

## **Supported Employment Leadership Network (SELN)** **Meeting**

**Date:** June 3, 2015  
**Location:** Wilderness Rm, 2<sup>nd</sup> Floor, 2401 Colonial Dr., Helena  
**Time:** 9:00 – 1:00 pm

**Attendees:** John Butterworth (National SELN Project Team), Jane Boone (National SELN Project Team), Kelly McNurlin (DDP), Phyllis Astheimer (Family Outreach), Misti Hofland (VR), Lori Tolland (DRM), Tim Plaska (DDP), Jenny Harris (DLI), Novelene Martin (DDP), Jennifer Finnegan (DDP), Laurel Gebo (DDP Reg. 2), Dorie Fishback (Family Outreach), Marla Swanby (OPI), Stacy Mader (DDP), Mike Hermanson (DETD/VR), Kathy Barnes (REACH), Diane Reidelbach (Job Connection), Randy Winstead (Family Outreach), Charlie Briggs (ESGW), Karen Cech (recorder).

### **Introductions & Goals:**

Kelly McNurlin thanked everyone for their participation and introduced John Butterworth and Jane Boone who are representatives from the Supported Employment Leadership Network (SELN) National Project Team. Attendees introduced themselves and what agency they represented.

### **Taking Stock: Where are we and what are our current priorities?**

John provided a power point discussing the 2015 Stakeholder Survey Themes, the May 20, 2015 Strategic Employment Assessment Supplement Summary report responses from the online survey, and the May 20, 2015 Strategic Employment Assessment Supplement Summary - Individuals and Families Report responses from the on line survey. Hand-outs were passed out to participants.

Two rounds of formal web-based surveys have been completed; the first was done in 2011 and the second in May 2015. The surveys focused on two target groups: 1) Families and individuals in DD services, and 2) Case managers, agencies, direct care staff, DDP staff, and staff from other state agencies such as Voc Rehab, Job Service staff, and OPI staff. Also included were advocacy groups. All of these groups are considered stakeholders. The data chart revealed that Montana is comparable to other states. Outcome data is a priority. The strategy of getting data is to get an idea of an individual's employment status.

John reviewed the list of priorities set in 2011 and asked what has changed and what balance of priority has shifted. What has changed in the last 3-4 years? The group listed changes since the last formal assessment. (also see other documents from the meeting)

1. Group was able to pull outcome data.
2. Funding - because funding is through a waiver there is no real flexibility. In 2014 waiver employment services definitions were broke out to create a more flexible process. It has helped providers with the change in VR and DD work service definitions being similar. After Vocational Rehabilitation (VR) there is not much employment supports.
3. EE – flexibility.
4. Focus on long term employment
5. VR/DDP problem solving
6. Lost ability to “trade” cost plan funding (cost plan flex strategy)
7. Revised employment services
8. 1037 Waiver - This brought in a younger group of individuals into the waiver. This waiver had good intentions but the work to sustain the waiver and not being able to fill slots it was determined to move the remaining individuals into the 0208 Waiver. These individuals can still get the same services they were previously getting.
9. Last year to get to Waiver capacity individuals were screened into the waiver through a new screening process. Another group of 50 individuals will be screen in in 2015. The time frame on this process is still to be determined.
10. On line employment-curriculum was developed and is utilized by VR for job coach training. This training is accessible for use for DD providers for training staff.
11. Marla Swanby announced a collaboration that was held in May with VR, OPI, DOL, and Higher Education at a conference for systematic changes to develop an approach to change transition. They are want to identify who does what in each department and when funding takes place for students. There will be another conference in the fall and DD is encouraged to participate.

