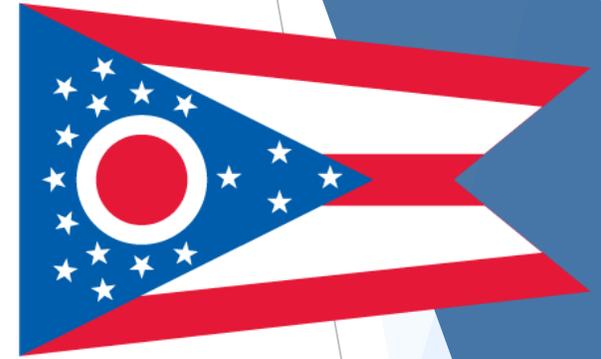


EMPLOYMENT FIRST



Project Update
February, 2016

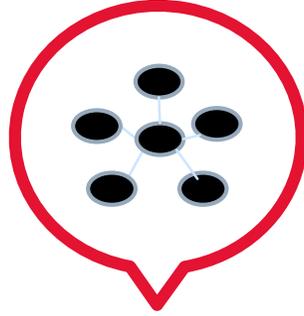
Strategies



**EMPOWER
STAKEHOLDERS**



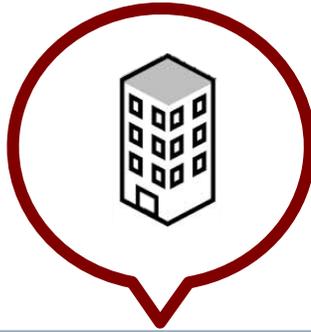
ALIGN POLICIES



**ENHANCE
SUPPORTS**



**PROVIDER
CAPACITY**



**ENGAGE
BUSINESSES**



**MEASURE
SUCCESS**

Every Person. Every Talent. Every Opportunity.

Employment First Advisory and Taskforce



**EMPOWER
STAKEHOLDERS**



**ALIGN
POLICIES**

The Employment First Advisory Committee, made up of various stakeholders, represents self-advocates, and local and statewide DD systems. The committee implements the work of the taskforce.

The Employment First Taskforce is made up of representatives of 6 state level agencies and is charged with expanding community employment opportunities by reducing barriers and aligning state policy.



Every Person. Every Talent. Every Opportunity.

Office of Disability Employment Policy



ALIGN
POLICIES

About ODEP

- ▶ Ohio was one of 16 states selected to participate in the Employment First State Leadership Mentor Program (EFSLMP) coordinated by the Office of Disability Employment Policy (ODEP).
- ▶ Through this program, ODEP provides technical assistance for provider capacity building and on a set vision plan.
- ▶ Ohio's vision plan is centered around serving transition age youth.

State of Ohio Transition Vision Core Principles

- 1 • Competitive, integrated employment is the expectation for all youth with disabilities
- 2 • Transition planning for youth requires multi-agency collaboration
- 3 • Early dialogue with individuals and families is critical to ensuring employment outcomes
- 4 • There are multiple pathways to employment
- 5 • Person-centered planning is key to the development of effective services and supports for transition-age youth

Every Person. Every Talent. Every Opportunity.

Partnership with OOD

The Ohio Department of Developmental Disabilities, in partnership with Opportunities for Ohioans with Disabilities Agency, has announced a statewide initiative to expand community employment services for people with developmental disabilities.



25	Full-time Employment First Counselors
5	Work Incentives Consultants
1817	Provider Staff trained in Supported Employment

Joint Guidance:

Opportunities for Ohioans with Disabilities (OOD) and the Ohio Department of Developmental Disabilities (DODD) have developed [joint guidance](#) on: how to utilize vocational rehabilitation & HCBS waiver funding for employment services, when to refer an individual to OOD, and what information to include in the referral packet to OOD to expedite eligibility.



