

## Philadelphia Vision For Employment 2010

Steering Committee Meeting  
December 19, 2007

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**In Attendance:** Julia Barol, Todd Handler, Leonard Kravitz, Michael McAllister, Teresa Myers-Thompson, Ann Marie Cambell, Shauna Roman, Michelle Sparling, Kathy Sykes

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### Meeting Summary

The meeting revolved around the following topics:

#### **I. Provider Retreat Day: Focus On Employment**

There was a general discussion about the idea of convening a meeting/retreat for all Philadelphia Employment Providers to focus on employment outcomes and strategies for increasing the number of people employed in community integrated employment. It was agreed that Executive Directors, Agency Mental Retardation Directors and Agency Employment Directors would be appropriate attendees for the retreat.

It was also agreed that employment outcome data should be a primary focus of the meeting. The system-wide data presented at the November 2007 Steering Committee meeting was suggested as a basis for discussing employment outcomes. The following data elements were discussed as being part of a system-wide data review to be shared at the meeting:

- Number of People Employed
- Fee for Service Rates: FY 2007 versus FY 2008
- Types of Jobs
- Number of People Referred to Community Integrated employment (CIE) programs
- Number of People Employed Versus the Number of People receiving other Day Services
- Comparisons to national data sets

Prior to the meeting providers would receive both system-wide (aggregate numbers from all providers) and their own agency data for each of these elements. The idea is to engage providers in a discussion of the current status of employment across the city using both aggregate and individual provider data. After this review, it was proposed that there be a discussion with providers about of how this type of data can be used in the future with the potential for developing a system-wide data collection and feedback system.

It was also suggested that an example of possible data system be shared with providers for their feedback. Another idea was to present the data elements currently being collected by RIM as a starting point for providers to consider. An Excel Spreadsheet

format was suggested as a possibility. Len will contact Bob Mirel to find out his availability and interest in working with him on developing a draft.

There was also discussion about comparing the Philadelphia system-wide data to other larger data sets such as Pennsylvania, the state of Washington, and national figures. There was a suggestion that Dana Olsen from PA-ODP be invited to the meeting to share statewide data.

A date of February 28, 2008 was identified for the meeting/retreat. A tentative 9:30 AM to 2:30 PM agenda was suggested with the possibility of a working lunch. The following tentative agenda was proposed:

### **Tentative Agenda February 28, 2008 Meeting**

- 9:30 – 10:30 Agency Accomplishment Stories
- 10:30 – 11:30 Data Sharing
  - System-wide data (FY 2007-FY 2008 comparisons)
- 11:30 – 12:30 Data Use
  - Definitions
  - Data System
- 12:30 – 1:30 Provider Practices
  - Maybe Break-out session
- 1:30 – 2:30 Next Steps Summary

## **II. Brainstorming “44” Workgroup (June 2006 Graduates)**

Discussion revolved around the creation of a brainstorming group to help problem solve issues that may be preventing individuals who were part of last year’s “Transition 44” from finding employment. At this point in time, 19 of the 44 individuals have not found paid employment.

The group will meet the last Wednesday of each month. The group will be called **Employment Action Group**. There was discussion about creating a protocol for inviting the participation of the individual, the supports coordinator, and the CIE provider. It was agreed all 19 individuals who have not found employment will be contacted even if they are currently receiving services in a Day Program.

It was also agreed that prior to holding an Employment Action Group session a letter would be sent to each person’s supports coordinator explaining the purpose of the group. Teresa will send the letter explaining that this effort is a follow-up to participation in last year’s Career Planning Workshops and the purpose is to review what has occurred and what else may be needed to assist the individual in obtaining a job. An Employment Support Request (ESR) Form will also be created to be included with the letter so that the relevant CIE provider can also be invited to participate in the session. Shauna Roman and Teresa Myers will coordinate efforts to convene the group.

### **III. Transition 75 (June 2007 Graduates)**

Teresa provided an update on the status of the June 2007 graduates (Transition 75). Three (3) of the 75 are already working. At this time, five (5) people have been approved for waiver-funded services. A new Career Planning workshop will be scheduled in January 2008 for several of these individuals who have identified Community Integrated Services (CIS) as their employment provider. Teresa, Michael, and Wanda will coordinate a date and place for holding the Career Planning Workshop.

### **IV. Who Wants To Work – Work Group**

Shauna updated the group on the progress of follow-up phone calls to supports coordinators concerning those individuals that responded ‘Yes’ to wanting to work. The situations of 88 individuals have been discussed with supports coordinators. Twenty-one (21) of these individuals have employment as an outcome in their ISP and 6 were reported to have jobs.

Shauna pointed out that the situation of each person identified in the survey should to be discussed on an individual basis. The Who Wants to Work-Work Group will continue to contact supports coordinators to discuss each individual’s situation and create strategies that assist the person in getting a job. It was agreed that inviting individuals to attend a Career Planning Workshop would be one way to begin the employment process. Another approach would be to have the person and relevant supporters participate in the Employment Action Group.

### **V. American Association on Individuals with Intellectual and Developmental Disabilities (AAIDD) Conference: May 28 & 29, 2008**

Michael shared information concerning a Call for Proposals from AAIDD. A discussion revolved around submitting proposals to the Conference. It was agreed that it would be an opportunity to showcase what we are doing and accomplishing in Philadelphia. All Steering Committee members were encouraged to submit a proposal. The deadline for submission is January 10, 2008.

### **VI. General Updates/Directions**

Kathy updated the group on the Annual TASH Conference held in Seattle, Washington. There were a number of the sessions that addressed employment and several of those sessions were presented by individuals working in the state of Washington. Washington State has created a Working Age Policy that states that anyone between the ages of 14 and 62 should be able to work. The original Policy was developed in 1992, and Kathy referenced Jane Boone who in the past had provided some technical assistance to Philadelphia MRS.

There was discussion around national employment data and what benchmarks to use to compare Philadelphia employment outcomes. Len mentioned that the Data Work Group

is going to be looking at how providers collect and maintain data. One Provider has responded that they use in Excel to organize and maintain employment data.

Kathy shared a Draft Employment Position Paper created by the Philadelphia Coalition/Alliance. Steering Committee members are encouraged to read the current document.

Kathy also suggested disseminating information from the Vision 2010 Website including the Employment Calendar which identifies local and regional employment related training. Shauna will bring copies of the Employment Calendar to the next Steering Committee meeting.

The next Steering Committee Meeting to be held Wednesday, January 30, 2008, 2 PM at Philadelphia MRS.