**SCPD Employment first**

**May 12, 2015**

**SMYRNA REST AREA CONFERENCE ROOM, SMYRNA**

**Present:** Dan McGannon, Co-Chair/DOL; Dan Madrid, Co-Chair/DHSS-DVI; Deb Bradl, DOL/DVR; Katie Howe (for Marissa Catalon), DHSS/DDDS; Nick Fina, SCPD; Andrea Guest, DVR; Emmanuel Jenkins, Advocate; Jocelyn Langrehr, DVI; Dale Matusevich, DOE; Cindy Sterling, DelARF (Service Source); and Kyle Hodges, Staff.

**Absent:** Pat Maichle, DDC; Melissa Martin, Autism Delaware; Sandy Reyes, OMB/HRM; Ron Sarg, Delaware Commission of Veterans Affairs; Lloyd Schmitz, Advocate; Wendy Strauss, GACEC; Laura Strmel, St. John’s Community Services;

Guests: Joe Marrone, ICI, UMASS, Boston

Julisa Cully, ICI, UMASS, Boston

Jae Chul Lee, Center for Disabilities Studies, U/D

Eileen Sparling, Center for Disabilities Studies, U/D

**Call to Order/Welcome/introductions/Approval of the JUNE 8, 2014 Minutes**

Dan McGannon called the meeting to order at 9:30 am. Everyone introduced themselves. Motion was made, seconded and approved to accept the March 10, 2015 minutes as amended. Andrea Guest was present.

**Additions or Deletions to the Agenda**

* Public Meeting, JSC, State Use Law

**Business**

Updates on the Employment First State Leadership Mentoring Project & CDS Work on Employment and Health Disparities

Dan spoke about policies and procedures on employment supports for consumers who are receiving intensive mental health services. He spoke about a series of trainings throughout the summer. There will be a two-day onsite visit scheduled on June 24-25 with Nancy Gurney to look at the sheltered workshops funded and supported by the State under DVI and DSAMH, and meeting with key stakeholders. The second day will be spent looking at policy funding. Nancy will issue a report with recommendations on how to further evolve these facilities. Dan asked if anyone else wanted to be included. Dan stated that those included are: Cindy Sterling, Marissa Catalon, Rosanne Faust, Melissa Smith, Pat Maichle, Emmanuel Jenkins, Deb Bradly, Kyle and himself. Andrea asked if DDDS has sheltered workshops; Katie stated that they have day habilitation programs.

Dan stated that Corey Smith has rescheduled his training with a focus on provider funding to September 23-24. The target audience will be senior managers for Community Rehabilitation Programs (CRP’s), fiscal staff, but others are welcome to attend. Dan stated that Virginia Selleck is scheduled to be the keynote speaker at a conference on September 21st on employment, mental health, and about the importance of employment from a social rehabilitation perspective; this conference is geared for psychiatrists and psychologists. Virginia will also be leading a breakout session. Joe commented that events should be avoided during a religious holiday (Yom Kippur); Dan will check on this. The last training event is scheduled for July 7-8. It is a two-day training conducted by Rick McAllister regarding different employer engagement strategies, with a focus on the provider community and senior leadership, including the State. Invitations with additional information will be forthcoming.

Dan spoke about Goal 3 – Performance Measures and how State agencies are doing in getting data so recommendations can be made on policies, decision-making and funding. He added that he has received information from DDDS, but is waiting for information from DSAMH and DVR. Andrea asked that he resend the request. Dan said they are looking at how much funding goes toward competitive employment services. He said that the intent is to get a better grasp on how systems are funded in Delaware and look at ways to enhance and evolve. Dan hopes to finalize those reports within a month; these reports will be shared with ODEP. Kyle asked if there were any other State agencies to be included. Dan was not sure if the other agencies would have data, for example, DSAPPD. Andrea commented that DSCYF-DPBHS should be included since they are involved with transitioning youth and students. There was discussion about including DOE as a State agency, but keep it separate from the school districts.