ALIGN POLICIES

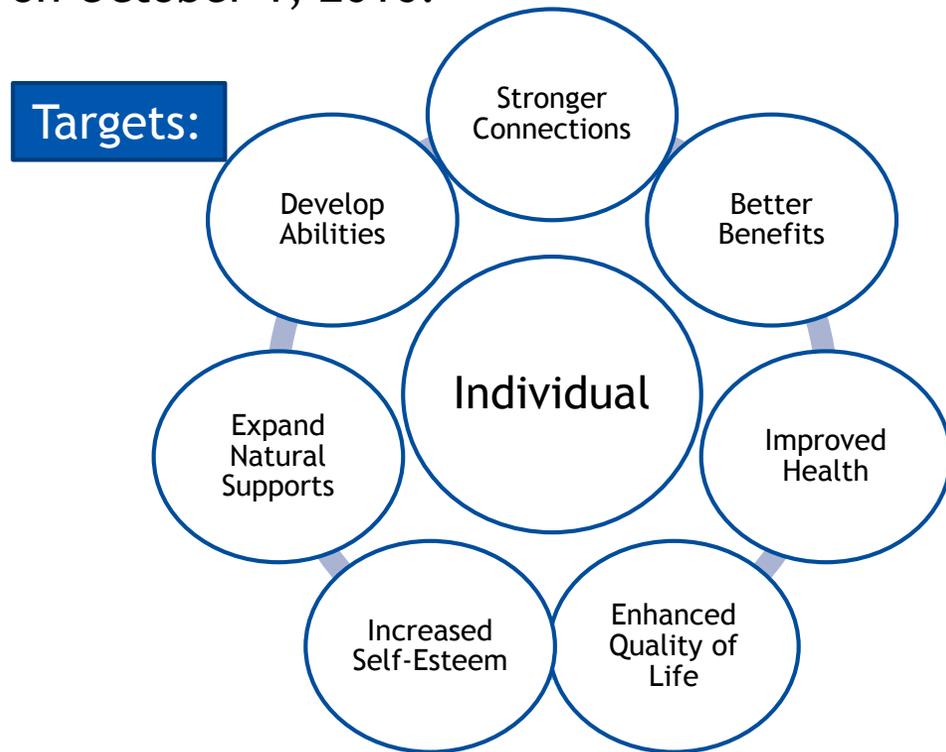


PROVIDER CAPACITY

Every Person. Every Talent. Every Opportunity.

Funding System Redesign

As part of the [Centers for Medicare and Medicaid Services \(CMS\) Transition plan](#), services and rates are being updated for Adult Day waiver services. Input was gathered from community forums and stakeholder workgroups throughout 2014 and 2015. These new services will be focused on person centered planning and individual outcomes. New services will start being used on October 1, 2016.



View more information on the Employment First website



ALIGN POLICIES

Every Person. Every Talent. Every Opportunity.

Employment Navigation



ENHANCE
SUPPORTS

What is it?

- Billable function through Targeted Case Management
- Person centered approach to assisting individuals identify services and supports for community employment

Liaison Network

- Facilitated through OACB
- Build capacity for Employment Navigation across the State
- Expected to start in April 2016

Impact

- Prepare SSA's to guide individuals across different systems and supports to obtain and maintain integrated and competitive employment

Every Person. Every Talent. Every Opportunity.

Employment First Transition Framework



ALIGN
POLICIES



ENHANCE
SUPPORTS

- ▶ It is a results-oriented process leading to individual community employment consisting of practices at the state, regional, and individual levels that reflect person-centeredness, are agency neutral, and are outcome focused.
- ▶ Variety of tools, training, evidence based practices and guides are available for use on the Employment First website
- ▶ Multi-Agency Planning (MAP) To Employment Teams
 - ▶ Intensive cross-training to improve transition practices that provides a unique opportunity to change outcomes through working in teams from different agencies
 - ▶ Meeting from October 2015 to July 2016

In FY'
16

1059

People Trained

22

Separate trainings

77

Hours of training

Every Person. Every Talent. Every Opportunity.

