



Bruce Rauner
Governor

Jeff Mays
Director

EMPLOYMENT AND ECONOMIC OPPORTUNITY FOR PEOPLE WITH DISABILITIES

March 16, 2016
10:30 A.M. - 4:30 P.M.

CHICAGO

100 W Randolph
2nd Floor Conf. Room 2-025
Chicago, Illinois

SPRINGFIELD

No location

Meeting Minutes

Present in person: Niketa Brar (GO and Chair), Robin Jones (Co-Chair), Susan Fanfa (HFS Representative), Katherine Burson (DASA Representative), Barry Taylor (Equip for Equality), Matthew Hillen (DCEO Representative), Brittany Dowell (ABC Illinois), Maria Doughty (Allstate Insurance), Darryl Jackson (DD Representative), Homer Bizzle (Community Representative), Sharon Slover (MENTA), Benro Ogunyipe (Community Representative), Jae Jin Pak (Provider Coalitions), Paul Baffico (Lake County Veterans and Family Services Foundation), Rene Luna (Access Living), Doug Morton (DRS Representative), Kathy Carmody (Institute on Public Policy for Individuals with Disabilities), Lore Baker (DHS Representative), Anna D'Ascenzo (DES Representative), Phil Milsk (Disability Rights Attorney), Margie Harkness (Illinois Council of Developmental Disabilities Representative), Teresa Garate (Anixter Center), Cheryl Jansen (Equip for Equality), Mark Conier (Representative for David Andel), Dale Morrissey (DD Provider) and Cyrus Winnet (IARF Representative).

Niketa welcomed everyone and spoke about ground rules for a productive meeting. Introductions of all people present happened next. Thereafter Robin Jones (Jones) gave a complete history of the taskforce to all.

Jones discussed how the taskforce came from State legislation and then came Employment First legislation via the federal government. Jones discussed how there was an Employment First Summit hosted in the Governor's mansion when the law first passed. Then the Employment First taskforce was created. Jones spoke about how the DD and Intellectual Disabilities were considered in Employment First but not Mental Health and the taskforce wanted to cover all types of disabilities. Jones discussed how the Governor at the time issued an Executive Order (EO) on Employment First and placed a key role of Employment First with the taskforce. The EO mandates that State agencies have to be involved in it in the taskforce and with Employment First. Jones states that each agency needs to set benchmarks. Jones also discussed the transition after the current inauguration. Jones discussed how she sent a letter to the GO after the inauguration asking for an extension to file the Taskforce's report with the legislature. Jones discussed how the GO appointed several new members to the taskforce saying that it had lost 85% of its leadership during the transition. Jones spoke about Niketa Brar being appointed by the GO as the Chair of the taskforce. Jones went on to discuss how Equip for Equality (E for E) was given in the past funding form Chicago Community Trust to draft and prepare the Blueprint Report regarding implementing Employment First. Jones went on to

discuss how there were 5 workgroups that were developed within the taskforce to help certain issues along. The 5 workgroups were identified. They are: (1) Workforce workgroup, (2) Transition Services workgroup, (3) Provider workgroup, (4) Data workgroup and (5) Employer workgroup. Folks heading up each workgroup were identified and a brief description of the status of the groups. Jones then discussed the taskforce's next meeting which she said would be on May 12, 2016, details would be forthcoming.

Next, the taskforce broke into Activity 1. Activity 1 was a Leadership Compass Self-Assessment test which everyone took together and discussed the results.

Next, taskforce members broke into groups and discussed and performed a Stakeholder Analysis. Each group had to consider what State agencies, service providers, advocates and public and private employers represented and affected by the taskforces activities. The workgroups also had to consider whether anyone else had a stake in the desired outcomes that weren't represented but perhaps should be. After each workgroup came up with their list they presented it to the others and a discussion followed.

Next, we had an Employment First National Overview Presentation by Lisa Mills (Mills). Mills went over the attached presentation. (See attachment 1, Employment First: A National Overview). After Mills' presentation there was a question/answer session.

