

# EmploymentFirstMaine

## Coalition Meeting Minutes

*Draft Version*

Date of Meeting: Friday July 11, 2014  
Time: 11am – 1pm  
Location: MDOL, 45 Commerce Drive, Augusta  
Facilitator: Betsy Hopkins

### Present

Name/Affiliation	Name/Affiliation
Betsy Hopkins, VR	Rick Langley, DRC
Chris Robinson, VR	Lisa Sturtevant, OADS
Leticia Huttman, SAMHS	Christine McKenzie, MMC
Terry Morrell, DHHLD	Ann Long, MPF
Denise McCarthy, VR	Brad Strause, Alpha One
Jon McGovern, SUFU	Tyler Ingalls, DSOAB, SUFU
Karen Fraser, BRS	Christine McKenzie, MMC
Rachel Dyer, MDDC	Dick Brown, Charlotte White Center
Linda Larue Kenniston,	Kathy Despres, Cares, Inc., SILC
Janine Collins, SRC	Janet May, CCIDS
Kelly Hooper, TANF Aspire	Simonne Maline, CCSM
Shannon Hartman, Creative Works	Diane Vinal, DEI
Anne Nadzo, Goodwill	Bethany Goding, Mobius
Kelly Osborn, DBVI	Gail Fanjoy, KFI

### Discussion and Issues

1. Vision Quest update - Betsy

Every person. Every talent. Every opportunity.

This project is sponsored by ODEP/USDOL, and Steve Hall is our consultant. Steve has provided a draft recommendation document re Maine strategy, and data is a focus of the guidance from him right now, i.e. measuring where you are now, where you want to go, how to measure and assess while getting there. On Monday's state call, data was a strong recommendation. Opportunities to utilize data in the legislature, talking to public, need good factual data. Collecting and sharing data between departments that don't typically share information well. One recommendation was to get agreement between departments about data, how to share, what are they willing to share. Willingness is there but challenge is what and how to best share. Steve is looking at other states re how they do it. Likely be a MOA re sharing information.

## **2. Rhode Island Conference**

Maine had a good team at this invitation-only event. Lisa, Valerie, Rachel, David Bartage from Proctor and Gamble. It was a structured day-long event, with the purpose to discuss what is getting in the way of business hiring people with disabilities and strategies to address this. A white paper will result with some work going on following the event. DOJ represented and very engaged in discussion re dollars and supporting people in real work. States got clear message. Karen: Good employer/employee panel. Good tone, and big and small companies were represented. An auto body shop owner was there, with the supported employee. Discussed 6 greatest challenges faced. Systems, collaboration, inclusion, attitude barriers, employment specialists and supports, employers and education/resources, laws and regulations and benefit structures. Barriers included transportation, housing, and the labor market itself. Sidebars: what is different about this discussion this time? What can really change now?

Discussion was driven by employers more than ever before.

Janet: any states talking about proficiency-based diploma coming down the pike? Can expect an impact on students and employment.

Jon: Teacher in Bangor helped with his job initially. Been there 12 years with success.

Conversations were in part about preparation. From early ed on to higher ed. But not a discussion of diploma per se. Obviously, lack of quality transition discussed. Who is missing in the room? DOE was missing.

Dick: what does proficiency-based diploma mean? Janet: Jan can likely speak better to the details. In place by 2018? Has potential implications for people with learning disabilities etc. Some waivers for districts. Intent is to level the playing

field, but may present challenge for some students to pass it and meet criteria? GED has changed as well.

Jim: Re more business involvement – how did that happen? Can we make that happen here?

Lisa: Event was co-sponsored by US Business Leadership Network. National association of business to business efforts, in part about hiring of pwd. They were responsible for getting businesses at the table. Maine has an affiliate. David Bartage chairs in Maine.

Janine: The technical assistance org in the southeast region has a focus area re developing the Discovery process, expanding it re work trial, etc. TACE southeast – access what they've done and use here?

Betsy: Technical assistance continuing education center. 10 of them. May be defunding these? But could explore the idea.

Janine: Using career exploration and discovery process in a group setting – a different way to apply approaches to career planning.

Michael Callahan presented at conference.

### **3. Planning for EFM October Summit**

One year anniversary of EFM in October. Ideas re keeping attention on this work, publicizing EFM, etc? DRC annual dinner is Oct 17. Patty Cassidy from Griffin is in town, doing two Discovering Personal Genius sessions. Lisa has requested some potential funding re summit. State agencies have tentatively agreed to put forward some funding. Kim to talk to hotel re availability that day.

