

**SCPD EMPLOYMENT FIRST OVERSIGHT COMMISSION
MAY 08, 2018
SMYRNA REST AREA, SMYRNA**

Present: Lloyd Schmitz, Chair, Council on Blind/SCPD; Pat Maichle, Vice Chair, DDC; Deb Bradl (via phone), DHSS; Marissa Catalon, DDDS; Dale Matusevich, DOE; Sandy Reyes, Department of Human Resources; Jackeline Saez-Rosario, CLASI/Advocate; Crystal Sheats, DOL/DVR; Cindy Sterling, ServiceSource/AND; John McNeal, SCPD; and Amber Rivard, Support Staff.

Absent: Emmanuel Jenkins, DDC; Julie Petroff, DOL-Division of Industrial Affairs (DIA); Ron Sarg, DCVA/MOAA; Laura Strmel, SJCS; Laura Waterland, DLP-CLASI; and Despina Wilson, IRI.

Guest: Altam Porterfield, Delaware Libraries – IS

CALL TO ORDER/Introductions/Approval of December 12th 2017, January 9th, 2018 and March 13th, 2018 Minutes

Lloyd called the meeting to order at 10:38 am. Everyone introduced themselves. Deb Bradl commented on the March minutes that she was not marked as present or absent. She was absent for the March meeting. Minutes were not approved due to lack of quorum.

ADDITIONS OR DELETIONS TO THE AGENDA

Additions:

- Workshop for Veterans
- Discuss meeting times – Stay with the new time (10:30 am) or revert back to the old time (9:30 am).
- Update on the Competitive Integrated Employment on the Federal Level in changing the definition of competitive employment.

Dan Madrid works at the State Treasurer Office, not State Auditors Office and needs to be corrected in the unofficial March minutes.

BUSINESS

Review Senator Warren’s Letter on Subminimum Wage Legislation

Pat commented that she received this while in Washington. Senator Warren is asking for data from all agencies that employ people with disabilities falling under the 14C Waiver and based on the given information, she recommended forwarding to the General Assembly and Governor. We could ask Senator Coons or Senator Carpenter to become involved in this bill. A suggestion was made for the Commission to send correspondence to either of the Senators to become involved with the legislation. Pat suggested that we could ask them to provide any insightful information

on this legislation and the outcome. Dale also agreed. It is unknown at the time what the next steps will be for the bill. Cindy commented that we have large amounts of data in our Annual Report including prevocational programs that have subminimum wage certificates.

Lloyd sent an email to DVI and DVR, but data has not been received. Dale had sent data to include in the Annual Report. Deb commented that she did not receive an email from Lloyd about data for the Annual Report. Lloyd stated that the Commission is looking for people with disabilities that fall under the 14C waiver with additional data such as how many individuals with disabilities DVI had employed from past fiscal years. Dale commented if Lloyd wants data specifically on individuals with disabilities that obtained employment, he will need to break down the data. He explained that DOE separated the data into three categories of data that they sent to OSEP on what is provided federally those who received higher education, combination of higher education and competitive employment, and a catch-all.

A comment was made that there could be additional data that DVI or DVR captured as part of their 511 work. Lloyd commented that with DVI and DVR being under WIOA that they may not be able to report subminimum wages or workshops as a competitive closure. Deb clarified that they are not placing anyone in subminimum wage employment. Lloyd reinforced that the Commission is looking for data for competitive employment with both the number of people that were placed in competitive employment and were closed successfully.

If we take data collected from five years prior and gathered DVI and DVR data for placements, we could have a correlation on improvement of the number of closures. Cindy volunteered that DVR and DVI could have data in draft form and pull up data of the number of people authorized for a particular service (prevocational, supported employment, day habilitation services). Pat added that DSAMH could provide the same information and stated that they had closed up one of their workshops.

Capacity Building

DDDS recently received a review by State Employment Leadership Network (SELN) on their State Assessment and provided insight that could assist the Commission. Marissa volunteered to bring the information to the next meeting. There have been previous conversations on the topic of capacity building. She stated her concerns about DDDS lacking sufficient amount of capacity to meet the needs of individuals interested in employment, having fewer options in Kent and Sussex counties, number of providers that are at maximum capacity, and not accepting new referrals. In the preliminary review of individuals receiving career counseling required from WIOA or currently involved in a program that is being paid subminimum wage, 70% were interested in obtaining employment. The percentage matches with the correlated data DDDS obtained from the national core indicators (NCI) survey of adults interested in employment.

