

Employment First Collaborative Team Meeting

June 18, 2015

Florida Developmental Disabilities Council, Inc.
124 Marriott Drive, Suite 203
Tallahassee, FL 32301

1:00 p.m. – 5:00 p.m.

Conference Number – 1-888-670-3525 / Conference Code – 7876850281#

I. Welcome and Introductions

Beth Romans-Corsi, Florida Developmental Disabilities Council
David Darm, Division of Blind Services
Dehryl McCall, CareerSource Florida
Diane Vacca, Florida Department of Economic Opportunity
Diane Wilkens, Diane Wilkins Productions
Jean Winsor, Institute for Community Inclusion, UMASS Boston
Judy White, Florida Bureau of Exceptional Education and Student Services
Kristin Panella, Division of Blind Services
LeeAnn Herman, Agency for Persons with Disabilities
Meghan Murray, Agency for Persons with Disabilities
Sheila Gritz-Swift, Florida Developmental Disabilities Council
Suzanne Sewell, Florida Association of Rehabilitation Facilities

II. Update on Collaborative Strategic Action Implementation Plan, Baseline Data and Timeline for Completion of Annual Report

Beth Romans-Corsi has been working on all of the updates for the 3 reports. The FDDC has hired a consultant to draft the report. There will be a draft report by July 17 for all Interagency Partners to review and provide feedback on by early August. Feedback will need to be sent to both Sheila Gritz-Swift and Beth Romans-Corsi. The final report will be ready on August 17.

The format of the report will be modeled after a report from Tennessee that Sheila Gritz-Swift shared with the Interagency Collaborative Team several months ago.

WIOA's data requirements may lead to changes in the data that each state agency reports. This will require us to annotate future reports to indicate the changes and how the trend line might change.

III. Point of Contact for the Interagency Cooperative Agreement facilitation and coordination activities for July 1, 2015 – June 30, 2015

The FDDC will continue the facilitation of Employment First Florida Collaborative Activities for 2015-2016. The signatory parties need to formally agree to this again and Sheila Gritz-Swift will contact them and ask for them to verify their agreement.

IV. Priorities for 2015-16

Sheila Gritz-Swift asks that members review the plan and suggest priorities for the 2015-2016 plan. The 2nd year Strategic Implementation Action plan will need to be included in the 2014-2015 report. Please consider how the new expectations for WIOA will be addressed by the plan- Sheila Gritz-Swift will be presenting at the Florida WIOA Taskforce meeting on July 16, 2015. She will also bring back any ideas for the 2015-2016 plan from the WIOA taskforce to the Employment First Interagency team.

V. Employment First Messaging Video: Input for Final Version

A mini version premiered at Family Café. After it had aired the audience members started clapping and were very excited.

The team watched the most recent draft of the video. Feedback of the 2nd version of the video:

- There was a random placement of the word employment
- Love the emphasis of Employment First and Collaboration
- Some of the logos could be made clearer
- Do we want to show both baseline and compliance data?
- Like the videos and images
- Add an image Governor Scott
- Is there a funding statement that needs to go in?

The video will be ready for distribution by the end of July, beginning of August. Each agency will get 1 copy and will be able to copy the DVD, you can also download the vmeo file from the website. This will also be on the Employment First Florida website. It will be presented by Beth Romans-Corsi at the international Project Search conference and others would like to share at the video at ADA, WIOA, and other events.

VI. Employment First Collaborative Training Initiative

Patty Cassidy updated the team about the draft toolkit. As a reminder the toolkit is based on the four APSE competency domains. Each of the 4 domains will have an assessment tool to assess training requirements and there will be training resources targeted to the domains. An assessment tool has been developed to see where organizations fall relating to the competencies in each domain. The tool does not specifically assess the competencies of individual employment staff yet. Additional resources are being added to strengthen the information organizations will have relating to each domains competencies. The toolkit is being completed for the EFCT's final approval. The toolkit will include assessment tools to be used to assess whether personnel need additional training. The rest of this contract year will be spent refining the toolkit before training begins in the following contract year. The purpose of the toolkit is to assess an organization to determine future strategy. The provider will conduct two pilots which will be a 2 day training to review the toolkit and complete the assessment.

The suggestion was made to sort the trainings listed in the toolkit in some way according to topic, domain, free or paid, or according to some other categorization.

Beth Romans-Corsi mentioned that some areas of the state have a great deal of training taking place already, and that there may be other sites with less activity where the pilot training could take place. Beth noted that in the selection of the pilots that they would like to avoid selecting sites that are engaged in other pilot sites across the state through multiple entities. The pilots relating to the toolkit will be cross agency to facilitate the larger goal of sharing training, resources, etc. There are some areas where various agencies don't have an employment lead and we will take this into account with the pilot selection. Would like to have 1 rural and 1 urban area as pilots.

