

NH EMPLOYMENT LEADERSHIP COMMITTEE

FY 2018 Presentation to NH Quality Council

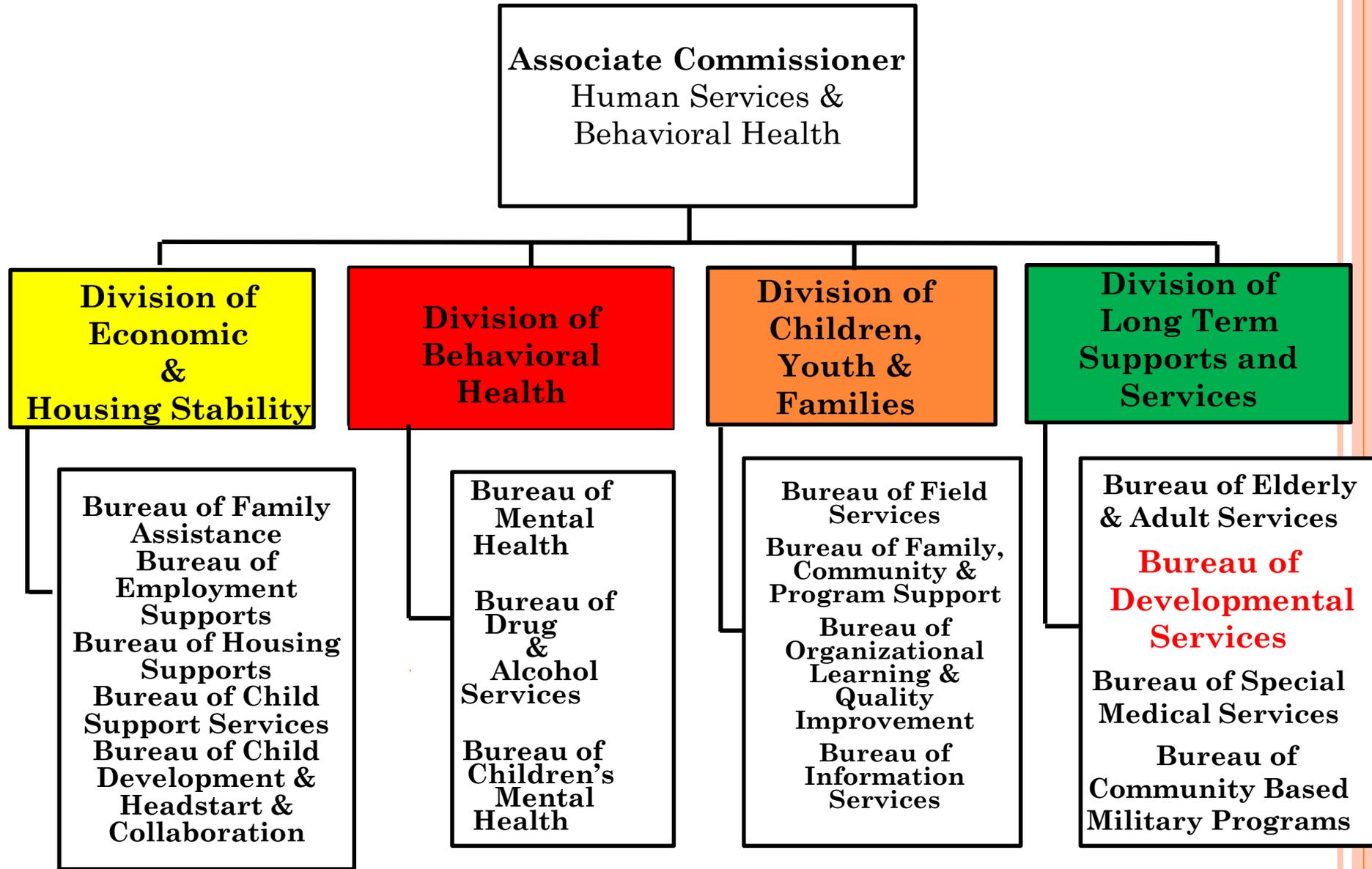
September 19, 2017

Sandy Hunt, BDS Deputy Director



NH Department of Health and Human Services

Operational Areas: Human Services & Behavioral Health



HE-M 518.11

OVERSIGHT AND QUALITY IMPROVEMENT

He-M 518.11 (d):

The bureau shall develop and maintain an employment services leadership committee consisting of representation of employment professionals from area agencies, provider agencies, and the bureau of vocational rehabilitation.



COMMITTEE MEMBERSHIP

The Committee has representation from:

- Ten Area Agencies (statewide membership)
- People First
- Institute on Disability (IOD)
- 7 Vendor Agencies

Request will be sent to Vocational Rehabilitation for a representative to participate.

Currently working to identify a representative from the business community to participate.

