

Employment First Statewide Stakeholder Policy Meeting

Wednesday September 7, 2016

1:00-3:00pm

HSB Rm #166

500 Summer St, Salem OR 97301

1-888-808-6929

Access Code: 2349190 Host code: 1531(enter access code first)

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

	Agenda	Document	Time	Owner	Discussion/Decision
X	Introductions		5	Acacia	Discussion
X	Review Agenda		2	Trina	Discussion
X	Review last month's meeting minutes	Copy of last month's notes	2	Trina	Discussion
X	Data Report	Copies of Report	60	Acacia	Discussion
X	VR Update on WIOA		30	Acacia	Discussion
X	Rate Implementation Update		10	Acacia	Discussion
X	Innovation Grant Update		10	Acacia	Discussion
X	New Employment Policy/Transmittals		10	Acacia	Discussion
X	Next meeting agenda items/wrap up		5	All	Discussion

Minutes taken by: Cassy McCartney Facilitated by: Acacia McGuire Anderson/Trina Lee

Discussion:

Acacia wanted to note the IEP Metrics need the data report for that conversation. This meeting would be dedicated to the data report, and the next meeting will be dedicated to the IEP.

No changes to last month's meeting notes.

Data Report – Andre

Report was sent out via email, paper copies available in the meeting, it is posted online at iworkwesucceed.org and was presented in the room and on GoTo meeting.

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Andre has been presenting this report every 6 months for the last three years. This is the same basic report, one of the key differences is in addition to the Executive Order, we have the settlement and there are a few additional requirements.

The first few pages are definitions, these don't usually change. Starting on page 8 with employment data. Andre reviewed the data and information for Table 1.

Chart 1 on page 9 is a chart that shows employment movement from the previous year.

Chris Burnett asked about the significant decrease in employment path facility, do we know where they went? Andre will be reporting on this later, we don't have this answer yet. This is on the top of the queue and will be top priority. Acacia also added that it's harder to track individuals. We are working with organizations to find certain people and track certain people, and will possibly be calling individuals to see where they are going. We also keep track of day service activities so we know where the increase and declines are coming from. This will allow us to track individuals over time.

Wages and hours on page 9. Andre reviewed this information

Chart 2 and 3 on page 10. Andre reviewed the information in these charts.

Average hours per week – Bill is impressed that the average number of hours in integrated settings has doubled since we started. Andre noted again that the original EOS data only included the comprehensive data, so the data going forward would change from 2013 to 2015.

On page 9, there is a link to the EOS data. You can search by provider and the data for those specific providers.

For the settlement, we are required to state the number of individuals working 20 hours or more. Andre reviewed the information on this on page 10. Acacia added that one of the metrics in the IEP is the percent of people working 20 hours or more over time (i.e., growth), so this will be reviewed then also. Hopefully we will continue to see this number go up as we change policies and present the standard for individuals.

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Sheltered employment on page 11. Acacia wants to make sure that in this report employment path facility always means with a wage. There is an employment path service that includes no wage such as classes. There will always be a difference between the eXPRS data and EOS data because EOS always has to have a wage, eXPRS does not.

Appendix B, on page 20 breaks down the numbers for each sheltered provider. Acacia added that numbers do not usually increase here, but if they do, that provider is reviewed. This is because they are transforming or moving to another site, these numbers will adjust according to those changes. There is also increase in numbers at the end of June, right before the front door closed.

Cathy asked why certain providers increased so much. This particular provider was located in Corvallis, there were other providers that closed in the area, so there would be increase to other providers in the area. There have also been questions about providers that have fully transformed but still on this list, but this data hasn't caught up from March. If there are providers that still have questions, you can email Acacia, but they should not be on the next report. Acacia later noted Cornerstone, the provider in Corvallis Cathy Ficker Terrill asked about earlier, this provider did not consider themselves a sheltered workshop, but after an assessment from the state, it was decided that they were a sheltered workshop, so this is reflected in the numbers.

