



Employment First Capacity Report

July 1, 2017 – June 30, 2018

September 1, 2018

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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 enough 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 (WISE) agencies were selected to mentor organizations committed to the transformation process statewide 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 2 transformation grants awarded in 2017 are shown in Tables 1 and 2.

TABLE 1. 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 2. 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

2. The next round of transformation grants has been awarded. DHS has awarded new grants to service provider agencies that currently provide facility-based employment or day services to help transform their organizational and program models to community-based, integrated employment services.

Phase 2, round 3 transformation grants have been awarded as shown in Tables 3 and 4.

TABLE 3. Living Ops Phase 2/Round 3 Transformation Grants

Sunshine	\$ 36,444
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Star of Hope	\$ 35,000
Cornerstone	\$ 35,000
Grand Total	\$ 106,444

TABLE 4. WISE Phase 2/Round 3 Transformation Grants

Horizon	\$ 50,000
Pearl Buck	\$ 100,000
Grand Total	\$ 150,000

B. 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. A listing of the status of all the grants is in Appendix A.

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

The P2P employment project is a collaboration between the Oregon Department of Human Services, the Oregon Council on Developmental Disabilities (OCDD) and the Oregon Self-Advocacy Coalition (OSAC) with funding provided by DHS and the Oregon Council on Developmental Disabilities (OCDD). This project sprang from OSAC’s goal to educate, inspire and encourage people with DD to pursue regular jobs in the community.

The P2P project uses a peer support model to educate people with DD about how to use disability services, community resources and personal networks to find a job. Peers have the power to influence the way we think and act. Peer mentoring happens when people with something in common (peers) teach each other information and skills to make positive changes in their lives.

In the P2P project, Peer Mentors (OSAC employees) help their peers with DD understand how to use their services to find community jobs. Trained Peer Mentors receive support (as needed) to co-facilitate four classes. Up to 12 Peers participate in each class. Peer Mentors collaborate with local disability programs and community partners to help participants work towards employment goals. They also provide 1:1 or small group support to help peers implement their action plans for up to three months following the last class.

To date, OSAC Peer Mentors have taught P2P classes 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 2017. DHS worked with Opportunity Foundation in Redmond to hold classes for Central Oregon participants during June and July 2017.

Ten-month follow up interviews with participants indicate that P2P classes make a lasting impact.

- Seventy-five percent took at least three more steps to get a job, including:

- Visited with a VR counselor (some more than once)
 - Created or met with their planning team
 - Applied for a community job (some more than once)
- Sixty-seven percent remembered the steps to get a community job.
 - Twenty-five percent had at least one job interview.

Going forward, Opportunity Foundation recently hired three Peer Mentors and has scheduled P2P classes for Central Oregon participants starting in September 2018.

D. Summer Work Experience

DHS and the Oregon Department of Education (ODE) contracted with providers to 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; many programs have more than 20 percent.

In the summer of 2018 there are 23 programs statewide with 283 students participating, including over 100 I/DD students. Program locations range from urban settings in Eugene, Salem and Portland to rural areas such as Pine Eagle, Vernonia and Central Point.

Participating students are 16 to 21 years old and have a disability. All students are in paid community jobs. In addition, many are also experiencing job shadowing, volunteering, and job preparation such as resume-building and interview skills.

SWIFT (VR):

In the summer of 2018 Oregon VR ran the Summer Work Internship for Transition (SWIFT) in Portland. SWIFT is a residential program where students from all of Oregon travel to Portland and live in the dorms at Portland State University. They students work at least 20 hours a week in competitive integrated employment earning at least minimum wage. The rest of the day students are learning independent living skills including budgeting their income, healthy food preparation, travel training, safety and security, self-advocacy, and how to live away from their families. This summer 16 students graduated from SWIFT.

E. Project SEARCH

Project SEARCH is a 9-month internship training program for people with intellectual and developmental disabilities (I/DD). In Oregon, initially there were 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 leads a program with the City of Portland. 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.

Table 5 shows the outcomes for Project SEARCH to-date:

TABLE 5. Project Search results by location (2015-2018)

Contractor/Location	Year	Number Graduated	Number Employed	Number in Job Development
Albertina Kerr/Kaiser Westside Hospital	2015	7	7	0
	2016	8	6	0
	2017	8	7	0
	2018	8	4	3
Albertina Kerr/Embassy Suites Airport Hotel	2016	4	4	0
	2017	4	4	0
	2018	4	3	1
Albertina Kerr/Kaiser Sunnyside Hospital	2017	4	4	0
	2018	7	4	3
Pearl Buck/PeaceHealth Riverbend Hospital	2017	10	10	0
	2018	16	8	5
Community Access Services/City of Portland	2018	5	3	2

The number employed plus the number in job development do not always sum to the number graduated because some participants left the project for various reasons such as medical issues or moved to another city.

The program at Albertina Kerr has grown since its inception and Albertina Kerr is in its fourth year of Project Search and is currently running three sites: Kaiser Sunnyside Hospital, Kaiser Westside Hospital and Embassy Suites at the Airport. They have plans to expand to Providence Portland Hospital and Embassy Suites at Washington Square this next school year. They have had difficulties recruiting participants for Embassy Suites Airport and will not be running that program this coming year.

Erin Cochrun-Weston is the Assistant Director of Employment Services for Albertina Kerr. She said that the Project Search model has been very successful for Albertina Kerr’s employment program causing the program to grow exponentially. She said that they have had very engaged partners in Vocational Rehabilitation, Developmental Disabilities Services and their host businesses.

Pearl Buck is finishing its second year of Project Search. They started with one site at PeaceHealth Hospital and have grown to two sites at PeaceHealth at the hospital’s request. Next fall they will be opening their third site at the former Hilton Hotel in downtown Eugene.

Community Access Services began their first year with Project Search at the City of Portland. Five interns worked at the Portland Water Bureau and the Bureau of Environmental Services from September 2017-May 2018. A presentation informing Portland City Commissioners of the results was held Aug. 2, 2018 at Portland City Hall. Intern, Trey Schneider testified on a panel with Mer Stevens, supported employment manager with Community Access Services; Anais Keenon, disability resources and outreach specialist with the city’s Bureau of Human Resources; and Carol Stahlke, program coordinator with the Portland Water Bureau.

