

Executive Order Statewide Stakeholder Policy Meeting

December 4, 2019

1:00-3:00pm

HSB Rm #352

500 Summer St, Salem OR 97301

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English (United States)

Agenda	Documents	Time	Owner
Introductions		5	Acacia
Review Agenda		5	Acacia
Review last month's meeting minutes	Copy of last month's notes	5	Acacia
ONA/Compass		10	Acacia
VR Training Update		10	Vince
Education Updates		10	Elliott/Kriss
Mentoring Program: Update		20	Liz Fox/Gene Rada
IEP Metrics		20	André
Capacity Building	Star	30	Acacia
Regional team update		20	ODDS Regional Team
Next meeting agenda items/wrap up		5	All

Minutes taken by: Debbie Stevens

Facilitated by: Acacia McGuire Anderson

Introductions

The group welcomed new members Mike Franklin, ODE and Vince Shaw, VR.

Review Agenda

Review last month's meeting minutes

Acacia summarized topics covered during the last meeting. Overall good news around meeting Sheltered Workshop metrics specified in Lane v Brown.

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ONA/Compass

Exceptions and employment exceptions.

Already granted Exceptions will continue.

eXPRS crosswalks being developed.

Crosswalks will include new rates, both by July 2020.

CMS approved our rates proposal, including maintenance JC rates for providers.

Tentative agreement was reached allowing us a 10% rounding window.

A Rate call with stakeholders is scheduled in two weeks. Invited the group to join.

Tribal consult next week, then will go out for public comment.

VR Training Update - Vince

Team recently completed the job placement contract.

Created one-day training for JCs.

Reviews coming back from JC training week. Intensive training for new counselors, but information applies to all.

Breaking five segments into one-to-two-day trainings as standalones.

Reaching out to colleges for information to use for our counselors and HSAs.

Training unit goal is to hold at least two trainings each month; eventually want to increase to three.

Howard replaced Matt Baldwin in VR.

An all-staff survey went out to VR staff in September.

Working on serious issues raised and building from them.

jDOT and VRC training week was very well attended.

Acacia added there has been positive discussions in VOISE meetings around how to better serve people with significant needs.

One notable change is that ONA and Compass have worked to unbundle behavior supports from within rates.

Available now; eXPRS authorization is being reworked to accommodate.

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Education Updates – Elliott Field

The STEP pilot has begun for transitional youth.

Several school districts are participating, with the final report due out Jan/Feb 2020.

Transition Network meeting today/tomorrow.

This week representatives DOE attended an education summit in Anaheim.

Mike Franklin started at DOE this week and will be working on Lane matters.

Q – Cathy, IR, asked whether she could obtain a copy of the final STEP pilot schools report?

A – Yes, Elliott will provide.

Mentoring Program: Update – Liz Fox and Gene Rada

Gene reported the Provider Mentoring Program began April 2019; it is funded by a grant that will end August 31, 2020.

Funds are still available.

The program offers provider to provider peer TA support.

Applicants must be a Medicaid agency and complete a program application.

Thus far, TA has included Discovery, JD and rule compliance.

Nine mentors have been approved and 10 providers have applied for assistance.

Some providers are receiving TA from multiple mentors.

For more information, please feel free to call Gene at 503.945.5759.

Q – Ross asked: Do you have mentors that work directly with individuals' providers?

A – Mentors work with providers, who in turn work with individuals' PSWs or CMs.

Acacia added that OSAC could become a provider mentor.

Q – Cathy asked: Do you ever receive job-carving requests?

A – Liz offered that her organization has received three requests to assist an individual with significant needs with employment. One is to assist with licensing, becoming a VR vendor, etc.

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A second, received today, is for a two-day JC and job-carving training. And a third is with IS Living in Salem. They want to expand services to people with more significant needs. Liz and Scott invited them to look at some work in Eugene. Phase 2 will be how to engage in the community and Phase 3 will cover how to set up the services.

Acacia added that the Mentoring Program endeavors to match providers with local area needs.

It is helpful for providers to see how the mentoring process works on ground level rather than just training.

Also, it makes an impact to see the process in action to really make it stick.

The process is not as difficult as it looks.

Scott said he reminds providers of the finished product they saw and then reviews with them the process to get there.

Acacia would like to hear from providers that still want to do this.

She has had more questions regarding this program than anything else.

Definitely the need and interest exist throughout the country.

Q – Do other states have a similar program?

A – Acacia responded not to her knowledge. Funding is the big issue.

IEP Metrics – André

Presented metrics data document: “Overall Performance Measures & Metrics.”

Metric 11 calculations changed this year.

André IEP initially started with five IEP (Integrated Employment Plan) metrics in 2015; now up to 13 metrics.

The entire IEP is online at Employment First website; data is updated annually.

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Among the highlights:

Metric #1 – Track the percentage of individuals with developmental disabilities receiving ODDS employment services who are working in Competitive Integrated Employment

Shows more people are now working in the community than at a provider facility. Increased from 11.8% 2015 baseline to 27.3% 2019, SFY.

Q – Are you counting only DD enrolled persons?