On page 17, there is another appendix that lists this information more in-depth and specific to providers billing data. Sometimes provider's bill up to a year after the service, but this information shouldn't change going forward. Ellen asked why some providers would want to wait to bill for so long. Acacia talked about providers wanting to wait until after eXPRS had a lot of the kinks worked out, a year is pretty extreme. There is a Medicaid rule requires them to bill within a year of the service, but they have up to one year to bill.

VR data on page 12. Acacia noted the large increase of people going to VR with successful closures. This is pretty amazing without increasing their staff or funding. This is a statewide change and takes a lot of work. Mitch also pointed out that this is an increase while there is a double amount of applicants coming into the system at the same time.

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Bill talked about the gap between the individuals who were applicants to VR but who also had a plan. He is happy to see that the number of people who were lost in the shuffle are now decreasing. Trina added the change from 180 days to plan, to 90 has helped a lot as well.

Acacia also wanted to point out the number of VRC's that have served this many new clients.

IEP measures - the settlement requires IEP measures 9-11. Page 13 talks about those measures, reminder that the rest of the measures in the IEP will be covered in the next meeting.

Measure #9 actually meets this year's requirement and next year's goal as well.

Mitch pointed out that we have met the requirements of all 3 measures required by the settlement.

Employment services to the target population, page 14 table 3. This is from the EO section 4. These services are to be for unique individuals. This also meets and exceeds the executive order counts.

Page 15, chart 7. Mitch clarified that the VR numbers of 50% are required to stay on track until 2022. Bill asked what would cause these numbers to go down. Trina added that if VR went into Order of Selection, the numbers could decrease. Additionally, VR as an employment program is voluntary and not a requirement. People could choose not to go to work. That small group would be included as 'not eligible'.

Complaints and Grievances, page 15. Acacia pointed out complaints don't need to come up the chain of command to be official. There are a lot of complaints that we don't hear about because of complaints to PA's or SC's only. There is a way to bypass the CDDP or Brokerage and go straight to the state level. Education has a process that requires people to start at the local district level. If a parent is still unsatisfied, they can bring it to the state level. Most of the complaints with education get resolved at the local level pretty quickly.

Page 18, the settlement requires a breakout of all the providers. Some of this information is from EOS, the next two pages are billing information.

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Appendix C is also required by the settlement for VR vendors and their outcomes. This is on page 21-22.

Laurie and Marcie added on GoTo they are excited to see the progress.

WIOA (Workforce Innovation Opportunities Act) – Trina

WIOA final regulations were published in June, with a 30 day implementation of Sept 30. Approx. 50 staff from VR did a four day offsite ‘deeper dive’ into the regulations. This document is over 1,000 pages. The first part of this document contains comments of approvals or disapprovals which explains a lot of the reasoning behind some things. This document was split up between several SME’s to review and then bring back to this offsite meeting to be together with all the decision makers. Trina will cover some of the major items.

Pre-employment services – this cannot be referred to as ‘PETS’ (pre-employment transition services) acronym, we do not want individuals referred to as PETS. In the past, VR could only spend money on individuals who are eligible. Pre-employment transition services opens that up to “potentially-eligible” students. VR is required to spend 15% of their federal grant on students for pre-employment transition services. Before Trina came on board, only 7-9% was being spent on these services, but now it is up to required 15%. The transition network facilitators helped. The YTP (youth transition program) currently has about 2/3’s of the school districts in the state, VR is hoping to increase that.

Sub minimum wage – new work. 14c certificates were sent from DOL (Department of Labor) to CRP (community rehabilitation providers). Ann added VR anticipates a very small number of individuals who would choose to work at sub min wage. VR is being asked to provide career counseling and referral information so the person has all the options. The goal is for the individuals to work in a competitive integrated location. Mitch added that they are still some employers who chose to stay at sub minimum wage, so it will be interesting to see how this works out. This process first starts at the school, the school has to verify the transition program, then the student goes to VR to start eligibility. VR is also creating some high level training to go around the state to train field staff. VR has also committed to have all the staff trained by

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September (a week from Monday) There is also a group of VR staff going to CA next month to attend a training from RSA (Rehabilitation Services Administration). Trina will provide updates at future meetings on major events, timelines and implementation plans.