Commissioner Nick Fish brought the program to the city of Portland. “Through this program we’ve learned that it is not only a great experience for the interns – but a powerful experience for our employees,” he said. “We also learned that when we remove barriers, and help build more inclusive workplaces, everyone wins.”

Mer Stevens told the Commissioners that Project SEARCH fits Oregon’s vision of supporting people with I/DD to live and work in their communities. “Oregon is an Employment First state, and that means the purpose of

our lives should be spent engaging in the community in ways that are meaningful,” she said. “The main barriers to employment usually boils down to a lack of experience and a lack of opportunity. Project SEARCH is targeted to help remove those barriers.”

Two of the interns, including Schneider, were hired as permanent full-time employees by the city of Portland. Another has taken a job at a local car dealership. Two other graduates are in job development with VR.

Nationally, about 75 percent of Project SEARCH interns become employed in the community at 16 hours or more per week, far above the national employment rate of 35 percent for people with I/DD.

F. 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, 2017 through June 30, 2018 the training and technical assistance activities pursuant to that contract consisted of:

1. **OELN Training:** WISE presented 19 events to 694 attendees for the Oregon Employment Leadership Network (OELN). Table 6 summarizes these trainings by topic, location and number of attendees.

TABLE 6. OELN Seminars, July 1, 2017 - June 30, 2018

Seminar Topic	Locations	Number Attended
Introduction to Supported Employment, Discovery & Career Planning	Portland, Salem, Medford, Pendleton	210
Social Security Benefits & Work Incentives	Portland, Salem, Medford	109
Job Development & Marketing	Portland, Salem, Bend	158
Systematic Instruction & Follow-Along	Portland, Salem, Eugene, Medford, Bend, Pendleton	217

In addition, WISE applied to the Association of Community Rehabilitation Educators (ACRE) to obtain certification for the OELN seminar series, which was subsequently awarded. According to their registry, 365 employment professionals in Oregon have obtained ACRE certification. Additionally, the number of individuals holding the APSE Certified Employment Support Professional credential in Oregon increased to 329 as of April 2018 – second highest in the nation.

G. Employment First Training – ODDS, VR and ODE

Office of Developmental Disabilities Services (ODDS), Vocational Rehabilitation (VR) and Oregon Department of Education (ODE) staff participated in providing the following trainings during the reporting period:

- Core Competency Online Training Modules are now available on-demand on iLearn. Passing these 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. As of the end of this reporting period 1,408 individuals in Oregon have taken all twelve Core Comp modules; and another 1,380 have taken between one and eleven of the modules.
- Six BEST trainings were given in Redmond, Burns, Albany, Eugene, Klamath Falls, and McMinnville between February and June 2018 to school case managers and teachers, VR Counselors, Service Coordinators and Personal Agents to improve the effectiveness of transfers between schools, VR and ODDS, improve understanding of ODDS and VR Employment Services, long term transfer of supports, understanding IEPs, and how to create SMART goals and action plans/implementation strategies. A total of 184 professionals attended these trainings.
- Employment First meeting held at Community Living Case Management (CLCM). Topics discussed included Competitive Integrated Employment and desired work hours - Douglas County (9/26/17).
- QA Visit and Technical Assistance regarding Career Development Plan (CDP), Desired Outcomes and 20-Hour Policy – Jackson County CDDP, Medford (10/3/17).
- Targeted CDP training at Creative Supports Brokerage – Medford (10/10/17).
- Discussion of 20-hour policy in developing CDP, offering choice and showing SC where to locate transmittals and resources (including the 20-Hour Policy) online - Tillamook CDP Workshop (10/11/17).
- IEP/ISP-CDP/IPE, Collaboration, Service Planning and Aligning Services - NW ORA Conference (10/25/17).
- PIES (Partners in Employment Success) at NWRESA. Group training for DD/VR/DOE programs to discuss collaborative work and transition points in employment services. Explanations of each entity's role, included offering choice and discussing the 20-Hour Policy, showing attendees where to find policy and transmittals on ODDS supported employment page - Washington County (10/31/17).
- Provider meeting discussed policy with providers, CDDP, and brokerage - Klamath County (11/1/2017).
- CDP workshop included discussion of 20-Hour Policy in authoring CDP, offering choice and showing SC where to locate transmittals and resources online - Multnomah County (11/9/17).
- CDP Training, ODE/VR/ODDS – Roseburg, Douglas County (11/14/17).
- CDP Training, ODE/VR/ODDS – South Coast ESD (11/16/17).
- Overview of the DD System, Employment Services, Planning and Collaboration - Salem/Keizer School District (11/20/17).
- Staff Meeting with CLCM, Desired Outcomes, 20-Hour Policy and Maximizing Hours – Roseburg (11/22/17).

- BEST (Better Employment Success Together) training with providers, CDDP, brokerage - Hood River/Wasco counties (12/12/2017).
- PIES (Partners in Employment Success) for Washington Co, at Washington County Employment First Quarterly. Group training for DD/VR/DOE/agency provider programs to discuss collaborative work and transition points in employment services. Explanations of each entity's role, included offering choice and discussing the 20-Hour Policy, showing attendees where to find policy and transmittals (including 20-hour policy) on ODDS supported employment page – Washington County (1/18/18).
- Provider policy discussion meeting included CDDP, provider and brokerage representatives - Deschutes County (1/23/2018).
- I/IDD advisory committee - Deschutes, Crook and Jefferson counties (1/25/2018).
- Employment Services, CDP/DNE requirements, Rule Changes and Employment Services On-line Resources - Lincoln County CDDP (1/24/18).
- Service Collaboration, Planning and Team Processes (VR-DD-Schools) - Lincoln County Employment First (1/31/18).
- Meeting with CLCM, Providers and VR on CDP, Desired Outcomes, Maximizing Hours and 20-Hour Policy – Roseburg (2/8/18).
- REC (Regional Employment Collaboration) training - Deschutes, Crook and Jefferson counties (2/13/2018).
- Employment Path Community and Employment Service Overview and Available Resources - Springfield VR (2/7/18).
- CLCM Annual Retreat topics included CDP, Maximizing Hours and 20-Hour Policy – Tigard (2/20/18).
- SORB staff meeting and discussion regarding CDP, 20-Hour Policy, Desired Outcomes and Action Plans – Roseburg (2/21/18).
- Collaboration Workshop - Oregon Statewide Transition Conference (3/1/18).
- Seamless Transition training included CDP, 20-Hour Policy, Desired Outcomes and Action Plans – Brookings (3/14/18).
- Regional Employment Collaboration Workshop training - Harney County (3/20/2018).
- Employment First Meeting, presentation on recent and significant transmittals, where to find them and how to read and follow up on them. Highlighted where the important sections on the supported employment policy page were, including spending time discussing the 20-Hour Policy and supporting documents under the subheading on the webpage. CDDP, Brokerage, ODE, VR and provider agency staff in attendance - Clackamas County (3/22/18).
- Shangri-La Staff targeted training included CDP, Implementation Strategies, Employment Services Overview and Available Resources - Marion-Lincoln-Polk-Lane Counties (3/29/18).

