

EMPLOYMENT FIRST MAINE  
**Workgroup Recommendations**

Name of Workgroup: \_\_\_\_\_ **Capacity Building/Systems Development** \_\_\_\_\_

Project Deliverables/Recommendations	What has been accomplished?	What work remains?	Prioritization for EF Success (H – M – L)
<p>1. That over time, a wide range and tiered system of professional development and technical assistance be made available to providers of service (including educators) to individuals with disabilities across the state that is accessible and affordable to assure a common foundational level of knowledge and skill in at least the following topics:</p> <ul style="list-style-type: none"> <li>• Creating a culture supportive of employment for all (the work group believes this should be required for providers)</li> <li>• Strategic planning for agencies to address conversion of services</li> <li>• Innovative funding strategies to support an array of employment options including blending, braiding and amalgamating funding using strategies such as resource ownership, business within a business, and using SSA work incentives like PASS plans for job creation.</li> <li>• Whole life supports—wrapping a supports package around an</li> </ul>	<p>Career Planning/DPG—training and TA available at least quarterly, many other trainings are available through the WDS; BIP money will support financial planning/benefit navigators</p>	<p>A lot of work around creating a culture of employment including for non-residential providers is necessary; financial literacy, etc. in development; we need professional development on innovative funding strategies—need to watch for challenges with 150% cap for folks getting 1915 (i)SPA employment services when that rolls out. ODEP will be supporting 5 new communities of practice across the state on DPG</p>	<p style="text-align: center;"><b>HIGH</b></p>

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<p>individual that includes employment and inclusive community supports</p> <ul style="list-style-type: none"> <li>• Career Planning and Discovering Personal Genius™</li> <li>• Information on SSA work incentives and using work incentives</li> <li>• Customized Employment</li> <li>• Job development and job carving</li> <li>• Strategies to negotiate with employers</li> <li>• Financial literacy, financial planning, asset development and economic empowerment</li> <li>• Evidence-based Individual Placement Supports and integration of employment into the ACT teams</li> </ul>			
<p>2. That an Employment First 101 curriculum be developed and available in multiple formats to provide a values-based and foundational introduction to the concept that everyone can work. EF 101 should be required for case managers, educators, and policymakers and recommended for individuals with disabilities, parents and board members.</p>	<p>We have received a draft curriculum and are reviewing it; expect that it will be ready to go in the next month or so.</p>	<p>Using BIP funds, EF 101 trainer institute will roll out in the next few months –need to address sustainability over time</p>	<p><b>HIGH</b></p>

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<p>3. That a job coach credential be established and added to the career ladder of Maine’s employment support providers. Training for this credential must be accessible and affordable and jointly recognized by the Maine Departments of Education, Labor and Health &amp; Human Services.</p>	<p>Done—training is available on line and on demand</p>	<p>Need to get it recognized by MDOE. It is not yet recognized by OADS—but that is in the plan for the waiver re-write</p>	<p style="text-align: center;"><b>LOW</b></p>
<p>4. That the Bureau of Rehabilitation Services adopt a policy of presumptive eligibility for individuals on all of the Home and Community Based Services (HCBS) waivers.</p>	<p>Front door access issue resolved--- getting folks to plan and successfully closed remains an issue for some; VR procedural directive regarding DPG; SSI/DI eligibility exists</p>	<p>Continue to work on assuring people get through to successful closure</p>	<p style="text-align: center;"><b>MEDIUM</b></p>
<p>5. That the use of sub-minimum wage certificates (14c in the Fair Labor Standards Act) be eliminated in Maine as it is direct conflict with the Employment First Maine Act.</p>	<p>Bill crafted and heard—a phenomenal amount of work that was successful---bill was held over</p>	<p>Policy work group is preparing materials for the hearing; we will work with them</p>	<p style="text-align: center;"><b>HIGH</b></p>
<p>6. That small group employment be phased out and eliminated as it is in direct conflict with the Employment First Maine Act.</p>	<p>VR is no longer placing people in small group---ME’s HCBS transition plan is reviewing small group; small group is not a service in (i)SPA</p>	<p>Provider self assessment; statistically relevant sample—need to look at multiple individual placements may becoming group—use transition plan opportunity to close the front door</p>	<p style="text-align: center;"><b>HIGH</b></p>
<p>7. That the Maine Department of Health</p>	<p>In development—anticipated Jan</p>	<p>BIP funding will provide additional</p>	<p style="text-align: center;"><b>HIGH</b></p>

