EFSLMP and PIE: Increasing Competitive Integrated Employment for People with Disabilities
Agenda & Overview

- Partnerships in Employment (PIE) Overview
- Employment First State Leadership Mentorship Program Overview (EFSLMP)
- EFSLMP Technical Assistance
- Utah Presentation
- PIE Grant Technical Assistance: YES! Center
- DC Presentation
Partnerships in Employment (PIE) Systems Change
Administration on Intellectual and Developmental Disabilities
(AIDD)
Program Specialist: Larissa R. Crossen, M.Ed.
PIE Background

AIDD currently funds one employment initiative that focuses on improving employment outcomes for youth and young adults with I/DD. Funded under AIDD’s Projects of National Significance, these initiatives are part of AIDD’s priority to promote Employment First for individuals with I/DD, which refers to the idea that community-based, integrated employment is the first and preferred option for individuals with disabilities.
PIE Background

AIDD awarded 5-year grants to a total of 14 States:

- 6 states in 2011: CA, IA, MS, MO, NY, WI
- 2 states in 2012: AK and TN
- 6 states in 2016: DC, HI, KY, MA, SC, UT

Under this initiative, states are focused on enhancing collaboration across state systems to improve employment outcomes for individuals with I/DD, with a focus on youth and young adults. Grantees have established partnerships to improve state service systems by encouraging states to adopt an Employment First approach for individuals with I/DD.
PIE Requirements

Required Partners for Consortium (at minimum):

State Developmental Disabilities Council
State Department of Rehabilitation Agency
State Intellectual Disabilities/Developmental Agency
State Educational Agency
PIE Requirements

- Develop innovative strategies to exchange and transfer knowledge and best practices between member of the consortium and other statewide systems.
- Develop an employment work group aimed at developing and implementing new policy and systems change necessary to translate that policy to practice.
- Develop support models for providing education, pre-vocational services, and training that effectively prepare and transition youth with developmental and intellectual disabilities from secondary or post-secondary education to competitive employment in integrated settings.
PIE Requirements

- Explore ways to stimulate the development of a wider array of service providers supporting access to, and maintaining retention, in competitive employment in integrated settings.
- Develop a method to provide on-going training and technical assistance to State systems.
- Develop on-going partnerships with provider organizations which actively encourage organizational transformation and reallocation of resources to programs and services that emphasize competitive employment in integrated settings.
PIE Training and Technical Assistance and Evaluation

To supplement the work of the PIE states, AIDD also awarded TASH a Training and Technical Assistance grant to support the employment efforts of PIE grants.

The Lewin Group was awarded an evaluation contract to serve as the third party evaluation contractor for the PIE grants to inform AIDD and its partners how to best work to support competitive, integrated employment systems for individuals with intellectual and developmental disabilities.
Employment First State Leadership Mentoring Program

Aligning policies, resources, and service delivery models, to facilitate increased competitive integrated employment options for people with the most significant disabilities.
Employment First

A framework for systems change that is centered on the premise that ALL individuals, including individuals with significant disabilities, are capable of full participation in competitive integrated employment and community life.

Cross-Disability in focus, including physical, mental health, intellectual, and developmental disabilities.
Competitive Integrated Employment

- ODEP defines **Competitive Integrated Employment** as work paid directly by employers at the greater of minimum or prevailing wages with commensurate benefits, occurring in a typical work setting where the employee with a disability interacts or has the opportunity to interact continuously with co-workers without disabilities, has an opportunity for advancement and job mobility, and is preferably engaged full-time.
What is the Employment First State Leadership Mentoring Program (EFSLMP)?

• Initiative of the Office of Disability Employment Policy within the US Department of Labor
• Began in October, 2012
• FY18: 10 Core States / 8 Vision Quest States
  • 22 States have received intensive technical assistance since 2012
  • Over 2200+ individuals from 50 States participate in National Community of Practice (Open to all 50 States)
• [http://www.econsys.com/efslmp/?subscribe](http://www.econsys.com/efslmp/?subscribe)
2017 Core & VQ States

Employment First State Leadership Mentoring Program 2017

Core States
Alabama
Maryland
Ohio
Tennessee

Vision Quest States
Arkansas
Delaware
Georgia
Missouri
North Carolina

Both Core and Vision Quest States
Illinois
Michigan
Pennsylvania
Utah

KEY
- Core States
- Vision Quest States
- Both Core and Vision Quest States
2018 Core & VQ States

• Core: Employer Engagement:
  – Arkansas, Pennsylvania, Tennessee

• Core: Capacity Building:
  – Washington, DC, Iowa, Maryland, Michigan, Missouri, Ohio, Utah

• Core: Provider Transformation:
  – Maryland, Ohio, Pennsylvania, Tennessee, Utah

