

## **Philadelphia Vision For Employment 2010**

Steering Committee Meeting  
October 19, 2007

---

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

---

### **Meeting Summary**

The meeting revolved around the following topics:

#### **I. FY 2008 Work Group Activities**

The group continued the work of discussing current year goals and activities of each Work Group. The focus for this meeting was the Capacity Building Work Group.

##### **A. Capacity Building Work Group**

Michael McAllister initiated the discussion with a general question to the group about how we think about the idea of “building capacity”. Discussion ensued about the many aspects to building capacity and the complexity of issues and challenges. Kathy emphasized the importance of developing a variety of strategies that increase the ability of community integrated employment providers to find and support people in jobs.

In the past year, the Capacity Building Work Group has focused on several system-related issues and challenges to building capacity including the development of a referral process for community integrated employment, and tracking the efforts of the “Transition 44” group of graduates. There was discussion about the continued importance and need to share information about employment initiatives and system changes that affect all the stakeholders involved with employment services.

Michael suggested a framework for looking at Capacity that included the following components: Provider Practices, System Practices, Supports Coordination Practices, Generic Systems/Employer Partners. Within each of these four components there are number of specific issues and focal points. Michael offered to chair two sub-groups which could operate as part of the larger Capacity Building Work Group. One sub-group would focus on Provider Practices and the other would focus on Employer connections.

The discussion touched on a number of interrelated topics which affected all of the Work Groups including the need for feedback about activities, open discussion about challenges and issues, and the need to support each other as we move ahead in the future. The “capacity-building” discussion illustrated the need for on-going collaboration between all of the Work Groups and emphasized the importance of collectively supporting the goals

of Vision for Employment 2010. Teresa Myers-Thompson will discuss the idea of creating the two sub-groups at the next Capacity Building Work Group meeting.

## **II. FY 2007 Provider CIE Data**

Four (4) providers still have not reported FY 2007 community integrated employment data. Len Kravitz will follow-up with the providers who have not reported with the goal of having this data available to discuss at the November Steering Committee meeting.

## **III. ODP Transition Group**

There was a brief general discussion of the new group of individuals who graduated from school in June 2007. Teresa noted that at this time 75 people have been identified as part of this group. Wanda Sabb asked about the process to be used with these individuals and whether a process similar to the one used last year for the 44 people who graduated in June 2006. Kathy suggested that a separate meeting be held to discuss the process and other details related to this group.

## **IV. General Updates/Ideas**

### **A. Provider Expo**

Teresa provided an update about the Provider Expo that was held on October 10, 2007 at Philadelphia Community College's School of Business and Industry. A total of 70 people attended the Expo. Of the 75 identified June 2007 graduates that were invited, 30 attended the Expo.

Teresa noted that the room used for the event may have been too small and that future events should be in a larger space. Informal feedback about the Community College location was positive. There was a general discussion about the timing for another Expo. It was suggested that another one occur in January or February, 2008.

An exit interview to get feedback from those attending the Expo was developed on the day of the event. While it was not completed by the majority of people attending, it was felt that reviewing the feedback could be helpful for developing future Expo events. It was suggested that Teresa forward the completed exit interviews to Julia Barol for her to compile the results and review at the next Steering Committee.

### **B. Employment Mentor's Course**

Michelle Sparling provided an update on the new Employment Mentors Course. Currently, five (5) people have registered for the course, with a number of other individuals who have expressed interest but have not registered. At this point, there is the possibility of two parents of individuals with disabilities, several individuals who work in community integrated employment programs, and potentially two supports coordinators attending the course. It looks to be a diverse group of potential participants. Michelle

described day one of the first session. The afternoon of day one will focus on the importance of networking and connecting with available resources to promote employment. Michelle invited all of the Steering Committee to participate in the afternoon of day one.

One of the goals of the afternoon is to connect individuals to Employment 2010 Work Groups, the Steering Committee, and a variety of organizations and individuals working to promote employment in Philadelphia. Michelle will also be inviting representatives from the Mayors' Sub-Committee on the Employment of People with Disabilities, the Social Security Administration, SEPTA, and other that would be able to help concerning employment. Diane Jones and Dana Olsen, from Pennsylvania Office of Disability Programs (ODP), and Suzanne Erb, Governor's Committee on Disabilities were also suggested for the afternoon networking session. The session will be held at the Philadelphia Chamber of Commerce, Broad and Walnut Sts. (7<sup>th</sup> Floor) in the Montgomery Room.

### **C. SSI Fact Sheet Draft**

There is a need to educate people with disabilities, their families and provider organizations about Work Incentives available. Julia Barol briefly reviewed a one page fact sheet on the topic of SSI and Work Incentives. Steering Committee members were asked to provide feedback/edits directly to Julia on this fact sheet.

### **C. Other Updates**

**Supports Coordination Training on Employment.** Michael, Wanda, and Teresa developed a half-day training session specifically for supports coordinators on the topic of employment. The goal of the session is to provide supports coordinators with a basic understanding of community integrated employment so they can better describe this service to individuals they support as well as promote employment as a viable option. Teresa initiated a general conversation about the sessions and some of the interactions that have taken place. To date, four of the sessions have occurred, with Michael, Wanda, and Teresa facilitating the sessions.

Marianne along with Wanda will be visiting each of the Supports Coordination Organizations (SCO's) to follow-up with supports coordinators on a variety of issues and ideas related to the role of supports coordination in employment. In preparation for the follow-up visits with SCO's, Marianne Roche asked about the content of the half-day sessions and emphasized the importance of supports coordinator role in promoting employment. Michael, Wanda and Teresa provided a general description of the half-session and some feedback about their impressions of the training.

### **Meetings with Supports Coordination Organizations about employment.**

There was a general discussion about the materials to be shared at the follow-up meetings with SCO's. Several of the documents developed by the Supports Coordination Work Group as well as Employment Brochure will be shared during these visits. The idea is for

these meetings to complement and follow-up on the half-day sessions. As part of this discussion, a number of questions were raised about how community integrated employment services are currently funded and how individuals can access these services if they are presently receiving base-funded services.

**Funding Community Integrated Employment.** One of the issues discussed was the belief that supports coordinators are being instructed to tell individuals and families that if a person is not identified as “waiver eligible” then they cannot receive community integrated employment services. The group developed a number of general and specific “policy statements” to help clarify this matter. Michael will compose a first “draft” of these statements and forward to Kathy for review. General ideas include the following:

- Current individuals in service require their services to be identified on an ISP in order for services to be funded through the waiver
- Waiver dollars follow the person
- Individuals who are not receiving services need to have a PUNS completed in order to be in the mix for future waiver funded services

Draft policy statements include the following:

- Individuals new to the Mental Retardation System have to be deemed eligible and approved/authorized for waiver funded services before employment services can be provided.
- Individuals already receiving services that are base-funded must have these services identified on an Individual Support Plan (ISP) and approved and authorized in the same manner as waiver-funded services.
- Individuals whose vocational or employment services are base-funded must have those services identified in an ISP which is considered to be “payment ready”.

The next meeting of the Steering Committee is scheduled for Friday November 16, 2007 at 2 P at Philadelphia MRS.

[**Note:** Meeting was re-scheduled after the Steering Committee meeting to Wednesday November 21, 2007, 9:30 AM at Philadelphia MRS]