A – Yes, receiving services currently or in the past; those who are CM and employment services eligible.

Metric #2 – Track the number of individuals with developmental disabilities receiving ODDS employment services who are working in Competitive Integrated Employment

Note that the EOS numbers collected are only a snapshot as of March 2019. Total went from baseline of 577 to 1509 in 2019, SFY.

Q – These number do not include people not receiving paid services, correct?

A – Yes. After two years in paid services, person exits to either paid maintenance JC services or natural supports.

Q – Do you have data on natural supports?

A – We matched data on employed persons to data from the Employment Department based on those who are working and paying into the system. This data is not 100% accurate. We prefer not to use this data as it is not dependable.

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Metric #5 – Track the percentage of individuals with developmental disabilities receiving ODDS employment services who are working in Competitive Integrated Employment settings who work 20 or more hours per week

Baseline in 2015 was 10%, now 21.6% ratio. Less than 2018.

Tim noted that people who are just entering competitive integrated employment have low hours because they are coming out of sheltered workshops. This may increase over time.

Metric #6 – Track the annual number of Individuals with developmental disabilities receiving ODDS/VR employment services who are newly placed in Competitive Integrated Employment

These numbers track persons who exited VR services with competitive integrated employment. Steady gains. From 289, 2013 to 853, 2019

Observation: There was a decrease from 2018 to 2019. Acacia noted there has been cross-agency work with VR to close cases during this time period.

Metric #7 – Track the annual number of Individuals aged 14-24 with developmental disabilities receiving ODDS/VR employment services who are newly placed in Competitive Integrated Employment.

Subset of last data point. Numbers increased from 308 to 396 from 2018 to 2019.

Q – Possible pool of transition-aged person. What is total potential pool?

A – Acacia responded that this is challenging depending on the numbers of people enrolling, which is ever shifting.

Q – Cathy asked if we could subtract the 2019 numbers from those in Metric 1?

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A – No. [but](#) It would work with Metrics 6 and 7, but not Metric 1. Subtract totals in Metric 7 from those in Metric 6.

Strategy #1 – Reduce the use of Sheltered Workshop Services.

Steady decreases from baseline of 2717 in 2014 down to 296 in 2019 SFY.

Q – There is a gap of where people are.

A – Acacia responded that it is challenging to track this data as there is no comprehensive data. In addition, some people receive multiple services.

Metric #11 – Increase the number of individuals with developmental disabilities who are receiving ODDS employment services and reported as receiving sheltered workshop services, and who obtain Competitive Integrated Employment for at least 90 days

Methodology changed between 2018 (counting people and jobs could count twice if person had two jobs) now, 2019 (counting only one person working any job).

Ultimately, our goal was to ultimately increase the number of persons moving from sheltered workshops to competitive integrated employment to 1115; so far, we have already moved 914 people and are very close to achieving our goal.

Metric #14 – Track the number of 18 to 21 year old individuals enrolled in ODDS services found eligible for VR services.

This data does not reflect the current definition of transition age of 14-24.

While it does address DD individuals applying for VR services, we are missing data for 2019.

André will update.

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Metric #15 – Track the number of 18 to 21 year old individuals enrolled in ODDS services found eligible for VR services.

Observation: Vince noted that from these metrics, it appears the number of increases always around 200.

Q – What’s going on in the community to make this happen?

A – Acacia commented that the data appears this way because people are aging in and out of services, making the count challenging.

Q – Is there a way to identify potentially eligible students who are not enrolled?

A – We have attempted to do this; however, diagnoses aren’t consistent across all agencies. Plus, we cannot predict who will be eligible or if/when a person would be willing to enroll.

Strategy #3 Address Service Capacity Needs

Metric #17 – Track the total number of unique providers qualified by ODDS to deliver Competitive Integrated Employment services

This data applies only to unique providers delivering JC services.

Numbers are down slightly over the years.

Providers vs PSWs: Since 2016, the number of Medicaid providers has increased, but the number of PSWs providing JC services has decreased.

Decrease due to credentialing requirements being enforced.

Q – Do these numbers affect services to persons in rural areas the most?

A – Yes, very challenging.

It was noted that out of 118 providers (agencies), there are only 60 PSWs providing JC services.

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Q – What is the issue with PSW training requirements?

A – After review, we ended endorsements for PSWs who failed to complete and/or update their credentials. We are working with home care committees to improve the registry process. It was observed that PSWs do not function in a job cohort and oftentimes need support to coach them through situations and processes.

Metric #18 – Track the total number of providers qualified by both ODDS and VR to deliver Competitive Integrated Employment services

We need more data to track this metric.

Metric #19 – Track the total number of qualified ODDS Discovery providers

This metric applies to distinct Medicaid providers or Independent Contractors completing Discovery.

Providers can only bill Discovery if they are qualified.

Slight drops during the last two years.

Providers doing Discovery report they lose money providing this service.

Acacia noted that five providers who were not doing JD dropped providing this service.

Discovery is a challenging service to get right.

Providers need to do both Discovery and JD services.

The pool for Discovery providers is small.

