



NYSRA COUNCIL MEETINGS

EMPLOYMENT COUNCIL

Pat Dowse, COO, NYSRA

Wednesday, September 16, 2015

FOCUS: Work today will be directly related to future council activities through work teams and other collaborative council work.

NYSRA Employment Council Meeting

Labor Workforce Report – YOU SHOULD KNOW

09/09/2015 - One Size Does Not Fit All: A New Look at the Labor Force Participation of People with Disabilities

From the [American Institute for Research](http://www.air.org): "Although overall U.S. unemployment rates are nearly back to normal after the Great Recession that began in 2007, millions of working-age adults with disabilities are willing to work but do not have jobs and do not count as unemployed. Disability remains a primary reason Americans are not in the workforce—32% of people not looking for a job reported that they are disabled; this figure continues to rise. This paper examines labor market outcomes for this population by disability type at both the national and state levels."

<http://www.air.org/resource/one-size-does-not-fit-all-new-look-labor-force-participation-people-disabilities>

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OPWDD Employment Supports

- Pathway and ETP
- SEMP ADM amendment
 - Discussion on services you bill for?
 - Recommendations from Trade Organizations

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SEMP ALLOWABLE SERVICES – Which are you offering?

- (i) vocational assessment;
- (ii) person-centered employment planning;
- (iii) job-related discovery;
- (iv) job development, analysis, customization, and carving;
- (v) training and systematic instruction prior to employment;
- (vi) job placement;
- (vii) job coaching, training, and planning within the work environment;
- (viii) development and review of a business plan (for individuals who are pursuing self-employment or are self-employed);
- (ix) transportation between activities, including staff transportation between activities;
- (x) travel training;

- (xi) development of functional job skills (i.e. use of technology, remediation), soft skills and job retention strategies (e.g., social interaction, maintaining relationships with co-workers and supervisory personnel);
- (xii) benefits support and asset development;
- (xiii) career advancement services;
- (xiv) other workplace support services including services that enable the individual to be successfully integrated into the job setting (e.g., development of natural supports in the work environment);
- (xv) negotiating potential jobs with prospective employers on behalf of an individual;
- (xvi) communication with an existing employer to review the individual's progress in meeting workforce expectations and to discuss and address any challenges the individual may have in the work environment;
- (xvii) communication with family or other members of the individual's circle of support to discuss and address employment-related issues, such as management of benefits or challenges the individual may have in the work environment; and/or
- (xviii) meetings and communications with staff providing other OPWDD approved services that impact an individual's ability to successfully achieve employment goals;
- (xix) documentation of the delivery of SEMP services; and
- (xx) other activities previously approved by OPWDD.

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SEMP ADM Comments

HANDOUT: Comments on Proposed Regs
If you did not receive this handout,
contact Katelyn at Katelyn@nyrehab.org

- Need people to be earning Minimum Wage to BILL for SEMP services not to be ENROLLED for SEMP services
 - **Reco for proof: tax statement or other financial document. This is not needed for Self Employment.**
- Transportation and Travel Time (pg4) – 1st and last trip
 - **Reco – if employee is being paid then it constitutes work**
 - Travel to and from a Billable service by paid staff
 - Non SEMP staff transporting not billable
- Examples of billable
 - Team Meeting – cannot bill for 2 staff from same program
 - ISP – MSC and SEMP can bill
 - Checklist/Monthly summary – will be clarified
 - #5 will be clarified
 - #9 is being taken out altogether

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- On Checklist for “How many people” reco was to have only 2 boxes
 - ___ 1 and ___ 2-8
- Pg 8 Documentation – Reco was to clarify what is needed
 - Not enough to simply say “VR funding not available”
 - Need at least 1 activity from Hab Plan checked and no narrative
- Staff Training – Innovations ONLY
- Pg 5 Self Directed SEMP –
 - Rate of pay for worker can’t exceed the hourly rate
 - **Reco – develop its own ADM for Self directed services**
- Pg 3 – Intensive SEMP – billing codes determine
 - No approval from DDRO to move to extended services
- Clarify Individual & Group services–
 - Documentation must clearly show the difference
- Existing SEMP contingency will be honored
 - No plan right now for new pool, but we argued that there is a need