(handout)



HE-M 518.11

OVERSIGHT AND QUALITY IMPROVEMENT

He-M 518.11 (e): The employment services leadership committee shall:

(1) Review quarterly employment data reports, identify trends, and establish statewide employment benchmarks;



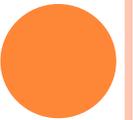
EMPLOYMENT DATA REPORT

BDS contracts with the Institute on Disability to collect data and develop an Employment Data Report. This most recent report includes the following information:

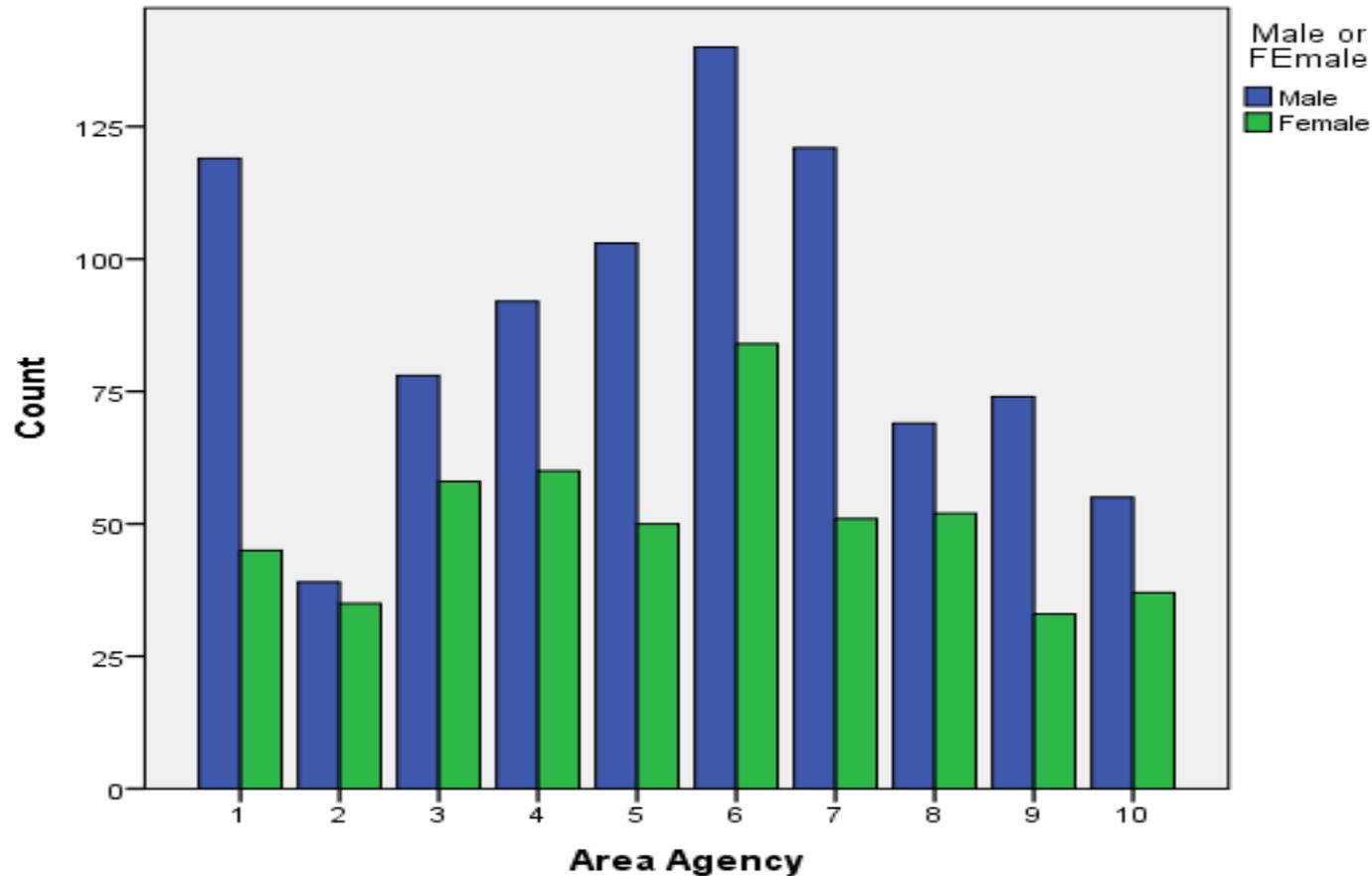
- Employment numbers from April 1, 2018 – June 30, 2018.
- Regional data and trends
- Vendor Report which breaks down regional data by Vendor Agency
- Quarterly

(2 handouts)





