of Portland in the fall 2017. Project SEARCH students train in 9-month unpaid internships and rotate three times within that time period, allowing them to try three different types of jobs in a variety of departments. The instructor and skills trainers stay on site with the students.

In Oregon, the Project SEARCH sites focus on individuals who recently graduated from a transition program. The Pearl Buck/PeaceHealth site includes individuals who once were in the provider's sheltered workshop and are now transitioning to community employment.

In May, Pearl Buck held a graduation ceremony for its first cohort of Project SEARCH graduates from the PeaceHealth Riverbend location. More than 90 attendees, including PeaceHealth and Pearl Buck staff, families, and representatives from Vocational Rehabilitation and Lane County CDDP, attended.

Out of the 10 Pearl Buck/PeaceHealth graduates, six graduated with individual community jobs at 20 or more hours per week. The other four graduates are in job development and looking for the right job fit.

Seven interns graduated from Albertina Kerr's Kaiser Westside site on June 9 and another four interns graduate from Kaiser Sunnyside on June 30. Five more interns will graduate from Albertina Kerr's Embassy Suites Project SEARCH site in August.

Erin Cochrun-Weston from Albertina Kerr said in its first two years, the Kaiser Westside location had an 85 percent employment outcome rate. Embassy Suites had a 100 percent employment outcome in its first year. Kaiser Sunnyside is in its first year so data is not available yet on employment outcomes.

“For this upcoming year we have eight interns starting at Westside, eight at Sunnyside and we are interviewing 12 for six slots at Embassy Suites,” she said. “It seems like the word and the great progress and success of the program has spread to families and our partners.”

G. WISE Training & Technical Assistance

DHS contracts with WISE to provide technical assistance and training to execute the Oregon Statewide Employment First Project. During the period July 1, 2016 through June 30, 2017 the training and technical assistance activities pursuant to that contract consisted of:

1. **Calendar:** Throughout the year, WISE has maintained a web based project calendar that lists events, activities and forums with projected dates in order to provide a schedule and planning guide for target audiences.

2. **OELN Training:** WISE submitted a Technical Assistance Plan for the fiscal year, which was subsequently approved by ODDS. WISE presented 17 two-day events to 566 attendees providing 34 days of training for the Oregon Employment Leadership Network (OELN). In addition, WISE applied to the Association of Community Rehabilitation Educators (ACRE) to obtain certification for the OELN seminar series, which was subsequently awarded. As a result, the number of individuals holding the APSE Certified Employment Support Professional credential increased by 93 since the last report.

3. **Virtual Community of Practice Sessions:** WISE completed four web-based Community of Practice sessions during this reporting period. Topics and attendance were:

- “Employment is Everyone’s Job: Employment Team Collaboration and Coordination,” (130)
- “Recruit, Train, Retain: How to Build a Successful Employment Team,” (68)
- “Making the Business Case for Hiring,” (79)
- “Collaboration between Employment First Teams,” (75).

4. **Meet at the Mountain IV:** WISE planned and hosted the fourth Meet at the Mountain conference near Bend, April 5-6, 2017. The event is intended to facilitate the exchange of best practices across the spectrum of role players and stakeholders involved in the supported employment industry. Over 350 persons attended.

5. **Trainer Mentoring Pilot Program:** During early 2016 WISE designed, developed and implemented a Trainer Mentoring Pilot Program (TMPP) on Systematic Instruction with the goal of building local capacity to deliver CSET trainings that meet Oregon’s published *Core Competencies for Supported Employment Professionals*. Two cohorts of six participants each received a total of five days of seminar training, and homework to develop teaching and presentation kits. Since July 1, 2016, the TMPP’s focus has been on providing each participant with site visits by the expert trainers for the purpose of observing and giving feedback to participants at their own locations. The Annual Training Report, including training and technical assistance activities, as well as community-building activities, was presented to ODDS on June 19, 2016. Twelve participants earned the Basic Certificate.

6. **CESP Exams:** WISE held four CESP exams during the reporting period in Salem, Eugene, Portland and Bend. A total of 60 individuals sat for those exams.