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WorkCenter Transformation

- 83 agencies presently provide supports to people through sheltered work activities
- Approximately 8,000 individuals receive these services
- Providers have no clear direction on HOW to transition and or transform; nor what business models would be acceptable
- People with I/DD and their families are expressing fear over the lack of clarity on these issues and more!
- Day Habilitation should not be the Fail safe – but what do you do?
- OPEN DISCUSSION -

**WHAT ARE YOU DOING and
WHAT DO YOU NEED HELP WITH???**

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OMH Employment/HARP

- <https://www.omh.ny.gov/omhweb/bho/phase2.html>

Health and Recovery Plans (HARPs): HARPs will manage care for adults with significant behavioral health needs. They will facilitate the integration of physical health, mental health, and substance use services for individuals requiring specialized expertise, tools, and protocols which are not consistently found within most medical plans. In addition to the State Plan Medicaid services offered by mainstream MCOs, qualified Health and Recovery Plans will offer access to an enhanced benefit package comprised of 1915(i)-like Home and Community Based services designed to provide the individual with a specialized scope of support services not currently covered under the State Plan.

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HCBS Services

- **How will HCBS be delivered?**
- HCBS may only be provided by agencies designated by New York State
- The HCBS designation application and provider manual are available on the OMH website. NYC Closed and deadline for rest of state was 9/14/15
- **When will HCBS start?**
 - HCBS will be available in New York City on January 1, 2016

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HCBS Services - <http://www.omh.ny.gov/omhweb/bho/hcbs.html>

Here is the list of HCBS services:

Rehabilitation

- Psychosocial Rehabilitation (PSR)
- Community Psychiatric Support and Treatment (CPST)

Crisis Intervention

- Short-Term Crisis Respite
- Intensive Crisis Respite

Habilitation

Empowerment Services/Peer Supports

Support Services

- Family Support and Training
- Non-Medical Transportation

Individual Employment Support Services

- Prevocational Services
- Transitional Employment Services
- Intensive Supported Employment
- On-Going Supported Employment

Educational Support Services

Self-Directed Services - will be included initially as a demonstration only and not available statewide.

RESOURCE: http://mctac.org/page/get-the-right-tools/#goto_HOME –
MCTAC Webinar series - see Employment/Education is on the list

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DOL/VR WIOA

- WIOA – what’s new?

NEW WIOA QSAP on Eligible Training Provider Requirements – WIOA emphasizes informed consumer choice, job-driven training, provider performance, and continuous improvement – and these themes are the foundation of WIOA’s approach to eligible training providers. This QSAP will help you understand and meet the Eligible Training Provider requirements in WIOA and develop effective procedures at the state and local level. The results from the QSAP will show your areas of strength, as well as targeted areas for improvement, which you can use to engage partners and stakeholders in on-going dialogues on planning and next steps.

Find the Eligible Training Provider QSAP, as well as the other WIOA Action Planners here:

<http://qsap.workforce3one.org/planner>

Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities (ACICIEID)

As provided for by section 609 of the Rehabilitation Act of 1973, as amended by section 461 of Workforce Innovation Opportunity Act (WIOA), the Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities (the “Committee”) is required to prepare and submit an Interim Report to the Secretary of Labor, and to Congress. The purpose of the Interim Report is to summarize the progress of the Committee, along with any interim findings, conclusions, and recommendations no later than one year after the date which the Committee is established or by September 15, 2015.

<http://www.dol.gov/odep/topics/date/20150808.htm>

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DOL/VR WIOA

Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities (ACICIEID)

The charge to the Committee was further clarified to include: ·

1. Review existing Federal policy and make recommendations to break down barriers to competitive integrated employment; ·
2. Provide recommendations to modernizing the service delivery system and expanding strategies for increasing competitive integrated employment;
3. Recommend system-change strategies to ensure that competitive integrated employment is the first option for people with significant disabilities; and
4. Review the use of the certificate program under section 14(c) (use of subminimum wages) and recommend ways to improve oversight and reduce reliance on such certificates.

