



## OPRA Day Array Committee Notes & Employment Services Committee Notes

6/6/19

### In Attendance at OPRA Day Array Committee and/or the OPRA Employment Services Committee

**In Person:** Anne Haning, Rich Patterson, Megan Craun, Mile Dancho, Doreen Ehlert, Jessica Garrett, Bob Gaston, Tricia Huffman, Laura LaGodney, Kyle Miller, Phil Miller, Melissa Morelli, Liz Owens, Melissa Oxenford, George Paroz, David Reichert, Kurt Schmitter, Dustin Schwab, Melissa Skaggs, Arkeeta Smith, Brenda Smith, Kurt Smith, Todd Surgoine, Mary Thompson Hufford, Jeanne Turner, Van Viney, Maureen Hughes, Linda Monroe, Karen Mills, Linda Evans, Greg Ferrall, Rochell, Benfield, Sharese Quattlebaum, Jeff Johnson

**Online attendees:** Over 30 people

### OPRA Day Array Committee Notes

#### I. Welcome and Introductions

##### a. Pete Moore

- i. Shared his background and extensive experience in the IDD field. Want provider members to be the best they can be and to have the tools they need. Will be doing lots of visits with members at their sites. Is seeking information and honest feedback from all members. First priority currently is the budget. OPRA will go through strategic planning this year. OPRA's relationships with all stakeholders is important. We need to start defining what simplification means for providers and the IDD system.

#### II. Reports from Partner Entities

##### a. OOD - Shannon Komisarek – still focused on budget, drug court expansion, higher ed expansion, customer service, relationships with CRPs

- i. Information for providers –OOD is trying to do better at providing the information providers need to plan and provide employment services. OOD has seen increases in referrals and plans so far this year (these has been decreasing over the last couple of years)
- ii. Still hoping new rules (fee schedule) will be implemented on October 1st, Pre-Ets are being added to the fee schedule and will be offered year round,

- iii. They are still looking at restructuring the required WIOA counseling – Justin Blumhorst sent them some resources that they are looking at
- b. Superintendents Association – Court Sturts
  - i. Priorities: Assuring resources and sustainability, county board identity, quality workforce, county board authority, supporting people with high needs
  - ii. Budget focus – hpc wages, NMT, early intervention
  - iii. Statewide ISP – DODD has formed a workgroup and has sent out info on the ISP workgroup and process.
- c. OACB – Scott Marks
  - i. Priority of OACB over the last month was the budget and spring conference
  - ii. OACB presented about voc hab updates at spring conference and OACB members are generally supportive of the proposed changes
  - iii. Employment Navigation contract with DODD is ending but if providers need any training around person-centered planning, discovery, and employment, please reach out to Scott Marks
  - iv. Working in Montgomery area with Keith Banner for the 4 by 4 training series which includes 4 tools in 4 areas to help teams with planning, contact Scott for more info
  - v. OACB members, not OACB staff, are not part of the ISP workgroup
  - vi. Monthly rate calculator training with OPRA, email Christine Touvelle at OPRA if you have any trouble registering for the training
  - vii. Budget and NMT – new information every day, OACB is working hard to eliminate the inclusion of another workgroup to get the things we all agree on implemented quickly ( per mile rates for HPC and Community Integration during day services, volunteering, employment, and post-secondary)
- d. DODD – Stacy Collins

- i. Community life engagement team – this month working with CBs and providers for technical assistance and training around innovative technology. New flyer has been developed about technology to start the conversation
- ii. Working with OOD and department of education about transition from school to work
- iii. Outcome tracking system – EF outcome tracking system ends on June 14<sup>th</sup>. The new outcome tracking system will replace it, and the data from the EF system will be repopulated in the new system. You can sign up for the training this summer on the new system. Providers and CBs will be able to log into the new system and view a dashboard of the data. Providers will be required to enter this data.
- iv. NMT “on behalf of” guidance will be sent out to field soon
- v. EF taskforce is focused on family engagement
- vi. Adult Day workgroup is still in planning phase– It won’t start till the Payment in Adult Day and Employment Services is ended on June 27<sup>th</sup>.
- vii. Please send any input on implementation of new voc services to Stacy Collins.

III. Policy Committee Report – Brenda Smith, Jeff Johnson, Justin Blumhorst

- a. Policy committee will continue to clarify committee structure
- b. 14c
  - i. Conversation about final results of 14c survey and how it is very controversial even on a national level
  - ii. Discussion about Source America conference and 14c
  - iii. A vote of Day Array committee meeting attendees was conducted on whether or not to recommend to Policy Committee that OPRA take a stance on 14c certificate. 20 in favor of taking to policy in person and 13 yes online – no one voted against taking it to the policy committee.
  - iv. Discussion around how voting for 14 c may be perceived as self-serving

- c. Discussion about 50% rule and the need for Ohio to add verbiage to the rule around this. When the new voc hab rule comes out, this committee will create a meeting to review the rule line by line and then send the committees suggested changes back to DODD.

