

Supported Employment Leadership Network (SELN) Work Group
April 18, 2012 - 10:00 – 3:00 pm

Attendees: Kelly McNurlin, Jenny Betz, Suzn Gehring, Deb Park, Lori Idland, Janet Dalton, Diane Tavery, Greg Olson, Darin Nelson, Rita Schilling, Jeff Sturm, Tim Plaska, Joli Schroader, Ellen Condon, Jenece Sharkey, and Karen Cech (minutes).

DDP Spring Staff training was April 26th. Presentation was by Rie Kennedy-Lizotte and John Butterworth titled Employment: Getting to the Heat of It. Rie and John are looking for feedback on the presentation.

Comment from workgroup who attended:

- (1) Case Managers confused on where to go with training.
- (2) There was not a clear direction of what Case Managers role is.
- (3) Job developer (carver) is missing.

Lori Idland inquired if the employment option could be put into the PSP policy?

What question is the right question to ask a DD individual? Do ask an individual if they want a job or do ask what job would you like to do or learn to do? DDP sees an enhanced effort with employment in the PSP.

For some providers this is not new information but would be great information for providers looking into employment options for individuals.

Job Coach Training – There is one time funding in Title XX available and Jeff would like to see it go toward some training. Jeff is looking for training ideas. The funding needs to be obligated by the end of June but does not need to be used until October 1st.

Some suggestions:

- (1) Create an ongoing training.
- (2) Bring Rie and John in to do a training.
- (3) What training set ups do other states have? Maybe we can utilize or modify.
- (4) Improvements on CDS (put in component for people to practice and achieve skills).
- (5) Job coaches – what are their skills, (a) hands on skills, (b) technology-academic.
- (6) Build in motivation – pay raise as they go through training program (raise could come through if rate increase).

Are there systems out there that may be utilized?

- (1) CTAT – CTAT/training.com – based out of Colorado – can this group come and do training
- (2) Nation Association of Workforce Professional – sponsored by ODEP

June 17-22 Montana Behavior Initiative is shifting to multi- tier system supports but will hold collaboration model.

Do IEP's shift to 504's after school is finished for the individual? Is this known in the school system that IEP's switch to 504's? Job coaches should know what school system is doing. OPI does not monitor system very well. Schools have different assessments. There isn't a standard assessment for schools across the state. Job is not considered an expectation. This needs to change:

- Families need to expect job for individual.
- Develop work experience to see individual's success.
- What skills do individuals have?
- Have job before individual is out of school.
- Need to bridge process with Vocational Rehabilitation.

Develop school training through webinar and see if webinars can be archived.

Pilot a program with a couple kids – process through – trainings could be done by CBS coordinators.

A list of core tools that a transition or job coach should have needs to be developed (job coaches should be trained in competency areas and then attach the consistencies). Job coaches don't just train individual's, they look for employment and work with employers.

What do job coaches need to know before mentoring new coaches?

What skills and knowledge is needed to be a Job Coach?

Get state agencies to know what each other has to offer in services.

What training is needed for youth transitioning out of school? (Can schools provide this?)

Parents need to be better educated with:

Voc Rehab

Job Service

Schools

We may provide information but is it getting to the parents and if so, is it being used?

With DD individuals in Children's Waiver Service a case manager (CM) is assigned and when that individual turns 18 and goes to adult services they get a new CM. Does this pose as a problem after having the first case manager for so long?

Does value training need to be developed to get everyone on same page: Providers, Case Managers, and Parents? Trainings can be done by Websites.

- (1) Values training: Parents
 Case Managers
 Individuals (kids)
- (2) Expectation mandate from DD is individuals will work
- (3) How to have discussion with youth – Expectations of Teachers, parents.

Long term supports are not available. If an individual has a job, agencies should not assume they have to have support (funding). Concern – can't lose track of person – if he loses job, what will he do? No funds and then on wait list.

Agencies should pull IFSP or PSP piece to see who is coming up to transition out. What do you do with individual? Promote employment idea? What is the focus? What should we require for IFSP to gear toward employment?

How do we educate families that individuals can work?

U of M Rural Institute – Graduate student could do research for SELN group to find other programs that may be in place for employment.

- Two trainings –
- (1) Values-Broad Spectrum
 - (2) Provider Training – training for employees (with or without a Degree)

Training Program Options:

- (1) Rie Kennedy-Liezotte and John Butterworth
- (2) Common Wealth Transcend
- (3) Essential Learning – BCU

Service Definitions – Thirty-seven surveys were sent out and 13 responses have come back. Kelly will compile the data. With the little feedback received, assumptions may need to be made on some definitions.

Developmental Disabilities Program & Vocation Rehabilitation (VR) had a meeting and there are fundamental differences. DDP is hoping to have another meeting with DDP, VR, and Regional Managers to try and get a better understanding between the departments so they are working in the same direction for self-employment ideas and values.

United States Government Accountability Office (GAO) Report – This report generates a lot of programs. The report is divided into two sections, Section (1) shows areas of duplication, overlap, or fragmentation among federal government programs; and Section (2) reports opportunities for agencies or Congress to consider to reduce cost of operation of enhance revenue collections. Jeff thought this would be good reading for the group.

SELN employment link on website is up. Intent is for staff, providers, SELN group and the link can be found at <http://www.dphhs.mt.gov//dsd/ddp/seln.shtml> .

June 13th workgroup will work on:

- Waiver Definitions
- Job coach core competencies – what is required to become Job Coach

The next SELN meeting has been rescheduled for June 13 from 10-3:00 pm. at 2401 Colonial Drive, 3rd floor conference room.