Eligibility is also a major change. WIOA is requiring VR to look at a person's disability to employment first, rather than look at their work and employment history. This is a big change, the outcome will still look the same, but will be different for the field staff to do this process.

Supported Employment also had some changes. VR has a grant, a portion of this grant is for supported employment. Very small, \$300,000. 50% of this grant is reserved for youth with significant disabilities. VR spends a lot more than this on supported employment, but this has to be shown. Supported Employment can now be opened from 18-24 months for those cases that the long term supports must be created. Extended supports have now been expanded to 4 years up to the age of 24. With this extension there needs to be a lot of collaboration to support these individuals.

Youth transition program and pre-employment transition program, if the state has to go into order of selection, youth in school would still be eligible for the services of pre-ETS. Trina can confirm that VR has been awarded re-allotment dollars, 7.4 million dollars. This means that VR will not be going into order of selection until the next biennium if everything stays on track and continues the way they are now.

Ann added limits on sub minimum wage, there are individuals who are already working under a sub minimum wage certificate. These individuals are requested to come to VR annually. Students are required to receive career counseling or other services to help them get a job. In order to continue this employment, they have to receive these services before July 2017. VR formerly used to assess eligibility for severity of disability as a barrier. This usually ended up being a situation that was referred to a sheltered settings, this has been removed completely with WIOA. Trial work experiences are replacing these services that have to be competitive and integrated.

Trina reported that previously the rehabilitation rate was the gold standard in performance reporting. With WIOA, Rehab rate is no longer the performance standard. Other measurements have been added:

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- If a person is employed in the 2nd and 4th quarter after exiting the program.
- What the median wage is when they exit VR
- Education gain while in the program
- Skill gain while in the program
- Employer satisfaction (is the person still employed with the same employer).

The next two years VR will be setting their benchmarks. Then RSA will be expecting increases from those numbers. Employer effectiveness is tracking if the employer is satisfied with the employee, this will be a challenge to monitor.

Comprehensive needs assessment, every three years these need to be done, the last reporting was done in 2013, so they are due now and hope to be completed in early 2017. There will also be collaboration with the commission for the blind.

Trina expects to be able to come back and do more updates as they move forward.

Rate Implementation update – Acacia

Job development, Job Coaching and Discovery. November 1 is now the new implementation date to align better with CMS requirements. A reminder, Discovery is a flat rate. There are different rates assigned now with only 3 Discovery rates (there were 7 before). The maintenance rate is the biggest change, this will include internal DHS approval. There will be a process for this. CMS is expecting us to reconcile direct contact with the amount of hours the individual works. If we don't meet this amount of contact, we have to change our rates. Acacia would like to stress that Plan of Care is a very important data point, you can't just enter 0. You don't have to put in an hour for every day, but it needs to be accurate and match the amount of hours worked by the individuals. There will be a courtesy public comment period before this goes live.

Innovation grants – Acacia

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Acacia has submitted the paperwork to contracts here in DHS. There will be a draft created that is an overarching grant to ask teams to purpose ideas on how to pass a bill or make processes more smooth etc. These will be based on the innovation categories form what this group came up with in previous meetings. The draft version will be brought back to this meeting. There are also discussions about how to advertise these, with such a short time line.

Michelle asked on GoTo if there is a way to envision an application for these funds that would supplement funding for something already underway. Or will it be for original proposals only? Acacia responded there will be expansion grants also available that can be matched. There won't be a limit to the type of applications that come in. Acacia is hoping to come up with a communication plan that will allow people to talk about their ideas. Acacia can't talk to people about their ideas because that is considered giving biased information.

There may not be an update on this next month, because the draft will still be in the works.

New Employment Policy/Transmittals – Acacia

Currently anyone who wants job coaching has to go through the VR door. Because of the way the system is set up, DD will do 30 days, then go to VR and they will decide if it's stable and then send back to DD for ongoing supports. This is specific to situations for people who already know what they want to do and could be stable from the start. There is concern about the lag time for these individuals to get these jobs, there is a lot of confusion. This topic has been taken to a lot of stakeholder meetings, it is not best practice to make people who already have a job to go through VR's front door. Acacia would like to ask this group what we would like to do. If anyone has an initial thought or concern.

