

Supported Employment Leadership Network (SELN)
Meeting

Date: August 24, 2016
Location: Sanders Building, Room 207
Time: 10:00-3:00 pm

Attendees: Kelly McNurlin (DDP), Jennifer Finnegan (DDP), Charlie Briggs (ESGW), Jackie Lamb (Missoula VR)

Phone Attendees: Diana Tavery (PLUK)

Roll Call and Opening Remarks:

- Introductions were made throughout the room and by participants on the phone. Paperwork that we would be using and reviewing during the meeting was handed out and emailed to phone attendees.
- Went through the draft Job Action Plan and tweaked formatting and language. Due to low attendance today, it will be sent out for review. We will revisit it at the next meeting and will finalize it. The Job Action Plan and Employment Guide to Planning will be submitted to DDP Management shortly afterwards.
- We had already developed a list of potential projects for FY17. We put the ideas into categories per below. Discussed whether to have the conference in the same town, or move it. We will put that up for vote. We did decide that week of May 1st is the best time because the Legislative Session will be over and end of school/summer hasn't begun yet. The Special Olympics Summer Games are May 16-19. The bulk of the meeting was spend on categorizing and discussing topics for projects. Once the list for conference topics is narrowed down, SELN will get feedback from stakeholders.

Categorized Brainstorm list of potential ideas for FY 17:

Subjects for the Conference

- Employer Focus
 - Employers don't understand how easy it is to provide accommodations.
 - Employer success stories on DD/Disabled workers. Tax Incentives – WOTC
 - Tapping into a Different workforce panel
- Updates by Voc Rehab on WIOA, how MT is implementing Section 511 and Pre-ETS. Focus on coordination with DOL and OPI.

- 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
- 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. Incorporate rural service delivery strategies and customized employment.
- Customized Employment (PLUK and Rural Institute good resources for this); teaching parents; BCBA to talk about their role in employment (Example of a parent hiring one through VR).
- Housing information for families of individuals or individuals themselves is lacking which impacts individuals to get jobs. There is a need for information on programs and navigating the services available.
- Transportation is a big problem across the state and it is hard to understand the entire system. We could approach Pat Sanders for ideas on getting information out to individuals that need transportation for their work in the community.
- SSI/SSDI
- Do trainings for CM's/Job Coaches/Job Counselors on employment in general that they are not trained on yet. Include DOL staff. 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.
- Panel of Administrators to comment on the session
- Other potential topics: Assistive Technology, College for Youth, Adult Education

Other Trainings/Ideas (separate from conference): (methods to be determined, such as do a 'series' of 1 hour WebEx sessions on a topic, for example. Stakeholders/participants to be determined per item)

- Do trainings for CM's/Job Coaches/Job Counselors (WebEx or live) on employment in general that they are not trained on yet. Include DOL staff. Give them some better understanding of what tools to use. (yes, this is intentionally listed twice)
 - 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.
- Hear from states that have done away with workshops and how they worked through the shift in thought and the details

- 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).
- 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 on what different processes or training that is needed for persons with dual diagnosis to be successful in employment in the community.
 - There is a huge deficit in our state in training for service professionals to help support individuals in soft skills and self-advocacy.

Next Meeting will be on Tuesday Sept 20, 2016 in the Sanders Building, room 306