

Philadelphia Vision for Employment 2010  
Steering Committee Meeting

December 20, 2006

**Attendance:** Ann Marie Campbell, Karen Kenny, Wanda Saab, Leonard Kravitz, Marianne Roche, Kathy Sykes, Michael McAllister, Michelle Sparling, Teresa Myers-Thompson

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**Meeting Summary**

The meeting revolved around the following three topics:

**I. Baseline Data**

Leonard Kravitz reviewed the FY 2006 year end data received from RIM related to the number of people who received Community Integrated Employment (CIE) services. According to the RIM report, the number of people who received CIE services and earned wages in FY 2006 was 609. After further review by the committee, the data appeared unreliable and somewhat puzzling. For example, the data shows one individual earning 14 cents for the entire fiscal year, while also showing an individual known to the committee as earning \$20,000 in FY 2005 and earning only \$7,000 in FY 2006. At face value, these data did not seem to make practical sense. There continues to be a need to identify valid and reliable numbers that can be used as a baseline for this employment initiative.

The discussion revisited the idea of collecting data directly from employment providers based on questions developed at an earlier Steering Committee meeting. About half of the employment providers had responded to an e-mail request asking for basic FY 2006 year end data. Len Kravitz will re-visit what has already been submitted and obtain the data from the agencies that have not reported. Using the data submitted by providers, Len will create the following two tables to share with the group at the next Steering Committee meeting.

**Fiscal Year 2006**

<b>Category</b>	<b>Number</b>
ADT	
VOC	
CIE Group	
CBI	

**Fiscal Year 2006**

<b>Agency(List All)</b>	<b>Number of People Who received CIE</b>	<b>Wages Earned</b>	<b>Received CIE but did not earn wages</b>
Totals			

There was some discussion about sharing/reviewing agency employment related the data at Quality Management meetings as another way to highlight the importance of Philadelphia Vision for Employment 2010. It was also acknowledged that there may need to be multiple methods and sources for obtaining about CIE programs and individual outcomes. Also, for next meeting the tables included in the November 29, 2006 Steering Committee minutes will be updated to reflect efforts to reconcile the data with RIM.

It was also decided that MRS would conduct individual meetings with agencies providing CIE services to review RIM reporting. The meetings would also focus on engaging providers in a dialogue about agency directions for the future. The meetings will include the MRS Program Analyst assigned to the agency as well as Kathy Sykes. These meetings will occur over the next several months.

## **II. Public Relations**

There were many creative ideas submitted to the Public Relations Work Group in response to the Slogan/Logo contest. The Public Relations Group met, reviewed all of the submissions, and made recommendations for contest winners. In reviewing the submissions, the Public Relations Work Group suggested some changes to submissions to better reflect the spirit of the employment initiative. Karen Kenney and Ann Marie Campbell reviewed the top seven (7) as recommended by the Public Relations Work Group.

The slogan: "WE'RE ON THE JOB" won first price. The Logo which utilized The Philadelphia Vision for Employment 2010 slogan won second price. Major prizes will be awarded to those two submissions. Honorable mention prizes will be awarded to the other submissions reviewed by the Steering Committee. Karen and Ann Marie Kenney will contact award winners and follow-up with the second place winner about ideas for combining the Slogan and Logo. Networks will have pens engraved with the "We're on the Job" slogan added to the Philadelphia Vision For Employment 2010 inscription for distribution at various MRS sponsored events. An effort will be made to have the pens completed for the next Employment Provider Expo scheduled for January 8, 2007.

There was a general discussion about using images of people with mental retardation working in paid employment as part of a public relations campaign. Kathy Sykes passed around a calendar that was produced in 1996 as an example of something similar that was done in the past. The Public Relations Work Group will explore the calendar as well as other strategies for ways to highlight employment.

## **III. Transition 44 (Planning for individuals who completed High School in June 2006)**

The November 30, 2006 Provider Expo was a well attended successful undertaking. Twenty-two (22) of the 44 individuals identified were represented at the event. There is a need to follow-up with those individuals who were not represented at the Expo in order to encourage them to select an employment provider either by attending the upcoming

Provider Expo or by other methods of exploring potential providers. The January 8, 2007 Expo is scheduled to occur from 2 PM to 8 PM at the Holiday Inn, Juniper & Walnut Sts., Philadelphia, PA. A change was made in the end time based on feedback from people involved in the November Expo.

A tracking form has been developed which identifies some basic information about the identified 44 people including whether a provider has been selected, whether an ISP is completed, and whether an employment outcome is documented in the person's ISP.

Teresa Myers-Thompson reported that eight (8) individuals have selected an employment provider. It was agreed that those who had already selected a provider would be identified to participate in the first Career Planning Workshop to be held on 1-31-06. Teresa will follow-up with individuals, supports coordinators, and agencies concerning their availability to attend the first session and continue to track how many individuals have selected a community integrated employment provider. Wanda Sabb will continue to review ISP status with an emphasis on a documented employment outcome.

**Career Planning Workshops.** Wanda and Michael McAllister reviewed some of the planning underway for the one-day career planning workshops scheduled to begin on 1-31-07. Michael and Wanda are putting together the general outline of the workshop. One of the workshop's goals is for teams to leave the workshop with clear action steps leading to employment outcomes for each of the 44 people. In addition, teams will be assisted in developing individualized employment outcomes that can easily be incorporated and documented in the ISP. Wanda will be taking the lead in developing training strategies to accomplish this goal. The group suggested that the trainers use people who are working as presenters at the workshops. Michael and Wanda will work on the details of how to incorporate this idea into the workshop schedule.

A decision was made to cap the number of teams to eight (8) which seems to be a more manageable number. Two additional days were added: Friday February 16, 2007 & Friday February 23, 2007. Six (6) one-day workshops are planned to occur from 9 AM – 4 PM on the following dates: January 31, 2007; 2-7; 2-14; 2-16; 2-21; and 2-23-07. The following people will be facilitators at the workshops: Michael McAllister, Wanda Sabb, Rosa McAllister, Shauna Roman, and Michelle Sparling.

The group discussed the need to assist supports coordinators prior to their attendance at workshops. In order to set the stage for the 1-31-07 and subsequent workshops, Marianne Roche and Wanda will be arranging informal meetings with supports coordinators to review workshop goals and expectations with them. Marianne and Wanda will be meeting to discuss the logistics of arranging for these meetings.

There was also a decision to provide resource information at that pre-meeting so that supports coordinators would have some additional sources of support. One resource suggested was the Philadelphia Transition Planning Project which has used a number of individuals from across the system as project mentors. Michael said he would make that list available.

Please note that the date for the next Steering Committee meeting was changed. The next Steering Committee meeting is scheduled for **Friday January 19 at 9:30 AM at MRS.**

Summary completed by:

Michael McAllister, Ph.D.