Highlights of Preliminary Recommendations

The work of the Committee began with its first meeting in January 2015, followed by full committee meetings in March, May and July 2015.

There formation of four sub-committees.

1. Transition to Careers; 2. Complexity and Needs in Delivering Competitive Integrated Employment; 3. Marketplace Dynamics; 4. Building State and Local Capacity;

Two Ad hoc Committees: Section 14(c) Subminimum Wage Certificate Program; and AbilityOne Program.

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DOL/VR WIOA

- DOL Virtual Job Fair for People with Disabilities
 - What do you think???
- Other news from Your Career Center?

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DOL/VR WIOA

Conclusion

- The primary focus of the work of the Committee, and the formation of preliminary recommendations, is to increase opportunities for competitive integrated employment for individuals with intellectual or developmental disabilities (IDD) or other significant disabilities. Ensuring that competitive integrated employment is the first option for people with IDD or other significant disabilities will increase their employment participation rate and lead to a significant reduction in their placement in segregated work and non-work programs and in the use of 14(c) certificates for paying subminimum wages. The work of the Committee will continue as it prepares its Final Report to be delivered to the Secretary of Labor and Congress by September 15, 2016.

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ACCES VR CRS Contract

POSITIVE FEEDBACK

- Combining Unified Services and SE reduces the number of contracts to manage
- Increased rate for 620x
- New providers
- Youth Employment Services- 958x
- Milestones are easier to track than hourly rates
- Increase in Rehabs for Supported Employment

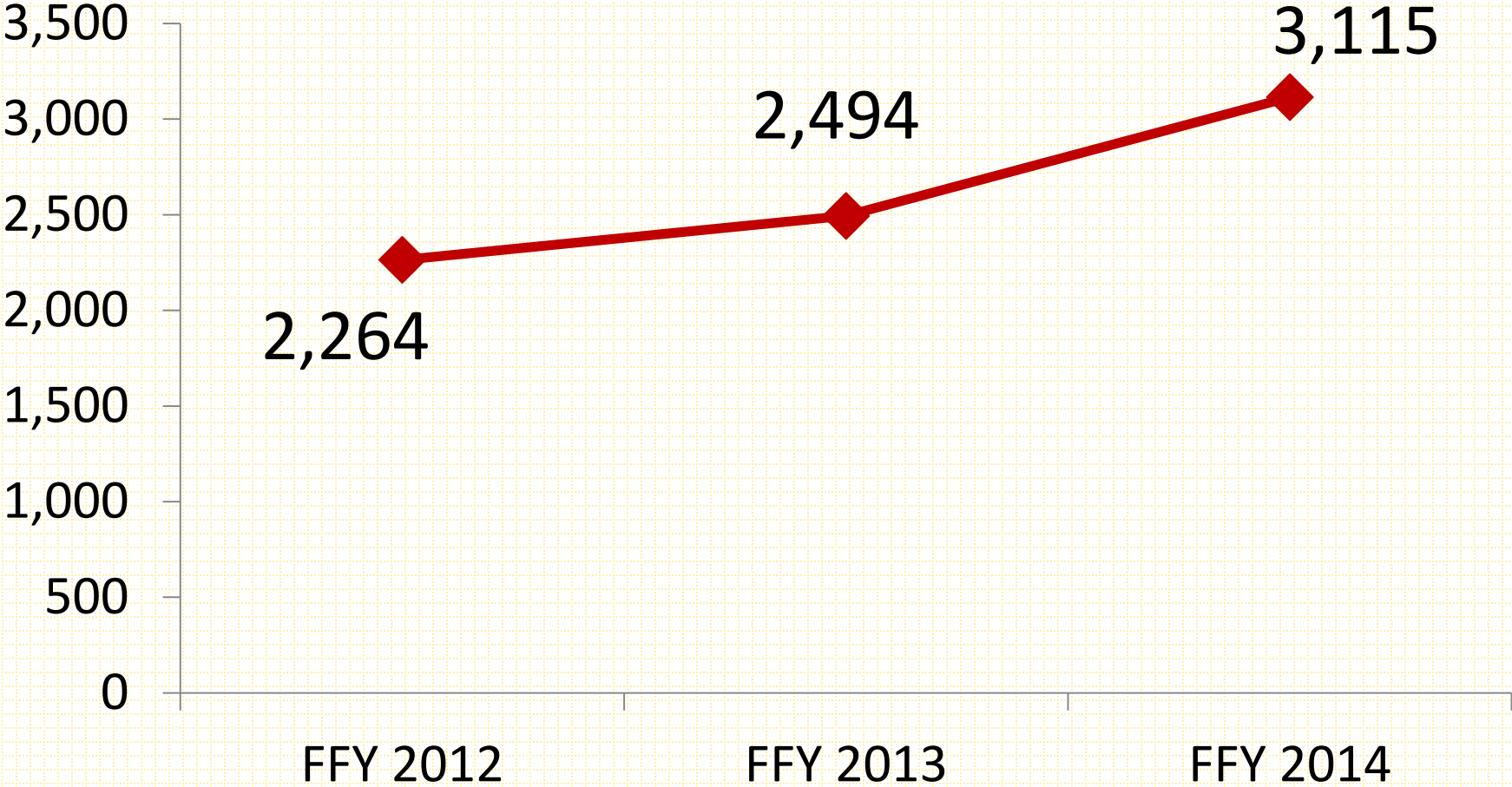
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SE Rehabs: FFY 2012-2014