- PIES (Partners in Employment Success) at MESD building (3 independent sessions) Group training for DD/VR/DOE/agency programs to discuss collaborative work and transition points in employment services. Explanations of each entity's role, included offering choice and discussing the 20-hour policy, showing attendees where to find policy and transmittals (including 20-Hour Policy) on ODDS supported employment page – Multnomah County (4/16/18, 4/17/18 and 4/20/18).
- Regional Employment Collaboration Workshop Employment First Agencies - Benton, Lane, Yamhill (5/8/18, 5/10/18 and 5/21/18).
- Provider & Employment First Meeting included discussion about OARs, Employment First, CDP, 20-Hour Policy, Desired Outcomes, Action Plans, Maximizing Hours and the Model Referral and Release – Grants Pass (5/10/2018).
- Regional Directors meeting held CLCM Coos Bay/North Bend. Discussions included OARs, Employment First, CDP, Desired Outcomes Action Plans, 20-Hour Policy, Maximizing Hours, Model Referral and Release – directors from Douglas, Coos, Curry, Josephine, Jackson, and Klamath Falls counties attended (5/13/18).
- Regional Employment Collaboration Workshop training - Klamath and Lake counties (5/17/18).
- Polk CDDP targeted training included CDP, DNE, Employment Service Planning and Available Resources – Dallas (6/5/18).
- Model Referral and Release Pilot Meeting. Discussion included 20-Hour Policy and Maximizing Hours – Medford (7/11/2018).
- SORB Employment Policy Discussion including 20-Hour Policy – Coos Bay (7/18/2018).
- Providers Meeting. Topics discussed included OARs, Employment First, CDP, Desired Outcomes, Action Plans, 20-Hour Policy, Maximizing Hours, Model Referral and Release, VR IPE and new VR policies - Douglas County (7/31/2018).

H. Employment First Communications

The following communication activities were undertaken during the reporting period:

- Three videos were produced focusing on people working 20 hours or more.
- Two stories were produced about people leaving sheltered workshops for community employment.
- One YouTube video was produced, and one print story was published about people with significant disabilities.
- One story was produced about provider transformation.
- One PSW fact sheet was published.
- One PSW Job Coaching video was produced.
- A PSW Job Coaching Worker Guide was published.
- Six Fact Sheets and messages, and one YouTube video regarding HCBS were produced.
- Fact sheets for Sheltered Workers and an Employer Testimonial were published.
- Created I/DD Policy webpage with categories by topic, all FAQs and Fact Sheets, and transmittals all in one location.

- Published the Employment First Outcomes and Successes Report on data and outcomes in a “family friendly” readable manner.
- Provider outreach for EOS consisting of a capacity message, training webinar reminder, and targeted user guides for providers and case managers.
- Published two flyers describing the state as a model employer.
- Published weekly Employment First messages issued to thousands of subscribers statewide, including ODDS and VR field staff.

I. Seamless Transition Project

Employment First continues to improve in developing and implementing a systematic approach to moving transition-age students experiencing significant disabilities from school to work. Plans to expand the seamless boot camp model around the state are underway. Beginning in the 2018-2019 school year, regional teams will have an opportunity to provide a seamless boot camp for professional teams. This boot camp will provide training and resources to assist new teams in implementing seamless transition. Regional Transition Network Facilitators, Pre-Employment Services Coordinators, and ODDS Employment Specialists will be leading the boot camp sessions around the state.

J. Employment Outcomes System (EOS)

The Employment Outcomes System (EOS) is a platform for collecting data twice-per-year on the job outcomes of people with intellectual and developmental disabilities (I/DD) who are receiving employment services from Oregon’s Office of Developmental Disabilities Services (ODDS). People and their families can find providers and make choices based on services offered via the EOS website.

During the reporting period EOS was upgraded with new functionality enabling providers to enter in real time their specific capacity for job coaching, job development, and Discovery services. The new EOS also allows providers to post new information regarding special services offered and additional languages in which they can deliver services.

The EOS data helps ODDS identify where there are capacity gaps in regions to target capacity-building efforts. In addition, ODDS and VR customers, service coordinators and personal agents, and vocational rehabilitation counselors can use this information to make informed choices regarding providers. Lastly, by keeping their entries up-to-date, providers can use EOS as a potent marketing and outreach tool to reach potential customers.

K. Employment First Road Map Project

The supported employment service system in Oregon is a complicated web of interconnected tasks and decisions made by many actors. People considering supported employment are naturally curious about what they’re getting themselves into, and past attempts to convey all possible pathways through the service system failed due to the overwhelming complexity along with the inherent limitations of exhibits such as flowcharts.

Borrowing the architecture from another complex domain – taxes – the Employment First Road Map Project seeks to overcome the complexity using a web-based TurboTax approach. By answering a series of questions designed to enable to user to define their particular situation, the platform builds an individualized guided path through the service system. At the end of the session the user should not only have a better understanding of the supported employment system as it applies to their situation, they'll also have the option to print or save an Adobe Acrobat version of their individualized road map: user-specified information such as contact information for their local CDDP, brokerages, VR branch office, school YTP program, and information about any of the employment services they expressed interest in during their time on the website.

