

**SCPD EMPLOYMENT FIRST OVERSIGHT COMMISSION
NOVEMBER 12, 2019
SMYRNA STATE SERVICE CENTER, SMYRNA**

Present: Cindy Sterling, Chair, ServiceSource/AND; Sandy Reyes, Co-Chair, Department of Human Resources; Elisabeth Furber, CLASI/DLP; Thomas Hall, DHSS/DSS; Emmanuel Jenkins, DDC; Deborah Talley-Beane (on behalf of Elisha Jenkins), DVI; Jocelyn Langrehr (on behalf of Andrea Guest), DVR; Jackeline Saez-Rosario, Advocate; Ron Sarg, DCVA/MOAA; Genelle Taylor, DSAMH; Kyle Hodges, Staff; and Amber Rivard, Support Staff.

Guests: Lloyd Schmitz, Advocate

Absent: James Billups, DOL-Division of Industrial Affairs (DIA); Marissa Catalon, DDDS; Moni Edgar, UCP- CAP; Jennifer Garcias, DDDS; Rick Kosmalski, DDC; and Dale Matusевич, DOE.

CALL TO ORDER/Introductions/Approval of September 10, 2019 Minutes

Cindy called the meeting to order at 9:41 am. Everyone introduced themselves. Sandy commented that on page 2 of the minutes, 8 lines up from the bottom, it says “.....Dan Madrid had discussed with DHR....”, it should be corrected to say, “....it was discussed....” Ron had a few corrections: page 1 near the bottom states, “DHR sends them an ER within the hiring system,” should clarify as to whether it is referring to sending the referral through snail mail, email or both. On page 2, near the top referral list should be capitalized. Sandy stated that in the middle of page 2 that the middle of the page instead of saying Selective Placement “people”, it should be “candidates.” Ron stated that at the bottom of page 2 where it says, “co-op program”, co-op needs to be capitalized. On page 3, the fifth line from the bottom, the word Airforce is two words: Air Force. Ron motioned for approval of the September minutes. Emmanuel seconded the motion. The September 10th, 2019 minutes were approved as amended.

ADDITIONS OR DELETIONS TO THE AGENDA

Kyle added that two topics will be discussed under Other Business.

BUSINESS

Annual Report

Everyone reviewed the revised draft of the EFOC Annual Report. Kyle stated that the Commission had viewed the drafted Report from a previous meeting and decided to gather information from other agencies about what were their top priorities that they want included in the Report. Kyle recently met with Cindy and Sandy to discuss what needs to be done, including suggestions of formatting. Some of the information that Kyle received back from the Divisions were updates on numbers or actual priorities they wanted listed in the Report. The information is not always consistent. Kyle decided to take snippets of information that was sent to him over the last eight months and highlight information that each of the Divisions wanted included. Cindy

added that they were initially trying to reduce the information from the Divisions to only mention the most important information highlights to present to the Governor (i.e.; activities or other programs involving Employment First). Cindy asked what the deadline is for the Annual Report to be finalized. Kyle stated that the deadline should be no later than the end of the calendar year.

Kyle stated that SCPD also has a Report that is due too and that EFOC's Report usually goes into the SCPD Report. Kyle suggested that EFOC send their Report to the Governor and the legislators by the end of the calendar year. Cindy agreed that there should be a deadline for handing in the EFOC's Report with all the information that they feel is important to share with the Governor and legislators. Kyle stated that he will have a cover page that said FY 19. Sandy stated that FY 19 ended in the summer and that they are currently in FY 20. Kyle added that he could put 2019 on the front cover instead of FY 19. Lloyd asked if Kyle will send out the Report via mail or electronic mail. Kyle stated that he usually sends everything for the Commission electronically and that it would be electronically sent to the legislators. Lloyd suggested that they should mail the Report to the legislators. Ron asked if there is a Committee or Subcommittee that he could send the Report for recommendations within the General Assembly. Kyle stated that he could research that, but when he sends the Report to the legislators and Governor, it would most likely go to the Committee or Subcommittee that handles it. Cindy stated there are recommendations listed at the back of the Report. Lloyd suggested that a hard copy of this Report be sent to Sandra Johnson and Keith Hunt since they are responsible for employment in State government. Kyle clarified that Sandra Johnson and Keith Hunt are only partially responsible for employment in the State government. The rest of the responsibility is to the agencies in the State that hire their own employees.

Kyle briefly reviewed the following recommendations listed in the back of the Report.

- There is a section of the Code that needs to be updated regarding the Persons with Employment Protection. Kyle is currently working with the Disabilities' Law Program.
- Exploring the development of programs that phase out the use of 14c certificates.
- Incorporate a top-down required disability employment training into the State's employee education system.
- Implement a more robust "Selective Placement" system and integrate it into the hiring process.
- Individuals should be granted access to more business through internships (akin to the Project Search and Frameworks for Success).
- Remove screening barriers that present challenges to job seekers applying for jobs at the State.