Michelle would really like to figure out a way to operationalize this. Bill has also received requests for this. Some people don't know that there is an exception process, we aren't talking about thousands, but maybe a few hundred per year. There will need to be a data collection process also. There is also a concern if we don't go to VR to make sure they get the same data tracking in stabilization. Ann talked about wanting to make sure if someone finds they need an accommodation later on after they have been in the job for a while, there should be a service to help them then. Ellen asked if this would be a change in policy or rule. Acacia would like it to

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be policy change. After conversations with SELN and other stakeholders, that makes the most sense. Eventually it would probably need to be changed in rule, but we aren't there yet.

If anyone has any other ideas, thoughts or suggestions in the next several weeks feel free to email Acacia.

Next meeting topics:

Acacia will not be here (October), she will be at the national SELN conference.

IEP metrics and goals – Mitch has offered to have something available on this for next month. The goal is to make sure each item still needs to be in the plan, does it need to be changed etc. With the settlement and the data reports, these metrics definitely need to be looked at. As well as add the changes talked about at the last meeting. We might not need two hours for this, but at least an hour and a half.

The transformation grants will also be awarded by then.

Trina will not be available either

Group decision to cancel the October meeting. This will allow time for IEP changes and WIOA updates.

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Membership:			
	Seth Johnson Opportunity Foundation of Central Oregon – Service Provider	G	Sarah Jane Owens Association of Oregon Community Mental Health Programs - Counties
	Cynthia Owens Oregon Council on Developmental Disabilities – Advocacy	G	Paul Partridge Yamhill County Developmental Disability Program - Counties
G	Chris Burnett Oregon Rehabilitation Association (ORA) – Providers	X	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
	Ross Ryan Oregon Self Advocacy Coalition – Self Advocates	G	Laurie Kash Rainer School District – Education
	Jaime Daignault Oregon Council on Developmental Disabilities – Advocacy	P	Jessica Leitner Edwards Center – Providers
P	Marcia Ingledue The ARC Oregon – Advocacy Organization – Self Advocacy	G	Sydney Shook Families Connected – Families
	Sarah Drinkwater Department of Education – Education		Roberta Dunn Family and Community Together – Family Members
	Lilia Teninty		Senator Lee Beyer

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	DHS – Office of Developmental Disabilities (ODDS)		Oregon Senate – Legislature
G	Jordan Ohlde Oregon Self Advocacy Coalition – Self Advocate	X	Justin Connolly Oregon Self Advocacy Coalition – Self Advocate
	Jordana Barclay Oregon Workforce Partnership – Workforce	x	Acacia McGuire Anderson Employment First Statewide Coordinator
Invited Guests			
	Robert Costello - VR		Julie Sobel – ORA
X	Angela Yeager – Employment First		Corey Jeppersen - ORA
X	Andre Harboe – Employment First		Danielle Vander Linden - ORA
	Tim Acker – Employment First		Julie Huber - ODDS
X	Ann Balzell - VR	X	Mitch Kruska - ODE
	Allison Enriquez - ODDS	P	Brean Arnold – Employment First
	Ryley Newport - OSAC		Tim Rocak – Garten
	Bob Joondeph - DRO	X	Howard Fulk – ODDS Employment Specialist
	Heather Lindsey - ODE		Gordon Magella – DRO
	Stephanie Roncal - ODDS		
	Erica Drake – ODDS Employment Specialist	X	Ellen Mendoza - DOJ
X	Cathy Ficker Terrill – Lave v Brown independent reviewer		Amy Potters – Service Coordinator and Justin’s support person
X	Pam Lauren – McKenzie Personnel		

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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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>			
<input checked="" type="checkbox"/>	DHS to contact OC&P to ask about parameters for contracts, can we have a contract for a broad topic to go to local EF teams	8/3/16	7/6/16

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