The vision is for this tool to be useful to people doing their own research on supported employment services, to be used in a guided way with their case management entity, and as a training tool for staff to see how the system parts fit together.

The fully functional beta version is scheduled to be available for internal and stakeholder testing in September, with full rollout anticipated by the end of 2018.

L. SELN Consultation

DHS contracts with the State Employment Leadership Network (SELN) to receive technical assistance to improve integrated employment outcomes. Top accomplishments included:

- Oregon's Employment Outcomes System was redesigned to include a new function for providers to enter capacity for job coaches, developers and Discovery services. This new function can be entered and updated by providers at any time – even daily. This way, families, individuals, case management entities and Vocational Rehabilitation counselors can get information about provider capacity in real time. This data helps Oregon's Office of Developmental Disabilities Services (ODDS) identify where there are capacity gaps in regions. In addition, individuals and their families can use this system to find providers that are offering services they need.
- Oregon has launched a State as Model Employer initiative. The Department of Human Services and partners with the Oregon Department of Education and Department of Administrative Services have identified that the State should be a model employer for hiring people with intellectual and developmental disabilities. Under this program, certain positions across all state agencies can be directly appointed if the person has I/DD and qualifies for services through the Office of Developmental Disabilities Services. Once a State hiring manager has decided to direct appoint a position, they contact their local Vocational Rehabilitation branch and ask to speak to an I/DD specialist counselor. That VR counselor then connects with local job developers to find a good candidate for the position.

M. Additional Oregon Department of Education Trainings and Capacity Building Projects

1. ODE provided the following training during the reporting period:
 - ODE, in partnership with Vocational Rehabilitation and Office of Developmental Disabilities hosted the 2nd annual Oregon Statewide Transition Conference. More than 600 people attended the Transition Conference, featuring sessions supporting Seamless Transition, Interagency Collaboration, and Summer Work Experience RFA applications.
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 trainings have been provided around the state.
 - ODE also provided the following specific trainings:
 - July 5th- VR/ODE Pre-ETS/TNF webinar with CSAVR
 - August 24th-25th – Seamless Transition Bootcamp, Eugene
 - October 6th- TTAN Presentation at COSA, Eugene
 - October 12th- Person Centered Planning one page profiles and person first language training- Salem
 - October 17th – YTP Regionals in Baker, MSW/Transition
 - October 19th – SPR&I Training in Oregon City
 - October 20th- Transition Related Services and Supports- Low Incidence Conference, Salem
 - October 24th- OETA presentation on Transition Services and Interagency Partnerships
 - Oct. 25th - ORA Conference in Eugene
 - Oct. 26th - YTP Regionals in Coos Bay – MSW, Transition
 - Nov. 2nd - SPR&I Transition Training in Ashland
 - November 8th- Transition planning for preservice VR Counselors- Western Oregon University
 - Nov. 13th - IEP Training with Deaf and Hard of Hearing, in WOU
 - Nov. 14th – YTP Regionals Linn Benton ESD - MSW, Transition
 - December 6th- Southern Oregon VR afternoon training on transition services, Grants Pass
 - February 13th – Person Centered Planning one page profile and Person First Language Training- Albany
 - March 13 – Verification Visits in Douglas County
 - March 14 – Verification Visits in Eugene
 - March 21- Union County Regional Employment First presentation- with VR and DD
 - March 22nd- Union County Collaboration meeting
 - March 22 - Verification Visits with Cascade
 - March 23 - Verification Visits in Lincoln County
 - April 3 – PSO Round II Pendleton
 - April 5 – PSO Round II in Redmond
 - April 11 – Verification File Review in Imbler
 - April 12 – Verification File Review – in Crane
 - April 16 – PSO Round II in Eugene
 - April 27th- Douglas, Coos, and Curry Counties VR afternoon training on transition services, Grants Pass
 - May 1st- PSO training- Salem
 - May 8th- PSO training- Ashland
 - June 19th- ODDS/VR/ODE transition collaboration presentation at the SC/PA in-service
 - June 20th- YTP summer academy

3. National Technical Assistance Center on Transition intensive technical assistance plan to be implemented in the 2018-2019 tracking year. This Intensive TA plan has expanded to include partners from ODE's Career and Technical Education program. Updates as follows:
- **(SMART) Goal 1:** Develop an Oregon universal release of information (OUROI) combining OUROI requirements from ODE, ODDS, & VR with review by legal counsel for sufficiency across agencies and then implement/ field test.
Update: The universal release and referral tools have been revised based on initial feedback from three pilot teams around the state and stakeholders. The universal release has been adopted by several Oregon agencies. During the Fall of 2018, ODDS, ODE, and VR will continue to pilot this statewide release along with the universal referral tool.
 - **(SMART) Goal 2:** ODE, VR, ODD will develop and implement **36 cross agency professional development trainings** (focused on employment opportunities for staff working in, VR, Parent Training Information (PTI), Developmental Disabilities, tribal VR, and education) to facilitate universal information sharing (ISP, IPE, IEP, SOP), collaborative resource delivery, and promote shared outcome of employment for all transition age student with disabilities.
Update: DHS and ODE continue to offer county specific trainings and will have provided 36 cross agency trainings across the state on or before 1-1-2019.
 - **(SMART) Goal 3:** Develop and **provide professional development trainings** adapted for **families and foster and group home family support** about the Individual Service Plan (ISP), individual Education Plan (IEP), Individual plan for employment (IPE) and Summary of Performance (SOP), and Oregon universal release of Information (OUROI) as well as on eligibility requirements and needs of each agency in order to provide coordinated services to youth.
Update: ODDS is contracting with Wise to develop online curriculum for families and residential providers. ODDS is partnering with ODE and VR to complete the curriculum. Curriculum draft will be available in 2019.
 - **(SMART) Goal 4: Increase summer work experiences** for 100 students with disabilities (SWD) by blending funds from VR, DD, and Education.
Update: Over 300 students have participated in summer work experience based on the ODE/VR/DD contract.
 - **(SMART) Goal 5:** Develop a data collection method to capture Pre employment transition services **(Pre-ETS) activities** as required by Workforce Innovation opportunity act (WIOA) occurring in high schools and transition programs without a YTP contract.
Update: Oregon VR now has a data tracking system that is fully functional and had been reporting quarterly on the Pre-ETS delivered. Over the past year Oregon VR has delivered over 18,000 Pre-ETS to students with disabilities throughout the state.

