

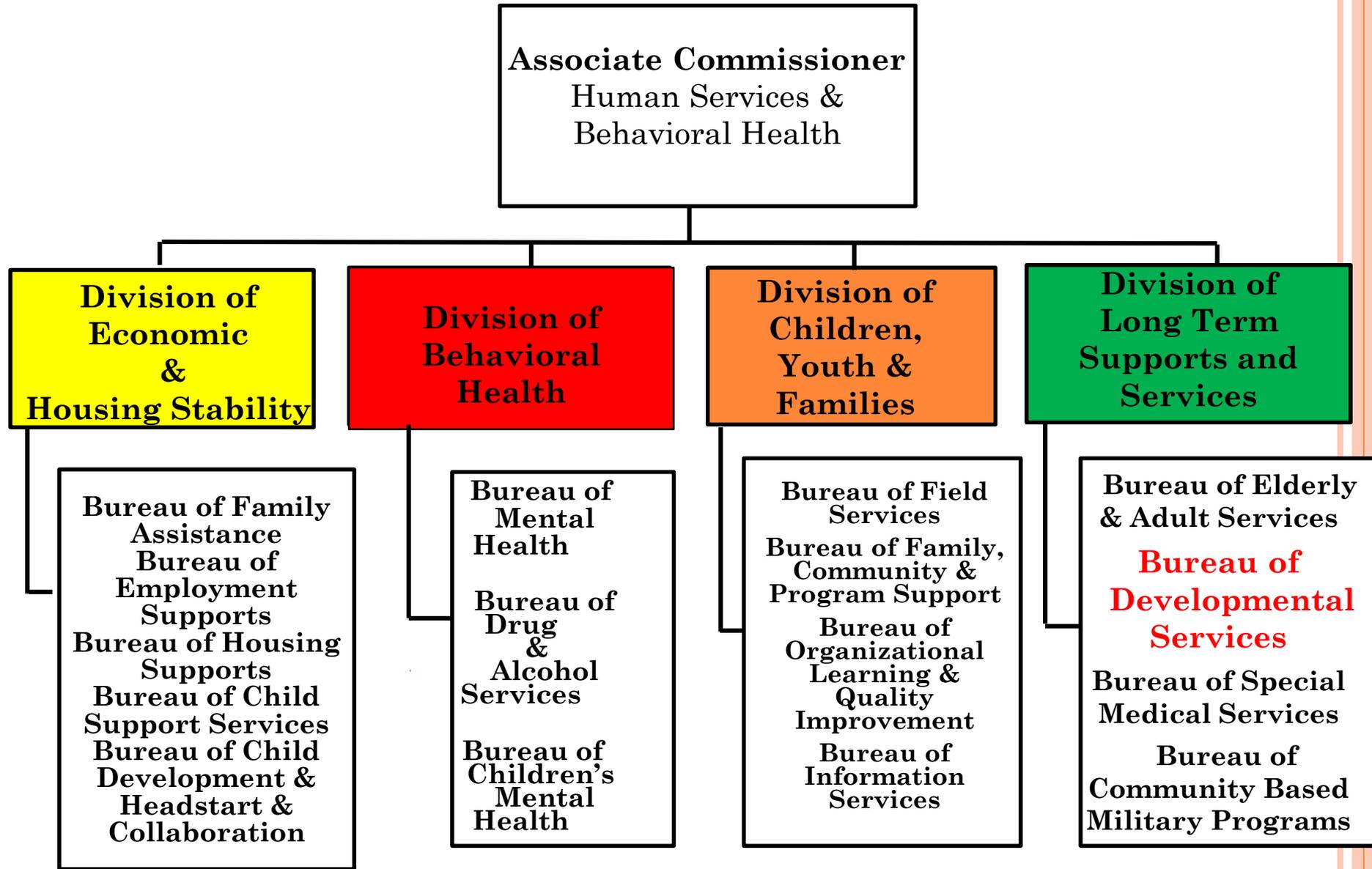
NH EMPLOYMENT LEADERSHIP COMMITTEE

**FY 2018 Presentation to NH Quality Council by the
Bureau of Developmental Services**

September 19, 2018
Sandy Hunt, BDS Bureau Chief

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 of NH
- 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 as recommended by Quality Council

(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

(1 handout)



EMPLOYMENT DATA REPORT

See Report



SOME NOTEWORTHY DATA POINTS

This data helps us better manage employment services in NH:

- We have seen an increase in employment over the last year, self employment has gone down (pg. 2)
- Statewide pay has remained about the same over the last year (pg. 2)
- Number of workers with more than one job has dropped over the last year (pg. 2)
- Statewide avg. # of hours increased from 10 to 18 over the last year (pg. 2)
- Statewide avg. rate of pay including self employment has decreased from \$9.98 to \$8.32 over the last year (pg. 2).
- The average hours worked per week is 19 (pg.2)



- NH's employment rate for people with cognitive disabilities is slightly higher than the national rate at 29.78% compared to 23.41% (pg.3)
- Men continue to be more employed than women. (pg. 3)
- Race continues to be a challenging data point to collect. In NH 67.3% of race is unknown with White, Non-Hispanic being the majority in (pg. 3)
- The average tenure at a job is 6.8 years, with little deviation between Regions (pg. 4)
- The majority of employment is held by workers between the ages of 30-35. (pg. 4)
- There is room to improve as the number of people served statewide (4,134) is much higher than the number of workers currently served/employed (1,537). There is a drastic variation between Regions when looking at number of workers per Region. 6 is highest, 2 is lowest (pg. 4/7).
- Younger workers are going into the computer and health care industries. Older workers are going into personal care and manufacturing industries. (pg. 5)



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 at various times throughout the year.
- The NH Occupation Health Dept. at IOD offered statewide training to agencies on Staying Safe at Work. Curriculum for job developers to teach individuals with disabilities.
- Employment Database Training was offered statewide and hosted by Moore Center to train on employment database data entry and education on data points.
- Pivot table training for agencies on how to interpret and utilize the data that they are entering into the Employment Database.
- Other (specialized) trainings are made available at the Area Agency or through Vocational Rehabilitation ex. customized employment



STATEWIDE TRAINING

Areas of Best Practice:

- Job coaching training with curriculum and activities – 2-3 times a year, Pathways
- Autism in the workplace, Pathways
- Workplace safety and active shooters, The Moore Center
- Financial Management, (your money your goals), Institute on Disability



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 on hold. Vocational Rehabilitation presented to Employment Leadership Committee to review their process.

(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, 2018
- Upcoming Survey Data was due to ODESA (data collection portal) by June 30th, 2018.
- Employment Leadership Committee will continue discussing employment related questions on NCI which is in process for upcoming survey.

(2 handouts)



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.
- October 10, 2018 Employment Leadership Awards



QUESTIONS / COMMENTS / RECOMMENDATIONS