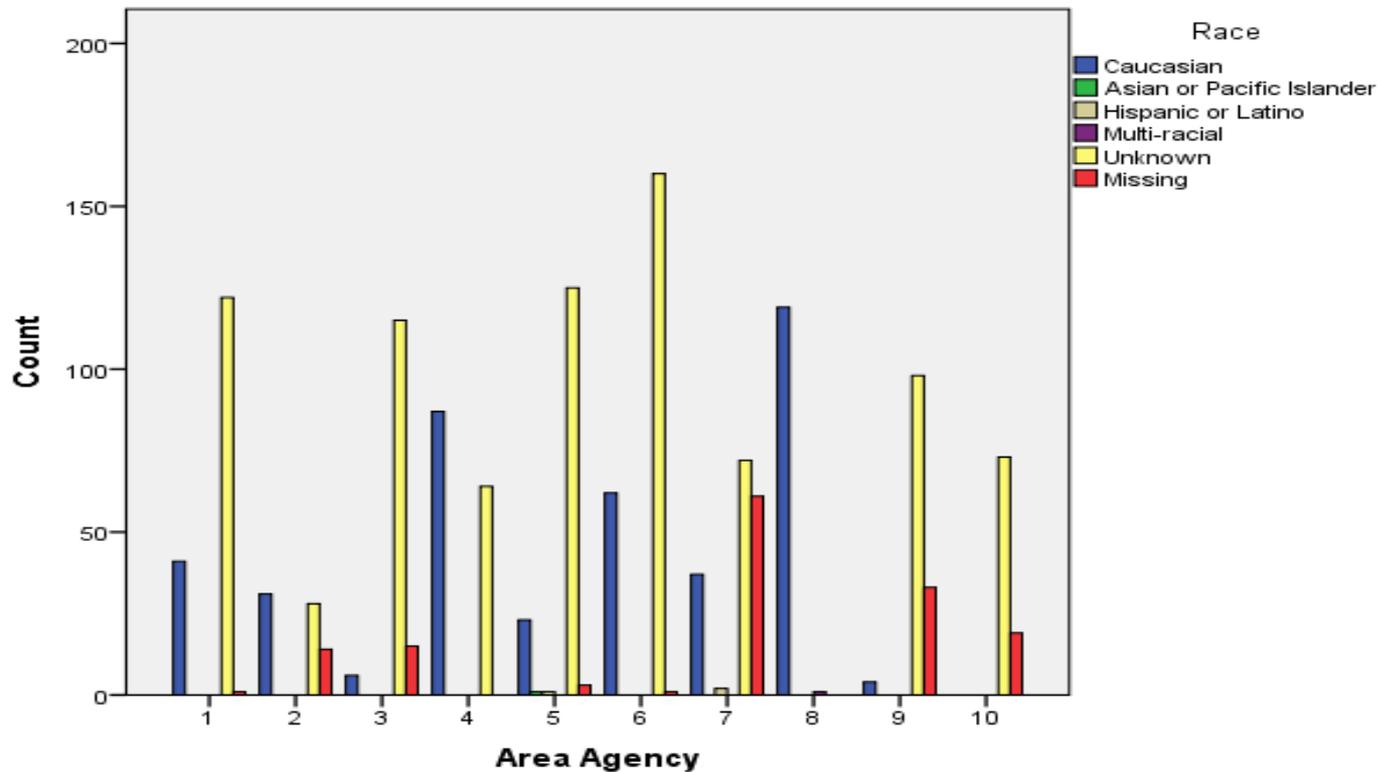
EMPLOYMENT DEMOGRAPHICS IN NH - SEX



The majority of adult workers served by the Bureau of Developmental services are male, representing 63% of the population. Females represent 36.2% of the working population.