IV. Directors Report – Mary Thompson-Hufford, Bob Gaston, Liz Owens, Justin Blumhorst

- a. The last board meeting was short. At the board meeting there was discussion about the budget and needed testimony. Pete Moore came to his first meeting. The different OPRA Committee gave updates to the board, the OPRA Handbook committee has sent handbook to attorneys to review, Mission values and vision committee is waiting for the strategic planning process to be completed. A consulting firm will be facilitating strategic planning. The OPRA Governance committee (5 board members) also met and the by-laws committee is being rolled into the governance committee. The Governance committee is working on the composition of the board, position descriptions for board members, and discussed board evaluation and member engagement. The OPRA staff liaison for governance will be Pete.
- b. There was discussion by this committee about member engagement throughout budget process and long-term relationships with legislators for more influence in the future. The templates OPRA sent out did not tell members what to do if they could not support what was in the templates, the speed of the process was faster than expected. OPRA is working on building better tools and training for members. Discussion about making sure priorities of this committee are known by OPRA and creating “pillars” of important topics to this committee. Discussion that budget committee gave more attention to families and individuals than providers. Discussion that it takes a couple of years to get momentum to impact the budget and that members need to plan now to impact the next budget.
- c. Discussion about need for “foundations” (core values) and important items for this committee, to be completed by the strategic planning time– this committee will need to do this work

V. Legislative update – Christine Touvelle, OPRA

- a. We may lose some IID money based on the determination of how much money there is and if there tax cuts are implemented
- b. Full Senate vote is next, and then to conference committee

VI. Fall Conference

- a. Ideas and volunteers are needed for fall conference, send any ideas to Lisa Mathis. Call for presenters is currently underway – let OPRA staff know if you have ideas

VII. Hot Topics

- a. Discussion about guidance that will be coming out of DODD on Rapback. Guidance should be soon.
- b. EVV discussion and employees using their own phones for EVV.
- c. Planning for golf outing, Van is working out the details

**Next Meeting: Thursday, August 1st**

**OPRA Employment Services Committee Notes**

6/6/19

**I. Welcome and Introductions**

**II. Panel Discussion: Providing Individuals Employment Supports: Panelist Belinda Bockrath (Capabilities) and Tricia Huffman (Nick Amster)**

Q; How do you manage the logistics of providing IES services and while keeping your program fiscally sound?

- Belinda: When providing IES, we try to travel no more than 15 minutes round trip and spend at least two hours per service. This allows enough time to know what is really going on at the employment site and works financially. Capabilities has strategically placed an employee in each county to keep travel times between sites minimized. Caseload size is about 20 and on average they visit sites at least once a month. They provide and bill for support provided by texts and phone calls for some individuals.
- Melissa Skaggs discussed possibility of an after-hours hotline as an innovative way to provide employment supports.
- Discussion about the need for more use of remote supports for IES and creative ways for staff to efficiently document.

- Tricia: Nick Amster has been proving IES for about 1-1/2 years. They touch base with individuals one to two times a month. All the employment sites are close to their offices. They communicate frequently with SSAs based on the needs of the person. Caseload is about 7 individuals. Fade out is based on the person, but everyone gets at least one contact per month. Discussion about other providers who have faded out completely for some individuals.

Q. When at the employment site, what types of questions does your employment specialist ask or look for to make sure the employer/employee relationships is going well? It seems that frequently employers and employees will report things are going well, but then the next week the person is fired. Do you have strategies to prevent this type of situation?

- Talk to as many people at the site as possible using open-ended questions
- Staff need to be good investigators
- It is important to ask enough questions and observe enough to be sure the employer is truly happy.
- Discussion about how to get families on board with letting family members with disabilities work in the community and how to reassure families that the job coach can fade. These conversations need to happen at annual meeting, employment experts need to be included in the annual meetings so that they can answer questions from families and reassure them.
- Discussion about how many time local employers are willing to hire people with disabilities, but corporate offices are more hesitant to hire.

Q: What kind of training do you provide your employment specialist?

- Base training for all staff, but more specialized training at IES level with a focus on how to support individuals one on one, that you can't "do for them", that you should coach individuals to be more independent
- Many members use the Employment First course to train staff, and then have them shadow a job coach doing a variety of jobs, practice task analysis, some members use Relias training. Some members train in person quarterly, but other members do brief trainings monthly.

- Some members have managers meeting with job coaches weekly

Q: What characteristics do you look for when hiring employment specialists?

- Honesty, positive outlook, team player, must be able to use a computer ( one member gives each job coach a laptop to take on the road), professionalism, integrity, willing to change, some members use scenarios during the interview process, good eye contact, confident, good negotiation skills, time management skills, autonomous

Other Discussions:

- putting time limits on the hours of non-integrated work to encourage integrated employment
- informed consents
- cultural change from facility-based work
- Members doing direct marketing to youth – they are looking for something different

**NEXT MEETING: Thursday, August 1<sup>st</sup>, 2019**