

Who Wants to Work (WWTW) Meeting Notes

Date: 08.29.08, 10am @ Networks' Office
(next meeting: needs to be scheduled)

In attendance:

Trina Losinno, Michelle Sparling Julia Barol, Shauna Roman, Joe Murphy

- ◇ The meeting started out with an update from Julia regarding the restructuring of the Capacity Building Workgroup, and how the Who Wants to Work group now falls under the "umbrella" of Capacity Building, along with the newly-formed "Improving Provider Practices" group, and the Data group. We discussed that this is more of an organizational change, and probably won't effect the activities of the WWTW group very much.
- ◇ We then spent some time sharing the meetings that were held at each of the SCO's over the summer. The purpose of these meetings was to discuss the 2010 Employment Initiative, as well as share with the SCO Managers the varied SC conversations & responses as it relates to the people on the "yes list". The following is a chart which summarizes each of those meetings:

<u>SCO</u> 142 total yes	<u>PCFS</u> 53 people said yes	<u>QP</u> 38 people said yes	<u>PersonLink</u> 25 people said yes	<u>Consortium</u> 17 people said yes
<p><i>The meetings provided an opportunity to not only provide feedback to the SCO Directors, but also push the idea of "employment for everyone", as well as communicate a supportive (and not overly critical) presence. We also left things open for them to respond in a way that was more comfortable given the type of organization/ culture they have...</i></p>	<ul style="list-style-type: none"> ✓ Met with Assistant Director & Unit Manager. ✓ Immediately began to respond & research individual situations. ✓ Agreed to have a team-based training (ie: Career Planning Workshop) in the Spring. ✓ Agreed to provide written follow-up by 7-30-08. (Have not received this information as of yet.) 	<ul style="list-style-type: none"> ✓ Met with Executive Director & Unit Manager. ✓ Immediately began to respond & research individual situations. ✓ Provided written follow-up by 1st week of Sept. ✓ Requested to have staff see the Partnerships video on Employment. 	<ul style="list-style-type: none"> ✓ Met with Executive Director. ✓ Immediately started discussing barriers to employment, ie: CIE provider issues, family resistance, etc... ✓ Agreed to provide written follow-up by 2nd week of Sept. (Have not received this information as of yet.) 	<ul style="list-style-type: none"> ✓ Met with whole management team (included Exec, Unit Mgr, QM, all Sups). ✓ Agreed to provide written follow-up by 2nd week of Sept. (Have not received this information as of yet.) ✓ Requested to have staff see the Partnerships video on Employment, along with a training specifically for SCs & Sups who support someone on the yes list (held with Networks on 9-17-08).

- ◇ We also shared (with the SCO's) possible ways / **next steps to support each SCO's response to the WWTW initiative:**
 1. Career Planning Workshop (team-based training; up to 6 teams at once)
 2. Individualized technical assistance with teams re: team dynamics, facilitation skills, etc...
 3. Individualized assistance / consultation re: social security work incentives

4. Assistance with how to talk about employment with team members/family members

- ◇ The above lists were shared at today's WWTW meeting, and this launched a discussion about some ideas & brainstorming about the **next steps for the WWTW group activities**, which could include:
 1. Develop a new questionnaire (to include employment outcome, residential provider) because we need a "fresh" list
 2. Consider an annual or bi-annual tool to regularly survey to get updated "WWTW?" numbers
 3. Send a letter to all of the day program agencies who didn't respond to the initial survey requesting their responses
(Note: The WWTW group still thinks the SC's are the best people to get this information from ...)
- ◇ In addition, some **barriers** were discussed, which include:
 1. There are some real employment provider concerns – rates, providers feel "paralyzed", the economy, issues with OVR
 2. There are major family concerns re: employment – travelling back & forth to work (safety concerns), scheduling (the need for a M – F, 9 - 5 work week)
 3. Funding is a major barrier for people who want to work