Next there was a Goal-Setting / Planning session. During this session, participants broke into workgroups to discuss and plan goals. Notes from those workgroups are seen below highlighted in yellow:

Overall Goals for the Next Six Months

- Getting state agencies to embrace employment 1st; implement our recommendations; develop their own strategies
- "Powers that be" buy into employment as priority and make resources available to implement new strategies and ideas
- Determine how to engage managed care organizations and state Medicaid authority or relationship between employment (and housing) and group physical and mental health
 - "Fiscally smart and ethically right"
- Our work makes a real difference in lives of people with disabilities – does not go on a shelf
- Develop set of "sustainable prescriptions" to issues and barriers – strong set of implementation principles to use to move forward.
- Strong connection to workforce development
 - "connect all of the pieces"
- Results – very comprehensive and actionable plan with time frames for all actions items
- Make draft strategic plan a reality
- Ensure entrepreneurship fully addressed in our effort
- Ensure we address essential changes in schools that we need. Seamless transition is critical
- Strengthen recruitment of students with disabilities into state government agencies
- As we develop/plan concrete steps, be intentional to include all communities (diverse cultural communities) in creating strategies
- Policy change around sheltered workshops and sub-minimum wage address poverty

- Develop clear goals that have the power to motivate others
- To better inform community service providers on Task Force roles and plans and the role community service providers can play in advancing those plans.
- Realize greater integration of current services to use those most effectively to assist people.
- To complete/publish E 1st plan
- See Employment First statute fully implemented
- More consistency in what we do statewide. Supported employment for people with ID/DD get addressed – too many people in sheltered workshops without access to support employment
- Focus on Action – we know what needs to happen
- Taskforce since 2009, E1st law for 3 years. Time to get to fully implementing statute
- Recognize that people with all types of disabilities need to be addressed in the plan.

Next Steps – All of the groups – Advocacy towards implementation. Collaboration across entities working on employment. Information sharing.

- Business/Employer
 - Illinois Manufacturers Association
 - Association of Builders and Contractors
 - Three Rivers Manufacturing
 - Vocational Training Institutions (CTE – careers in tech)
 - Chicagoland Chambers
 - United States Minority Contractors Association
 - Illinois Chamber
 - Black Chamber of Commerce
 - Illinois Retail Merchants Association
 - IDES (grants)
 - Latino Policy Forum
- Service Providers
 - MH providers (All in and to DD)
 - Job employment training providers
 - Healthcare providers
 - MCO/payers
 - ISC agencies
 - Youth support providers
 - Policy groups (HDA)
 - K-12
 - Corrections
 - Housing providers
 - Transportation
 - Technology/Communication Challenges
 - Families (connected and unconnected)

- Advocates
 - Parents/Guardians and caregivers
 - Racial/ethnic rep
 - MH and DD self-advocates
 - Refugee and immigrant groups
 - LGBT community
 - HIV-AIDS population
 - Chronic health population
 - Youth and youth advocates
 - Including students transitioning
 - Military veteran service
 - Individuals w/disabilities transitioning into community
 - Faith communities (full spectrum)
 - Geographically diverse
 - Civic organizations
 - Post-secondary and vocational institutions
 - DRS customers
 - Regional and urban planning organizations
 - Communications
 - Social media
 - AT
 - Telecom
 - Employment advocacy groups
- Service Providers engagement strategies
 - Disseminate consistent info re:TF to broad constituency
 - Media
 - Survey available to all constituents
 - Statewide membership groups/forums
 - Communication portals families access
 - Missing groups need to see this as their issue/solution to problems they've identified
 - Involve regulatory bodies
- Stakeholder Analysis
 - Consumers/Stakeholders/Families
 - Governor
 - All State Agencies
 - Legislators
 - Providers
 - Employers
 - Parent/Guardians (education and buy in)
 - School Districts
 - Some entity representing transportation
 - Post-Secondary Education (curriculum development for future teachers and DSP's) Early Child Care Providers Ligas Court Monitor (as it relates to Employment First

Input	Implementation
CMS <ul style="list-style-type: none"> Bureaus of Personnel BEP 	CMS (same)
ICCB	IWIB (workforce innovation board)
DVOP prog-IDES	HFS <ul style="list-style-type: none"> Managed care Long term care
IBHE	All agency HR
Mandated advisory boards	Succ Opp Prog
DCFS	All EO/ADA
IDJJ	Agency and division directors
ISBE	ICCB

- June 30th – submit to Governor’s Office
 - o Vision is clear
 - o Implementation to follow including “feedback loop” to evaluate progress/success and adjust strategies as needed

Transition

- Reconvene: strengths IBHE recs
- Strategize – strengthen ISBE engagement
- Add – clear all disability populations have accessibility (dead/hh, etc.)
- Activity 3 or add new – youth w/autism caught up in courts