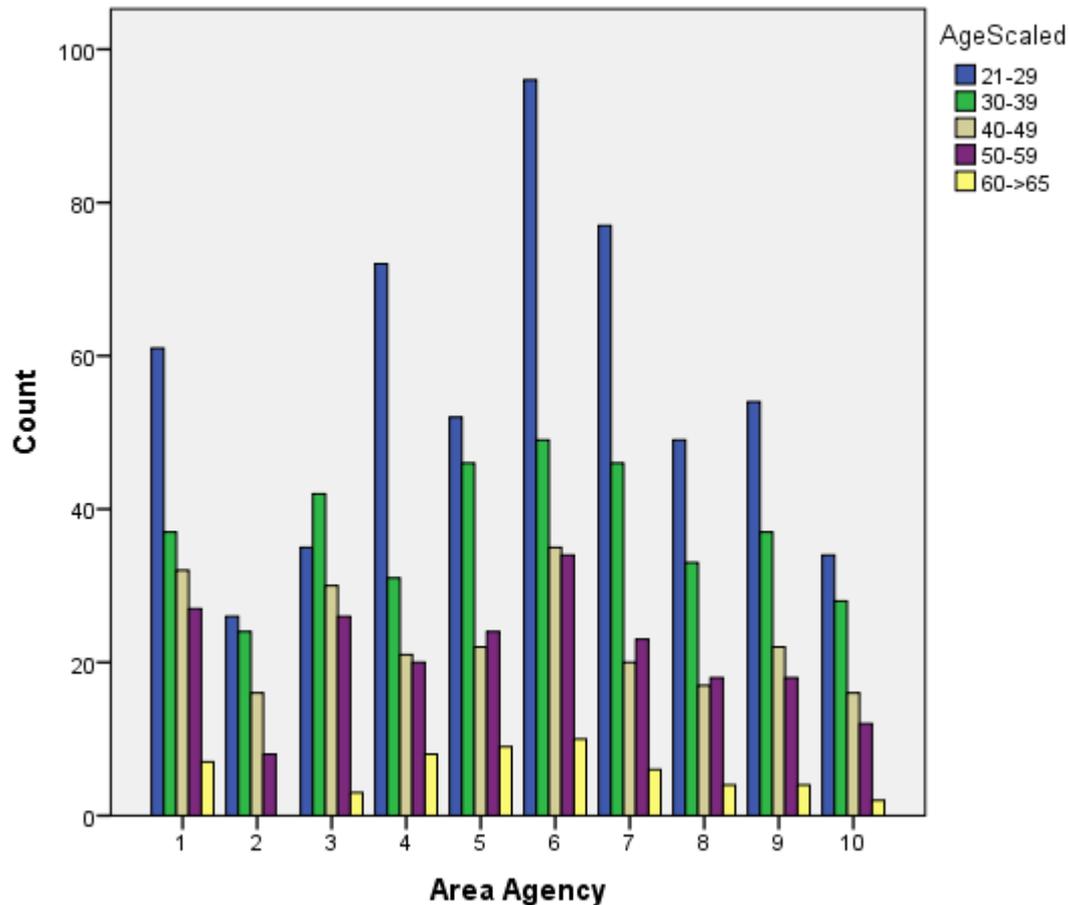
EMPLOYMENT DEMOGRAPHICS IN NH - RACE



Statewide, the majority of the working population served by the Bureau of Developmental Services is Caucasian (28.9%). Although there are other minorities represented in the population, the cell count for each race is less than 25 per cell and therefore cannot be reported. The race of 60.4% of the working adult population is “unknown” or “missing” from available data sources.



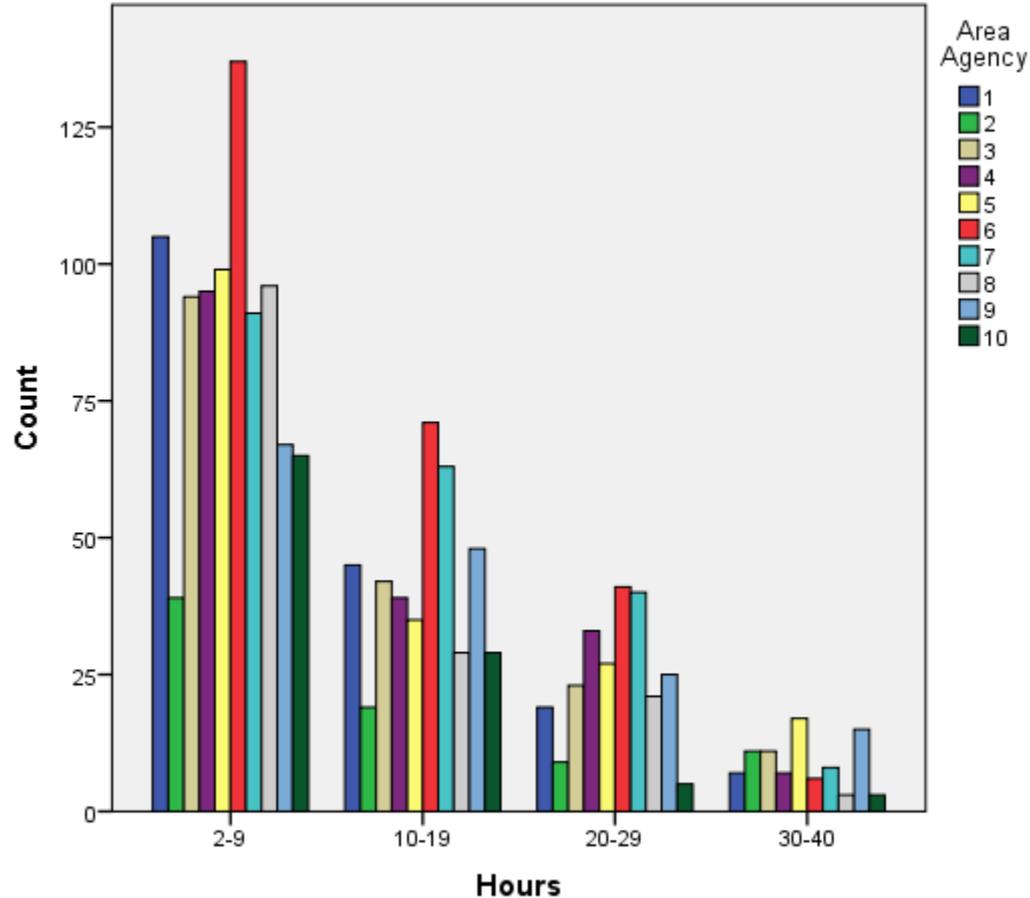
EMPLOYMENT DEMOGRAPHICS IN NH - AGE



Statewide the majority of workers are between the ages of 21-29 years of age (39.1%). 26.2% are between the ages of 30-39; 16.2% between the ages of 40-49; 14.8% between the ages of 50-59; and 3.7% between the ages of 60-64 years of age.