Lloyd recommended that the Commission review the Driver's License that is listed as a requirement on applying for any job. Instead of focusing on the Driver's License requirement, it should focus on if an employee is dependable, reliable and on time. There are other means of transportations such as DART or walking to their workplace. Cindy asked if that could be listed under the recommendation that EFOC should work with OMB and other relevant stakeholders to identify classifications that should be revised. Kyle clarified that it could fit under that category. Lloyd wants the Driver's License requirement to be highlighted as a barrier for people with disabilities.

Kyle commented that whether this Report will be in the SCPD Report or on a cover letter, the EFOC Report would have an Executive Summary on the updated statistics from different divisions and recommendations to improve employment for people with disabilities. Cindy agreed that an Executive Summary would be helpful.

Jocelyn added that there is a project happening within DOE on the NAPE (National Alliance for Partnerships in Equities) Program. This program provided a solution to involve girls in STEM (Science, Technology, Engineering and Mathematics) classes over twenty years ago. They have now taken up another of DOE's projects called Delaware Pathways due to high school students with IEPs (Individualized Education Program) not receiving the same career pathways that students without IEPs receive. NAPE decided to help DOE understand why this issue is occurring. Six school districts have already signed onto the NAPE program. Jocelyn suggested that this Commission could support the program by advocating for it. Lloyd suggested that Jocelyn email Kyle more detailed information about this Delaware Pathways program, perhaps in a draft format. Jocelyn stated that she will do that and added that it is a statewide project. Kyle stated that there are many different Pathways programs and would need clarification. The Pathways that Jocelyn discussed is called Delaware Pathways led by Department of Career and Tech Ed with DOE, United Way, and the Rodel Foundation for raising money and providing data. Currently the program is in Year 4 or 5 of the project. Cindy asked that Kyle put this program as part of the highlighted recommendations in the Report and have a link that connects people to the statistics on this program. Jocelyn clarified that Dale would have a link to DOE for additional information. Kyle stated that he will add the suggestions made from Lloyd and Jocelyn. Kyle added that if there are any typos within the Report to email him.

Lloyd suggested that when moving forward to keep up-to-date with information from the agencies, they could submit a Federal Report and the Commission then will have the information they need. Lloyd added that Kyle and the Commission could see samples of federal reports from the link: csavr.org

VOICE Application

Cindy clarified that the VOICE Application is a competitive statewide grant that came out to provide support to the U.S. Department of Labor (DOL), Office of Disability Employment Policy's (ODEP's) visionary opportunities in increasing competitive employment. Through the application process, prospective states will request technical assistance to improve employment outcomes within their statewide mental health systems. Depending on their need, states will be able to apply for up to 300 hours of technical assistance. In FY 2020, ODEP will recruit a minimum of ten states that will be offered intensive policy consulting, technical support and ongoing mentoring through onsite, telecommunications and virtual mediums to support the strategic aims of their efforts to increase competitive integrated employment for individuals with mental health disabilities through provider transformation, capacity building or policy development in their state.

Cindy stated that they have passed along this information to all the councils to see if the State is looking into this application to provide technical assistance to the State agencies. Cindy added

that the deadline for the application is November 18, 2019. Jocelyn stated that Andrea Guest had reached out to someone at DSAMH about possibly applying for the application. No one had responded back about the grant from DSAMH. Genelle commented that if Jocelyn can provide her with the name of the person from DSAMH that Andrea had provided the information to, she will find out the status of whether DSAMH is applying for the grant. Kyle suggested for next time, if they want to forward information on a possible grant to use in DSAMH, who would be the best person to contact. Genelle added that DSAMH just went through a change and now have different bureaus within DSAMH. The best point of contact would be the bureau that oversees assisting and issuing grants to the bureau that would benefit the most from it, Kristen Rego.

Cindy stated that since it may be too late to apply for this grant, if anyone had any grants in the future, contact Kyle with any future grants that would help with people with disabilities in achieving competitive employment statewide.

Rehabilitation Services Administration (RSA) sent an email asking for feedback on technical assistance needed in two areas: employer services and career advancement under the VR program. If the Commission had any suggestions, the feedback deadline is December 5, 2019.

OTHER BUSINESS

Jocelyn had attended the CSAVR (Council of State Administrators of Vocational Rehabilitation) Conference where RSA was pushing for more technical assistance support for the State. She will send Cindy information that could relate to the Commission's work.

The State Council for Persons with Disabilities will be revisiting the issue of 14c Certificates in Delaware. Representative Heffernan is still interested in trying to have the 14c Certificates eliminated over time. There will be another meeting December 11, 2019 that will have the agencies that would be affected by this change at this meeting. Discussions will be made with how it affects them and the barriers to overcome.

PUBLIC COMMENT

None

ANNOUNCEMENTS

Elisha Jenkins is leaving DVI. It is unsure if Sandra Miller will be now attend or not.

The Transition Conference is coming up on December 13, 2019.

ADJOURNMENT

Ron motioned to adjourn the meeting. Emmanuel seconded the motion. The meeting adjourned at 10:54 am.

Respectfully submitted,

Amber Rivard
Administrative Specialist