- **(SMART) Goal 6:** Cross agency team will develop an educational version of the **discovery tool** to be used by educators to document discovery-like activities completed during the student’s educational programming.
Update: The Discovery tool will be piloted across the state beginning fall 2018.
4. ODE and VR jointly fund eleven Transition Network Facilitators (TNFs). During the reporting period the TNFs provided the following services:
- Technical assistance on agency collaboration with brokerages in Douglas, Coos, Curry and Klamath Counties.
 - Training on Career Development Plans in Jackson, Josephine, Douglas and Malheur Counties.
 - Collaborative Problem-Solving training was provided in Douglas, Coos, Curry and Klamath Counties.
 - TNFs made presentations at the Confederation of School Administrators Conference.
 - Cross-Agency training was conducted in Yamhill, Tillamook and Marion Counties.
 - Educator Institutes were presented in fourteen counties across the state.
 - TNFs participated in 27 Employment First Team meeting throughout Oregon.
 - Technical assistance and training on Guided Group Discovery in Jackson, Coos, Marion and Malheur Counties, as well as the Marcola School District and the Pleasant Hill School District.
 - Training on how to develop High Quality Transition IEPs was given in Josephine, Jackson, Washington, Benton, Douglas, Curry, Wasco, Clackamas and Hood River Counties.
 - Mock Sheltered Workshop trainings were held in Pacific City, Oregon City, Lane County and the 4J School District.
 - Motivational Enhancement Group Intervention training was provided in Multnomah, Umatilla, Wallowa, Baker, Union and Lake Counties.
 - Presentations on “Navigating the IEP” given at the Oregon Association of Higher Education & Disability Conference.
 - TNFs contributed to five Parent Night events in Washington and Multnomah Counties, two of which were in collaboration with Oregon FACT.
 - Nine Partners in Employment Services (PIES) trainings were held in Washington and Multnomah Counties.
 - TNFs contributed to 21 Person-Centered Plans.
 - Seven presentations and trainings about the Post-School Outcomes Survey were made in Eugene, Florence, Salem and the Portland Metro area.
 - Regional Collaboration training was delivered in Benton, Lane and Klamath Counties.
 - TNFs participated in Regional Job Clubs in Umatilla, Multnomah, Grant and Union Counties.
 - Seamless Transition Boot Camps were held in Curry, Jackson, Marion, Lane and Union Counties.
 - System Performance and Review presentations were given in Ashland, Oregon City, Pacific City and Newport, and to the Jefferson, Nestucca Valley and Tillamook School Districts.

- Technical assistance on Secondary IEP Development/Transition Planning was provided to the North Santiam, Willamina and Dallas School Districts.
- Training on Trauma Informed Care for Education was presented in Douglas, Coos, Curry and Klamath Counties.
- CDP-IEP Overlap training was provided in Wasco County.
- TNFs gave Agencies 101 training to the Clackamas School Psychologists.
- Presentation on Inter-Agency Collaboration was made to the Douglas County Oregon Employment Council.
- TNFs contributed to Employer Engagement and Employment Appreciation events in Multnomah County, The Dalles and Hood River.
- TNF served on the employment panel in collaboration with Oregon FACT to produce a video for families.
- Job coach training was provided to Garten to help with their Summer Youth Program in Salem.
- Regional TNFs participated in the Grant County Youth Job Fair, the Dallas High School Transition Resource Fair, two Independent Living Fairs in Union and Morrow Counties, and the Individuals Experiencing Deafness/HOH Resource Fair.
- TNFs serve on the ODE Transition Handbook Work Group.
- Cross-Agency training was provided by TNFs to the Oregon Commission for the Blind.
- Post-School and Annual IEP Goals training was presented to Lebanon School District and Sweet Home School District SPED staff.
- Inter-Agency Collaboration presentation was made at the Society of Human Resource Management Conference.
- Technical assistance on School-Based Businesses was given to the Dallas School District.

N. Additional Vocational Rehabilitation Training and Projects

- The VR Subminimum Wage project provided interview and career counseling services to people earning subminimum wage, between March and August 2018. A report will be completed October 31, 2018. VR staff and contractors provided Career Counseling, information and referral services to individuals whose employers hire them under 14(c) certifications allowing them to pay less than the Federal Minimum Wage. We have completed the final draft of policy for the Limitation on Subminimum Wage Project.
- The VR Policy and Training Team is creating VR staff training that follows the flow-chart of VR services, starting with intake and application. Simultaneously, the procedures will be revised and piloted in VR Counselor training.
- New Rules: VR is currently revising its Oregon Administrative Rules and will continue planning stages of release. Policy that will be released include: Supported Employment, Transition Services, Order of Selection, and portions of Section 70 Services.
- Training: VR partnered with ODDS to provide BEST training to regional areas of the State of Oregon.

- Enrollment of New providers: VR partnered with ODDS to co-enroll providers to increase capacity of qualified vendors.
- JDOT: VR rolled out new job developer training and hired a new training coordinator.
- Pre-ETS: VR hired two Pre-Employment Transition Services (Pre-ETS) coordinators. One is based in Bend providing and coordinating services in Eastern Oregon, and one is based in the Portland Metro area. In addition, VR also hired a Pre-ETS Coordinator based in Salem to manage Pre-ETS data and contracts, and to provide and coordinate services in Marion, Linn, Lincoln and Yamhill counties. Over the past year VR and its contractors provided over 19,000 Pre-ETS services to transition youth.
- Triage: VR implemented a cross-agency triage meeting to staff cases that need additional assistance. These meetings include VRCs, Regional Employment Specialists and Executive staff as well as Tribal VR and Oregon Commission for the Blind. These meetings happen monthly.
- Oregon began planning for the first In-Service in three years in the spring of 2018. The In-Service was held in August and there were 32 sessions ranging on topics from "Updates on WIOA", "Lane vs. Brown Update & Q/A" and "Serving People with More Significant Disabilities" lead by the ODDS Regional Employment Specialist Team. Over 200 VR staff were in attendance.