EMPLOYMENT DEMOGRAPHICS IN NH - HOURS



Statewide more than half of all jobs in the state are for between 2-9 hours per week (54.2%). 25.6% of jobs are for between 10-19 hours per week; 14.8% are for between 20-29 hours per week; and 5.4% of jobs are for between 30-40 hours per week.



SO WHAT DOES THIS MEAN?

This data helps us better manage employment services in NH:

- More males are employed than women: Is there a way to increase the number of women who are employed?
- There is limited data on race – how might we better collect this data?
- The majority of employment is held by workers between the ages of 21-29. How do we incentivize older workers?
- More than half of all jobs held are for 2-9 hours a week. How can we increase this number?



STATEWIDE BENCHMARKS

Benchmarks are to be determined regionally, based on each Area Agency's employment data outcomes.

The Statewide Employment Leadership Committee will request that each Area Agency review the data in their regions and respond to the Committee with specific benchmarks which will be reviewed on a quarterly basis.



HE-M 518.11

OVERSIGHT AND QUALITY IMPROVEMENT

He-M 518.11 (e): The employment services leadership committee shall:

(2) Identify and ensure relevant employment training is available for individuals served, families, employment professionals, service coordinators and other agency personnel;



STATEWIDE TRAININGS

- The Employment Leadership Committee ensures that ACRE (Association of Community Rehabilitation Educators) training is made available to all regions.
- Other (specialized) trainings are made available at the Area Agency or through Vocational Rehabilitation ex. customized employment

(handout)



HE-M 518.11

OVERSIGHT AND QUALITY IMPROVEMENT

He-M 518.11 (e): The employment services leadership committee shall:

(3) Annually review the memorandum of understanding between the bureau of developmental services and the bureau of vocational rehabilitation;



COLLABORATION WITH VOCATIONAL REHABILITATION

- MOU between BDS and VR is in process. Connections with VR counselors and Service Coordinators are being made.
- New WIOA guidelines require VR to focus on transition aged customers – this will be a main focus of the Employment Leadership Committee in the upcoming months
- VR is focusing on a Customized Employment Initiative – customized to develop jobs based on an individual's abilities.

(handout)



HE-M 518.11

OVERSIGHT AND QUALITY IMPROVEMENT

He-M 518.11 (e): The employment services leadership committee shall:

(4) Provide an annual report to the developmental services quality council, established pursuant to RSA 171-A:33, at the end of each fiscal year;



HE-M 518.11

OVERSIGHT AND QUALITY IMPROVEMENT

He-M 518.11 (e): The employment services leadership committee shall:

(5) Review national core indicators and other relevant data to measure individual and family satisfaction with employment services; and



