

GOVERNOR'S COMMISSION ON COMMUNITY-BASED ALTERNATIVES  
FOR INDIVIDUALS WITH DISABILITIES  
EMPLOYMENT SUB-COMMITTEE MEETING  
DECEMBER 02, 2004 – 9:30AM (Rm 349A)  
DEPT OF LABOR – WILM, DE

**PRESENT:** Andrea Guest, DOL; Laura Eisenman, Univ of DE.; Eve Austin, Elwyn; Penny Chelucci, DOL; Cindy Sterling, OCI; Doyle Dobbins, Delarf; Ted VanName, Goodwill; Theda Ellis, Delaware Autism; and Victor Orija, DSAAPD;

**CALL TO ORDER**

The meeting was called to order at 9:40am

**BUSINESS**

1. Welcome, introduction, approval of agenda and minutes.
2. Update—Commission Meeting
3. Commission Template.

Approved minutes, and agenda.

Retreat update:

For the benefit of the goals, The Commission identified three years:

Current Year = July 1, 2004 thru June 30, 2005

Year One (FY 06) = July 1, 2005 thru June 30, 2006

Year Two (FY 07) = July 1, 2006 thru June 30, 2007

At the November retreat, the Commission prioritized the following goal:

**Goal:** Offer Medicaid Buy-In (MBI) with increasing thresholds for eligibility.

***Major Objectives for this goal identified for Year One (FY 06)***

- Approve Model #1 for a beginning MBI program.

**Action Steps:**

- 1). Recommend Model 1 to commission.
- 2). Ensure consumer participation in the overview and implementation process.
- 3). Recommend funding for the MBI in the next funding cycle.
- 4). Monitor MBI when implemented and embrace “best practices” that are available elsewhere.
- 5). Educate and gain employer support for MBI.

## **Other Identified Goals**

- ▶ Develop a flexible system that provides individual interventions that maximize employment outcomes for people with disabilities over their lifetime.

### ***Major Objectives for this goal identified for Current Year***

- Expand public and private services for individuals that require long term support and services to maintain employment. *Achieve by designing and implementing long-term individualized support teams to assess clients' needs, identify appropriate services, develop vocational support plans, and coordinate the provisions of services.*

#### **Action Steps:**

- 1). Identify opportunities in long term funding to convert existing funds to provide long term support through state agencies, and community-based facilities.
- 2). Develop a strategy to engage consumers in the process of determining the appropriate package of support.
- 3). Review and amend existing systems of service delivery, payment, and regulations to eliminate barriers to employment success.
- 4). Continue to provide benefits counseling beyond the end of the CLIMB (Consortium Leadership for Individuals Managing Benefits) grant. Plan for program's sustenance when DVR's federal grant ends.

- Ensure that the State of Delaware hires people with disabilities and provides suitable accommodations for them. *Achieve by monitoring the use of the selective placement program and report via committee process.*

#### **Action Steps:**

- 1). Report State of Delaware's usage of the SPO program.
- 2). Evaluate success of program and recommend needed changes.
- 3). Increase training of hiring managers to improve their awareness.

- ▶ Maximize career options for people with disabilities.

### ***Major Objective for this goal identified for Year Two (FY 07)***

- Increase the number of students who participate in career development activities. *Achieve by incorporating career development into transition planning.*

#### **Action Steps:**

- 1). Increase transition services such that transition planning begins no later than the 10<sup>th</sup> grade.

- 2). Students have access to career assessment and career development no later than the 10<sup>th</sup> grade.
- 3). Increase funding to provide DOE and DVR counseling.
- 4). Implement career exploration programs for students with disabilities.
- 5). Increase the awareness of career options.
- 6). Institutionalize the knowledge of resources by educating the school system and the public.
- 7). Implement process to ensure career needs are not based solely on DSTP.

► Maximize employment opportunities for people with disabilities.

***Major Objective for this goal identified for Current Year***

- Increase the number of people with disabilities in competitive employment. *Achieve by increasing the number of employers who provide fair and equitable career opportunities for people with disabilities to become gainfully employed.*

**Action Steps:**

- 1). Establish an employer roundtable under the jurisdiction of the Workforce Investment Board to focus on the employment of people with disabilities and to build the employer-employee network.
- 2). Partner with the Delaware Economic Development Office, the State Personnel Office, and the Delaware Department of Labor for the purposes of promoting employment opportunities for people with disabilities.
- 3). Educate employers about Incentive Plans such as Tax Credits and Medicaid Buy-In.

► Improve provider capacity.

***Major Objective for this goal identified – did not specify what year***

- Develop a skilled workforce with a knowledge base on disability issues. Workforce will promote individuality and career options for people with disabilities. *Achieve by attracting and retraining capable candidates as workers.*

**Action Steps:**

- 1). Attract and retain quality, skilled staff to work in the field, across disabilities and disciplines.
- 2). Ensure a match between service demand and provider capacity. Utilizing the joint planning process and work with existing providers to extend their capacity which would enable a greater economy of scale resulting in more cost-effective services.

► Demonstrate economic benefit of people with disabilities working.

***Major Objective for this goal identified for Year Two (FY 07)***

- Determine (through independent contractor) a way to quantify the cost benefit ratio of investing in a broader system of supports for people with disabilities.

**Action steps:**

- 1). Implement the Medicaid Buy-In.
- 2). Track the number of people with disabilities who are gainfully employed.
- 3). Continue to provide benefits counseling beyond the end of the CLIMB (Consortium Leadership for Individuals Managing Benefits) grant. Plan for program's sustenance when DVR's federal grant ends.

**CLIMB**

According to Penny, Specialists have been added to the staff. They are knowledgeable about the program.

**Autism Request For Proposal (RFP):**

Theda expressed concern that there was only one bid. She solicited input on how the RFP could have been better placed to invite more bids. Members offered their input. One vital input was that the Autism Society ought to have sought the input of stakeholders into the RFP process.

**MBI:**

Andrea suggested the following:

- 1) That subcommittee makes the MBI our top priority
- 2) We should educate employers about the benefits of the MBI. Betsy Willer who is associated with the MBI project should be an ideal person to speak to the Chambers of Commerce.
- 3) Once educated about the MBI, an employer representative should be invited to the Joint Finance Committee (JFC) to share their views at the meeting. An employer representative should be from a "small business."
- 4) Richard Heffron from the Chambers of Commerce should be invited to speak to our subcommittee.

Meeting adjourned at noon

**NEXT MEETING:**

**February 3, 2005. (10:00am to noon); DOL—4425 N. Market St, Rm 349A; Wilm, DE**