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Issues to Resolve in Next CRS Contract

- Contract capacity
- Contract adjustment and amendment process
- Rates
- Method of Award
- Performance Measures
- Bonus Payments
- Incorporating WIOA



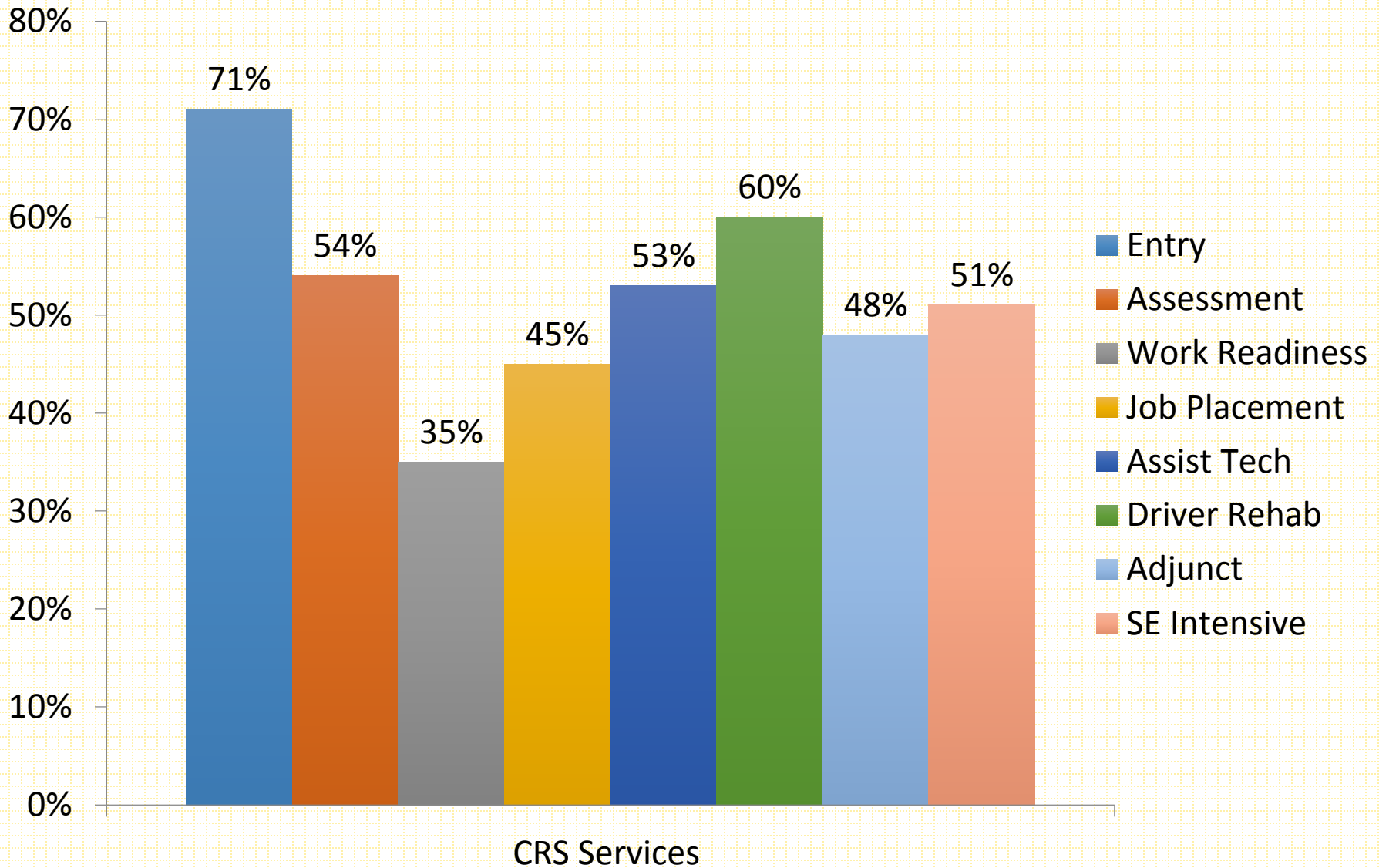
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CRS 2yr Contract Utilization: June 30, 2015