Workforce

- BEP
 - o Additional discussion
 - o Continue search for solutions to subminimum wage issues
- WIOA
 - o Board composition
 - Required by law
 - Standing committee on job seekers with disabilities
 - Could be done within 6 months
 - o Service alignment
 - Unified state plan will be submitted 4/1
 - Regional plans 6/30
 - Changes every 2 years

Provider /Deadlines:

- Products to internal (government) departments
- Back to full workgroup
- To external stakeholders
- To workgroup
- Final product to EEOPD



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Anna D'Ascenzo gave administrative updates regarding folks who have not turned in their Ethics certifications yet. Also discussed being subject to the Open Meetings Act and what that means.

Motion to adjourn was called. A Member seconded that motion. Meeting was adjourned.

Next meeting is May 12, 2016.

Introductions

- Name and Your Role/Title
- Organization, if you are representing one
- How long have you been on the Task Force?
- Three most important things to know about you
- One thing you hope the Task Force accomplishes in next six months

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employment

Employment First: A National Overview

ILLINOIS TASK FORCE ON EMPLOYMENT AND ECONOMIC
OPPORTUNITY FOR PERSONS WITH DISABILITIES

MARCH 16, 2016

PRESENTATION BY: LISA A. MILLS, PHD

Definition of Employment First

The expectation that public systems **align policies, practices, and reimbursement structures** to foster **competitive integrated employment** as **the priority option** in publicly-financed day and employment services for youth and adults with significant disabilities.

Source: US Department of Labor, Office of Disability Employment Policy

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Competitive Integrated Employment

Competitive refers to **wages** that are the greater of minimum or prevailing wages (not how person got the job)

Integrated Employment refers to **individualized** work paid directly by employers, occurring in a typical work setting where the employee with a disability interacts or has the opportunity to interact continuously with co-workers without disabilities, has an opportunity for advancement and mobility, and is preferably engaged full time.

Individualized - individual employment situations, not small groups (even if pay is competitive and setting is integrated)

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Employment 1st: Integrated Employment **Expected & Assumed**

Employment as the anchor
in a meaningful day and
a meaningful life.

-Pat Rogan, Indiana University

Employment First

Integrated employment is what we expect first and plan to achieve first rather than planning for something less because we assume integrated employment is not possible.

-Linda Vegoe, WI Rehabilitation Council

Employment First

Is it just rhetoric?

***Is it just a nice idea that no
one seriously believes is
possible?***

US Senator Tom Harkin (2012)

**Unfinished Business:
Making Employment of People with
Disabilities a National Priority**

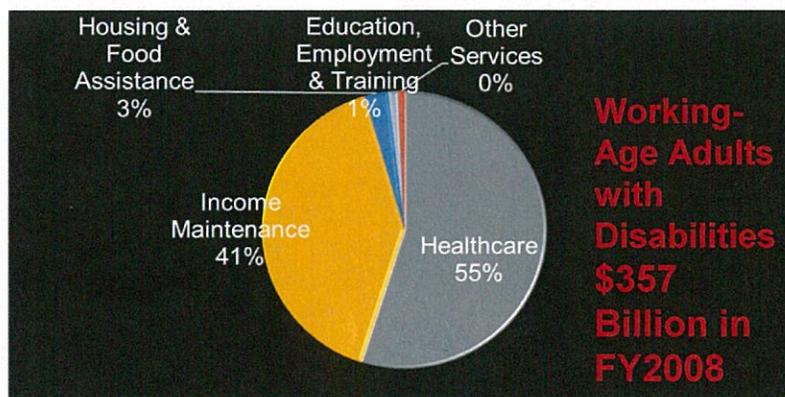


From “Unfinished Business”

In order to address this stubborn problem {of unemployment} we need to focus on **root causes**. This will include **rethinking the way our support programs for people with disabilities are structured**...I am convinced that we must develop and implement strategies to modernize these programs in a way that consistently promotes long-term employment and economic self-sufficiency and security...