7. Employment First Teams Mini-Grants: WISE is funded to provide technical assistance to local Employment First Teams to support local capacity building efforts and implementation of the Employment First Initiative. One team, Multnomah County, requested assistance, approved by ODDS, to plan an employer engagement project, and to create a more sustainable facilitation system for their team. Two WISE staff members have been providing assistance on this project.

H. ODDS Training

Office of Developmental Disabilities Services (ODDS) employment staff participated in providing the following trainings during the reporting period:

- Oregon Employment Learning Network (OELN) training statewide designed to prepare employment professionals to take the APSE exam and obtain ACRE certification.
- Core Competency Online Training Modules went live in iLearn in March. Passing the on demand training modules is necessary for all existing and new employment professionals in order to deliver employment services. Vocational Rehabilitation (VR) has also adopted these modules as necessary to comply with their job placement service contracts.
- Provider qualifications, enrollment, credentialing, continuing education requirements and training have been fully aligned and streamlined between ODDS and VR.
- Nine BEST trainings were given in Baker, Deschutes, Multnomah, Washington, Marion, Lane, Douglas and Jackson counties between April and August to school case managers and teachers, VR Counselors, Service Coordinators and Personal Agents to improve the effectiveness of transfers between schools, VR and ODDS.
- Regional ODDS Employment Specialists in partnership with VR I/DD Counselors and Education Department Training Network Facilitators (TNFs) provided regional trainings as requested.

I. Employment First Communications

Morale is a capacity multiplier, and the importance of it among everyone involved in the service delivery system should not be minimized. In addition to outreach to the general public, employers, clients and their families, Employment First's communication effort is a cornerstone of maintaining and increasing system capacity by reminding our troops in the field that what they are doing not only matters, but changes lives for the better. The following communication activities were undertaken during the reporting period:

- Employment First has partnered with the Oregon Resource Association to produce both 30-second and 15-second radio spots to air statewide through the Oregon Broadcaster's Association on all commercial radio stations, as well as guaranteed ad buys through iHeart Media in the Portland metro area during drive time, to direct potential job seekers to vendor agencies.
- Employment First's statewide marketing campaign continued including billboards, transit signage, radio and print ads, posters and pamphlets.

- In-depth Success Stories are produced describing positive system outcomes from multiple perspectives including Clients, families, employers and the employment professionals that helped make it all happen.
- ODDS released transmittals 16-077 and 16-079 explaining the new streamlined processes for enrolling new and renewal personal service workers/job coaches, and independent contractor discovery specialists/job developers, respectively. Streamlined enrollment processes should encourage qualified individuals to enroll who otherwise were put off by the previous confusing and burdensome requirements.
- Employer focused outreach including:
 - Employer-focused statewide radio ad in cooperation with the Oregon Broadcaster’s Association.
 - Created a window decal that employers that hire people experiencing I/DD can use to brand their businesses.
 - Produced an employer web page with video testimonials from employers.
 - Increased employer engagement on social media by tagging the employer’s Facebook page when we share a story. This is a win-win strategy for both Employment First and the employer because it increases exposure for both beyond normal reach through views and multiple shares.

J. Seamless Transition Project

Phase two of the Seamless transition pilot that includes teams from Multnomah, Washington, Clackamas and Marion counties is continuing. Employment First is excited to continue developing and implementing a systematic approach to moving transition-age students experiencing significant disabilities from school to work. Plans to expand the pilot include a summer boot camp for eight school districts representing eight counties around the state. This boot camp will provide training and resources to assist new teams in implementing seamless transition.

K. Regional Employment Specialists

ODDS has fielded a team of Regional Employment Specialists to provide on-demand technical assistance to all parts of the I/DD employment system across the state. They regularly meet with local Employment First teams, school district personnel, providers, Vocational Rehabilitation Counselors, and Service Coordinators/Personal Agents to brainstorm ideas for solving local capacity issues. Some of these include:

- Supporting educational assistants interested in job coaching and how to become a PSW, independent contractor or agency provider.