CRS 2.0 Tentative Timeline

October 2015: Complete Design of CRS 2.0



November 2015: Stakeholders Forum



January 2016: Release RFP



February 2016: Bidders Conference



March 2016: Vendor Bids Due



August 2016: Award Letters Sent to Vendors



November 2016: Staff and Vendor Training



January 2017: CRS 2.0 Begins

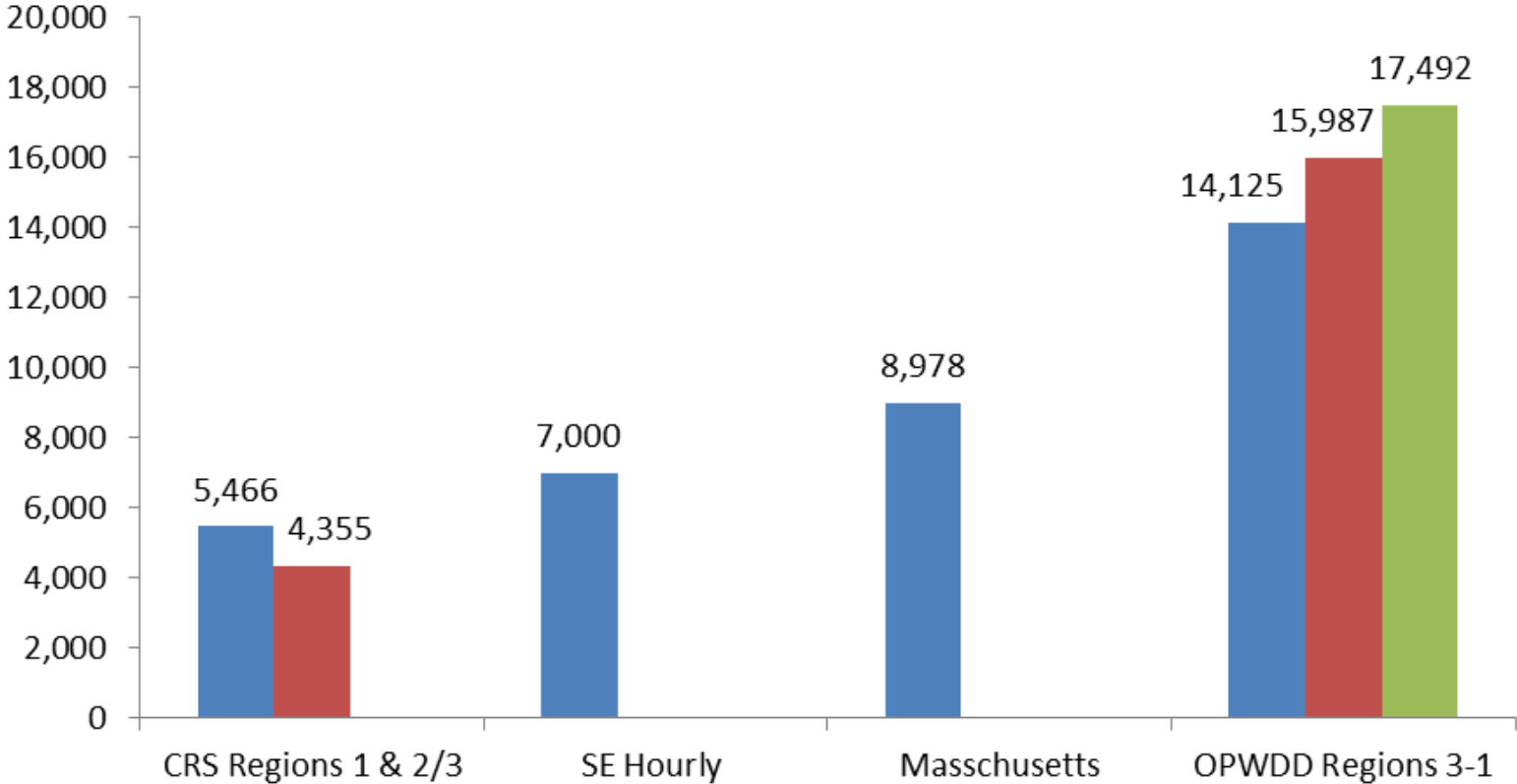
SE Intensive Milestones: Current CRS Contract