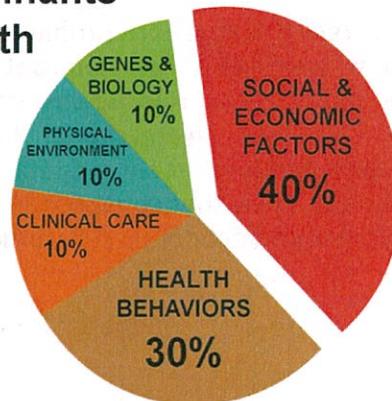
[Senator Tom Harkin, p. 2-3]

Status Quo Fast Becoming a Fiscal Crisis



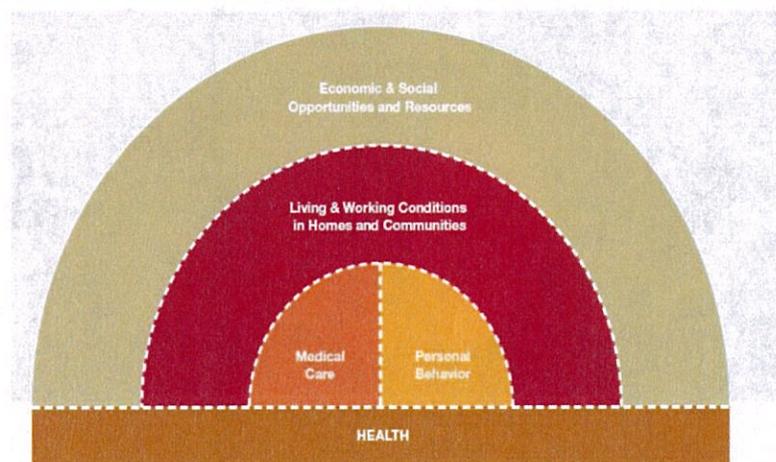
Employment: Growing Medicaid Focus

Determinants of Health



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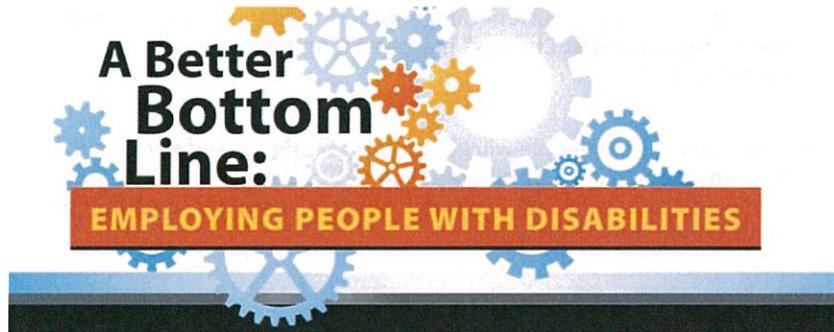
Social Determinants of Health



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Governors Becoming Educated and Committed to the Cause

National Governor's Association – Chairman's Initiative



Conservative Republican Governors Investing in Integrated Employment

Governor John Kasich (R-Ohio):

- \$3 million dollars annually allocated to state DD agency for Employment First in 2014-15; \$5.8 million annually for 2016-17.

Governor Scott Walker (R-Wisconsin):

- Fully funded Wisconsin Vocational Rehabilitation
- Funded nearly 30 Project Search sites across the state
- Established Fast Forward training grants to enhance employment opportunities by providing employer driven training for persons with disabilities. (\$1 million dollars)

Conservative Republican Governors Investing in Integrated Employment

Governor Bill Haslam (R-Tennessee):

- \$24 million dollars in current budget proposal to fund “**Employment and Community First Choices**” managed long-term care option for people with ID/DD.
- In first year, 1,700 people will get off the waiting list and enroll in this program that includes 11 different competitive integrated employment services and 3 different services to support community participation outside of work.

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State Level Employment 1st Initiatives

- 46 States have Employment First Initiatives
- 32 states have some type of official Employment First policy (law; executive order; state agency directive)

Federal Grant and Technical Assistance Programs

- Too many to list that are focused on competitive integrated employment for people with disabilities
- Multiple federal agencies offering grants and technical assistance programs
- Employment First is now an official initiative of the US Department of Labor

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National Landscape

- Strongest focus ever on ensuring day and employment services for people with disabilities are delivered in the most integrated setting.
- “Most integrated setting” is the setting that enables the person with a disability to interact with people without disabilities (who are not staff) to the greatest extent possible.

US Department of Justice June 22, 2011

Public entities are required to have:

- “a **comprehensive, effectively working Olmstead plan**...that must contain concrete and reliable commitments to expand integrated opportunities.
- The plan **must have specific and reasonable timeframes and measurable goals**...