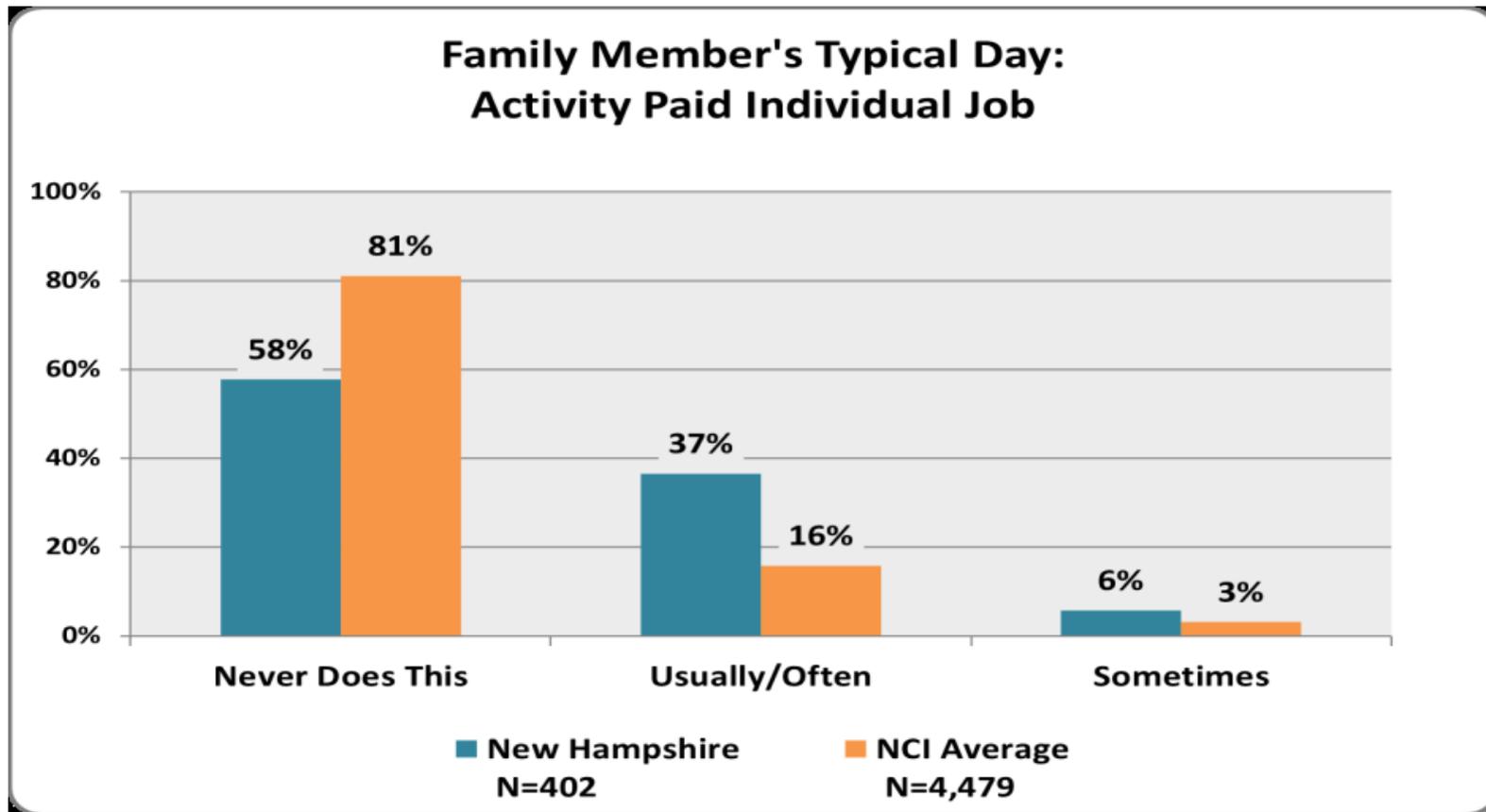
NATIONAL CORE INDICATORS

- NCI Data collection was shared May, 2017
- Upcoming Survey Data was due to ODESA (data collection portal) by June 30th, 2017.
- Employment Leadership Committee has discussed including employment related questions on NCI which is in process for upcoming survey.