Milestone	Region 1 (Downstate)	Region 2/3 (Upstate)
571x – Intake	\$155	\$155
572x – Development	\$1,370	\$1,050
573x – Placement Day 5	\$820	\$630
574x – Placement Day 45	\$1,092	\$840
575x – Retention Day 90	\$2,184	\$1,680
Total	\$5,621	\$4,355

- $\$5,611 / \$50 \text{ per hr} = 112 \text{ hours of service}$
- $\$4,355 / \$45 \text{ per hr} = 96 \text{ hours of service}$

SE Intensive Rate Comparisons

Comparison of SE rates: CRS, SE Hourly, MA, and OPWDD



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Supported Employment Questions

- Are there ways to improve the service design of supported employment intensive?
- How are the milestones working?
 - Are there other activities to consider that are not currently part of SE intensive?
 - Are the milestones working for individuals of various ability levels?
- Should there be a milestone payment for customized employment or could it be addressed outside of the SE intensive?

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Pre-Employment Services for Youth

- **Work Readiness (620x) Soft Skills Development**
- Service Description
 - Acceptable work and social conduct in the workplace, culture of the workplace, resume preparation, motivation for work and maintaining a job, work-related daily living skills, disability awareness, transportation, and home health management
- \$50 per unit per consumer
- Unit = 2.5 hours per day up to 10 units
- Delivered in a group
- May occur in a facility or community-based setting

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Work Readiness Utilization

- A lot of capacity available for this service. Utilization should be at 75% but only at 32% as of June 30th
- Despite low utilization compared to other CRS service categories, there has been growth in 620x as a Youth Employment Service.
- Approximately 64% of new applicants in 620x are youth, compared to 33% in 2013 and 39% in 2014
- VRCs and providers are starting to target this service toward youth
- ACCES-VR is beginning an initiative in the fall to expand authorizations of 620x

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Work Readiness Questions

- Are there aspects of the service design of 620x that need to be addressed in the next contract cycle?
- How do we encourage providers to offer work readiness training to youth and other individuals with disabilities?
- Are there ways to adjust the rate or units to best support people with disabilities?

