**SCPD Employment first**

**December 08, 2015**

**SMYRNA REST AREA CONFERENCE ROOM, SMYRNA**

**Present:** Dan Madrid, Co-Chair/DHSS-DVI; Janet Berry, Blind Sight Delaware; Marissa Catalon, DHSS/DDDS; Ron Sarg, Delaware Commission of Veterans Affairs; Lloyd Schmitz, Advocate; Laura Strmel, St. John’s Community Services; Deb Bradl, DOL/DVR; Melissa Martin, Autism Delaware; Sandy Reyes, OMB/HRM; Dan McGannon, Co-Chair/DOL; Jo Singles, Support Staff; Amber Rivard, Support Staff; and Kyle Hodges, Staff.

**CALL TO ORDER/Introductions/Approval of October Minutes**

The meeting was called to order at 9:37 am. Everyone introduced themselves. Kyle introduced Amber as a new member of SCPD. The October 13, 2015 minutes were approved as submitted.

**ADDITIONS OR DELETIONS TO THE AGENDA**

None

**Business**

Annual Report

Kyle summarized the Employment First Annual Report. This annual report held information that was gathered from July 1, 2014 to June 30, 2015. The first few pages of the report provided information on what the Employment First Council is about and the Delaware’s Employment First Act bill. Dan provided to Kyle information on the EFSLMP (Employment First State Leadership Mentoring Program) and Vision Quest. Then, he took all the information that was provided on that program and turned it into a format that was easier to understand. A brief description was provided for the program with goals and outcomes for the Fiscal Year 15. The Provider Transformation was reported from Nancy Gurney who conducted an online assessment in June of 2015 about the two sheltered workshops. Kyle still needs more clarification on the Employment Measurements, including where they are at this point for the information received. He provided a brief summary on the Policy/Funding Alignment section of the report. Carried on with planning from FY 14 Annual Report for the Employment First Educational Video and was nearing its own completion. He mentioned the highlighted employment card that he had received questions about so he put the employment card at the end of the report. Dan states that the Employment Measures was progressing nicely with the information gathered from different agencies thus far. He added that they still needed to work out some kinks in the information. He asked if they should just take out some of the data completely until they come up with performance measures or look at it going forward. Dan was asked about just taking the performance measurements from the strategic plan to put it in the Employment Measures instead of the details of the results of the firm for the next report. Kyle responded that it was discussed in the last report, but he can transfer it into the next report. He asked if the information in the email to Dale would be put under the performance measures to compare work. Kyle also stated that they plan to get this report draft approved and finalized by the end of the year. A motion was made wait for the middle of January to approve the draft Annual Report that was seconded and approved. The Chair and SCPD will take into consideration all of what had been discussed in today’s meeting.

Lloyd asked if there could be a link for the educational video. Kyle stated that he will provide a link for the video. A suggestion was made to put the employment card behind the governor’s letter to let it flow better with the report. Kyle stated that he can rearrange it. There was a discussion on putting this on the website so others can become aware of what Employment First does. Lloyd suggested giving this to DOE for distribution to the schools. Kyle stated that the issue of how to accomplish the task of increasing the public school system’s awareness of the report will be discussed at the next meeting.

Employment First State Leadership Mentoring Project

Dan discussed in detail about what is going on with the EFSLP (Employment First State Leadership Mentoring Project). The Leadership Project is to help people with disabilities know about the Employment First Act. For the last two months, In response to the project, they received very positive feedback from the federal partners. Last year there were reviews, reports and training initiatives in Delaware and from the last meeting Dan was going over what was being proposed regarding this project. Dan stated that everything proposed up to this point had been approved.

