

Philadelphia Vision For Employment 2010

Steering Committee Meeting
November 21, 2007

In Attendance: Julia Barol, Todd Handler, Leonard Kravitz, Michael McAllister, Rosa McAllister, Teresa Myers-Thompson, Marianne Roche, Shauna Roman, Michelle Sparling, Kathy Sykes

Meeting Summary

The meeting revolved around the following topics:

I. FY 2007 Community Integrated Employment (CIE) Data

Len Kravitz distributed data he compiled from 28 organizations that provided CIE services in FY 2007. Len noted that that he had a few remaining questions about the accuracy of the data from several providers. Len will make the necessary changes to the data after he contacts these agencies. **Note:** Attached updated Excel Spreadsheet and PowerPoint file (pdf.) reflect updated data gathered after the 11-21-07 Steering Committee meeting.

Michael presented some PowerPoint slides (see attached) depicting the differences between FY 2006 and FY 2007 data. Overall, there was a slight increase in the number of people who were referred to CIE: FY 2006 = 967; FY 2007 = 1081, the number of people who earned wages also increased from 655 in FY 2006 to 673 in FY 2007. Average annual earnings increased slightly from \$5,258 to \$5,324.

It was noted that those receiving CIE services increased by 11% and those that earned wages increased by only 4%. The data suggest a re-focusing on CIE provider capacity based on the Earned Wages versus In-CIE Service comparison. Len pointed out that the data does not reflect when an individual was actually referred for services and how long that individual was waiting for employment. It was agreed that we need to benchmark this data with other systems from around the country. Todd reiterated that it appears that we are doing a good job in getting more people to be referred for employment services but that we need to concentrate on CIE provider practices.

Other data discussed was the increase in individuals reported to be receiving Vocational services: FY 2006 = 974 versus FY 2007 1,038. One example, noted as an explanation for this increase, was the individuals that choose to receive facility-based vocational services when the SPIN facility based vocational program closed. This situation was characterized as a lost opportunity to promote and support community employment. Also reviewed as part of the PowerPoint presentation was RIM data from FY 2006. RIM provided a listing of identified Job Titles for 609 individuals who worked during FY 2006. The data showed that individuals worked in jobs that have historically been offered

to people with developmental disabilities. The top three job titles reported were: Janitorial (n=247), Food Service (n=120), and Material Handling (n=90). A discussion ensued concerning the length of time to get an individual through the process (referral to paid job) only to obtain a traditional/typical job. It was agreed that there is a need to ask individuals who are working about their job satisfaction. Finally, agency hourly rates for FY 2008 were shown as part of the PowerPoint presentation. Rates ranged from a high of \$103.04 per hour to a low of \$17 per hour with an average hourly rate of \$53.27.

Kathy suggested that these data needs to be shown to CIE providers in order to begin a larger dialogue about outcomes, processes, and rates. There was a general conversation about convening such a meeting in January 2008. One idea was to arrange for a daylong meeting with CIE providers and others to review data and other challenges and opportunities. Additional planning for this activity will take place at the next Steering Committee meeting.

II. Transition 44 (FY 2007) and Transition 75 (FY 2008)

Transition 44. Teresa provided a brief update about the status of the individuals identified as part of this initiative. Twenty-five (25) of the 44 individuals are currently employed. Rosa asked whether we should be doing more follow-up with these individuals to both capture their stories about successful employment as well as provide some technical assistance to those who have not found employment. It was mentioned that the Employment Forum could be used as a place to discuss the situations of those who are not working.

A suggestion was made to use a process similar to Sally's Club as the model for addressing those in the Transition 44 group who are not working. Sally's Club was used in the past as part of Quality Assurance to brainstorm strategies/solutions for individuals identified as being in difficult life situations. The priority for the Transition 44 group is to assist individuals that are not working to get a job. Shauna volunteered to organize this effort. Shauna will coordinate with Teresa to identify who the individuals are and to arrange for times and places for this forum.

Transition 75. Teresa reviewed the status of the 75 individuals identified for fiscal year 2008. At this point, five (5) of the individuals have been referred to CIE providers. Two (2) have been enrolled in the waiver. The expectation is that CIE providers will use OVR funds initially to support employment services before utilizing waiver-funded CIE services. It was noted that the Career Planning Workshops are important and need to be scheduled for those individuals interested in employment services. There was a general discussion about whether all 75 individuals and their teams should participate in a Career Planning Workshop (similar to last year). Teresa will give the list of 75 names to Marianne. Wanda and Marianne will discuss with the Supports Coordinators what fundamental work has been done for each individual on the list and the current status with respect to interest in employment. Based on that information it will be decided who will be invited to attend Career Planning Workshops.

It was also decided that a Career Planning Workshop should be held for the 4 individuals who have chosen Community Integrated Services (CIS). Teresa will approach CIS about participation and contact supports coordinators, individuals and families. The Workshop will occur prior to December 21, 2007 with the most preferable dates being December 17, 19, or 14, in that order. If others on the list of 75 have expressed interest in employment and have identified a CIE provider they may also attend this first workshop. Teresa and Michael will coordinate these efforts.

III. Work Group Updates/Directions

Who Wants to Work - Work Group. Shauna provided an update of the activities of the Who Wants to Work-Work Group. Work group members have identified the supports coordinators for each of the individuals identified as expressing an interest in working. The group is gathering information on the individuals identified. Phone calls are being made to each supports coordinator about the individual who said that they wanted to work. Shauna, having spoken with a number of supports coordinators at Consortium, expressed that as information was being gathered there was need to educate supports coordinators about employment possibilities for the people they support. Concerns are being documented so that we can prioritize. Michelle reported that from her conversations with supports coordinators at Partnerships for Community Support that there appears to be 10 individuals that could use assistance with the employment support and services immediately. Work Group members will continue to gather information and the information will be compiled about the current status of the individuals who expressed an interest in working. The goal is to identify a priority list and to develop strategies for assisting these individuals to pursue community employment.

Supports Coordination Work Group. Marianne distributed minutes from the November Supports Coordinators Work Group meeting. Marianne discussed the need for supports coordinators to receive information from CIE providers about the status of referrals and the services they have provided. Marianne noted that this type of information is needed as part of supports coordinator monitoring responsibilities. At this point, supports coordinators are not receiving formal/consistent information about services from CIE Providers. A Draft Reporting Form created by the Supports Coordination Work Group was distributed. It is being recommended that CIE Providers submit this Form on a monthly basis as a way to report progress. Marianne would like feedback on the draft by the week after Thanksgiving. Michael will forward to Marianne the form Networks uses to report employment support activities to Montgomery County. It was also agreed that narratives are an important aspect of understanding how the individual is doing and should be included with monthly reports. It was also suggested that budget information should also be included on the form.

IV. General Updates/Ideas

A. Public Relations Work Group Story Challenge

Rosa discussed the story challenge adopted by the Public Relation Work Group. The challenge is to present 30 stories in 30 days. The story can be made up of quotes or full stories or even pieces of a story that can be will be followed up on for further information. A contact name must be provided so that follow-up can occur. The stories are due before December 12 and the next Steering Committee Meeting. Please submit stories to Jeff Orlin, Ann Marie or Rosa. Also, the PR Work Group is working on 101 ways to be an Employment Ambassador. This will appear on the web site very soon.

Next Steering Committee meeting may be changed due to MRS Resource Fair scheduled to be held on December 12. **Note:** Meeting rescheduled for December 19, 2007 at 2 PM.