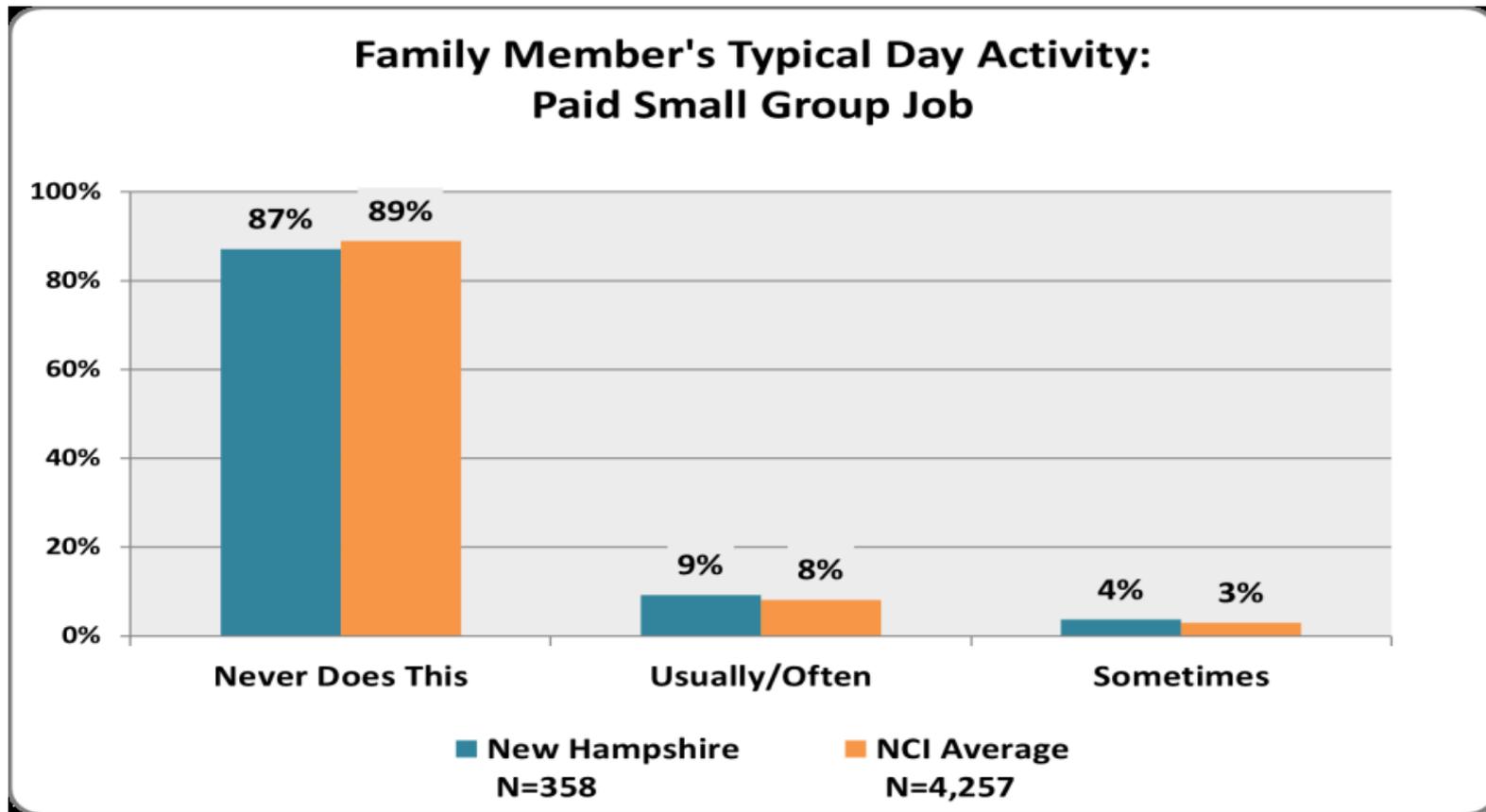
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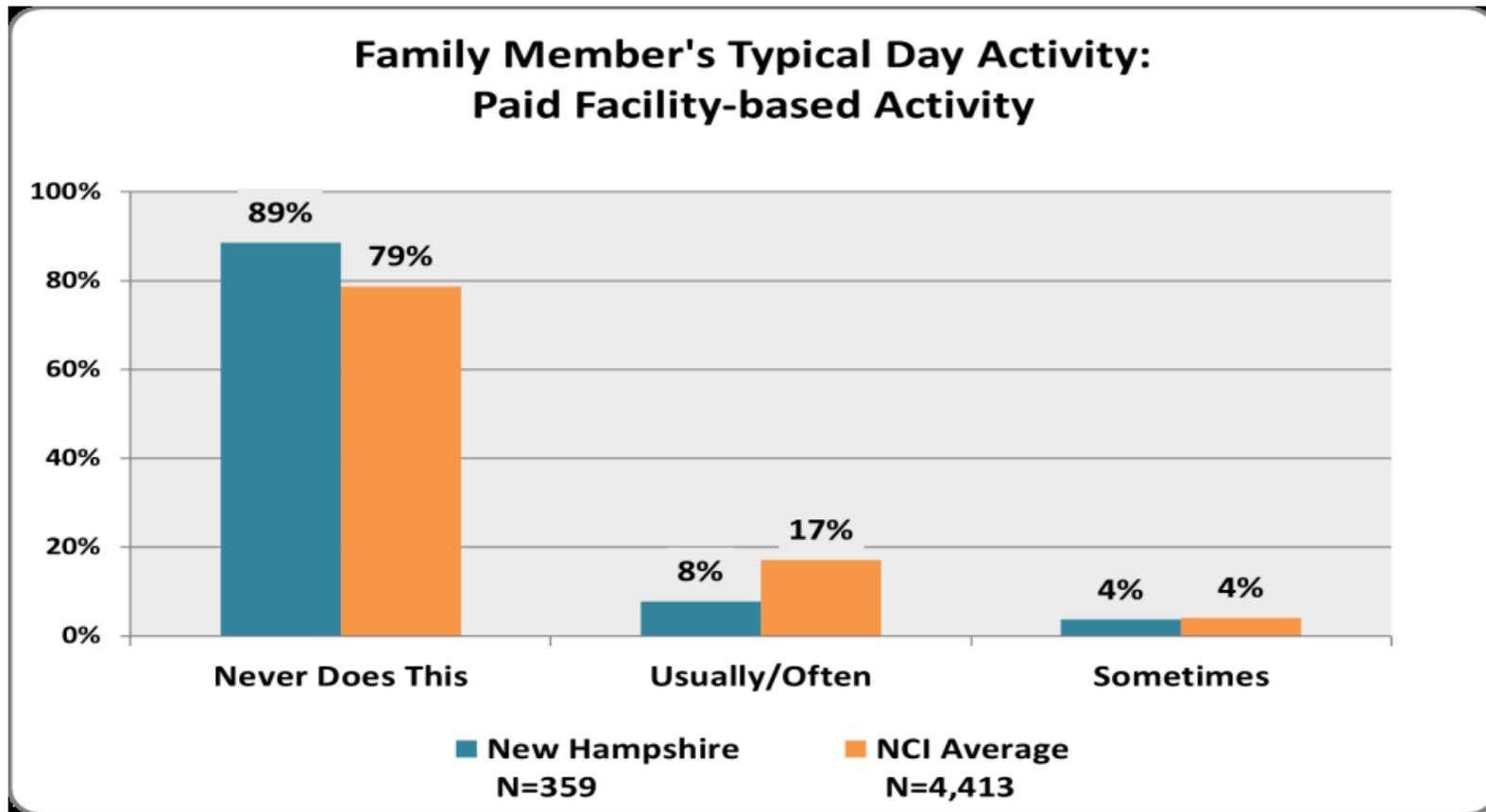
NCI 2015-2016 NH DATA