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<p>&amp; Human Services’ Office of Substance Abuse and Mental Health Services work in collaboration with MaineCare to submit a 1915(i) waiver. This recommendation is consistent with the recently released report by the Bazelon Center (2014), “States must cover a robust package of Medicaid-financed supported employment services for people with mental illness to supported employment under the “home and community-based services” state plan option, known as the “Section 1915(i) option.” This option will permit Maine to target a set of home and community-based services, including employment services, to a set of individuals using needs-based criteria.</p>	<p>2016 submission</p>	<p>professional development in anticipation of approval to build capacity of mental health providers to support employment—ACRE training as well as introduction to IPS will be available</p>	
<p>8. That, as a component of the CMS required transition plan, Maine re-allocate Medicaid funded intellectual and developmental disabilities and mental health funds from segregated day treatment and/or day habilitation services to pay for employment services consistent with the new CMS final rule on non-residential community services.</p>		<p>Monitor the transition plan implementation and provider self assessments; follow the money (percent of waiver funds, etc. that are for employment)....an advisory committee is to be developed for transition plan work</p>	<p><b>HIGH</b></p>
<p>9. That the Departments of Education, Labor and Health &amp; Human Services</p>	<p>Work going on between DOE and DOL re WIOA; data committee</p>	<p>ODEP 2015-16 to work on common data elements that will inform data collection</p>	<p><b>HIGH</b></p>

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assure and annually report that individuals with disabilities served are on a pathway to employment and barriers are addressed in person-centered planning processes.		requirements and provider report cards	
10. That, as a component of the CMS transition plan, Maine eliminate the conflict of interest where the individual with a disability is employed by the same agency that is providing him/her services and supports of any kind (employment, residential, etc).	Data being collected—DOL and DHHS working on MOU to be able to share info –	Monitor closely--	<b>MEDIUM</b>
11. That a mentoring program be designed and delivered to support agency leadership in their transformation.	Nothing to date	Attach it to professional development aimed at building a culture of employment in all agencies providing services to individuals with disabilities and embed it there...	<b>HIGH</b>
12. That Maine’s Department of Education will use the “Discovering Personal Genius” model in its transition and career planning process.	This may be in the transition work group’s recommendations	Monitor WIOA implementation and be available to support professional development and technical assistance in this area	<b>MEDIUM</b>
13. That provider agencies, at least annually, post a “Report Card” that identifies the number of individuals served, the number of individuals	Data elements under development	PCP process is supposed to address employment—will monitor the percent of folks with employment objectives in plans; # working without supports, etc. ODEP	<b>MEDIUM</b>

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employed, the number of hours worked and wages earned.		work this year—what OADS can track how many people are getting Career Planning—was employment  Need to look at both emp and non emp providers—how many people are working	
14. That all Work support providers shall become CRPs	Less than 5 now are not CRPs....4 recently have become CRPs	What about non work support providers who don't do employment—lots of work—community supports should be a stepping off to employment services	<b>LOW</b>

After considering the work that remains, do you think that this workgroup should continue or can the priorities be better accomplished in a different way? Please explain. \_\_\_\_\_ ***THERE IS IMPORTANT WORK THAT REMAINS TO BE DONE....SOME OF OUR RECS CAN BE ADDRESSED BY THE POLICY GROUP AND SOME ARE BEING ADDRESSED DIRECTLY BY THE WORK MAINE IS DOING WITH ODEP. THERE IS A NEED FOR RULES AND LAWS AND FUNDING IF WE EXPECT REAL CHANGE TO HAPPEN....WE BELIEVE THAT SOME OF THESE ARE POLICY WORK BUT WE RECOMMEND THAT THIS WORK GROUP NEEDS TO CONTINUE IF WE ARE GOING TO REALIZE THE VISION AND PURPOSE OF THE EMPLOYMENT FIRST MAINE ACT***\_\_\_\_\_

The Capacity Building work group met on 11-4-15 from 10-12 at DOL to complete this template.

Members Present: Kevin Owen, Shannon Hartman, Leticia Huttman, Riley Albair, Jenn Kimball, Gail Fanjoy, Lisa Sturtevant and Debbie Gilmer