• Vision Quest: Mental Health:
  – Georgia, Illinois, Missouri, Tennessee, Utah

• Vision Quest: WIOA Implementation:
  – Louisiana, Michigan, Ohio
Employment First State Leadership Mentoring Program: Unique Features

• ODEP requires a minimum of six state agencies receiving Federal funds to be involved in EFSLMP Core State teams:

1. Intellectual & Developmental Disability (I/DD)
2. Vocational Rehabilitation (VR)
3. Workforce Investment
4. Mental Health
5. Education
6. Medicaid

• Innovation in Virtual & Onsite Technical Assistance
• Cross-Disability in Focus
ODEP’s 3-Pronged Approach to EFSLMP

Objectives

EMPLOYMENT FIRST STATE LEADERSHIP MENTORING PROGRAM

Policy Change

Effective Practice Dissemination

Funding Alignment
Meeting Your Peers, Community of Practice

• Participate in a Community of Practice to share ideas, and strategies for adopting state policies and practices that lead to increased integrated employment outcomes. All states hear directly from leaders across the nation.

• Meetings with ODEP and others in EFSLMP to:
  – Understand the Program
  – Learn from each other
National Employment First Community of Practice

- Monthly Webinars: variety of Employment First topics
- Access to Technical Assistance Resources and Policy Tools Developed through ODEP’s EFSLMP.

http://www.econsys.com/eflsmmp/?subscribe
MOU between ACL and ODEP

- Work to identify synergies & strategies to increase CIE for people with disabilities in multiple service delivery systems such as Workforce Investment, HCBS, & CILs.
- Collaborate to ensure that EFLSMP & PIE funding are initiatives that complement each other to target different populations so as to enhance CIE outcomes that results in the avoidance of duplication of services & efforts to increase CIE and decrease segregated services.
- ODEP is currently working with ACL to identify manners in which we will work together in 2018.
ODEP Employment First Leadership Mentoring Program Contacts

- Rose Sloan
  - Policy Advisor, Workforce Systems Policy Team
  - Office of Disability Employment Policy
  - U.S. Department of Labor
  - Phone: 202-693-4928
  - Email: Sloan.Rose.M@dol.gov

- Richard A. Davis
  - Policy Advisor, Workforce Systems Policy Team
  - Office of Disability Employment Policy
  - U.S. Department of Labor
  - Office: 202-693-4923
  - Email: Davis.Richard.A@dol.gov
The Role of the Subject Matter Expert

Marsha Threlkeld, SME

TASH
DECEMBER 13, 2017
Moving Your State’s Employment First Agenda Forward
Progression of Employment First and SME Training & TA

- Drafting Employment First Policy
- Identifying Gaps in Training and Technical Assistance
- Provision of Training and Technical Assistance Based on Identified Need
Provider Transformation
Capacity Building
School-to-Work Transition
Employer Engagement
Family Engagement

ODEP Technical Assistance – Key Areas of Foci

12/13/17
SMEs Address:

**Guidance** on policy reform, and training on effective practices

**Practice & Policy Reform:** analysis; strategic planning; rate restructuring, resource braiding, service delivery coordination, cross-agency collaboration; and provider contract reform.

**Provider Transformation:** vision statements; staff restructuring; financial diversification; leadership mentoring, and communications & marketing.

**Capacity Building:** training for direct support professionals and management.

12/13/17
Technical Assistance and Training

- Training Employment Providers
- Training all community systems players
- Consulting and Training on Transformation
- Consulting and training on School-to-Work
- Rate Restructuring
- Consulting and Training on Employment First implementation and collaboration efforts
Questions Regarding Successful Implementation of Employment First

Are employment providers on board and adequately trained?

Are segregated services transforming their organizations?

Are Vocational Rehabilitation, Mental Health, Medicaid, Education, Intellectual/Development Disabilities, and Workforce collaborating regarding Employment First?

Are students and other job seekers informed about and ready for Competitive Integrated Employment?

Is the Business Community at the table?

Are Board Members ready or resistant to change?
Vision Quest (VQ)

1. Existing Policy - Analysis
2. New Policy - Recommendations
3. New Policy – Drafting
4. New Policy – Working with leadership
5. New Policy – Signing and Enacting

12/13/17
Examples of Vision Quest Content Work:

- Drafting Employment First Policy
- Drafting agreements and Memorandums of Understanding between system collaborators
- Working towards implementation of policies and agreements
Additional Resources

- Employment First Lead Center
- ODEP EFSLMP Initiative
Contact

MARSHA THRELKELD, SME
MARSHA.THRELKELD@ICLOUD.COM
206-786-0237
Questions Regarding SME Activity?
Collaboration-Marlow’s story
Getting Started: Utah’s Customized Employment School to Work Pilot (ODEP-EFSLMP)

