

# EmploymentFirstMaine

## Coalition Meeting Minutes

*Draft Version*

Date of Meeting: Friday, January 9, 2015  
Time: 11am – 2pm  
Location: MDOL, 45 Commerce Drive, Augusta  
Facilitator: Betsy Hopkins

### Present

Name/Affiliation	Name/Affiliation
Terry Morrell, DDHHL	Gail Fanjoy, KFI
Jeanie Coltart	Leticia Huttman, SAMHS
Riley Albair, DRC	Rachel Dyer, MDDC
Janey May, CCIDS	Linda Larue-Keniston, Work First
Kathy Despres, SILC	Kelly Osborn, DBVI SRC
Karen Fraser, BRS	Rick Langley, DRC
Kim Moody, DRC	Mike McClellan, SILC
Debbie Gilmer, Syntiro, APSE	Christine McKenzie, MMC
Lisa Sturtevant, OADS	Tyler Ingalls, DSOAB
Simonne Maline, CCSM	Jay Collins, SRC
Doug Watson, Community Partners	Ann Long, MPF
Scott Murray, MCD	Avery Olmstead
Mel Clarrage, CDE	Shannon Hartman, Creative Works
Heidi Godsoe, Amicus	

### Discussion and Issues

#### 1. Betsy – Review of Ground Rules

Betsy explained process and described challenge of conducting business and moving

**Every person. Every talent. Every opportunity.**

ahead efficiently. Need to make sure people are heard. Goal to try to build consensus when can. Sometimes will need to vote and agree to disagree. Handed out ground rules document developed by Steering Committee.

Discussion: agreed we would add, modify these over time as needed.

**2. Accepted and approved November and December minutes.**

Terry noted misspelling re reference to “chairs contact” information.

**3. Karen – roll call and quorum established.**

**4. Coalition officers election**

Ballot review. No nominees from the floor. Ballot approved by acclamation.

**5. Legislative and Policy work group report**

Kim: HR 831 stalled in us congress now. Probably re-introduced.

That bill was starting point handed to Senator Katz. He emailed this bill to revisor’s office to submit, asking to model on this.

Handout of hr 831. Also handout of title 26 with language re incentives for people currently receiving submin. This language went to revisor’s office. Strikes section 666, the workers w disabilities section and statement re subminimum. Replaces that language with hr 831 says. Except edited number 4 to reflect language in this handout.

Language specific to Maine.

Betsy: next step? Something back from revisor’s, then share it, another opportunity to get language building then when Maine bill.

Kathy: point of order. Feeling like at 1st steps, not next steps. Needed to have earlier. When did it go in? In future, have this sent to us?

Tyler – helpful to have to share with staff too, for reading assistance.  
Jay agreed.

Betsy: HR 831 etc is posted on website.

Kathy: Possible to get email updates re “this was just sent in”, etc....Would be helpful for process.

Jay: info on efm site?

Re title 26 language available prior to today?

Betsy: suggest take 5 minues to review this.

Kim: just drafted language today re title 26.

Clarification re policy comm. Work happening fast, focused on this. Others should participate.

Take five minutes and then get input now.

Review, then email Kim re language ideas, changes. Can provide to revisors office after that. Working on co-sponsors, helping Sen. Katz with this, etc.

Mike: In light of many abstentions, seems to flag re process problem. That's a reason to improve communication.

Debbie: re ground rule and prepare ahead. Make website more obvious?

Lisa: Should be clear, working within Departments too. Maine will promote and pay for integrated work at or above min wage. Under pressure because of law to make changes. Need to understand this law exists, we are out of compliance. Dhhs, Dol, doe need to be concerned. Fails to meet the law. We need to be mindful of this.

Jay: ideas re new materials. Add material to agenda. Cite it there?

Indicate whether handouts are something that's either posted or not. Would help her understand where things are at.

Karen: doing best we can, will work at it.

Dick Brown: what doc we referring to?

Emailed to dick, mel, ann, avery

Mike: re process: saw subject matter of bills yesterday but mostly list of titles.

Diverse group here..some have more info than others. Need to be aware of that. More comm the better.

Leticia: clarify process going forward? Send email with timeline?

Kim: need responses asap. Some inout from group on this language. Email kim comments now kim@drcme.org

Then compile and send out to group. People review how bill becomes a law training?  
Otherwise not sure of timeline.

Betsy: take five minutes now?

Jay: sense of process for us? Like to take to SRC and talk to them. Meet next Friday. Couple of weeks ok?

Kathy: pick a date? Date to work with: Jan 21 at close of business due to kim.

