**OPRA Employment Services Committee Notes**

9/5/19

1. **Attendance**
	1. In Person Attendees: Julie Abiecunas, David King, Rochelle Benfield, Dustin Schwab, Mike Dancho, Justin Blumhorst, Lisa Mathis, Christine Touvelle, Scott Marks
	2. Remote Attendees: Karen Good, Tony Florentino, Brain Miller, Steve Mentrek, Nichole Smith, Jason Dresden, Matt Magaw, Steve Fluharty, Shelly Miller, Natalie Swain, Preston Mackell, Paul Soprano, Michelle Horsley, Maggie Wooten, Troy Gilliland, Emily Hoelscher, Tracy Hamsher, Sharon Murray, Ann Ahlers-Cole, Annamarie Hennis

**II. 2019 APSE Universal Employment Competencies – Presented by Justin Blumhorst**

* Capabilities is using the Universal Employment Competencies as a “compliance-like” tool and a training tool
* Discussion of meaning competency, and use of the competencies
* Application of values and principles – discussion of motivational interviewing techniques and the possibility of having this as a future training topic
* Assessment and Career planning- the Universal Competencies can be used to give staff guidance for home visits when doing career discovery, inclusion of understanding the importance of social capital and finding employment that fits around events/relationships
* Discussion about the importance and use of benefits analysis
* Discussion about the limited use of self-employment services in the state and the need for provider training in this area.
* Discussion about the need for more understanding about JFS services and options
* Discussion about the value of conducting informational interviews with employers that are not individual specific), and the dual customer model
* Discussion about how OPRA can maybe do market research find out what employers are looking for
* Discussion about different software packages for employment services; Brittco, Advisor, Therap, and Salesforce have some software option specific to employment services.
* Discussion about providers creating marketing plan for employers – how do you message to employers? And other stakeholders? Is the language in your marketing items appropriate? How do you market employer incentives to hiring people with disabilities? Discussion about providers acting as consultants for businesses on disability issues as a marketing strategy
* Discussion about using employment proposals/cost savings analysis to encourage employers to hire people with disabilities
* Discussion about the importance of keeping an individual’s entire team “In the know” about progress on employment goals. Are you using existing documentation to inform the team? Do you have releases for everyone on the team? How do you keep other team members that will be impacted by employment outcomes engaged (for example residentials staff)?
* Discussion about supporting individuals served during on-boarding at a new job – how do you support people in forming relationships with coworkers?
* Discussion about using task analysis to make data informed decisions; Using this information for spot checks at employment sites to ensure services are effective and efficient.
* Discussion about the need to try to identify and implement employment supports that are non-stigmatizing
* Discussion about assisting individuals to understand the workplace culture and how to be successful in it or to find a culture they will fit into it
* Discussion about the need for career advancement as part of ongoing supports
* Discussion about making sure coworkers are happy, not just supervisors

**III. Hot Topics/Other**

* OOD has been asking to review and approve provider brochures that include specific OOD services
* OOD Business Relations – what would help providers to get better results?
	+ OOD could set up tours for job developers better understanding of the jobs
	+ Discussion about the difference between job now and business relations
	+ Discussion that providers want to do what OOD wants, but these that job now and business relations delay the process. It would be helpful if time limits for OOD VR counselors were set for kick off meetings (talent sourcing coordinator has to be there also)
	+ This speaks also to the need for consistency across OOD offices
* Coshocton County has at least one person waiting because there is not an CESP to serve them.
* Questions are not being allowed at the OOD Fee Schedule trainings.

**NEXT MEETING**: Thursday, October 4th, 2019