Lloyd asked if the Commission had discussed encouraging people with disabilities to apply to become service providers for supported employment. Marissa clarified that it was discussed as part of a proposal to ODEP. ODEP did not accept the proposal. The requirements for becoming a service provider consist of proper training and additional training to become an employment consultant. Cindy added that it is not only capacity building that is an issue, but also

sustainability due to costs of keeping people employed and transportations for Sussex County areas. Lloyd asked if we could start reviewing the report from SELN, would we have a path forward. Marissa clarified that the report was to inform everyone and better understand what the priorities are for the Commission. She added that there was effort being done to encourage State employers to hire people with disabilities. Pat stated that Delaware Business Leadership Network (BLN) are trying to bring awareness and train employers.

John experienced challenges of understanding what is a reasonable accommodation and the approval process in employment. He asked if the Commission would be interested in how many employers asked for reasonable accommodations and how many have been approved. We could also ask hiring managers what is their protocol for the Commission to understand better. John agreed to assist Lloyd in drafting a letter that can help gather a list of data that should be sent out. Lloyd added that the Commission will wait for data from Marissa about the DDDS State Assessment Review from SLN and capacity building will remain on the agenda to discuss further into the year. Pat suggested this should be discussed at the retreat for the best path forward.

Employment First Annual Report

The Annual Report will not be ready for legislative session. Lloyd suggested the Commission refocus their target for the Annual Report from now until December 31, 2018. Lloyd suggested that the Commission review the report and could be another topic for the EFOC Retreat. Cindy added that the Commission at the retreat could discuss any upcoming topics and determine the next steps in achieving goals and targets. Lloyd suggested that the Commission could discuss the success of Project SEARCH at the retreat.

Video Conferencing

The video conferencing comes down to encouraging the membership to participate in discussions. Lloyd asked for feedback on using video conferencing (one in New Castle and the other in Kent County). A suggestion was made to possibly hold the video conferencing in a Delaware library. Pat added that the New Castle County libraries do not open until 10 am. The Dover library had scheduled their computer classes for Tuesday mornings. Everyone agreed that video conferencing with the location TBD would save people travel time.

Update on Changing the Definition of Competitive Employment

This was proposed by a congressman that introduced HR 58. Previously, it discussed integrated employment that involved only the employees. Now, they want to expand it to social interactions with colleagues, vendors, customers and any other person the employee contacts in a personal workgroup setting. The updated definition of competitive employment can be sent to Amber for distribution to the Commission.

OTHER BUSINESS

None

PUBLIC COMMENT

None

ANNOUNCEMENTS

Rita Landgraf agreed to facilitate an EFOC Retreat and will be held on Wednesday, August 1st. A location for the retreat is TBD.

The main concerns are where the Commission is going, how we will proceed going forward, and not being able to have a quorum or conduct business discussions. Lloyd received the following suggestions:

- Capacity Building
- Data Needed for the Annual Report
- What we are required to do by law? – Including membership of the Commission.
- Strategic Plan – Sandy suggested contacting someone from Statewide Training to look through the legislation and draft a mission statement for free. Lloyd stated that the retreat is scheduled for August 1st. Sandy suggested that they hold a Strategic Planning session for somewhere in July or last week of June. The point of contact would be Tracy Connelly. Lloyd commented that the Commission has a mission statement and asked if John could distribute the brochures with the Mission Statement to the Commission for the June 12th meeting.

Cindy suggested contacting the Society for Human Resource Managers (SHRM) for topics discussed that would be interesting for us to become involved. Lloyd suggested that would be for regular meeting discussions rather than a topic at the retreat. Cindy volunteered to gather more information about SHRM. Lloyd suggested that the times of the retreat should be 8:30 am – 3:30 pm. Marissa suggested that the location should remain around Central Delaware. Lloyd suggested that we try to have the retreat at the St. Jones Reserve. If it is not available, John will contact Lloyd as soon as possible.

The Commission discussed about time and location for the Commission meetings. Deb stated that the original time for the meetings worked better for her. John commented that due to lack of quorum, we cannot vote to change the time. He suggested sending an email to all of the Commission members to vote. Amber will send out a doodle poll to the Commission to determine the meeting start time (9:30 or 10:30 am).

In collaboration with the Delaware BLN and ServiceSource, a webinar meeting was held at the Riverfront in New Castle County Chambers. It was about military culture, how to accommodate veterans, what veterans want employers to know and common barriers in employing veterans with disabilities. The date was May 22nd from 1:00 - 2:00 pm. Deb Talley has been spreading the word to military families.

ADJOURNMENT

Dale motioned to adjourn the meeting. Marissa seconded the motion. Meeting was adjourned at 12:05 pm.

Respectfully submitted,

Amber Rivard
Administrative Specialist