Dan spoke about Goal 4 – Developing MOUs (Memorandum of Understanding) across systems. He added that this objective needs to be revised and he will be working with ODEP on this. Dan suggested the possibly of working with CDS (Center for Disability Studies) and assessing employment first around the state. The intent is to shift Abby Cooper into another objective. Kyle suggested following up with Abby and ODEP representatives. Dan added that ODEP has commented that this is a living document and are flexible about changes. Andrea suggested that Abby could develop a document that could be shared with legislators. Kyle noted that a FY13-FY14 Employment First Oversight Commission Annual Report is on the SCPD website. He said that he could revise it to include this fiscal year and send to the legislators. He added that Abby could possibly assist with this. Andrea suggested including some formal recommendations so if there is anything we want legislators to pursue or carry forward on a legislative front, it will be included. There will be further discussion about this. Dan will follow up with Abby and inform the Commission members by email.

Dan spoke about the video series being developed by Jill Fredel. He said that there was one more video she wanted to make featuring someone with a mental health disability. He added that she has completed three or four videos highlighting the importance of the mission of employment first. Dan said that he thinks the final video will be completed in the next several weeks. The videos can be used in whole or part in marketing efforts. Kyle will follow-up with Jill regarding the marketing process and dissemination of the videos.

Dan stated that on May 19th, from 6 pm to 9 pm, the State Use Law Commission for Delaware is scheduled for a Sunset Hearing which is a public meeting. Dan explained how set-aside contracts work and that DVI, KSI and DelARF have set aside contracts. The State Use Law Commission meets monthly to review the marketplace to see how beneficial it is in supporting people with disabilities regarding jobs. The Commission has been reviewing the statute and regulations for the past year. Dan asked if anyone wanted a copy of the proposed statute and regulations to let him know. Proposed changes would include the direct service standards set aside contracts. These are service-oriented contracts, for example, temp services. They would stay at the current standard--75% of all direct services to be persons with significant disabilities. The new standards for products would be set at 50%. Dan noted that if this passes, it would show Delaware as the most progressive state in the country.

Andrea spoke about discussions with Goodwill about an issue which needs to be resolved by OMB. She said that the State contract is more restrictive than someone who applies for a State job, which limits how many people can be referred for a position. There are very strict background check standards; typing tests are also required, although no longer required by the State. Cindy commented that it is not so much what the contract requires, but what the individual Department requires. Dan said that the new proposed statute requires representation from DVR on the Commission. Kyle asked if Dan expected to get the proposed legislation introduced this year. Dan commented that more will be known after the Sunset Hearing. Kyle will share the draft legislation with interested parties.

Kyle commented about the CDS representation today to look at how we could work collaboratively. Eileen spoke about CDS’s work in looking at health and disability disparities that people with disabilities experience. She explained they are looking at how to change the system to achieve health equity. Eileen spoke about Secretary Landgraf’s commitment toward employment for persons with disabilities and the connection between good health and employment. Eileen said that Jae Chul has been looking at that relationship in Delaware and is working on a project involving Medicaid data. Eileen said that they are looking at this from two angles—being in good health is good for your ability to be employed and employment is good for your health. Jae Chul will be looking at Delaware data in the Behavior Risk Factor Surveillance System (BRFSS) and looking at some of the measures of well-being and how it is connected to employment. The product will be a brief--an overview of the issue. She noted that it may be useful for the Employment First Oversight Commission’s work. Jae Chul shared his knowledge around data employment, etc. He spoke about different disparity components, including education, poverty and employment. He said they came up with findings within a brief time period (May-August). Nick asked if Jae Chul will be looking at access to health insurance as a factor. Jae Chul commented that they will be looking at variables, but not the type of health insurance. He explained other data they will also be researching. Kyle asked if there were any thoughts regarding collaboration. Dan McGannon commented about discussions with Eileen and that unemployment leads to poverty, and poor health outcomes is the big issue. Dan said it was important to look at this from a state perspective. He added that there might be something more formal that we could take on as the Commission moves forward, especially if this information is useful in our work in helping agencies develop public policy, programs and structure. Katie spoke about DDDS’s intent to have monthly workshops for parents and children; one of these workshops would include parents sharing their experiences on the significance of working and how their health is affected by affects their working or not working and relating it to their children who have developmental or intellectual disability; Katie will contact Jae Chul for some talking points.