Community of Practice Training and Support



EMPOWER
STAKEHOLDERS



ENHANCE
SUPPORTS

- ▶ Communities of practice (CoP) are groups who share a collective interest or a passion, and learn how to do it better through regular interaction.
- ▶ The Ohio Employment First Initiative is developing a web-based community of practice to serve as a virtual system of support to encourage statewide cross-system collaboration - while also supporting local community efforts to connect and share.
- ▶ Launch date is expected for July, 2016



Every Person. Every Talent. Every Opportunity.

Disability Benefits 101

- ▶ Disability Benefits 101 (DB 101) is an integrated suite of online tools, information, and training where people with disabilities can directly access plain-language information about work and benefits and health coverage programs.
- ▶ Three calculators have been developed for Ohio: Work and Benefits, School To Work; Medicaid Buy-In.
- ▶ DB 101 is a resource for families, job seekers and professionals that can be used to help analyze the impact of employment on an individual's benefits.
- ▶ While DB 101 does not replace a comprehensive benefits analysis, it can help to provide a general understanding about employment and benefits.

[Visit DB 101](#)



**EMPOWER
STAKEHOLDERS**

Every Person. Every Talent. Every Opportunity.

Community and Employment Safety

- ▶ Developed by Center for Disability Empowerment to address various topics related to safety in the community including, but not limited to: neglect, abuse, human trafficking, and appropriate relationship boundaries.
- ▶ Curriculum will be featured in *“A How-To-Guide to Community Employment for Job Seekers and Families”*
- ▶ Expected to be live July 1, 2016



EMPOWER
STAKEHOLDERS



ENHANCE
SUPPORTS

A How-To-Guide to Community Employment for Job Seekers and Families.

The Job Seekers Guide will help you learn how to get a job
and will give you some tools that will help along the way.

Every Person. Every Talent. Every Opportunity.

Professional Certifications



PROVIDER
CAPACITY

CESP

The Certified Employment Support Professional (CESP) test is a multiple-choice exam administered during an allotted time of three hours.

This test is used to demonstrate knowledge and competence about providing employment related supports

Ohio Employment First is with the Association for People Supporting Employmentfirst (APSE) to offer additional testing opportunities throughout Ohio starting in Fiscal Year 2017.

Community Integration Training

Ohio Employment First will issue an RFP for a group To develop a web-based curriculum designed to support the core competencies of direct support professionals

Topics of this training will be related to individuals served reaching greater levels of independence, community membership, relationship-building, self-direction, and self-advocacy.

This training is intended to support proposed rate add-ons discussed in funding redesign.

Every Person. Every Talent. Every Opportunity.

Community and Business Connections



PROVIDER
CAPACITY



ENGAGE
BUSINESSES

Employer Engagement Institute: an opportunity for providers to receive advanced training in marketing and employer engagement

Goals:

- A comprehensive understanding of the agency's marketing strengths and needs as they relate to supported employment.
- A consistent employer engagement brand and message.
- A communication document that will include benefits to employers who hire individuals with disabilities.
- A functioning business advisory committee that is inclusive of other providers in the area.
- An employer engagement database tool to track business contacts and their results.

Participants:

- Abilities in Action LLC
- Capabilities, Inc.
- Champaign & Shelby County Boards of Developmental Disabilities
- Stark County Board of Developmental Disabilities

Every Person. Every Talent. Every Opportunity.

Provider Transformation Activities



**ENHANCE
SUPPORTS**



**PROVIDER
CAPACITY**

Project Transformation

The original Project Transformation consists of four county boards and three private providers who are working with five expert systems transformation consultants to create agency-specific transformation plans. Support for these teams include on-site visits, training and tools from the Subject Matter Experts. [Click here to see the Project transformation plans.](#)

- Champaign/Shelby County Boards of Developmental Disabilities
- CLW
- Darke County Board of Developmental Disabilities
- Fairfield County Board of Developmental Disabilities
- Koinonia
- Viaquest

Project Transformation 2.0

This project part of the Employment First State Leadership Mentor Program facilitated by the Office of Disability Employment Policy. Eight teams, four county boards and four private providers, are receiving technical assistance from experts at Transcen to develop strategic plans to move their systems to be more community integrated. [Click here to see the Project 2.0 transformation plans.](#)

- Butler County Board of Developmental Disabilities
- Capabilities Inc.
- Hattie Larlham
- Medina County Board of Developmental Disabilities
- Tuscarawas County Board of Developmental Disabilities
- United Cerebral Palsy of Greater Cleveland
- Wood County Board of Developmental Disabilities

Every Person. Every Talent. Every Opportunity.