It appears that the lengthy Discovery process sometimes gets in the way of a person getting a job.

There has been much discussion regarding how or if to do Discovery at all.

Need unique staff skills to do Discovery, including writing and job carving.

Q – Is the number of people completing Discovery profiles declining?

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A – Yes.

Rebecca added that we are revising the current Discovery policy.

Acacia said revisions will come back to this group.

Capacity Building (using the) Life Course Star

Ryley joined the meeting via phone.

Acacia walked the group on drawing their own Integrated Support Star.

The five points included: Technology, Community-Based, Relationships, Eligibility, Regional Strengths.

Center of star – Insert the goal (capacity building in rural areas for us)

Examples-of building capacity in small towns.

Regional Team Update - Nate, Erica, Brad

Brad:

Supports employment providers in Benton, Lane, Linn and Marion Counties.

Partners with VR, CMEs, CDDPs, VRCS, Brokerages and individual providers.

Works to bring information from Salem to local area groups, empowering them to move forward.

Conducts Employment First meetings to address needs, connect people with providers and programs and fill in service gaps, where appropriate.

He strives to be available, aware and responsive to what he is hearing in local areas to deliver employment services.

Nate:

[S:\Offices\Salem \(500 Summer St\)\ODDS_AllShared\ODDS Employment\Employment First Meeting Minutes\EF Monthly Stakeholder\2019\Minutes-EF Policy Group-12-4-2019.docx](#)[S:\Offices\Salem \(500 Summer St\)\ODDS_AllShared\ODDS Employment\Stakeholder Meetings\EF Stakeholder Policy Mtg Minutes\Agenda-EF Policy Group-11-6-2019.docx](#)

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Supports employment providers in Clatsop, Columbia, Multnomah and Washington Counties, from the Portland metro area to Astoria.

The Edwards Center in Washington County is a great example of collaborative employment services involving VRCs, individuals, and Edwards staff.

The agency uses spreadsheets showing where people are in process of moving from Sheltered Workshops to competitive integrated employment.

Come together and figure things out as a group.

Meetings are key.

In rural and metro areas, TNFs are conducting reverse job fairs, focusing on capacity building. In rural areas, these fairs are organized by the local Employment First groups and local Chambers of Commerce.

Employment First teams work with individuals.

Multnomah County uses the same model, with more outreach to larger businesses.

Erica:

Supports employment providers in Crook, Deschutes, Harney, Hood River, Jefferson, Klamath, Lake, Sherman and Wasco Counties.

Conducts Employment First meetings and participates in other local events such as employer recognition events.

Works with local Chambers of Commerce.

Is looking forward to working with EOSSB's new development coordinator.

Brad and Erica are developing a collaboration training.

Next meeting agenda items/wrap up

The January 8th meeting will be cancelled; the next meeting will be on February 5th.

Membership:		
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	Seth Johnson Opportunity Foundation of Central Oregon – Providers		Paul Partridge Deschutes CDDP – Counties
	Corey Jeppesen Oregon Resource Association (ORA) – Providers	X	Laura Noppenberger Eastern Oregon Support Services Brokerage
X	Heather Hopkins-Slechta Full Access Brokerage High Desert – Brokerage		Roberta Dunn FACT – Family Members
X	Cam Jordan Oregon Commission for the Blind		Keith Ozols DHS – Vocational Rehabilitation
X	Ross Ryan Oregon Self Advocacy Coalition – Self Advocate	X	Liz Fox Alternative Work Concepts – Providers
X	Ryley Newport Oregon Council on Developmental Disabilities – Advocacy	X	Margaret Theisen Pearl Buck -- Providers
X	Elliot Field Oregon Department of Education		Allen Cress Edwards Center – Providers
	Heather Lindsey Vocational Rehabilitation	X	Justin Connolly Oregon Self Advocacy Coalition – Self Advocate
	Kriss Rita Education, Transition Network		Phillip Squibb Klamath Falls CDDP
	Lilia Teninty DHS – Office of Developmental Disabilities	X	Acacia McGuire Anderson DHS – Employment First
X	Kathy Schlotfeldt MV Advancements – Providers	X	Michael Salitore Molalla School District – Education

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X	Cathy Ficker Terrill Independent Reviewer	X	Howard Fulk DHS – Vocational Rehabilitation
X	Tim Rocak Garten	X	Amber Robles Living Opportunities
X	Mike Franklin Oregon Department of Education		Senator Sara Gelser Oregon Senate – Legislature
	Invited Guests:		
X	Rebecca Sexton – ODDS	X	Ellen Mendoza – DOJ
X	Angela Yeager – Employment First		Tom Stinson, DRO
X	Andre Harboe – Employment First	X	Robin Brandt, VR
	Ann Balzell – VR	X	Theresa Knowles – ODDS
	Tim Acker – Employment First	X	Erica Drake – ODDS
X	Allison Enriquez – ODDS		Julie Huber – ODDS
	Vincent	X	Karen McKenney, FACT
X	Brad Collins – ODDS	X	Micah Sischo – ODDS
X	Melanie Hartwig – ODDS		