Betsy: send out to master list for response. Unless needs to move more quickly, plan on 1/21

Kim: grandfather provision is problem we won't necessarily agree on. Need to acknowledge that all comments don't get included?

Dick used grandfather expression re 187.

MACSP group processed that as part of their discussion.

Betsy: gather comments, meet w policy group, develop another draft for group.  
Understanding that all comments don't get included necessarily.

Kathy: can't be policy group deciding for EFM as group. Need to have feedback process.

Jay: agreed – language coming back here.

Karen: Remember, though, we don't necessarily control all of the pieces in legislative process.

Dick: Want to clarify, my role was in trying to open up discussion between Mary Lou and Kim.

Five minute break to review language.

Betsy: question for Kim? Time to review and weigh in.

Janet: current admin had idea to create submin provision for minors.

Jay: the introductory rationale from HR 831. Look at 5, re "fed min wage gives incentive to exploit." Add language re research that says less likely to enter competitive employ if in submin?

Maine requires a statement of fact at bottom, not a preamble such as this. Kim: Wouldn't go into a bill though but is testimony type info.

Betsy: this would be a great point for testimony and informationally though.

Lisa: re number 4 – clarify that not everyone go thru VR, some would stay in current jobs and companies simply agree to pay min wage. IE, Hannaford and Tom's of Maine. Same jobs

Kim: ability to provide financial incentive to nonprofit providers? i.e., linda's example of 68 yr old person. Way to make financially feasible to pay this person minimum wage?

Jeanie: clarify?

Kim: if Hannaford and Tom's did this, any discussion to provide incentives to non-profits re this same issue?

Betsy: need to think thru and respond. Karen: state funds, ssa work expenses. Ideas from maine med and others?

Jeanie: re incentives. Always had an issue with incentives to hire pwd. Shouldn't be paying company to do the right thing.

Break til 12:30pm.

## **6. ODEP Vision Quest update**

**Debbie:** Didn't get to share this in Nov. Maine applied 2 years ago to be ODEP protégé, didn't get it but have been doing Community of Practice stuff in the interim. Monthly webinars etc. This fall, learned ODEP was expanding project – Maine applied and got it. Core state team participated in roll out. ODEP paid for 5 people from maine to attend. Vision quest is policy piece. Also chance to select technical assistance in this area. Wrote for iwaiver and HCBS transition plan to get TA re plan, and activities moving forward once approved. 10 month project. 360 hours total onsite and virtually, from subject matter experts. Stephen Hall assisting Maine and samhs re iplan amendment. Team assigned to that. Lisa Mills assigned to hcbs trans plan. Three objectives under Capacity Building. Team helping maine write new rfp on statewide workforce development system. System reflects best practices and service delivery. Objective re training and tech assis on customized employ, identifying 4 prvider agencies to receive training. Southern Maine area for intensive technical assistance. Objective re discovering personal genius – used in all 4 waivers – including TA on quality assurance model for DPG. Assist 5 staff in completing process, model the process with support. Supporting quality employment staff is another issue.

Betsy: if people interested in attending, contact Debbie – space may be an issue. Is focused on mainecare – dr hall meeting with mainecare.

Mel: if get I waiver, mean that Discovering Personal Genius used in that waiver? Leticia: no decisions yet. Big focus on individual placement and support model. May not work for all? May include it, not sure...

Debbie: DPG is really 50 percent used with people w mh disabilities.

Jay: wasn't originally the focus group

Christine: issues though re outcomes. Efficacy questions.

There is a model that is evidence based re people with mh. Conversation to have with people coming to help design this

Betsy: idea is to depend on individual, best match

## **7. Capacity Building work group:**

Debbie: lucky to have all of this tech assis coming in.

Recommendations document up and available. Group met to develop next steps to flesh this out. Added in 1: odep help. Bullets are anticipated things

Deleted 2 and 8 as redundant and in 1 already

Number 3: need quick overview of efm 101. For new staff, for board members, etc.

Doug Crandell is expert, to write this curriculum.

Jay: include csp references – important group to emphasize.

Jeanie: number 3: make sure webinar having captioning of good quality

Debbie: want to have multiple ways to make info available. Agree needs to be accessible.

4: credentials re job coaches – college of empl supports etc

5: on waiver, presumed elig for vr

Betsy reporting back in March re need rule change?

6: \_\_\_\_\_

7: 120 hrs of tech assis

8: mentoring program in year 1

9: annual report card from provider agencies

Ambitious objectives for yr one.

Kathy: Re presumptive eligibility- would benefit only a small group – potentially discriminatory against a sub group? Kathy has researched ir. Number of people.

