

Employment First Statewide Stakeholder Policy Meeting

Wednesday January 4, 2017

1:00-3:00pm

HSB Rm #166

500 Summer St, Salem OR 97301

1-888-808-6929

Access Code: 2349190 Host code: 2925(enter access code first)

Go To Meeting: <https://global.gotomeeting.com/join/525980061>

	Agenda	Document	Time	Owner	Discussion/Decision
X	Introductions		5	Trina	Discussion
X	Review Agenda		2	Trina	Discussion
X	Review last month's meeting minutes	Copy of last month's notes	2	Trina	Discussion
X	Proposal for methodology on metrics 1-5 from IEP	Spreadsheet	60	Lilia/Trina	Discussion
X	Maintenance job coaching update and information		15	Allison	Discussion
X	Self-Employment		30	Ann	Discussion
X	Budget updates		10	Lilia/Trina	Discussion
X	Next meeting agenda items/wrap up		5	All	Discussion

Minutes taken by: Cassy McCartney

Facilitated by: Lilia Teninty/Trina Lee

Discussion:

No changes to last month's meeting notes

Proposal for methodology on metrics 1-5 from IEP - Trina/Andre

Spreadsheet was sent out via email, color copies were available and displayed in the room through GoTo Meeting

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Review of Metric 1&2

Ross asked where the people are counted if they are younger than 18 years old. Most people are served in ODDS starting at age 18, if they are younger than this and wanting to work, they would be working with VR.

Gordon is wondering why it is easier to remove the percentage. This could show us a long term number, we might be losing something if we remove this. Ava agrees with this. Bill likes retaining the percentage. Jaime agrees the percentage and the number are both helpful.

Andre explained that the number and the percentage come from the same place, one is a raw number, and the other is telling us how many people of the population are receiving services. This number wouldn't disappear, it would still be in the EOS data.

Group decision to keep metric 1.

Group agreed to change language for metrics 1 and 2 from "increase" to "report" to align with language in metric 5.

Review of Metric 3

Ross asked about the people who are receiving sub minimum wage. Trina revisited the new WIOA regulations. VR is required to provide two services to individuals receiving sub minimum wage. Those individuals must receive the services in order to keep their subminimum wage employment. Ann talked about VR's work on this project. Letters went out to employers paying sub minimum wage and about half of them have responded. VR will be calling them next week to follow up.

Group is ok with removing this metric

Review of Metric 4

Metric 5 captures this same information through EOS.

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Ted is wondering how we are capturing the people working between 10 and 20 hours. Andre clarified that if someone is working less than 20 hours, ODDS is already monitoring them. Group discussion about making sure these numbers are being captured in other areas.

Group is ok removing metric #4

Review of Metric 5

We have already met our SFY 22 goal for this metric. Ross asked if we could increase the percentage, to set a new goal for ourselves. However this metric is in the settlement, so it can't be changed. Proposed updates to change language from "increase" to "report" since the metric for SFY 2022 has already been met which makes it a measure to track.

Group is ok with this proposed change

For the next meeting, hope to have this in the proposed format.

Maintenance job coaching update and information – Allison

ODDS has been working with CMS to create a 3rd job coaching maintenance rate. There have been about 300 maintenance review letters that have come in. Most of these are being approved. Some of the feedback going back to the providers is to think about how to fade these services and create more independence. 100 of the 300 approvals have been sent out. Ongoing job coaching should continue until the approval has been received by the ISP team. ODDS is also looking at what kind of training or T&TA is needing to develop plans to fade services. No actual denials have been given.

Ross asked about the people who own their own businesses, how do they get from place to place or job to job. Ann added that this is something that would be worked out in the plan for the business.

Bill talked about a person where their employer demands they have a job coach with them at all times. This is a question that ODDS is getting and starting to address, but this is a way to start having conversations with the employers, the goal is to have the person to be as independent as possible. Ann added that VR is talking about adding a natural supports definition. Lilia talked

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about the type of support that this job coach might be giving. If the coach is giving ADL/IADL supports that is something that will still be funded. Tim is also concerned about the language being different across agencies. There is confusion about individuals who have 1:1 supports and thinking this support would need to be faded as well. The fading is only for job coaching services. He is concerned about people who won't even try to get a job for someone if they believe the 1:1 has to fade. Bill agrees with Tim, if this is the belief, the individual would end up in day services quicker than they may need to.