US Department of Justice June 22, 2011 (2)

- The plan **should include commitments** for each group unnecessarily segregated such as individuals with developmental disabilities **spending their days in sheltered workshops and segregated day programs.**
- The plan must demonstrate **success by moving individuals to integrated settings in accordance with the plan.**

New Federal Regulations Governing Medicaid HCBS Programs

All settings where Medicaid HCBS services are provided:

- Must be integrated in the greater community
- Must support access to the greater community
- Must provide opportunities to engage in community life
- Must **not** isolate waiver participants from the broader community

New Federal Regulations Governing Medicaid HCBS Programs (2)

All settings where Medicaid HCBS services are provided:

- Must provide opportunities for individuals to **seek employment** and **work in competitive, integrated settings.**

Workforce Innovation & Opportunity Act (WIOA)

- Establishing a much larger role for public vocational rehabilitation (VR) as youth with disabilities make the transition from school to adult life.
- 15% of public VR funds must now be used for transition services, specifically **pre-employment transitions services** that include job exploration counseling, **work-based learning experiences**, counseling on post-secondary opportunities, workplace readiness training, and training on self-advocacy.

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Workforce Innovation & Opportunity Act (WIOA)

- Each local VR office must also undertake pre-employment **transition coordination activities** and they must involve schools and workforce development system in these activities.
- Congress and federal government recognizing that many youth and their families want competitive integrated employment and this should be expected outcome of transition.

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Workforce Innovation & Opportunity Act: Section 511

- Prohibits individuals with disabilities age 24 and younger from working in jobs paying less than the federal minimum of \$7.25 per hour unless they first apply for and receive vocational rehabilitation services, among other requirements.
- There are exceptions but only for those already working for subminimum wage and cases where individuals may be deemed ineligible for vocational rehabilitation services.
- Section 511 also prohibits schools from contracting for services, training or work experiences that involve the use of sub-minimum wage.

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Workforce Innovation & Opportunity Act (WIOA)

- **Supported employment** state grants to VR agencies now must be more focused on youth.
- Half the money the state receives under these grants will now have to be used **to support youth up to age 24 with the most significant disabilities** to achieve supported, competitive, integrated employment.

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Workforce Innovation & Opportunity Act (WIOA)

- Important: State VR agencies can use their general VR funds (\$3 billion allocated nationally in 2014) to fund supported employment for any eligible applicant.
- There should be **no reduction in access** to these services for adults aged 25 or older who need them.
- VR may now provide extended supported employment services for up to 24 months (previously the limit was 18 months). **Up to 48 months for youth.**

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Workforce Innovation & Opportunity Act (WIOA)

- Requiring state VR agencies to have **formal agreements** with the state Medicaid systems, and the state intellectual and developmental disability (IDD) agency.
- Enhancing roles and requirements for the general workforce system and **WorkNet Centers** in meeting the needs of people with disabilities, including the expectation of **full programmatic accessibility**.

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Ok, ok...we get the message!



**Making Integrated Employment
the First and Priority Outcome
in All State Programs
Serving Transition-Age Youth &
Working-Age Adults with Disabilities**

WHAT WE'VE LEARNED IN LAST 15 YEARS

First and Priority Outcome

- Doesn't just mean it's "on the menu"
- Doesn't just mean it's "brought up" in planning
- Means state has opinion/bias – **we want people to say "yes"** to seeking and working in competitive, integrated employment
- **State sets goals** for increasing the number of people saying yes (seeking CIE), and the number of people working in CIE

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Expect Service Providers to be Full Partners

- **Encouraging people** to say “yes” to seeking and working in competitive integrated employment
- Helping state meet its obligations under **ADA/Title II and Olmstead**
- Changing how they do **intake and planning** with people
- **Setting goals** in provider agency strategic plans for increasing the number of people they serve who say yes to seeking integrated employment, and increasing the number of people working in integrated employment.
- **Setting goals** for number of new referrals (for any program they offer) that they will assist to immediately access integrated/supported employment.

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Moving the Needle

- This won't happen without **intentional, persistent** effort on the part of state government
- This won't happen if any state agency believes its not part of their responsibility
- This won't happen if stakeholders aren't consistently and continually reminded that this is a **priority for ALL state agencies**

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Moving the Needle

- This won't happen if stakeholders see state agencies **pointing fingers** at each other rather than projecting a unified front
- This will happen over time if state agencies can agree on **benchmarks for progress** and a commitment to measuring progress
- This will happen when **reasonable expectations** replace low expectations

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SME Contact Information

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