In 2016, Dan stated they will be focusing on three strategic areas in the project. One of the areas will focus on the continuation of the structure phase out of DPC, their sheltered workshop, and the industries for the blind. They are taking two different paths to achieve this goal. The first focused area is for a workgroup that will be meeting once every two weeks that will engage with national experts, the local leadership, and the frontline staff in these programs. The Psychiatric Center now has a little more than 25 people. The Psychiatric Center had shift from long term employment to training grounds that allow people to fight for a competitive work salary. Dan states that they are committed to officially close effective January 1, 2016, so no new people will be entering the training programs. Those who are still in the training programs are receiving help by working with case management. They will figure out how to help those people receive open competitive work. Someone asked about the goal of this focus and when it will be completed. Dan stated that he is expecting it to be finished by November 2016. He is still looking into it with strategic partners to figure out how to get Industries for the Blind out of government and stand on its own as a business. They are having talks with partners of Blind Side Delaware and some regional partners to address concerns such as financial issues. Dan stated that it can be competitive to the surrounding businesses for the initiative to reach its goal. They will need to answer how to take it in the economic fund and how to strategize finalizing the business plan over the next month. Again the targeted date is November 2016.

The second strategic focus area will be getting both the Pathways and PROMISE programs to full operating capacity. Previous discussions were made about Pathways and PROMISE from past meetings. Dan provided that Marissa is currently involved with DDDS for the Pathways falling under a state amendment for Medicaid that array to the funds of employment services. There are a number of consumers already involved. There will be national technical assistances coming in the next year to provide help from a business perspective of how to manage the Pathways and PROMISE programs. There is always feedback from the government on a national level. The government wants to see these projects succeed because of its focus on disability waivers and the long term prospects. Laura asked if there was talk about adding any captains in private industries in Delaware about this program plan to have someone who is local. Dan stated that he could look into that possibility; he believed that Nancy Gurney was a good fit to the plan. Nancy could provide more details on how to manage this program in a business-like way. Dan stated that they are very open to the idea that Laura suggested. Kyle asked where they are currently with the PROMISE program. Marissa stated that at DDDS they have 4 ½ employment navigators who serve about 65 people each. They are anticipating about 300 people for Pathways for the first few years. They are moving forward in the Pathways program. The ultimate goal is to find employment for all applicants in the program.

The third strategic area that will be focused on is across agencies that are inner disciplinary based on social determinants of health and representations from the Center of Disability Studies, Public Health, libraries, etc. The main goal is deciding how to connect the players in Delaware to health innovation with employment innovation and education innovation. There are coalitions and leaderships from the coalitions working together to achieve the main goal with common objectives for this strategic area. It may become confusing but Dan believed that this can all come together. Lots of resources are being put into finding out how they can help the families in poverty to be employed. Dan stated that libraries and Public Health have taken up interest in this topic to help with taking up research to help. By the end of this year, Dan would like to create a paper with an overlook or idea about how to combine all three innovations to work as one.

Advocacy & Education Committee Report

Kyle spoke about working on success stories and trying to get releases that had been put online on the welcome page for Employment First which can be found here: <http://scpd.delaware.gov/efoc/welcome.shtml> .

2016 Meeting Schedule

The 2016 Meeting Schedules have been set to continue being once a month which all agreed.

**ANNOUNCEMENTS**

Laura announces that APSE (The Association of People Supporting Employment First) had been put on pause because of the limited time to work on it. She received on the job support for the program and plans to revisit this in 2016. A new full time staff member was hired that will help Laura on the continuing program in 2016. The CESP Exam in bringing it to Delaware is still going to happen in March 9, 2016. She had a Saint John Community Service person working on the APSE with DDS and DVR helping her work through details. A new marketing program will be happening in the new year. Saint John’s had developed a conference on transitioning workshop settings in Washington DC in June. The program is still in draft development but she will be in touch.

**ADJOURNMENT**

Meeting was adjourned at 11:05 am. The next meeting will be held on Tuesday, January 12, 2016 at Smyrna Rest Area Conference Room at 9:30 am.

Respectfully submitted,

Amber Rivard

Administrative Specialist

Employment First/minutes 12-8-15