Ross asked about the natural supports system. Tim believes the system is already set up for this. There is encouragement for the job coach to set up the natural supports.

Allison said ODDS has received maintenance job coaching requests that indicate the service is needed because the employer requires it. In these instances, ODDS has requested additional information regarding what the actual support needed is and why the employer is requesting it.

Self-Employment – Ann

A handout titled PILOT: Supported Microenterprise Flow chart was passed out in the room and displayed on GoTo meeting.

Ann explained the differences between self-employment and supported microenterprise. VR went through the many pages of self-employment guidelines and tried to streamline it. The result is this flow chart and the process it hopes for, it is the same with slight differences for each type of self-employment: self-employment, supported self-employment and supported microenterprise. Ann went through the steps on the flow chart.

There is also a feasibility study of 8 questions and a business plan of two pages. Ann would like to gather more information and bring it back to this group in March. During the pilot, VR will continue to work on documents and streamlining this process. There is a plan to create a contract to hire staff to help support this program. Currently this is done through an exception process through the job coaching contract.

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Another document titled Supported Microenterprise Technical Assistance Guide was also shared and displayed in the room on Go To. This is in pilot stage still, so it will be monitored closely and will be evaluated before going forward. Ann read the 'deciding on supported microenterprise' items.

Laurie Kash is really excited about this in her area, but wondering how to determine if it's only a hobby or not. Ann is willing to send the document she has on the difference between a hobby and a business.

Trina talked about the evolution of this program and before it really gets rolled out as a program we need to be sure that the pilot is successful and no barriers are created. The goal is to get this up and running in the next biennium.

Laurie asked about the documents and if she can use these. The VRC's actually have the official documents for the pilot. Ann will be the point of contact.

There are 6 pilots, one has already successfully closed.

Tim asked about feasibility ahead of writing the business plan. He wanted to confirm that this is looking at the feasibility of the individual and the business together with that person. Ann confirmed, feasibility includes - is this the best vehicle for them to earn money, do they want to earn money etc. Tim suggested changing the language on this, he is concerned people will get stuck on that process. Trina added the feasibility plan and the business plan are a quicker, shorter way to get to the process.

Andre asked about the min wage requirement. Ann state people have to be making min wage for a successful closure. In the WIOA regulations it's about how much money goes back into the business and profit; both are considered as income. VR will look closely at stabilization, and keep tracking what they are making and how the business is functioning. The goal is still to make min wage or better.

Ted and Tim asked about the \$3000 and wanted to know what it is was for, startup costs could mean a lot of different things. The money is specifically for the business, not the individual, and for items for the business - advertising, client satisfaction surveys, business cards etc.

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Budget updates – Trina/Lilia

Budgets were submitted the first of September and the governor's budget has been released. The legislative session starts in February. Final budgets are expected at the end of June.

VR – the governor is recommending 3 million dollars over the last budget, but there are some holes still within the budget. There are a lot of other factors but the hope is not to go into order of selection until the next biennium, two years from now. Ross asked why the increase in budget but still a shortfall. There is an increase in the cost of business, there are more individuals etc. The difference from last budget and these increases are still more than recommended amount. Trina mentioned several POP's that were requested, but only a few of them were approved.

DD – eligibility requirements will stay the same. There are recommended reductions but there is funding for a POP to support for Direct Support Professionals (DSP's). They are continuing to advocate for the reductions and the overall budget. It does seem like legislators are interested in the sheltered workshop settings again. There are invitations to have many more conversations about this. Chris asked what happens if the k plan goes away. The budget team is working on this now, numbers have been shared with legislators previously, and so those numbers are being updated and shared again. Lilia is ok to share that information. Chris asked if this funding goes away, will services continue. Lilia is not sure about the numbers for that specifically, but no way to continue the way we are operating now if the k plan goes away. Chris asked when the numbers might be available. Lilia hopes next week but will have to verify.

