

Executive Order Statewide Stakeholder Policy Meeting

Wednesday, February 3, 2021

1:00-2:00pm

Join ZoomGov Meeting

<https://www.zoomgov.com/j/1619456628?pwd=ai9aNG93bGNCcHVMRm9DT1Rua0UzZz09>

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
ODE Presentation – Seamless Transition			Eivind Sorensen and Sarah Statham
COVID Capacity		50	Acacia
Next meeting agenda items/wrap up		5	All

Minutes taken by: Debra Stevens

Facilitated by: Acacia McGuire Anderson

Introductions

Review Agenda

Review last month's meeting minutes

ODE Presentation: Seamless Transition – Eivind and Sarah

- Sarah is a TNF for Region 1 and Eivind is a TNF for Region 2.
- General definition of Seamless Transition: An effort to help individuals help students transition from school to work and independent living.
- This program included school-directed teams that meet monthly, sets norms and uses tracking forms to measure students' progress.
- County partners are invited to these meetings.
- Cohort of students of who, in the past, would have been channeled into sheltered workshops.
- Annual goal-setting effort that is a learning experience for all.

- Sarah added that the objective is to help school districts establish a model within transition services and assist those districts in implementing it.

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- Planning priorities include making sure key participants involved such as transition educators, county CDDPs/Brokerages, VR, tribal representatives and at least one employment provider are involved.
- Students, school personnel and ODDS employment specialists will be invited to participate later, if appropriate.
- ODE is also working with participants of local Employment First meetings.

- Eivind reported this model can work in small and large districts and incorporates evidence-based practices.
- Tools are an important part of the process to gather additional information to support the student.
- To this end, the model utilizes self-assessments, family engagement tools (currently in development), collaborations and considers transportation needs.

- Sarah added that TNFs provide coaching and training, especially on the front-end, when launching the model in a school.
- Ongoing coaching is provided as needed.
- Eivind shared that an annual kick-off event is planned at the beginning of each school year.

- Oregon is part of a pilot program featuring best practices, looking at what does and does not work.
- Sarah walked the group through a graph displaying data from the Centennial Transition Center about student employment from 2014 to 2019.
- The fluidity of the model's process is illustrated by the success graph showing that by 2019, over half of the students wanting to be employed achieved employment (generally within three-to-six months of transitioning).
- ODE wants to bring the Seamless Transition model to more schools.

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- Mike Salitore commented that this presentation answers the question about how to improve the system.
- One question might be how early can the schools engage students and families about goals for transition?
- Are there efforts to get this tool out to more people in districts?
- The Coalition of School Administrators (COSA) conference is generally held in October.
- Mike volunteered to partner with Sarah and Eivind to present at COSA.

COVID Capacity - Acacia

- Acacia shared a summary detailing capacity goals in the wake of COVID-19.
- We all want well-trained providers who have access to quality training throughout the entire state.
- Training resources that are or will be available to all parts of the state now include 33 Wise online modules that will be available in March, free Open Future Learning online classes, and Elsevier courses (through VR).
- Expansion of the Jobs Plus pilot is working to expand to one site in Lane County.
- In-person, in-depth training.
- Clackamas Community College is developing 80 hours of training for people new to the field.
- Some providers are offering education and other benefits.
- Decreased start-up costs for new staff.
- Free training and recruitment opportunities for providers and job seekers through ImpactOregon.careers website.
- Stackable certificates (Core Competencies combined with other certificate programs, such as those offered through community colleges).
- Core Competencies certificate.
- Effective recruitment strategies to increase staff diversity.
- Streamlined processes to assist with enrollment, PSW recruitment and rural service expansion.
- Professionalization of jobs.

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- We want to avoid training for sake of training as well as a non-professional and isolated work force.

LifeCourse Trajectory

- Acacia displayed the LifeCourse trajectory exercise this group worked on previously.
- What else can we partner on?
- Need for more Employment Specialists, DSPs, etc., as people return to work.
- Paul asked how will we know we've achieved our desired outcome?

Acacia asked for ideas how to know outcomes achieved.

