

Supported Employment Leadership Network (SELN)
Meeting

Date: October 28, 2015
Location: Sanders Building, Room 207
Time: 10:00-3:00 pm

Attendees: Kelly McNurlin (DDP), Dave Eaton (Counterpoint Inc.), Chanda Hermanson-Dudley (VRBS), Jennifer Finnegan (DDP), Mike Hermanson (Disability Transitions), Tim Plaska (DDP), Randy Winstead (Family Outreach), Phyllis Astheimer (Family Outreach), Carla Rime (DDP), Diana Tavary (PLUK), Bill Harant (Disability Transitions), Ellen Condon (Rural Institute)

Phone Attendees: Lori Idland (DRM), Diane Reidelbach (Job Connections), Laurel Gebo (DDP)

Roll Call and Opening Remarks:

- Introductions were made throughout the room and by participants on the phone.
- Quick recap of the last meeting and reminded members that what we come up with will be shared with all SELN members (since not everyone can make all meetings) for feedback and we will make tweaks before submitting to management.

Continue Work on DDP Career Plan re-vamp:

- Concern was brought up that if benefits counseling had to be done yearly it would overload the benefits counselors. The intent was not to require it every year, but just once at a minimum.
 - Also noted there is a “no” option on the form where there can be an explanation as to why career counseling was not done or if it had been done by someone other than an actual career counselor.
- In a previous meeting we had talked about having a separate survey that could be done pre-PSP and is more focused on employment. Kelly did some research and found that Oregon does this and handed out their survey to the group.
 - Consensus was that the survey needed to be REALLY short. The one from Oregon looks long, but after further review it has 4 different ‘phases’ of employment and only 1 ‘phase’ would need to be filled out. So, really there were only about 9 questions that would apply to an individual at any given time.
 - Provider representatives at the meeting felt that they for the most part, ask most of the questions that were on Oregon’s survey. But they did think it would be more effective to have a case manager ask the questions instead of the provider because an individual may feel more comfortable answering to their case manager.

- Everyone felt strong that we would like to do what Oregon has done and liked their format. Next meeting we will look at their survey work on how we want to make appropriate changes for Montana.

Novelene's request for workgroup to address:

Funding employment without adding money to cost plans:

- Diana Tavary knew some about the new ABLE act and gave an overview of how it could be used as an additional resource used for employment. She said there is a DPHHS workgroup (Novelene is on it). Said that DPHHS has talked to PLUK to manage the setup.
- Kelly handed out the 0208 Waiver Service Definitions with the goal to see if we can make employment definitions more flexible:
 - Job Discovery needs to say it is more gathering information and getting to know the individual.
 - We need to make the definitions clear that they apply to both for kids (high school) and adults.
 - These suggestions are valid, however they added clarification and did not necessarily make them more flexible. We will put these suggestions in the Parking Lot list.
- Dave Eaton had done some research on how other states deal with issues of individuals who need more job supports when there is no money to move within cost plans.
 - Found that Florida, Illinois, and Pennsylvania have a process but most of the tools talked about on their websites were for people that weren't in services, but same approach maybe could work for us.
 - Dave is going to further research how other states are dealing with these same issues we are struggling with but there are other states out there that do have a process to get money into current cost plans.
 - Ellen is going to find some contacts in Florida, Illinois, and Pennsylvania and work with Dave on finding out more from them on their process of funding employment.
- A comment was brought up about revisiting the INVEST curriculum to support a base-training for Self Directed employment service. This is the same training and certification process that new provider staff delivering job coaching activities for VR have to take. The goal is to recognize a parent or other natural support to provide the long-term follow through and have VR allow this on their sign-offs. Maybe we could expand co-worker support to cover this if employers would be willing to do it.
- Voc Rehab doesn't consider work enclaves or group work as Integrated Employment so they won't place people in those jobs. It could possibly be considered as a work based learning experience but it would be time-limited. Starting July 1, 2016 VR will be required to talk to individuals in small group employment to see if they are happy in that job or if they would like to consider another non-group job.

- When WIOA is set up and working there will be some rule changes where some of the services DDP is providing will be done by Voc Rehab.

Ellen Condon Presentation on PASS Plans

- PASS plans
 - PASS is done when the individual completes the vocational goal and not when the specific item(s) are purchased
 - If the individual doesn't reach the vocational goal, there is no repayment for the items purchased, just the balance in the PASS plan account.

Potential Projects:

- Conduct trainings for providers, job coaches, case managers, and families on assistive technology. Specifically IPADS. Discussed that MarshaThrelkheld and Tony Gentry who know about assistive technology and IPAD applications that we could possibly use as a resource or have put on a presentation
- Systematic Instruction and Training which trains people on how to teach on-the-job training. Certifications can be done through these trainings and maybe SELN would want to contribute or promote to individuals becoming certified to provide this service.
- Public Announcements...maybe we could have a CD made that DOL/Job Service could play at their monthly meetings. Also maybe we could go and talk on DD employment as well.
- Hold meetings across the state to educate employers on advantages of hiring DD staff. Maybe put together a group of employers who have DD employees to speak.
- Reach out to promote more DD employment in State Government.
- Put on an Employment Conference with cutting edge information from knowledgeable speakers to say....how do we do this.
- Attend TASH conference which is an international organization that focuses on the best interests of people with significant disabilities including employment and transition of individuals from school to community jobs.

Next Meeting will be on Tuesday November 17, 2015 in the Sanders Building, room 107