Part of information gathering that is still needed.

Lisa: correction: have workforce development system in place – small amount of money. Up for rfp this year. With TA, looking at current system and what recommendations for changes?

Asking for extension and use the 10 months to evaluate, write new rfp to go out in the fall.

Hold and not go out to bid yet. What is needed to move system forward?

Jay: same concerns re number 5.

Changes in training/prac gets out of overuse of too disabled to benefit? System undo efforts by funneling people to place we don't want?

Debbie: asking people to send info. Attempt to make sure everyone can benefit from VR.

Betsy: develop that language jay?

Leticia: re rfp, need to follow state protocol, need to be clear re who can participate, not run afoul of process.

Mike: does EFM money to spend? How to have agencies address EFM goals?

Debbie: already require things. Understood to need to look at utilizing existing resources.

Work group recommendations should assist state to realize EFM act goals. Designed to support state in meeting the requirements. No new money allocated.

Kathy: suggest not presumptive eligibility issue, but issue of clear and convincing standard. Maine uses clear and convincing standard, but it's not in federal rule. Kathy to put concerns in writing.

Lisa: money allocated in current dhhs and dol systems to do this, but how do we utilize that funding. July 1 rates change, paying providers more for employment services, expecting more from staff.

Jay: re number 1. Need both philosophy and skills to do this.

Debbie: based on law and integrated, competitive employment. Long way to go.

Betsy: need more from this group?

Debbie: info from Jay and Kathy re the issues they raised.

Gail: issues with this focus? Cap bldg. on right track?

Kathy: consumer choice first and foremost. DPG focus felt limiting. Client choice has to be clear.

Lisa: education for SILC around this is needed. Career planning is among federally mandated services. Dept has chosen DPG as model for those four programs. I.e., not pay for sheltered work, that is not a choice currently under waiver. Can pay privately. Issue re who is paying for it impacts concept of choice.

Kelly: other employment supports – 3 – but for planning is DPG. SILC focus: Betsy had mentioned VR funding some DPG. Betsy: no way only one approach. Career planning not limited.

Debbie: service available by choice on waiver. Betsy says for people in VR where career planning needed you select provider and model too

Betsy: consensus on this?

Kelly: questions not answered yet for people not here present. Will report back to them.

Debbie and Lisa to talk to SRC etc. re system, waivers

Lisa: training from Mills, Hall etc – bring efm families and advocacy groups etc. Need timeline soon!

## **8. Business/Employer work group group:**

Lisa: Haven't met again since last time. Five recommendations are in EFM recommendations handout.

Business Leadership Network jointly funded. Looking for recommendation to continue that funding for DHHS commissioner. Business engagement group work happening there etc.

Jeanie: modify wording re Maine as model employer. Betsy: have language re that? Send to Lisa?

Kelly: looking for written support from this group and others?

Terry: what nature of businesses – big, small?

Lisa: mbln supports big and small businesses, match up employers who are employing pwd with similar businesses. Bates and College of Atlantic, for instance.

Betsy: consensus to draft this for support

Debbie: charge to work group chairs re next steps. ie letters of support, etc. need to break down those next steps.

## **9. Transition work group:**

Jan: Working on ground work, collaborating with Jim Martin's committee on transition Don't have particular yr 1 recommendations. Do have year 2, as have been presented previously. Please see that combined recommendations document.



Mou state agencies labor, corrections, etc-

Return to days of comm on transition. Leg to establish reg work groups, approp funding etc.  
Designate oversight committee for yr \_\_\_\_

Some regional work groups have continued, those parts of state have better track record

Rick: re age 14 and transition planning? Commission on Independent Living

Jan: work group didn't endorse that idea. Focused on getting in line with compliance plan.

Jay what is status of other states re ages? Info needed: makes a difference to start earlier?

Get that data? Use that and make a specific recommendation?

Need some info for thorough conversation

Can we post the recommendations from the independent living commission?

Agreed to get info back to work group then have larger discussion here.

#### **10. Data work group:**

Christine: Still grappling with What data exists? Same across systems?

How to identify best info for comparison purposes, and for EFM to use as benchmarks.

Reviewed workplan – Have point person assigned.

Recommendations are 2 summarized in handout last time.

Question for group:

Are we going in right direction? Email ideas to Rachel.

#### **Next Meeting: Steering Committee Meeting**

<b>Date of Meeting</b>	<b>Friday, February 13, 2015</b>
<b>Time</b>	<b>11am to 1pm</b>
<b>Location</b>	<b>MDOL, 45 Commerce Drive, Frances Perkins Room</b>