- Meet with new providers to provide technical assistance on how to continue increasing capacity.
- Provide technical assistance to awarded grant recipients to execute their work plans.
- Recruiting existing provider agencies to expand into underserved areas.

L. Provider Training & Capacity Survey

In an effort to help identify provider training needs and areas to increase service capacity, the Office of Developmental Disabilities (ODDS) piloted a 27 question training and capacity survey in March of 2017. Survey links were sent to all providers through the ODDS Employment Outcome System Survey (EOS), the ODDS Employment Provider Site Assessment Survey, and through the Oregon Vocational Rehabilitation (VR) Provider Contractor Listing. Additionally, the Oregon Rehabilitation Association (ORA) forwarded information on the survey to their members requesting their participation as well. At the end of the six week survey period a total of 115 valid responses had been submitted.

The survey requested providers offer their insight, feedback and experiences on the level of capacity in their areas for Department of Human Services (DHS) programs, their knowledge and participation in local Oregon Employment First Teams as well as obstacles, needs and areas of future concern in regards to professional training opportunities. Specifically, questions were asked on the following topics: Discovery Services, Employment Path Facility Services, Job Development Services, Attendant Care Services, The VR Referral Process, Knowledge, Participation and Awareness of Local Employment First Organizations, What the Provider felt were the greatest training priorities, what were their biggest obstacles to getting training for the organizations and employees and any additional training that they felt would be beneficial (see Appendix B for the survey questions).

Survey respondents noted that some of the largest obstacles to training included concerns over the availability and location of training opportunities in the more rural communities, the cost to procure individual training, as well as the business costs associated with sending staff and employees to required competency and developmental trainings at areas away from the primary place of business.

In order to address these concerns, ODDS will be working with the field to ensure trainings are provided in areas where they are needed. Additionally, ODDS is looking at how to get more training available online in the future.

Some of the suggestions made by providers included the ability to receive certifications for the trainings they received, more training specific to running and managing a provider organization and more trainings on techniques to help fade an individual from job coaching.

In order to address this concern, ODDS is looking at a rule change to require training hours which would allow a bit more flexibility in the annual training requirements.

From a services standpoint, providers requested additional training opportunities for their employees on Job Coaching, Job Development and Discovery. ODDS and Vocational Rehabilitation (VR) will focus on these areas to create new trainings. VR is currently in the process of revamping their Job Development training.

76% of respondents stated they were familiar with their Local Employment First Teams and 75% of those respondents stated that they attended their local Employment First Team meetings on a regular basis.

This was the first time ODDS had specifically queried providers on their perceptions of local service capacities, or about their anticipation of future training needs and opportunities for growth.

M. Benton County Process Tune Up Pilot Project

The overarching objective of this project is to discover if industrial/systems engineering principles can be applied by a local Employment First Team to their employment service delivery system in order to increase throughput and reduce the time clients spend waiting, all within existing budget and staff. Specifically, the project is intended to see if the following are feasible:

- Map the current system end-to-end.
- Gather contemporaneous process-level data while working.
- Build a verified and validated computer simulation model of the employment service delivery system.
- Use the model to redesign the system in order to maximize throughput while minimizing wait times.

The Benton Employment First Team has demonstrated that system mapping and concurrent data gathering are indeed feasible. The project is currently in the model building phase.

N. SELN Consultation

DHS contracts with the State Employment Leadership Network (SELN) to receive technical assistance to improve integrated employment outcomes. During the week of June 19, 2017, DHS staff met with John Butterworth and Adam Sass of the SELN specifically to discuss provider capacity and system flow concerns facing Oregon. Based on those discussions, Oregon is in the process of initiating projects aimed at the following issues:

- Sustainable Training Infrastructure, including collaborating with community colleges.
- Using Personal Service Workers as job coaches.
- Engaging Local Workforce Development Boards.

O. Oregon Department of Education Trainings and Capacity Building Projects

1. ODE provided the following training during the reporting period:
 - Planning Alternative Tomorrows with Hope/Making Action Plans Facilitation training to regional Training Network Facilitators (TNFs) and ODDS Regional Employment Specialists.
 - Better Employment Success Together (BEST) Trainings in Jackson and Coos Counties. These were the last two of ten trainings across the state.