VII. Employ Me 1st Collaborative Pilot Update:

Jean Winsor presented this update. She has set up two site visits so far: The Nassau County site visit will be on August 26th and the Miami Dade site visit will be on September 17th. Each pilot site is at a different point in terms of being ready to host an initial collaborative team meeting. Each pilot site will use the information from their application to inform the technical assistance as a starting point for developing the capacity to mirror the Employment First efforts at the state level. Jean is implementing the Systems of Stage Development framework with these sites to achieve progress from coordination (stage 1) to cooperation (stage 2) to collaboration (stage 3). Jean also mentioned feedback from a Nassau County team member requesting a more personalized state-level letter to the sites that recognizes their participation in the Employment First collaboration. Beth Romans-Corsi further explained the importance of state agency representatives sending these acknowledgments to local-level agencies in the pilot sites as a way to communicate their appreciation for taking on extra work and their expectations of the local-level groups. Beth also emphasized the importance of presenting this to the local level as work they need to do anyway under the WIOA regulations and pointing out that they are beginning this work ahead of the mandates, acknowledging them as innovators and pioneers.

Jean also reminded them that the next Florida Grassroots Group meeting will be on Tuesday, July 21st, at 3:00 PM and will highlight the success of Floridians with disabilities in the workforce. Jean clarified that most members of the Florida Grassroots Group team are stakeholders including individuals with disabilities, employment service providers and case managers, and that the purpose is to shift these stakeholders' perspectives from a focus on what isn't working to a focus on the outcomes many people are achieving.

VIII. Partner Updates on Implementation Activities:

BEES: A WIOA joint implementation memo is being developed to go out before school starts. Written by BEES and VR representatives, the memo describes expectations of each party under WIOA. A work group is figuring out how the agencies will coordinate referrals and services, and a subgroup of that group is working on how data will be collected and shared

between agencies. The memo supports greater family engagement and participation through the sharing of information for families about the programs and resources available through VR for people seeking jobs. Also will be adding all of the connecting employment websites (Abilities Work, VR, Employment First, etc.) to BEESS presentations.

APD: APD's Employment Enhancement Program has been successful, slightly surpassing the 200 positive outcomes they were seeking. APD is part of the WIOA task force, and the APD members from this meeting look forward to attending the next task force meeting. . Kathy Palmer has retired from APD. APD continues to be involved as a member of the WIOA taskforce.

CareerSource staffed a Family Café table and had a booth next to DEO. Employers were there and gave presentations. Have had some great employer recruitment interactions at their conferences. They have also continued to reach out. Also they are coordinating the WIOA planning. A memorandum is being produced that spells out the next steps participants will be carrying out. They also applied for four grants, including an adult grant and a youth grant for employment.

VR: Are focusing on adopting to the WIOA requirements. Have eliminated some waiting lists and have significantly drawn down others. Have updated their funding piece for Project Search providers and this allows providers to get funded for on-the-job-training instead of having to shoulder the cost until an employment outcome is made.

Division of Blind Services: Implementing WIOA requirements is currently a big issue. DBS has begun an outreach effort incorporating lessons learned by David Darm's experience on the Governor's Commission and the importance of highlighting success stories. They are trying to reach employers by creating firsthand experiences for employers to interact with people with visual disabilities who have been successfully employed or are contributing to their communities. They have proposed firsthand interactive experiences that are either work-related or social. They have a foundation that they have shared this proposal with and are planning to set up experiences, such as demos of assistive devices at Chamber of Commerce meetings, or demos of adaptive sports and other activities and environments.

FDDC: The FDDC is working on its new five year state plan which will be focused on systems change and to increase family and individual advocacy. They're looking at projects they have currently that they can carry on with through this focus as well as developing new ideas. They have two new Project Search sites for the upcoming school year and five interested ones for the next year. They had six sites this year with 100% outcome. Three of these sites are in Brevard County and two are in Orange County and one in Hialeah. Their efforts are a testimony to the school districts, VR, FDDC and providers who have collaborated to make them successful. Rural Routes to Employment is doing well. The new sites have begun with house visits and meeting employers. There was a great response to the Family Café presentation. FDDC appreciates the help received from individuals on the Collaborative Team.

IX. Future Meetings:

No meeting was scheduled for July due to travel plans, schedule conflicts and vacation plans. Future meetings are scheduled through the end of 2015 for August 13th, September 17th, October 15th, November 19th and December 17th.

X. Adjourn