- Could be wait time from referral to services and availability of informed choice.
- New Wise modules will be available in March 2021; we can collect data about who is taking them, as well as from the VR Elsevier courses.
- We could do another COVID-19 capacity survey like the one conducted in June 2020 and show growth.
- Concerned staffing and services not getting back to pre-COVID-19 for maybe six to 18 months.
- Maybe things that have a beginning point and an end point can provide a way to determine if we have moved the needle. Clear measurables.
- Lane v Brown settlement metrics.
- Could we develop a feedback tool for people who take the trainings?

- How to move the needle regarding the time it takes to get services, access services, get a job, and return to pre-COVID-19 levels.
- Track who has enrolled in the VR contract with Cornell.
- How to continue with virtual services.
- Career exploration classes.
- How we provide employment services virtually, which has allowed providers to expand the scope of where they are providing services.
- Pandemic has shown that many people do better with remote services.

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- Specific targeted remote services.
- Virtual JD paired with virtual JC.
- Provider listening sessions to get existing providers around state to hear ideas about limitations, barriers to onboarding new providers, etc.
- Corey reported that feedback to ORA indicates most barriers are financial. Onboarding costs biggest barrier.
- One idea is funding to pay for training, like grants; this would provide the most benefit.
- Liz Fox reported agency is struggling – difficult to provide services like Discovery and EP remotely to persons with more significant support needs.
- Need help from families and other support persons. How to get their buy-in for remote service delivery?
- Acacia noted that ODDS is offering one Wise training targeting residential providers and families.
- In order to expand EP, ability for CMEs to identify individuals interested in EP and putting together small groups.
- Provider wants to conduct class on employment, but first needs to identify who is interested in what.
- Classes targeted to groups of individuals.
- Acacia noted that other states are in the same situation; she isn't expecting us to solve all.

- Pennie reported VR has an alternative EP with career exploration.
- VRCs can get an idea about clients who are ready to explore or work.
- People already referred to VR should be prioritized before new people.

- How bad off are we? We're talking about a recovery plan; might need to measure how big of a problem we have.
- Acacia shared that through conversations with other groups, providers are reporting substantial layoffs of highly trained people, like job developers.
- Hiring and training a new person is costly.

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- On the whole, providers report operating around 60% of pre-COVID-19.
- Demand will go back to normal, but staffing may not be there.

- Kathy with MVA reported they did lay off a number of employment people; now looking at how to rebuild.
- New hybrid system – won't look the same as before.
- How to develop skill sets in service providers.

- Kathy was asked whether it is likely furloughed or laid off persons might come back.
- Yes, some people will, but now may be looking for slightly different individuals than before in effort to hire right people for desired outcomes.

- Tim Rocak noted this conversation assumes bridge funding will not be available.
- Easier to keep capacity than regain it.
- As funding becomes available, need to be at beginning of hiring curve.
- Now people who are reentering the job market are very qualified.
- Can only hire so many when having to project future need.
- Tend to overlook small things, such as trouble getting SC to change POC to 1:1.
- VR's efforts to grant electronic signature capability to VRCs is great, but providers are still unable to use this.

- Heather reported VR has a draft for provider electronic signature capability out for review; should be released soon.

- VRCs need to get reacquainted with job development.
- Heather reported Branch Managers are being encouraged to reach out virtually to offices they partner with as a way to connect with field meetings.

- Corey noted we need to get ahead of the hiring curve.

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- Many provider job losses in Oregon due to children being out of school or no child care.
- Acacia mentioned that not only persons with I/DD will be wanting to go back to work. Could work either way.

LifeCourse Star

Acacia displayed the LifeCourse Star exercise the group created last year that addressed resources for capacity building. Reviewed the Star.

- Technical Resources are way up.
- There are still Internet access issues in Eastern and Southern Oregon, so remote services are feasible for some, but not others.
- Any more funding to help people access services?
- Kathy Schlotfeldt sat in on webinar addressing employment services across the country. Career planning solution <https://www.virtualjobshadow.com> was mentioned. Not supposed to be expensive. Could the State fund this?
- Facebook easier to use than Skype.
- Google Hangout and Google Meets are also possibilities.
- Virtual workstations.
- MiFi mobile hotspots and Internet boosters for people to connect to, but still need decent cell signals.
- In some school districts, people go to school parking lots to get a signal.
- ImpactOregon.careers.