Next meeting:

Definitions for hobby vs business – document to send and an agenda item

Feasibility and business plan draft

Metric 1-5 in proposed format

Rest of metrics, if not 3-4

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	Membership:		
P	Seth Johnson Opportunity Foundation of Central Oregon – Service Provider		Sarah Jane Owens Association of Oregon Community Mental Health Programs - Counties
	Cynthia Owens Oregon Council on Developmental Disabilities – Advocacy		Paul Partridge Yamhill County Developmental Disability Program - Counties
X	Chris Burnett Oregon Rehabilitation Association (ORA) – Providers	G	Bill Uhlman Eastern Oregon Support Services Brokerage – Support Services
G	Heather Hopkins - Slechta Full Access Brokerage High Desert – Support Services Brokerages	G	Michelle Markle Portland Public Schools - Education
	Senator Sara Gelsler Oregon Senate – Legislature	X	Trina Lee DHS – Vocational Rehabilitation
G	Morgan Rincon Oregon Commission for the Blind – Vocational Rehabilitation	G	Liz Fox Oregon State Rehabilitation Council – Vocational Rehabilitation
X	Ross Ryan Oregon Self Advocacy Coalition – Self Advocates	G	Laurie Kash Rainer School District – Education
G	Jaime Daignault Oregon Council on Developmental Disabilities – Advocacy		Jessica Leitner Edwards Center – Providers
	Marcia Ingledue The ARC Oregon – Advocacy Organization – Self Advocacy		Sydney Shook Families Connected – Families
X	Mitch Kruska Department of Education – Education		Roberta Dunn Family and Community Together – Family Members
X	Lilia Teninty		Senator Lee Beyer

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	DHS – Office of Developmental Disabilities (ODDS)		Oregon Senate – Legislature
	Jordan Ohlde Oregon Self Advocacy Coalition – Self Advocate	X	Justin Connolly Oregon Self Advocacy Coalition – Self Advocate
	Jordana Barclay Oregon Workforce Partnership – Workforce		Acacia Anderson McGuire DHS – Employment First
	Invited Guests		
	Robert Costello - VR		Julie Sobel – ORA
X	Angela Yeager – Employment First		Corey Jeppersen - ORA
X	Andre Harboe – Employment First	X	Ellen Mendoza - DOJ
	Tim Acker – Employment First		Julie Huber - ODDS
X	Ann Balzell - VR		Bob Joondeph - DRO
X	Allison Enriquez - ODDS	X	Gordon Magella – DRO
G	Brean Arnold – Employment First	X	Tim Rocak – Garten
X	Rebecca Sexton - ODDS	X	Howard Fulk – ODDS Employment Specialist
	Heather Lindsey - ODE	X	Ava Bartley - FACT
G	Stephanie Roncal - ODDS	X	Ted Wenk
	Theresa Knowles – ODDS Employment Specialist		
	Mary - OCCB		
G	Erica Drake – ODDS Employment Specialist		

Future Agenda Items	Owner	Discussion/Decision
Transformation Grants <i>Next steps regarding communication</i>	All	Discussion
Update on maximizing hours	Acacia	Discussion
Update on SW Forum	Acacia	Discussion
Update on ODDS rule	Acacia	Discussion
Capacity	All	Discussion (April)

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Transformation Grants <i>Next steps regarding communication</i>	All	Discussion
<i>Sheltered Workshops</i>		
Budget <i>Specifically the 8 million dollar innovation fund</i>	Lilia/Acacia/ Trina	Discussion
VR Data <i>To show the several different disabilities that are being tracked compared to individuals with I/DD and what those trends are, specifically to areas of the state where there isn't any access to employment services. (Bill Uhlman)</i>	Trina/VR	Discussion
PSO Data <i>Specifically around transition students who no longer have access to sheltered workshops and did not choose ongoing ODDS supports</i>	Education	Discussion (July)
Data <i>From sheltered workshops that have closed and what people are doing now</i>	Andre	Discussion (March)
Program/Workstream Updates	Executive/ Workstream leads	Discussion
Employment Department Reporting <i>Pros and Cons list to recommend to the department (Added 8/5/15)</i>		
Self-Employment <i>Enhance the experience to promote (added 8/5/15 and again 2/3/16)</i>	All	Discussion
How do we reach employers successfully?	All/Angela	Discussion

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Future Agenda Items	Owner	Discussion/Decision
Transformation Grants <i>Next steps regarding communication</i>	All	Discussion
Family to Family Networks	All	Discussion
Definition of what an integrated setting is – ongoing	All	Discussion

Outstanding Action Items			
Complete	Items for follow-up action	Due	Assigned

Completed Action Items – <i>To be removed when no longer relevant and added to tracker.</i>			

Decisions	
Date	<i>To be removed when no longer relevant and added to tracker</i>