Eileen spoke about data sharing around the MOU (Memorandum of Understanding). She said that in many health data sets we are not routinely capturing disability status. She added that when looking at rates of obesity and cardio-vascular disease, they may be looking at employment pieces and have the disability status, but do not have the connection to health information. She commented that they are developing standards on how data is captured in projects being rolled out so that they can evaluate if a program is successful in terms of keeping people employed and if there is an impact on their health. She added that they could look structurally at the system to see if there are variables collected across systems that can make those connections. Nick spoke about health problem being the basis of disability determination. Eileen spoke about the new standards coming out around the kinds of questions that look at function. Jae Chul spoke about research and findings. Kyle asked about data being part of the health equity plan process. Eileen commented that data collection crosses over several goals. She stated the Center for Disease Control (CDC), which funds CDS’s project, is moving towards disability status being a demographic variable (similar to race, age, gender, ethnicity). Eileen stated that they are trying to create this as the standard in DHSS. She noted that some data being collected does capture that information, but not all of it. They are working on increasing the capture and reporting to help inform health promotion programs where there is a disparity so they may target people with disabilities. Eileen stated that there are some objectives in the Plan that they looked at, for example, electronic health records; and this information is captured routinely. This is population based and tracking the gaps in health over time and creating a system that closes those gaps. Jae Chul stated that their vision is not to work in a silo. He gave an example of how this is working in South Carolina. Kyle stated that the goal is to stay in touch with what CDS is doing and vice versa. Dan Madrid spoke about adding connecting data systems under recommendations. Katie spoke about data that DDDS has collected that she could share if needed. She said that they track the number of clients employed on a monthly basis; the data can be broken down by disability subgroups. Kyle asked if CDS has a list of recommendations to improve the data system. Eileen stated that they need to look at recommendations in terms of use and policy and what that may look like. She stated that their focus has been on the general population in the general health care system for providers to identify persons with disabilities and understand that they may be at greater risk. Eileen asked if there were particular things that they should keep in mind that would be useful to the Commission while working on the brief. Andrea asked if they will be doing cost analysis, which would be beneficial to know, and this would show the validation of a program. Eileen explained that this cannot be done with the BRFSS data. Jae Chul said that Medicaid can give data on costs associated with services. Jae Chul gave specifics on cost analysis with the Medicaid project. Andrea spoke about the Commission’s purpose in promoting that employment is good for the individual and the community; if there is a way to show data that by working because people are healthier, there is less of a cost to the Medicaid system and to the general insurance.

Dan asked if we are able to differentiate between people who are in competitive employment vs. sheltered workshops and compare a difference in health care costs for someone who has a disability such as profound hearing loss vs. the type of health costs that occurs from sickness from someone unemployed. Jae Chul explained that the BRFSS data does not focus on employment. Eileen explained that with the current projects being done, they will not be able to get to that level, but thinks an inquiry would be useful. She spoke about keeping in touch with data that is available; other data sources are available if there are specific questions that can be identified. Dan asked if they are able to look at the Medicaid data, for example, for Pathways, the 1959 Waiver and the type of Medicaid that people are receiving and the outcomes. Jae Chul explained what data they can identify by disability and related costs. Katie commented that there are many categories of Medicaid that can be identified in Delaware. Dan stated that it would be beneficial to work collaboratively in getting data and research that we are not able to do with regard to the interventions we want to build. Eileen explained that Delaware was one of five states chosen by CDC to look specifically at Medicaid data by looking at specific types of disability and explore costs. She noted that this has never been done before. She added that although the Medicaid project may not go that deep, CDS has an ongoing relationship with Medicaid. She said that may be able to go deeper and tweak how they are defining the data. There will be more discussions on this topic. Jae Chul commented that he is happy to serve as a liaison. Eileen stated that they will look at recommendations on what the data might be beyond disability status and will share this with the Commission. They will also connect with DDDS. Katie commented that DDDS could do more in bringing data out if time allowed. She added that some of this data will come out automatically with Pathways and capturing all the other people they serve. Dan commented that this is a good start to a conversation and invited Eileen and Jae Chul to attend future meetings. He thanked Eileen and Jae Chul for their input today.