Regional Strengths

- Need to focus on retention of staff.
- Peer-to-Peer PSW workgroups.
- There are some things for staff already in place.
- EF meetings, provider agency and VR meetings offer needed support; staff sometimes need additional opportunities to just talk, share tips and tricks.
- EF success stories.

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Relationships

- Add? Rebuild?
- Virtual local civic group meetings.
- Marie noted conferences went virtual. Less expensive. Allowed ongoing training throughout the year.

Eligibility Related

- Virtual job fairs.
- Sally reported a statewide virtual job fair is coming up, but no dates yet.
- Schools and districts participating.
- Some TNFs using Cognitopia to set up events like parent and family nights; also using this platform for job fairs. Separate breakout room arrangements are possible.
- Laura reported Harney County is setting up a meeting using Cognitopia.
- ODDS is organizing short, one-hour virtual sessions about trauma-informed care with professionals, focusing on how to keep people safe.
- These sessions should be launched in the next month or so.

Community Based

- Project Search.
- Sally reported that Sarah Statham is working with Portland Public Schools on Project Search internship opportunities.
- State as a Model Employer

Next meeting agenda items/wrap up

- Ideas for next steps?
- Acacia suggested the group use the next meeting to prioritize some of these resources.
- ODDS understands the most important thing we can do is provide funding, if available.
- We have done what we can do with rate increases.
- No direct funding available.
- What makes sense for next meeting?

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- Laura suggested gathering additional input through EF meetings.
- Would it help to run past them?
- SCs/PAs have additional ideas?
- Laura noted that Innovation grants were sustainable.

- Acacia asked the group to take notes or documents shared and share with others.
- Please send any comments/ideas/suggestions to Acacia within the next three weeks before the next meeting.
- We will review feedback at our March 3rd meeting.
- Acacia will send documents from this meeting to everyone today.

Membership:			
	Seth Johnson Opportunity Foundation of Central Oregon – Providers	X	Paul Partridge Deschutes CDDP – Counties
X	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
	Ross Ryan Oregon Self Advocacy Coalition – Self Advocate	X	Liz Fox Alternative Work Concepts – Providers
	Ryley Newport Oregon Council on Developmental Disabilities – Advocacy		Margaret Theisen Pearl Buck -- Providers
X	Mike Franklin Oregon Department of Education		Allen Cress Edwards Center – Providers
X	Heather Lindsey	X	Justin Connolly

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	Vocational Rehabilitation		Oregon Self Advocacy Coalition – Self Advocate
	Kriss Rita Education, Transition Network	X	Acacia McGuire Anderson DHS – Employment First
	Lilia Teninty DHS – Office of Developmental Disabilities	X	Michael Salitore Molalla School District – Education
X	Kathy Schlotfeldt MV Advancements – Providers		Howard Fulk Vocational Rehabilitation
X	Pennie Hartley Vocational Rehabilitation	X	Sally Simich Oregon Department of Education
	Invited Guests:		
	Rebecca Sexton – ODDS	X	Ellen Mendoza – DOJ
X	Angela Yeager – ODDS	X	Theresa Knowles, ODDS
	Andre Harboe – ODDS		Robin Brandt, VR
X	Tim Acker – ODDS		Erica Drake, ODDS
X	Allison Enriquez – ODDS	X	Julie Huber – ODDS
	Nathan Deeks, ODDS	X	Karen McKenney, FACT
X	Brad Collins, ODDS	X	Amber Robles, Living Opportunities
X	Gene Rada, ODDS	X	Nicole Jorwic, IR
X	Maria Gwilliam, MV Advancements	X	Tim Rocak, Garten
X	Melanie Hartwig, ODDS		Sheri Boyd, VR
	Julia Ansberry, Trellis		Tami Socolofsky, Trellis
X	Sarah Statham, Multnomah ESD	X	Eivind Sorensen, Willamette ESD
X	Cindy Cameron, Southern OR ESD	X	Stephanie Roncol - ODDS