- A total of 600 persons attended the Transition Conference, featuring Settlement Agreement and Mock Sheltered Workshop presentations.
2. In addition, developed other trainings, plans and tools:
- Work experience development and coaching training. This is a training series aimed to support teachers and school staff in creating and supporting students in community work experiences. The materials have been developed and piloted in one region. The trainings are scheduled to be presented in multiple regions around the state this academic year.
 - TNFs are trained as Person Centered Planning facilitators. The plan is to have all Training network facilitators provide Person Centered Plans (PCPs) in their region for 2017-2018, then will train others in their region to become person centered planning facilitators. Training other stakeholders will expand capacity and will be a low cost/no cost opportunity for teams to provide PCPs in their communities.
 - National Technical Assistance Center on Transition intensive technical assistance plan to be implemented in the 2017-2018 tracking year.
 - TNF tracking app - This application allows the ability to track the location and activities of when and where TNFs are going around the state, allowing ODE to gather data regarding direct contact to local education agencies, VR, Employment Providers, ODDs, Family outreach, Pre-Employment Transition Service activities, and trainings provided in each assigned region.

P. Vocational Rehabilitation Training and Projects

- The VR Subminimum Wage project operated between December and the end of August, 2017 when a report will be completed. VR staff and contractors provided Career Counseling and I and R services to 1,265 individuals whose employers hire them under 14(c) certifications allowing them to pay less than the Federal Minimum Wage. We have completed draft policy for the Limitation on subminimum Wage and are now working on procedures.
- New Manual: VR released the Supported Employment Procedures Manual (VR-AR-17-03) on 6/30/17 and have revised Supported Employment policy, in draft. In addition, VR trained branch managers and VRC-IDD staff to take the lead in guiding all VR staff in their work with VR's supported employment participants.
- New Rules: VR is currently revising their Oregon Administrative Rules and will begin releasing them in stages during the winter of 2017 starting with Definitions and Dispute Resolution.
- Policy Releases: The following apply specifically to Employment First and were released during the reporting period:
 - VR-AR 17-02 Subminimum wage – WIOA Part 397 – directions to staff for providing services to current VR clients -- released 1/19/17.
 - VR-AR 16-10 Updated Service Questionnaire, DHS 1277 – released 8/3/16.

- VR-AR 16-03 Participant Release of training, certificates, degrees, and grades information – measures credential attainment and measurable skill gain -- released 11/7/16
- New staff: Hired two new staff to provide pre-employment transition services.
- Training: Partnered with ODDS to provide BEST training to regional areas of the State of Oregon.
- Enrollment of New providers: Partnered with ODDS to co-enroll providers to increase capacity of qualified vendors.

Q. Independent Reviewer Interviews and Suggestions

Cathy Ficker Terrill, the Independent Reviewer (IR) in *Lane v. Brown*, visited Eastern, Southern, Northwestern and Central Oregon during the last year. During the visits she interviewed Vocational Rehabilitation (VR) Counselors, CDDP and Brokerage Representatives, Provider Agencies, Teachers and other stakeholders. She shared the outcomes of the interviews with state leadership in an effort to raise awareness of the implementation of policies and procedures across the state. While some items were consistent across the board (for example, most parties were aware of and attended Employment First Meetings, understood the provider training requirements and 20 hour policy) interpretation of other policies and procedures were not consistent (such as understanding when to refer to VR after Discovery, how to bypass VR if an individual is stable, etc.) For that reason, DHS (including VR and ODDS) and ODE are following up as needed.

Some follow-up has been specific (such as when a specific entity does not understand a particular policy) and some has been more general. For instance, a manager at a CDDP office clearly did not understand how to write detailed employment outcomes or the best use of the Career Development Plan (CDP), and in that case CDP training was provided.