Committee Reports

*Marketing and Public Education*

Kyle stated that the website is up and running. Nick asked about the process the Commission wants to follow in maintaining the website. Kyle commented that this Committee could look at this if the Commission approves. Nick spoke about discussion with DTI regarding development of the website and being asked if the links could be organized and curated (qualified). Nick added that if the website is not updated on a regular basis, it quickly becomes disorganized and becomes less useful. He asked if this Committee should take responsibility for developing a set of criteria for making decision about what goes on the site and rejecting information that does not belong. A decision was made that this Committee will make decisions regarding what is put on the website. Kyle will forward information to them as it comes up. The Committee will systematically review the website periodically and make recommendations on a quarterly basis. Kyle added that this would not involve a lot of information.

*Data Standards, Needs & Analysis*

This was referenced earlier.

*Strategic Recommendations & Reporting*

Comment was made that this will come out of the Data Standards, Needs & Analysis outcomes.

APSE (Association of People Supporting Employment First) Update

Cindy commented that this is still in the development stage, but moving forward. There is a National APSE Conference coming up on June 23-25 in Philadelphia.

National/Local Employment First Updates (e.g. WIOA regulations and upcoming changes to state programs; sheltered workshops)

Andrea spoke about the new WIOA law as it related to persons with disabilities and the VR component. Andrea spoke specifically about items related to Section 511, for example, subminimum wage and sheltered workshops. She stated that they are in the comment period for the proposed regulations and that it is important to do so. The deadline for submitting comments is June 15. Andrea reviewed the following updates:

* Supported Employment – Outcomes have to be in competitive integrated employment or if in an integrated setting that is not competitive, in which the individual is working on a short-term basis towards competitive employment no longer than six months. She commented that VR has been doing this for many years. There is a big focus on students and youth with disabilities so they are prepared for competitive integrated employment. The new timeframe has been extended to 24 months for supported employment. She noted that there are no additional funds available for this and they have to work with existing funds. It extends supported employment services to some individuals who do not qualify, for example, for a DDDS program or DSAMH’s Promise program. Andrea sees this as a big need. The law establishes a 50% set aside of supported employment funds for youth with disabilities and requires a 10% match. Extended services for youth with the most significant disabilities may be used to provide extended services up to four years. Andrea noted that youth is defined as up to 25 years of age.
* Section 511 – Limitations on Use of Subminimum Wage – No entity (contractor or subcontractor) which holds a special wage certificate may compensate youth (24 years or younger) with a disability less than the Federal minimum wage unless certain conditions are met. Also, pre-employment transition services must be included. Andrea spoke about the 80% success rate for students who participate in the Early Start to Supported Employment program and maintain competitive employment when they leave school. The challenge is reaching the 60% of eligible students who choose not to participate in the program. They are doing more outreach to educate parents to improve this number. Some components may be required under the new WOIA Law. The individual and/or their parents must receive career counseling and information from VR every six months for the first year of such employment and annually thereafter as long as long as they receive compensation for sub-minimum wage. Andrea needs clarification if this includes those already in sheltered facilities; she thinks an assessment should also be done. Another requirement is that the educational agency and the VR Program must develop a process or use an existing process for the timely provision of documentation necessary to demonstrate completion of required activities appropriate to use seeking employment at subminimum wage level. Andrea needs clarification if students in day programs are included. Katie commented that day programs will fall under the Community Rule.

Dan noted that Section 511 is not officially enacted until two years after the passage of the WIOA. Andrea commented that VR is funding 11 programs this summer that are targeting students with disabilities and will provide updates. Dan thanked Andrea for her presentation.

**Announcements**

Kyle commented that he had Employment First information cards if anyone wanted them.

**ADJOURNMENT**

The meeting was adjourned at11:35 am. The next meeting will be held on Tuesday, June 12, 2015 at the Smyrna Rest Area Conference Room at 9:30 am.

Respectfully submitted,

Jo Singles

SCPD Administrative Assistant

Employment First/minutes 5-12-15