• Create coalition of transition educators, Community Rehabilitation Providers (Employment Specialists), VR Counselors, Workforce Counselors, ID/DD Case managers
  – Participated in 40 hour ACRE Certificate Customized Employment Training and received intensive monthly technical assistance on principles of Discovery and Customized Employment from Griffin-Hammis Associates SMEs
  – Conducted monthly coalition meetings and team lead calls with ODEP SME, State Agency Leads, GHA SMEs

• In Each Pilot Area: Selected 5 students in post high school eligible for ID/DD HCBS waiver services

• Goal: Students to exit High School with paid work experience, long term employment and necessary support in place
Key elements

– Include ID/DD Support Coordinators/Case Managers in training and coalition
– WIOA Youth Counselors provide support, collaborate and coordinate internships with support to enhance individual digital portfolio/digital resume’
– Develop timelines and parent/student orientation night
– Local Coalition sustainability
  • Identifying additional students each year
  • Meet monthly
  • State level support (monthly calls with team leads)
ODEP-EFSLMP

• EFSLMP SME’s facilitated a cross-collaboration School to Work Summit
• Developed the School To Work Interagency Transition Council
  – Created Vision Agreement signed by agency representatives
  – Foundation for expanding pilot projects
ODEP-EFSLMP Pilot
Pilot Site Recruitment

• An Invitation Letter was sent to all school districts requesting responses:
  – 1. The desire to participate in the School-to-Work Transition Pilot Program;
  – 2. Commitment to participate in training, phone calls, and events regarding this project;
  – 3. Commitment to collect data and regular reporting for students and families participating in this project;
  – 4. Identification of needs and gaps where technical assistance and consultation could improve transition practices and outcomes for students with the most significant disabilities.
Dale Verstegen, State Liaison
Alison DeYoung, Project Manager
Who are we?

The YES! Center is a national training and technical assistance center with the mission to improve competitive, integrated employment outcomes for transition aged youth and young adults with intellectual and developmental disabilities.
About the YES! Center

TASH is a 501(c)3 non-profit organization and leader in disability advocacy. Founded in 1975, TASH advocates for human rights and inclusion for people with significant disabilities and support needs – those most vulnerable to segregation, abuse, neglect and institutionalization. TASH works to advance inclusive communities through advocacy, research, professional development, policy, and information and resources for parents, families and self-advocates. The inclusive practices TASH validates through research have been shown to improve outcomes for all people.

TransCen is a non-profit organization dedicated to improving education and employment success of youth and young adults with disabilities. TransCen’s work is driven by the belief that employment and active community participation are attainable for all individuals, regardless of disability or other perceived barriers to employment.
OUR ONE GOAL

AT THE YES CENTER

To improve competitive, integrated employment outcomes for transition-aged youth and young adults with intellectual and developmental disabilities
Website Information & Resources

**Audiences**
- Job Seekers
- Employers
- Families
- Professionals
- Policy Makers

**Information**
- Blog
- Events
- Webinars
- News
- Podcasts
PIE Portal

- Newsfeed
- Member Only
- Password Protected
- Consortia Groups
- Forms & Blogs
- Document Sharing
YES! Center Systems Change Framework

Improve competitive integrated employment outcomes for youth and young adults with I/DD.

Evidence of Funding: Employment for transition-age youth and young adults as the preferred outcome.

Evidence of End User Engagement: Provide person-centered planning solutions emphasizing quality, value and technical innovations.

Evidence of Internal/Interagency Processes: Don’t wait for champions to appear. Provide more hospitable environments for effective innovations and for the necessary implementation supports.

Evidence of Learning & Innovation: Leadership as the foundation for high performance.
Employment First in DC

- **Multiple Cross-System Partnership Projects**
  - Secondary Transition Community of Practice initiatives
  - WIOA Implementation
  - No Wrong Door
  - Employment First State Leadership Mentoring Program (EFSLMP) and Vision Quest
  - Supporting Families Community of Practice
  - Partnerships in Employment Systems Change Grant
  - System of Care
  - DBH Employment Grant

- **Multiple initiatives to support success**
  - Benefits Planning services
  - Ticket to Work
  - Cross-agency MOUs/MOAs
  - DC Chapter of APSE
  - Customized Employment and Discovery Training
Collaborating for Systems Change

• Working with **DDS & DHCF** on the Statewide Transition Plan and changes to the HCBS Waiver to promote opportunities for employment

• Working with **RSA** and **DDA** on a joint intake process

• Working with **OCFO** to educate families about new DC ABLE Accounts
Connect with DC L&E

Erin Leveton
erin.leveton@dc.gov

Rebecca Salon
rebecca.salon@dc.gov

Lee Anne Brantley
leeanne.brantley@dc.gov

Kat Andrew
kat.andrews@dc.gov

Kevin Wright
kevin.wright2@dc.gov

Check us out on our website!

https://dds.dc.gov/page/dc-learners-and-earners
Questions?
Connect with us!

YouthEmploymentSolutionsCenter

@YEStoEmployment

The YES Center