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Self-Advocacy

- One of the required activities under WIOA for Pre-employment Transition Services
- “Instruction in self-advocacy, which may include peer mentoring”.
- Considering self-advocacy as a new service in CRS 2.0

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Transition Services

- AUGUST CALL
- **Christian Villenas, M.S., Ph.D.**, Senior Policy Analyst

Advocates for Children of New York, a member of the Coalition for Multiple Pathways to a Diploma, policy paper in order to create an honest portrait of the barriers that students with disabilities in New York State face when trying to access CTE programs, as well as some areas for growth and recommendations for solutions based on successful programs.

- Direct [\(212\) 822-9531](tel:2128229531)

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Regional Vocational Rehabilitation - Community Employment Specialists (CES) have been hired by the agencies listed below under a contract with NYSED

Adult Career and Continuing Education Services - Vocational Rehabilitation (ACCES-VR). The project was officially launched in early 2015.

The primary role of the CES is to provide consultation and technical assistance to individuals or groups of school district personnel, and periodically to regional CSE Chairperson groups.

The eligibility criteria and referral process for State Vocational Rehabilitation Services (ACCES-VR) will be a major focus.

The CES will also provide information about other postsecondary options available from other State agency systems for students with disabilities.

The CES will not work directly with students, parents, or employers.

RSE Region		Contract Awardee	Agency Program Manager	Contact Email
1	Long Island	Berkshire UFSD	Melissa Gillis	Mgillis@berkshirefarm.org
2	White Plains	The Guidance Center of Westchester Inc.	Rita Liegner	rliegner@theguidancecenter.org
3	Mid-Hudson	Berkshire UFSD	Melissa Gillis	Mgillis@berkshirefarm.org
4	Cap/North	Berkshire UFSD	Melissa Gillis	Mgillis@berkshirefarm.org
5	Central	Resource Center for Independent Living, Inc.	George Graziadei	ggraziadei@rcil.com
6	Mid-State	ARISE Child & Family Services, Inc.	Lisa Coggi	Lcoggi@ariseinc.org
7	Mid-South	Southern Tier Independence Center	Maria Dibble	mdibble@stic-cil.org
8	Mid-West	Heritage Christian Services Inc.	Wendy Quarles	wquarles@HumanServicesEd.org
9	West	Erie 1 BOCES	Sue Locke-Scott	slockescott@e1b.org
10	NYC	NYSARC Inc., NYC Chapter	Laura Aneiro-McCaffrey	laura.aneiro-mccaffrey@ahrcnyc.org

RSE Region		Contract Awardee	CES name	email
1	Long Island	Berkshire UFSD	Nichole Mudd	nmudd@berkshirefarm.org
		Berkshire UFSD	Janelle Sanford	jsanford@berkshirefarm.org
		Berkshire UFSD	Donna Spotton	dspotton@berkshirefarm.org
2	White Plains	The Guidance Center of Westchester Inc.	Neil Manis	nmanis@theguidancecenter.org
		The Guidance Center of Westchester Inc.	Jackie Scott	jscott@theguidancecenter.org
		The Guidance Center of Westchester Inc.	Delilah Rugg	drugg@theguidancecenter.org
3	Mid-Hudson	Berkshire UFSD	Melissa Gillis	mgillis@berkshirefarm.org
		Berkshire UFSD	Melinda Kraff	mkraff@berkshirefarm.org
		Berkshire UFSD	Veronique Dietrich	vdietrich@berkshirefarm.org
4	Cap/North	Berkshire UFSD	Dennis Didonato	ddidonato@berkshirefarm.org
		Berkshire UFSD	Charmaine Handler	chandler@berkshirefarm.org
		Berkshire UFSD	Letah Graff	lgraff@berkshirefarm.org
5	Central	Resource Center for Independent Living, Inc.	Jerry Dischiavo	jdschiavo@rcil.com
		Resource Center for Independent Living, Inc.	Crystal Hilts	chilts@rcil.com
		Resource Center for Independent Living, Inc.	to be hired	
6	Mid-State	ARISE Child & Family Services, Inc.	Erin Finster	efinster@ariseinc.org
		ARISE Child & Family Services, Inc.	Michael Mazzaroppi	mmazzaroppi@ariseinc.org
		ARISE Child & Family Services, Inc.	Alyssa Militello	amilitello@ariseinc.org
7	Mid-South	Southern Tier Independence Center	Karen Lawrence	transition@stic-cil.org
		Southern Tier Independence Center	Tara Ayres	transition@stic-cil.org
		Southern Tier Independence Center	Kim Luther	transition@stic-cil.org
8	Mid-West	Heritage Christian Services Inc.	Jeanne Ricigliano	jricigliano@humanservices.org
		Heritage Christian Services Inc.	Erica Belois-Pacer	ebeloispacer@humanservices.org
		Heritage Christian Services Inc.	Katy Connolly	kconnolly@humanservices.org
9	West	Erie 1 BOCES	Paul Wekarski	PWekarski@e1b.org
		Erie 1 BOCES	Mary Richards	MRichards@e1b.org
		Erie 1 BOCES	Julia Duerr	JDuerr@e1b.org
10	NYC	NYSARC Inc., NYC Chapter	Amanda Gayle	Amanda.Gayle@ahrcnyc.org
		NYSARC Inc., NYC Chapter	Osdila Santiago	Osdila.Santiago@ahrcnyc.org
		NYSARC Inc., NYC Chapter	Anderson Ali	Anderson.Ali@ahrcnyc.org
		NYSARC Inc., NYC Chapter	Ana Hernandez	starts 8/24
		NYSARC Inc., NYC Chapter	to be hired	