Q. PSW JOB COACHES

As part of capacity building efforts to help increase the number of qualified providers certified to provide ODDS Job Coaching services throughout Oregon, DHS Employment First, the Office of Developmental Disabilities Services and the Oregon Home Care Commission have committed to promoting and conducting outreach on the benefits of becoming a PSW Job Coach. The Oregon Home Care Commission supports Personal Support Workers by defining qualifications, maintaining a statewide registry of PSWs and PSW job coaches, providing training opportunities and serving as the "employer of record" for collective bargaining for PSW's receiving service payments from public funds.

The following activities were completed during the reporting period:

- EF produced PSW Job Coach Worker Guide.
- EF shared regular updates on Employment First and HCC Facebook pages, including videos and stories.
- Shared content on EF and HCC social media pages from new HCC Workforce website, including video featuring PSW Job Coach.
- EF contributed to HCC quarterly newsletter with articles about Job Coaching and resources.
- EF produced and distributed a Job Coach video for PSWs.

EF submitted Job Coaching Curriculum to augment HCC Ready, Set, Work class.

R. Independent Reviewer Interviews and Suggestions

Cathy Ficker Terrill, the Independent Reviewer (IR) in Lane v. Brown, has visited all regions of Oregon since State Fiscal Year 2016. During the visits she interviewed Vocational Rehabilitation (VR) Counselors, Community Developmental Disabilities Programs (CDDPs) and Brokerage representatives, provider agencies, teachers and other stakeholders. She shared the outcomes of the interviews with state leadership to raise awareness of the implementation of policies and procedures across the state. She also has provided systematic recommendations which DHS and ODE are working to implement. Based on her February 2017 report, 14 specific issues were reported. Although there were some updates at the time of the report, additional updates are provided below.

System Issues from the regional program reviews:

1. Offer technical assistance and training to the CDDPs and Brokerages that filed incomplete or inaccurate Career Development Plans (CDP).

Update: The state required all Case Management Entities (CMEs) that had corrective action on CDPs above the state average to take a CDP Workshop training. DHS has since completed another review and will again provide training and technical assistance to those who require corrective action on CDPs below the state average. For CMEs that required correction above the state average in both reviews, the state will also monitor training outcomes through more immediate reviews.

2. Consider making employment training mandatory for all CDDP and brokerage staff.

Update: Training was required for agencies that had a 30% correction rate (the state average) or higher on the CDPs. DHS has also created an online CDP training for new case managers and brokerage staff and/or those who may need a refresher course on how to complete a CDP and write SMART employment goals.

3. Provide additional training and mentoring to VR counselors with large numbers of people with I/DD on their caseloads.

Update: VR is now hosting regular conference calls with VR counselors on the Lane Settlement Updates. VR is also providing training during the VR in-service (all counselor training) regarding Lane v. Brown, and the importance of Employment First.

4. Provide additional direction to the field that referral to VR can start during Discovery.

Update: This is the guidance in the Discovery Worker Guide, as well as the Discovery FAQs which can be found on the Employment First website in the category of "I/DD Policy." However, DHS is working to create an interagency referral, which will provide direct guidelines on how and when to make a referral to VR, which will include recommendations around the Discovery timeline.

5. VR should create a checklist of data needed by VR for referral to employment providers, brokerages and CDDPs.

Update: DHS has worked with stakeholders to develop a uniform referral which has been piloted for three months. Now that DHS has a uniform release, the pilot will continue for three additional months with statewide roll-out in 2019.

6. Could VR, ODDS and ODE clarify how a person with I/DD can go directly to VR without going through the CDDP, Brokerage, or school?

Update: A revised exceptions process has been created and staff have been informed of how and when to utilize the protocol. To date, ODDS has received around 30 of these requests, and Regional Employment Specialists train this during regional employment trainings.

7. Until Oregon has a comprehensive case management system, is there a way to aggregate key data points from the CDDP such as employment data from the ISP and CDP?

Update: DHS continues to work with CDDPs and Brokerages to manually review CDPs. ODDS is also utilizing the Quality Assurance tool to get CDP data.

8. As in every state, transportation is an issue, especially in rural areas.

Update: ODDS is working to offer innovative solutions to transportation barriers. ODDS created a new transportation website which contains local transportation resources. ODDS is training on the website and providing information about local Special Transportation Fund (STF) boards so that I/DD individuals may receive the federal set aside of STF dollars.

9. The state should clarify to CDDPs that if an individual wishes to use the waiver-funded service called Discovery, then access should not be denied based upon the opinions of particular CDDP Directors.

Update: DHS has discussed the federal requirements to offer individuals choice and make referrals to available services. ODDS also followed up with the specific entities where this issue was known. In July 2018 hosted a training for ODDS and VR staff to discuss the importance of ensuring individuals can access the waiver services they are eligible for.

10. Some transition programs require students to pass a class to be considered for work experiences. Some students never pass the class after taking it three times. Should technical assistance address this?

Update: Once ODE learned of this issue it was investigated and addressed.

11. In many transition programs, work experiences are unpaid, yet the data and research demonstrate that students with a paid job prior to graduation have a higher success rate for employment post-graduation.

Update: DHS with ODE is offering summer work grants that require paid work experiences to help students access paid work in the community. ODE has requested technical assistance from the IR, which took place August 2018.

12. More students with significant disabilities should be included in the Youth Transition Programs.

Update: ODE reports that the number of students with significant disabilities continues to increase. About 30 percent of YTP participants are students with significant disabilities. That number needs to continue to increase and the new contracts highlight this need.

13. Clarification is needed with foster staff about denying a paid work experience for an individual.

Update: DHS is developing an employment training for families and residential providers with the new Training and Technical Assistance contract. ODDS is currently working with Family & Community Together (FACT) and the Oregon Council on Developmental Disabilities (OCDD) to create the curriculum.

14. A comprehensive case management system would allow the state to have accurate data and information across the state and across ODDS, VR, and transition.

Update: ODDS is working with the legislature to secure a Case Management system.

Additionally, the IR has provided recommendations from the program reviews in her February 2017 report. DHS has taken the following actions in response to these recommendations.

Recommendations from the Independent Reviewer's Program Review

1. The State should outline strategies and report on work done to build provider capacity, particularly in areas where it has been identified that there is a lack of employment provider capacity. The report should be shared with the IR and plaintiffs by September 2018.