However, some recommendations were made by the IR on a system level. These included (but were not limited to):

- Creating a statewide intake and referral form for VR.
- Clarification around referral information to VR.
- Clarification around how to bypass VR when an individual is stable.
- Creating a systems flow chart.
- Clarification of the Discovery service requirements.

For that reason, ODDS, VR and ODE are working with stakeholders to develop a uniform intake, referral and release form for VR. Additionally, ODDS is working with stakeholders using Employment First Messages and online training about how and when it is appropriate to enter directly into long-term job coaching. ODDS is also working with our state technology team (OIS) to create an online flow chart that can be customized to individuals. Finally, ODDS is in the process of releasing updated policy regarding Discovery requirements. Additional information will be reported in the future as system changes are made.

Summary

Based on the ongoing commitment of DHS to funding transformation grants, as well as the good faith efforts to provide sufficient provider capacity evidenced by the projects and activities described in this report, Oregon continues to meet the requirements of the Settlement Agreement and Executive Order 15-01.

APPENDIX A. Innovation Grants

Awardee: Abilities at Work

Location/Region: Portland metro

Amount: \$30,425

Project Summary: Create and implement curriculum, performance management and data tracking for a team-based, supported employment model.

Awardee: Ackley Counseling and Employment Services

Location/Region: Jackson County

Amount: \$31,640

Project Summary: Plan and implement four I/DD career exploration workshops in partnership with Worksource to increase capacity of staff providing employment services in Southern Oregon.

Awardee: Ackley Counseling and Employment Services

Location/Region: Jackson County

Amount: \$26,473

Project Summary: Plan and implement Social Security work incentives training program in Southern Oregon.

Awardee: Arc of Lane County

Location/Region: Lane County

Amount: \$29,750

Project Summary: Plan and implement a job fair and employer appreciation gala. Develop marketing campaign to include social media, email and coffee table books for distribution. Develop and disseminate curriculum for diversity and inclusion in the workplace.

Awardee: Arc of Lane County

Location/Region: Lane County

Amount: \$40,600

Project Summary: Complete TEACCH advanced training and obtain certification, create customized training plan created for each recipient employee, create intranet site for use by recipient's staff for training, plan and implement job coach trainings provided for recipient's staff and others in the community.

Awardee: Catholic Community Services

Location/Region: Linn, Marion and Clackamas counties

Amount: \$7,263

Project Summary: Develop a written guide to planning and hosting business engagement luncheons. Provide technical assistance to two partner agencies, to plan and implement their own employer engagement business luncheons.

Awardee: Creating Community Impact

Location/Region: Jackson County

Amount: \$12,000

Project Summary: Develop and implement job coach training. Develop and implement mentor program for people with I/DD.

Awardee: Dirkse Counseling & Consulting, Inc.

Location/Region: Portland metro

Amount: \$24,000

Project Summary: Plan and implement training for students, parents and professionals in self-advocacy as it relates to competitive integrated employment for transition-age students. Plan and implement self-advocacy "Train-the-Trainer" training for providers of transition-age students.

Awardee: Dirkse Counseling & Consulting, Inc.

Location/Region: Portland metro

Amount: \$37,670

Project Summary: Create and implement an employer engagement campaign and model tool kit for other providers to replicate campaign.

Awardee: Eastern Oregon Support Services Brokerage

Location/Region: Eastern Oregon

Amount: \$6,900

Project Summary: Mid-Columbia Employment First team to plan and implement an employer engagement event in Eastern Oregon.

Awardee: Family and Community Together (FACT)

Location/Region: Statewide

Amount: \$22,500

Project Summary: Plan and implement family outreach to further the Employment First initiative through online trainings, one-to-one coaching support, blogs, public relations and email blasts.

Awardee: Full Access High Desert

Location/Region: Deschutes, Crook and Jefferson counties

Amount: \$41,525

Project Summary: Central Oregon Employment First team to plan and implement a strategic plan for marketing, social media development and print media for Crook, Jefferson and Deschutes Counties.

Awardee: Garten Services, Inc.

Location/Region: Marion/Polk counties

Amount: \$11,077

Project Summary: Three partner agencies will each have a staff member certified to do benefits counseling. Create materials and provide benefits counseling to families and individuals.