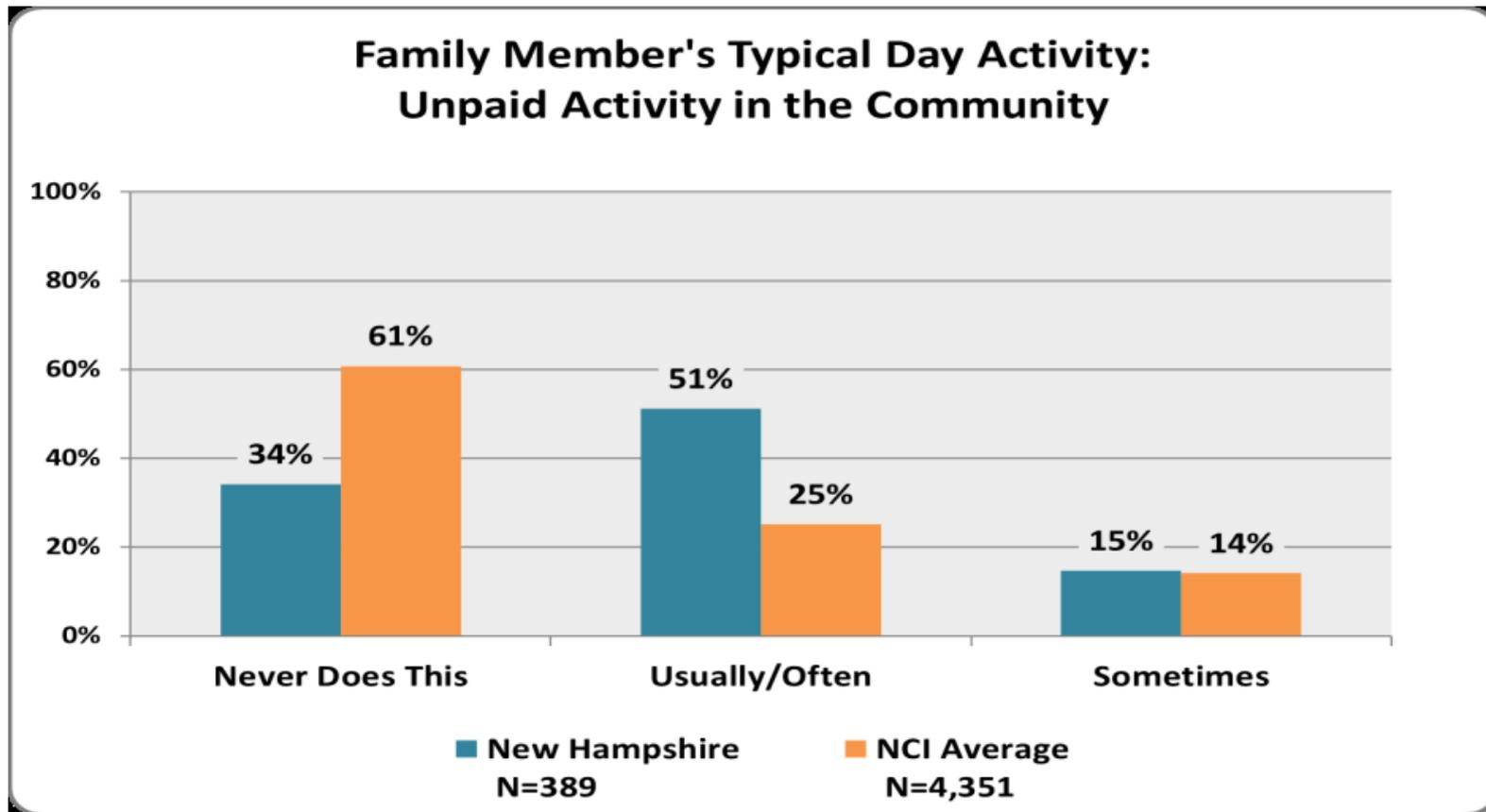
NCI 2015-2016 NH DATA



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HE-M 518.11

OVERSIGHT AND QUALITY IMPROVEMENT

He-M 518.11 (e): The employment services leadership committee shall:

(6) Support efforts to collaborate with business and industry.



EMPLOYMENT LEADERSHIP AWARDS

- Area Agencies develop connections with local businesses and industry by recognizing pockets of excellence across the state.
- Winners for this year are: Market Basket (Nashua, North), Common Man Roadside (Hooksett), Sanel Auto Parts (Concord), Sodexo Food Services (Keene State College) and 7th Settlement (Seacoast).



QUESTIONS / COMMENTS / RECOMMENDATIONS