Update: This update is provided in the annual Capacity Report, which outlines all of the strategies and action taken to build provider capacity in Fiscal Year 2018. ODDS is also implementing a Communication Strategy to build provider capacity in Fiscal Year 2019, implementing pilots with other state Self-Sufficiency Programs, and providing targeted technical assistance to providers to increase capacity. This will be reported in the Fiscal Year 2019 capacity report.

2. The Program Review revealed that numerous people in the employment service system lack confidence in the quality of many Discovery Reports. The State should ensure that CDDPs and Brokerages recommend, fund, monitor, and use Discovery as required by State rules.

The state should continue to retrain CDDPs and Brokerages to maximize the quality of the service and ensure consistency and confidence in the process. Wherever possible, the entity doing Discovery should also provide job development, unless the individual requests someone else to do so.

Update: ODDS will pilot a new Discovery Profile beginning fall 2018. Along with implementing the new profile, additional Discovery requirements will be piloted, including the requirement that the provider that does Discovery will also do Job Development.

3. The State should clarify to VR offices and provider agencies that all individuals in the target populations are equally deserving of supports, and that individuals may not be given lower levels of priority or turned away from services based on having more intense needs.

Update: DHS has provided case specific training and triage in cases where this has been reported. Recently in central Oregon there was an incident where an individual with significant disabilities had difficulty accessing VR services. Through training and technical assistance, this individual is now employed. Additionally, DHS is providing training to VRCs during their upcoming In-Service regarding the importance of Employment First, as well as training on how to provide services to those with significant disabilities.

4. ODE should provide guidance to school districts to increase and maximize the number of members of the Transition Age Target Population, including those with more intense needs, who are exposed to paid trial work experience before exiting into the adult service system. ODE should also assist schools in ensuring that such work experiences are individualized and person-centered, rather than simply rotating students through a pre-set list of internship employers.

Update: ODE has requested technical assistance from the IR which was provided August 2018. ODE will work in FY2019 to implement the Technical Assistance.

5. Statewide there is a need for additional benefits counseling.

Update: ODDS implemented benefits counseling in the waiver as an Employment Path service beginning July 1, 2018.

Recommendations for Class Members in the Sheltered Workshops

1. For individuals in sheltered workshops who indicated an interest in Competitive Integrated Employment and are not already a VR client, ODDS and or their agents (CDDPs and Brokerages) should review the Career Development Plans for those individuals. Each of these individuals should be referred, on a rolling basis, to VR for intake and assessment. VR should provide the Independent Reviewer with a plan and timetable for completing these referrals within SFY 2018.

Update: During the 2018 subminimum wage counseling, a direct referral process to VR was utilized, as well as coordination between VR and CDDPs/Brokerages for those who wanted

additional information regarding VR services. Additional data has been provided regarding those referred to VR during the 2017 process.

2. ODDS should develop a Case Management System which will allow for improved follow up and data for all individuals in sheltered workshops and transition populations.

Update: ODDS is working with the legislature to secure a Case Management system.

3. The State should improve its tracking of Sheltered Workshop Target Population members who enter CIE, so that it can know whether and when an individual leaves CIE, regardless of whether the individual initiates a request for new VR or other services. Although this is not specifically required by the Settlement Agreement, it would enhance the state's capacity to understand what contributes to successful competitive integrated employment. **Update:** If an individual enters CIE without going to VR, ODDS requests a form to be completed, which indicates core information regarding how the individual secured their job.

Recommendation on Youth Transition Issues

1. Given the State's explanation that "Decision Not to Explore" (DNE) components had been completed in error on the CDPs of certain members of the Transition Age Target Population, the State should provide increased technical assistance regarding (a) how and when to complete DNE components, especially for transition-aged youth, and (b) how to discuss employment with transition-aged youth and their families in a manner that ensures that they are making a truly informed choice about whether to pursue employment.

Update: ODDS has revamped the CDP to ensure DNEs are not completed inappropriately. Additionally, ODDS has incorporated this issue into training to address these concerns.

2. While the state has made progress among the target populations, overall, there appears to be a lack of students with more significant I/DD included in school district Youth in Transition Programs (YTP). ODE and VR should look at creative ways to expand the number of YTP Programs and to incentivize school districts to include students with significant disabilities in Youth in Transition Programs. The state reports that the number of students with IDD has increased in recent years with 30% of students in YTP are I/DD or potentially I/DD eligible, however some schools appear not to understand this fact.

Update: YTP is making strides to ensure individuals with more significant disabilities are included in YTP, and the new contracts make those requirements more stringent.

3. Schools are reporting very few paid employment options for high school students in transition prior to graduation. ODE needs to enhance training and technical assistance in this area to promote job development and individualization of employment services. In addition, the State should assist schools to ensure that students' work experiences are individualized based on skills and preferences.

Update: ODDS, VR and ODE have been running a summer work contract so that youth can access paid employment during the summer. Additionally, ODE has requested technical assistance from the IR to help increase paid work experience, which ODE will implement during Fiscal Year 2019.

Recommendations on Executive Order Implementation

1. ODDS and Employment First should implement and update its Quality Assistance plan as needed.

Update: Beginning at the July 2018 IR meeting, DHS has started reporting on Quality Assurance activities. DHS will continue to update the plan as needed.

2. ODDS and Employment First should continue to update its Outreach and Communication Plan.

Update: During the March 2018 IR meeting, an update was given on the Outreach and Communication Plan. A plan is designed every year, and will continue to be implemented.

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 describes 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.

Final update: Abilities at Work submitted their curriculum and data tracking plan for their team based supported employment approach. They submitted their first data report and members of the ODDS team visited them onsite to discuss their model. Their final report concludes that the TBSE (team based supported employment) model “does indeed increase client job placement rates and successful VR case closures, thereby producing a very stable revenue stream. Reinvesting in TBSE by strengthening employee supports would benefit all stakeholders.”

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.

Interim update: Ackley and Associates has completed two workshops to introduce the supported employment field to job seekers in conjunction with Worksource. They have also set up a training to their local Employment First team to use Worksource as a resource. These resources include screening job applicants, training costs, on the job training reimbursements and tax credits. Their grant period ends December 31, 2018.