Award to employer with commitment to this process?

### **4. Update from Business/Employer Work Group**

Lisa and Anne reported re survey results. Will send out results through list serv and post to website. Survey went out through June to Chamber, EFM business work group – hoped for 200 responses, got 90. Reviewed results this week. Short survey so as not to overwhelm. Re barriers, strategies, etc. Anonymous. Top 5 industries to respond: manufacturing, financial/insurance, professional scientific/technical, health, retail trade. Out of 15 potential industry categories. Good mix of responses, Chamber connections helped make that happen. Asked percentage size of work force, and got small and large business responses.

Mostly from Cumberland, Androscoggin, Kennebec. Most responses from HR, management, CFOs. Asked to describe their interest, practices re diversity hiring.

Asked employers re challenge in hiring PWD, with 8 areas, rated. Results re challenges: accommodations one of top 3 issues.

Employer group has reviewed results, some potential recommendations for EFM. Reviewed info w Dana Connors at Chamber, with Peaches at DEI, etc. Trying to think of work for the next 2 years and a strategic work plan.

Written comments will be de-identified and posted on website.

Surveying DOE, DOL, DHHS re their resources, positions, work done re business to business work. Will have that data to figure in too. How to help departments to do this work?

Janine: Remember that when asking business groups to make recommendations, that they have a bias toward thinking they need more financial resources to make this work. JAN numbers have shown that costs are often minimal. Important for employers to understand that their current best practices will work with people with disabilities.

Jim: Need to educate business community re jobs and assumptions about the needs of PWD. The “no positions to fill” answer reflects problem needing to be addressed here.

Cathy: obviously many employers are unaware that they’ve hired a PWD.

Dick: The “2 Maines” divide might become part of the policy solution discussion here. If data is weighed to southern part of the state, must keep in mind that those solutions may not reflect reality in other parts of state.

Also, need to emphasize the changing demographics – if no one left the state at all, there still aren’t enough workers to fill jobs.

## **5. Update from Capacity Building Group**

Gail: Extensive provider survey was conducted and we’ve shared results. Revisited it to look at who hadn’t heard from. Asked Kevin Olsen, Leticia, Lisa to re-send survey to key missing providers. No word yet on the results of that second round.

People need information on EFM. Gatekeepers, parents, consumers, students. Bethany and Gail drafted a training overview. Idea is to present via webinar, and face to face, different ways to reach different people. Three initial

recommendations: 1. Work support providers become CRPs, 2. How to move along providers who are not providing work supports but doing day programs, etc., and get work on their radar?, and 3. EFM 101 – training needed, widely accessible. Capacity meets next on July 29 11-1 at 41 Anthony Ave.

Janine: How can we impact PCP process? Reframe that mechanism to focus on work?

Karen: MHEPC recommendation. Leticia has drafted language in support of connecting that collaborative to EFM. Trying to find strongest strategic voice.

## **6. Communication work group update**

Betsy has been joining Communication group calls to help develop agenda between meetings. Chairs should be conscious of sharing calendar info re meetings, plus other website updates.

## **7. Data work group update**

Rachel: first set of developed data is in, will be sharing that. Working document. Looking for data contacts within departments. Quality and consistency of data is an issue. In August will be joining Vision Quest calls. Meet next August 25 at 225 Western Avenue, 930am.

## **8. Policy work group update**

Jim: Developing survey for EFM members and to share with others. Survey re policy and regulatory barriers, challenges and hopefully solutions. Mechanism to gather recommendations from work groups and membership, and “friends of EFM.”

Hope to have survey out with meeting minutes next week. Asking members to spend time thinking about this. Open ended questions. Will keep survey alive on Survey Monkey though July 31? Need a chance to share with other organizations and groups that we are affiliated with. In September have discussion re policy recommendations coming out of this? Likely need to set aside some time in September to be focused on policy recommendations. Ideally groups could make this part of their work and report back specifically on policy ideas.

## **9. Transition work group**

Janet: Group has drafted a detailed work plan to share before next time.

**Next Meeting:     Steering Committee Meeting**

<b>Date of Meeting</b>	<b>Friday, August 1, 2014</b>
<b>Time</b>	<b>9am to 1130am</b>
<b>Location</b>	<b>MDOL, 45 Commerce Drive, Frances Perkins Room</b>