**Brainstorming: (What’s working/challenges= parking lot issues)**

- Cost allocation tool - supports and process
- Transportation - see as a service that is under-utilized...(not provider but taxi, bus, etc.)
  - Lack of good transportation
- Changes – cost plan billing system will be integrated into MMIS system
  - Invoice structure changes
- Under-utilizing funding in cost plans not being used - with permission transfer to another individual for employment services. This is no longer is happening.
- Can EE funding be used for long term supports?
- If client doesn’t utilize funding – what happens to unspent money
  - a. Put in urgent needs
  - b. Health and safety
- Flexibility of cost plans – reimbursement rates – more concentrated training – not an equal shift of staff
- Funding

### **Action Plans: Top Priorities -**

John asked participants to look at 2011 priorities list and to check on three items that the SELN workgroup should work on as a group over 2015 - 2016. The top five priorities are:

#### **Priority List:**

- **Funding - 1<sup>st</sup> priority with most votes**
- Employment PSP
- Employment Outcome data strengthen
- **Systematic transition - 2<sup>nd</sup> priority**
- Communication/outreach
- Staff competency standards
- Service definitions –guidance clarify employment outcome
- **Standard policed VR/DDP - 3<sup>rd</sup> priority**
- Training plan
- **Resource guide – 4<sup>th</sup> priority**
- Rule of EE funding
- Process clarity
- **Service innovation – 5<sup>th</sup> priority**

John took two items on the priority list and asked the group to take 2-3 minutes to write down their ideas for making improvements on a piece of paper. The following replies are listed:

#### **1) Funding –**

- Dedicate funding specific to employment for budget and cost plans
- Look at under-utilized plans and bring funds back for non-emergent funds – state wide - need vs. wants ( provider loses capacity)
- Under-utilized funds to emergency – make sure other non-waiver funding sources explored...
- Identify a way that an individual uses cost plans (allocated appropriately) Assess if cost plans are working for individual. (across the board in all services)
- Review guidelines of cost plan – individual low cost plan but individual life style changes and may need more funding as they age but not emergency need
- Examine Money follows the person process – with MDC – look at process and review
- Making cost plan proponent more flexible and global – let provider provide service needed and not what is allocated to each service...Making cost plan allocate internally more flexible/funding shift to other services easily (day to day)
- Expand use of Co-worker support option - underutilized – educate providers on service that may work for them

- Rate redesign for today's reality— look at formula...necessary for MDC closure / work with flexibility - Future goal
- Talk to stakeholders - Flexible in thinking... stay open minded in thinking....talk to stakeholders on how working
- Talk to other states
- Explore no-cost resource to improve employment support
- Training Stipend
- Mechanism to graduate but maintain access to funding /move dollars ---graduate from supported employment and move or hold funding (use what need but be able to get later)
- Keep concept of working waiver - Waiver 1037 concept to be able or commit to work (go to work ethic)
- Improve/speed process of Long term sign off – one problem for VR – consumers waiting because provider cannot take on individual / Brain storming to make 1037 work/challenges..
- Expand use of Assisted technology
- Incentivize employment services through the rates
- Rebase rates – use political process (what is cost of doing business).....
- Review/ address billing structure - Billings system is continuing to be a challenging.....needs to be considered

## 2) Transition -

- State wide department engagement for work implementation ---Use VR 15% system as key opportunity-contact with schools to get on board – not how funding but getting what is needed in school district
- Early and often outreach to youth/kids and families to build employment as an outcome....starting early –
- Prepare parents/students what it looks like for transition to employment
- Educate physicians
- Ongoing collaboration structure to build processes
- Developing youth Supported Employment groups
- Resolve access to schools (family outreach)
- Early Guidance/outreach about DD process
- Develop service model for 18-21 ....18-21 year span important time for transition - partner with DD? What is the package of the individual's skills....make sure skill set is there - Montana and Maine only state that don't service to 21  
Whole life perspective (life skills, apt...laundry, along with work)
- Identified service models for youth /young adults...
- Providers have curriculum for transition would like to access funding to get in schools/ VR
- Early benefits training and planning
- Inter-agency training to be aware of what each department do
- Early commitment to long term funding (mechanism)

John and Jane will take the input provided and give a summary to Kelly.

**Next Steps:**

The Montana SELN workgroup will no longer be a member of the SELN National group. They will still continue to meet and set timelines for priorities to move forward.

Kelly thanked everyone for coming and for their time in participating on the SELN workgroup. The next meeting of the workgroup is:

Date: Thursday - June 25  
Location: Sanders Rm 207 from 10 - 3 pm.  
Address: 111 N Sanders, Helena