Provider Transformation Activities



ENHANCE
SUPPORTS



PROVIDER
CAPACITY



ICF Employment Pilot

- This grant aims to facilitate the transition from facility based to community-based services, with a focus on community-based employment and adult day services for individuals with complex needs.
- Outcomes and strategies from these pilots will be shared
- Grant will continue through FY 17
- The selected projects were proposed by
 - Champaign Residential Services Incorporated,
 - The Arc of Medina County
 - Sunshine.



Integrated Community Support Grants

- Supports agencies in developing innovative strategies for serving individuals with complex needs in the community, with an emphasis on community employment.
- Information from these grants will also be used as models.
- Grant period will continue through FY 17
- Selected projects were proposed by:
 - Ability Works
 - Abilities in Action
 - Easter Seals TriState
 - Starfire Council of Greater Cincinnati
 - Franklin County Board of DD

Every Person. Every Talent. Every Opportunity.

Systems Transformation Conference

- ▶ A one-day conference (March 2) focused on providers changing their service delivery models.
- ▶ Local leaders and national subject matter experts will present best practices and collaborative strategies
- ▶ Topics Include:
 - ▶ Elements of High Performing Organizations in Ohio
 - ▶ Best Practices in Systems Transformation
 - ▶ Stakeholder Engagement
 - ▶ Improve Employer Engagement
 - ▶ Networking sessions
 - ▶ Organizational Redesign
 - ▶ Organizational Change Management



**ENHANCE
SUPPORTS**



**PROVIDER
CAPACITY**

[Click here to learn more about the Systems Transformation Conference](#)

[Click here to view the featured sessions](#)

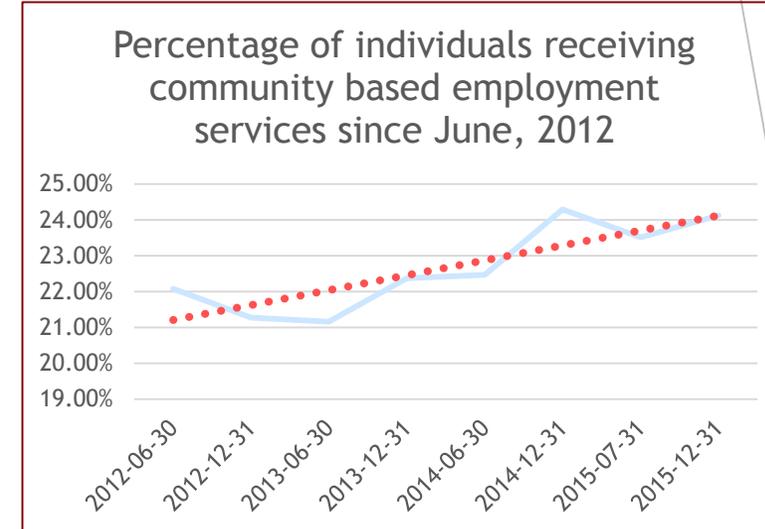
Employment Data and Tracking



**MEASURE
SUCCESS**

Outcome Tracking System

- ▶ Web-based data collection site used to gather individual specific employment outcomes hosted by DODD
- ▶ Rolled out to county boards in 2013
- ▶ Rolled out to providers in 2014
- ▶ Over 11,000 individual entries for both community and sheltered work
- ▶ [Resources on how to use the system are available on the Employment First website](#)



Data reports

- ▶ Data reports are available in Data Warehouse for county boards and can be requested by providers as needed

Every Person. Every Talent. Every Opportunity.