HANDOUT: CES Contact List
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NYSRA Employment Council Meeting

Transition Age Youth Work Team

1. What are the challenges that students with disabilities face in accessing CTE programs?
2. What are the challenges that students with disabilities face in successfully completing CTE programs?
3. What are the challenges that students with disabilities in CTE programs face in successfully completing high school, and transitioning to work/higher education?
4. What are the challenges that CTE staffs face in supporting students with disabilities enrolled in their programs?
5. What are the challenges that general/special education staffs face supporting students with disabilities in CTE programs?
6. What CTE programs are students with disabilities accessing and completing with success (Both in NYS and beyond)? What makes these programs successful?
7. What policy recommendations are needed to ensure successful participation of students with disabilities in CTE programs?

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New VR Service Team

- New VR Service Teams for Youth Services
 - Transition Specialist
 - Community Outreach Specialist – list
- YES Services – who is using them – who is not?
- CDOS Commencement Credential – contracts with Schools?
 - OPWDD “Student ETP”

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Work Team Developments for Ongoing Council Issues?

Any Questions?

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If you do not have a microphone, you can also type your question in to the chat window and the administrator will ask the question out loud for you. If joining by conference call, *6 to mute and unmute!

FOCUS:

Work today will be directly related to future council activities through work teams and other collaborative council work.

NYSRA Employment Council Meeting

Next Employment Council Meeting:

- Wednesday, December 9 – 10:30AM-2:30PM

Upcoming Events & Meetings:

SEPTEMBER 25: *Let's Do Lunch: NYSRA Member Roundtable Discussion* – TOPIC: Navigating Social Security and the Secrets to Work Incentives

SEPTEMBER 30-OCTOBER 1: *The 2015 NYSRA Rehabilitation Summit: Gearing Up for Change* – Register Today on the NYSRA Website (Registration Closes Tomorrow!!!)

OCTOBER 1-OCTOBER 2: *The 2015 Transition Age Youth Institute* – Register Today on the NYSRA Website (Registration Closes Tomorrow!!!)

NATIONAL EMPLOYMENT FIRST & DATA PLATFORM WEBINAR:

The National Employment First Policy & Data Platform, housed on the National LEAD Center's website, is a one-stop resource of data sets, policies, initiatives and more related to Employment First, and is aimed at policy-makers, researchers, and external stakeholders interested in learning about national trends and activities. Register for the launch of the platform in a webinar on October 1, 3:00-4:30 PM EDT by [clicking here](#).

OCTOBER 23: *Let's Do Lunch: NYSRA Member Roundtable Discussion* – TOPIC: TBD (Share Your Ideas!)