

Supported Employment Leadership Network (SELN)
Meeting

Date: June 15, 2016
Location: Sanders Building, Room 107
Time: 10:00-3:00 pm

Attendees: Kelly McNurlin (DDP), Jennifer Finnegan (DDP), Bill Harant (DETD-SILC), Suzanne Ferguson (DOL), Diana Tavary (PLUK)

Phone Attendees: Lori Idland (DRM), Diane Reidelbach (Job Connections), Kurt Mayne (ORI), Shannon Merchen (DDP)

Roll Call and Opening Remarks:

- Introductions were made throughout the room and by participants on the phone.

Continue on Employment Questions and Provider Job Action Plan:

Employment Questions

- Review of our prior month's discussion on the SELN career plan revamp and the proposal by CMAG to have questions added to the healthcare checklist/risk assessment.
- Kelly had a meeting with Cathy Murphy to get an opinion on the 2 different proposals and what she sees as a preference of management. Cathy has been out of town so we don't have any feedback yet.
- The SELN group feels that our proposal is preferable for the following reasons:
 - The yes/no format that the CMAG group proposed doesn't promote discussion with the individual which SELN felt was important. Diane Reidelbach (part of both the CMAG and PSP groups) said that the PSP group did agree that a yes/no format isn't appropriate either.
 - The format proposed by SELN is easier to provide to outside stakeholders like VR to assist in data gathering and continuity of services.
- Diane Reidelbach said she felt that people didn't fully understand the form or intent before their discussions. We need to do more explaining, teaching, etc. to show how our form works and do instructions in addition to training. The delivery needs to be done differently than we have done.
 - Kelly suggested maybe we contact Oregon (we used their template and a lot of their questions) to see if they would entertain the idea of helping us do a WebEx or training to let CM's know how it works for them. Also have them address their approach on how they deal with people who can't or don't give a lot of feedback.
 - We made a workgroup to address the training which includes Diane Reidelbach, Jennifer, Shannon (if approved by supervisor), and Kelly

Job Action Plan

- This is what we want providers to cover in their own internal process. We looked at our draft of what we had and discussed what we want to require to be covered within that.
 - Workgroup was formed to look at this form specifically. Workgroup consists of Diane Reidelbach, Kurt Mayne, Jennifer, Kelly, Bill Harant, and Kelly will ask Patrick Maddison. (he said yes)

Disability Employability Conference and Goals for Next Year:

- Kelly had a follow up meeting with management which she reported on.
 - Management thought the conference was good and supportive of another conference next year. We will still have the same SELN budget as we had last year (\$35,000)
 - Discussed a future conference. Kelly expressed the possibility for future DE Conferences to have other agencies that are involved contribute funding. We should consider charging an attendance fee that participants will pay to help cover some of the costs. Management wants the conference to be focused.
 - Management would like a follow-up with attendees from last time to see how they have used the information and implemented what they learned.
- Would like SELN collaboration to help develop strategies for jobs for the people coming out of MDC with the closure.
- Would like us to get a list going of other things that we would like to use our budget for. Trainings should not overlap with trainings already offered (by us and other divisions/agencies)

Updates from Stakeholders/what's planned:

- Youth Transitions Conference will be coming in October.
- MACDS (DD provider group) will be meeting June 20-22 and speakers will be coming in.
- WIOA conference August 23, 24, 25
- November there is a collaboration with DOL and Voc Rehab to bring in Richard Pimentel to speak on employing people with disabilities. It will be a train the trainer conference.
- Montana Association of Rehabilitation (MAR) conference will be held October 17-19 at Fairmont
- Council for Exceptional Children (CEC) educators conference will be held in February 15-17, 2017 in Missoula
- Job Service Employers Council (JSEC) have monthly local meetings, and usually has their annual meeting in October. Also Community Management teams run out of community job services and providers, employers, and other stakeholders get together to share information.

- Association of People Supporting EmploymentFirst (APSE) has a national conference and we may want to look at their topics for ideas for our conference.
- Special Olympics is usually every May.

Brainstorm list of potential ideas for FY 17:

- Another Employability Conference
- Do a training from Oregon on Employment guide
- Do trainings for CM's/Job Coaches (WebEx or live) on employment in general that they are not trained on yet. Give them some better understanding of what tools to use.
 - We see a lack of understanding on where Montana needs to go in employment.
 - Mentality shift there is value in working and people can be safe outside of workshop
 - Training to break through the understanding barrier with employing those with disabilities....people don't really understand what community work really is. Easter Seals is finding that many of their workshop employees don't know/understand community employment.
- Employers don't understand how easy it is to provide accommodations. Ads for Vets work well....maybe we could do that w/the disabled population.
- Hear about Pre-ETS successes and progress
- Hear from states that have done away with workshops and how they worked through the shift in thought and the details
- Hear from other states on what actually happens to get individuals employed and real outcomes. We know everyone is not working 8-5 every day, so what else are people doing? It is being seen that families tend to want the same coverage as the kids have in school in the workplace. Parents still want the security and 'coverage' so the parents can still work. Best practices from other states.
- Services training on who is in their community. Who are local resources in every area?
- Post a statewide calendar of events
- Ad campaign for employing people with a disability and remind everyone it's not hard to employ a person with disabilities
- Tap into the Chamber of Commerce to see if they would provide an avenue to reach employers.
- Make a presentation/video that is a collaboration of all agencies/divisions in our SELN group so anyone can present to any audience and share the same information.
- Continue tapping into State Human Resource Managers (SHRM).
- Suzanne feels DOL staff has a need for training on employing all disabled workers including those with DD.
 - We need to update Invest training. INVEST curriculum could be beneficial for DOL employees. Suzanne will look at the training for Job Service staff. We need to get a workgroup together to update and review it, and Suzanne will see if she might want to be on the committee.

- Training specific to assessing and training people with DD and also overflow of others since VR is closing another category and Job Services may see an influx of people as a result

Briefly talked about stakeholders that we would want to invite to trainings, or that we may want to consider having involved. Assistance for Business Clinics that DOL does yearly would be a great avenue to get information out and we could get information in their handouts. Christie Robbins heads this and maybe she would help us plan or get the word out. Suzanne will contact her. Mentioned MT State hospital, Corrections and/or Juvenile and/or Probation, possibly John Paveo, possibly someone from the Career Training Institute (<http://ctibrc.org/default.aspx>)

Next Meeting will be on Thursday July 14, 2016 in the Sanders Building, room 306