Awardee: Garten Services, Inc.

Location/Region: Marion/Polk counties

Amount: \$15,279

Project Summary: Plan and implement summer youth work experience, including job coach training, family outreach and job placement services for transition-age youth.

Awardee: MV Advancements

Location/Region: Polk, Yamhill and Marion counties

Amount: \$46,980

Project Summary: Plan and implement multi-week training program for high school staff of transition-aged youth in six school districts.

Awardee: MV Advancements

Location/Region: Polk, Yamhill and Marion counties

Amount: \$4,075

Project Summary: Plan and implement educational sessions to further the Employment First initiative for middle school families in six school districts.

Awardee: Partnerships in Community Living

Location/Region: Marion/Polk counties

Amount: \$11,000

Project Summary: Plan and implement family outreach materials to further the Employment First initiative including creating a recruitment video, portfolio of program materials and a PowerPoint.

Awardee: Pearl Buck

Location/Region: Lane County

Amount: \$8,274

Project Summary: Plan and implement four family and four residential provider Employment First informational gatherings with marketing materials.

Awardee: Roccas Family Network

Location: Eastern Oregon

Amount: \$9,800

Project Summary: Plan and implement film festival and family and community outreach to promote Employment First in six eastern Oregon counties.

Awardee: Shangri-La

Location/Region: Marion, Lane and Lincoln counties

Amount: \$16,491

Project Summary: Plan and implement eight community forums with marketing materials for individuals and families to support competitive, integrated employment.

Awardee: Sunny Oaks

Location/Region: Marion and Polk counties

Amount: \$4,200

Project Summary: Develop presentation and training materials for presentations to community partners and potential employers on equity and inclusion of individuals with disabilities.

APPENDIX B. Provider Training & Capacity Survey Questions

Does your agency offer Discovery Services?

If your agency offers Discovery Services; how many Discovery Providers does your agency have on staff at this time?

If your agency offers Discovery Services; how long does the average person wait between requesting Discovery Services and when they begin the process?

Does your agency offer Employment Path Services?

If your agency offers Employment Path Services; do you offer Employment Path Facility, Employment Path Community, or Both Employment Path Facility and Employment Path Community Services?

If your agency offers Employment Path Community Services; how many Employment Path Community Providers does your agency have on staff at this time?

Does your agency offer Individual Employment Support (IES) - Job Coaching Services?

If your agency offers IES - Job Coaching; How many trained job coaches does your agency have on staff at this time?

Does your agency offer Job Development Services?

If your agency offers Job Development Services; How many trained job developers does your agency have on staff at this time?

Does your agency offer Small Group Employment Services?

If your agency offers Small Group Employment Services; how many Small Group Employment Service Providers does your agency have on staff at this time?

Does your agency offer Attendant Care Services?

If your agency offers Attendant Care Services; how many Attendant Care Providers does your agency currently have on staff at this time?

Does your agency make referrals to Vocational Rehabilitation?

If your agency makes referrals to Vocational Rehabilitation; on average, about how long does it take between when you make the referral and the person has their initial/intake appointment?

Additional Training from which of the following Training Areas do you feel would most benefit your agency?

Discovery

Job Development / Customized Employment

Job Coaching / Systematic Instruction

Benefits Counseling / Understanding Benefits

If you selected more than one Training Opportunity Above; Please Rank Order Your Top Training Needs:

Is your agency familiar with your local Employment First Team?

If your agency is familiar with your local Employment First Team; how often does your agency participate in the local Employment First Team Meeting?

What other training opportunities would help your agency?

Oregon Administrative Rule (OAR) 411-345 requires that employment professionals take one department approved training within 90 days of starting to work with a program participant and one department approved training annually thereafter. What obstacles has your agency encountered in meeting this requirement?

Looking forward; what future changes in training do you see as necessary or needed to our career field?

What Provider Agency Are you Affiliated With?

What County or Counties Does your Agency Provide Services In? If your agency provides services in more than one county; what county did your responses most accurately reflect?