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.

Interim update: Ackley and Associates sponsored a two-day benefits training to launch the grant. They are meeting with individuals referred to them by partners to work through specific benefits counseling concerns and to write PASS plans. Their grant period ends December 31, 2018.

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.

Final update: Arc of Lane County sponsored a job fair held on September 13, 2017 which assisted three customers to get jobs. They held an Employer's Gala on May 17, 2018 with 142 persons in attendance. They created a coffee table book and developed a marketing campaign that included creating two television commercials. They presented diversity and inclusion trainings at twelve businesses and/or organizations.

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.

Interim update: An Arc representative will complete a TEACCH Advanced training certificate by the end of the grant period. The Arc has opened a training center and offers classes to direct service professionals and job coaches on the TEACCH training method. Their intranet project is currently under construction. The first job coach training was held on September 16, 2017 for 78 staff. Their grant period ends December 31, 2018.

Awardee: Catholic Community Services

Location/Region: Linn, Marion and Clackamas counties

Amount: \$7,263

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

Interim update: Catholic Community Services has completed a draft manual of the guide to hosting business engagement luncheons. They have hosted one provider at a luncheon and have plans to assist two providers to host their own luncheons by the end of the contract period. They have toured seven businesses that sent representatives to attend the luncheons and at least one person has been employed because of the grant activities. Their grant period ends September 30, 2018.

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.

Final update: Creating Community Impact has increased the capacity of the number of job coaches in Southern Oregon by a combination of marketing, job shadowing and mentoring. Creating Community Impact worked on creating a mentoring program.

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.

Final update: The summer pilot was completed in July 2017, focusing on self-advocacy training to a group of students and their parents from the Beaverton School District’s Community Transition Program. The results of the pilot were excellent and demonstrated how self-advocacy training can help students prepare for student led Individual Education Plans. A two-day Train-the-Trainer class occurred on May 7 & 8, 2018 at the Multnomah Educational Service District.

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 the campaign.

Final update: Dirkse held a large employer engagement event on the Nike campus on October 19, 2017. The event was designed to empower and encourage Oregon employers by helping them create a stronger workforce and community through improving disability inclusiveness in the workplace. The additional grant activities focused on follow up consultation, providing employers disability diversity training, holding a May “wrap up” event as well as providing a digital tool-kit so that this program can be replicated in other communities.

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.

Interim update: The Mid-Columbia Employment First team (MCEFT) held its first annual employer/employee engagement event on October 3, 2017. They had more than 120 people in attendance. The event opened doors to new employers and the MCEFT group continues to build off this event by engaging local employers. The MCEFT is in the process of planning their second annual event and is working to continue the momentum generated by their highly successful first event. Their grant period ends December 31, 2018.

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.

Final update: FACT created and promoted a six-part video series to further the Employment First initiative. FACT also produced employment related blogs, newsletter articles, and increased its social media presence in relation to employment. FACT also provided 1:1 coaching for families residing in over 20 Oregon counties and had 315 contacts with customers related to employment or vocational rehabilitation.

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.

Interim update: Central Oregon Employment First team is in the process of creating a marketing plan for Central Oregon that will feature a messaging platform, social media and print ads to increase the awareness of the Employment First Initiative. They have updated their local Facebook page and created a webpage. They have solicited local employment success stories which they will feature in webpage and print ads. Their grant period ends November 30, 2018.

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.

Final update: Garten and two partner agencies are in the process of completing benefits counseling certifications. In addition, a family night featuring an introduction to benefits counseling was held May 16, 2018. They had guest speakers from Work Incentives Network and created training curriculum, marketing materials, handouts and a PowerPoint that will be available to other providers as a resource.

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.

Final update: Garten created a training curriculum for job coaches. In addition, Garten crafted and tested a six-week classroom training program for summer program students. Garten hosted a family night orientation event and had 112 people in attendance to introduce the summer program. Garten assisted youth to secure job placements and placed 40 students in summer jobs. Three of the students were offered and accepted paid employment after the program ended.

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.

Interim update: MVA hosted 35 special education faculty from Newberg and McMinnville school districts for a multi-session job development/job coach training in May/June 2017. MVA is currently working with the Silver Falls, Cascade, North Marion and Perrydale school districts to host a 5-week training course for job development/job coach training. Their grant period ends December 31, 2018.

Awardee: MV Advancements

Location/Region: Polk, Yamhill and Marion counties

Amount: \$ 495

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

Final update: MVA hosted two middle school independence sessions, one in McMinnville and one in Newberg for parents and families. They provided an understanding of the changes in employment and the supports available in high school and post high school. They planted the seed that employment is possible for all students, including students who experience a disability.

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.

Interim update: PCL is in the process of creating printed materials, a video and training tools that target providing resources and information to families about supported employment. Their grant period ends September 1, 2018.

Awardee: Partnerships in Community Living

Location/Region: Marion/Polk counties

Amount: \$20,500

Project Summary: Develop and design resources, materials and professional benefits management contacts. Present material to family information nights in Marion and Polk counties and to Community Developmental Disabilities Program case managers and Brokerages.

Interim update: PCL has met with representatives from the Work Incentive Network (WIN) and collaborated to incorporate WIN's materials into PCL's training. PCL is in the process of drafting the materials that will be the foundation of their upcoming trainings. Their grant period ends November 1, 2018.

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.

Interim update: Pearl Buck has hosted four meetings to date and plans to recruit additional family members and foster providers to attend additional meetings.

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.

Final Update: Roccas Family Network collaborated with 32 local community partners to host independent film festivals in Union, Grant, Baker, Malheur, Harney and Lake counties between July, 2017 and April, 2018. Each event featured a total of 8 short films with employment related themes and testimonies provided by local employers and the clients they employ. They had a total audience of about 250 people.

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.

Final update: Shangri La planned and implemented eight community forums in Marion County. This included locations in South Salem, NE Salem/Keizer, Silverton, Aurora, Woodburn, Detroit/Mill City, Jefferson and Stayton.

Awardee: Sunny Oaks

Location/Region: Marion and Polk counties

Amount: \$0; Sunny Oaks discontinued their employment services and didn't move forward with this grant.