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# *State of New Hampshire*

## *Bureau of Developmental Services*

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### **New Hampshire**

## **Employment Leadership Committee**

*2019 Annual Report and Presentation*



# Elevate Employment Efforts Across New Hampshire

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1. Elevate this work
2. Broadly define rules
3. Create positive change
4. Keep it alive and fresh



# NH Developmental Services: Rule He-M 518.11

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.

The employment services leadership committee shall:

- He-M 518.11 (e, 1): Review quarterly **employment data** reports, identify trends, and establish statewide employment benchmarks;
- He-M 518.11 (e, 2): Identify and ensure relevant employment **training** is available for individuals served, families, employment professionals, service coordinators and other agency personnel;
- He-M 518.11 (e, 3): Annually review the **memorandum of understanding** between the bureau of developmental services and the bureau of vocational rehabilitation;
- He-M 518.11 (e, 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 (e, 5): Review **national core indicators** and other relevant data to measure individual and family satisfaction with employment services; and
- He-M 518.11 (e, 6): Support efforts to **collaborate with business and industry**.



# Division of Long Term Services and Supports – In Action 4

## NH DHHS Focus on “Boundary Spanning Leadership”

The definition of boundary-spanning leadership is the “capability to establish direction, alignment and commitment across boundaries in service of a higher vision or goal”.



**NH State Plan on Aging**  
Approved by Feds on 8/13/19



**Mental Health Centers**  
Supported Employment  
Kick-Off on 9/18/19



**Diversity Workforce Coalition**  
Military Employment  
Presentation on 11/5/19



# He-M 518.11 Leadership Committee

## 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.



# He-M 518.11 (d): Committee Membership

Bureau of Developmental Services, NH DHHS  
**\*Bureau of Mental Health Services, NH DHHS**  
**\*Bureau of Vocational Rehabilitation, NH DOE**  
Community Bridges  
Community Crossroads  
Community Partners  
**\*Community Support Network, Inc.**  
**\*Division of Long Term Supports and Services, NH DHHS**  
Easterseals NH  
**\*Family Members**  
Gateways Community Services  
Granite State Independent Living  
Independent Services Network  
**\* Represents New Members/Organizations**

Institute on Disability, University of NH  
J Cook Workforce Solutions, LLC  
Lakes Region Community Services  
Monadnock Developmental Services  
**\*NH Council on Developmental Disabilities**  
**\*NH Employment Security**  
Northern Human Services  
One Sky Community Services  
Opportunity Networks  
Pathways of the River Valley  
PLUS Company  
The Moore Center  
Self-Advocates  
Work Opportunities Unlimited



## ***2019 New Mission Statement***

*The mission of the Employment Leadership Committee is to advance inclusion of individuals with disabilities in the workforce through collaboration, education, and advocacy.*



# Collaboration & Alignment: He-M 518.11



# Collaboration & Alignment: He-M 518.11



# He-M 518.11 Collaborate with Business & Industry

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He-M 518.11 (e, 6)

Support efforts to **collaborate with business and industry.**



## ELC Business Cultivation Campaign

### *Identification & Prioritization*

- ELC agreed to identify specific businesses/employers from across the state, with a goal to: engage corporate leadership, strengthen overall partnership, highlight promising practices, meet them “on their own turf” and brainstorm statewide opportunities.
- ELC started this identification process by selecting businesses/employers from across the state based on: # of jobs, # of workers, multiple locations, Employment Leadership Award history/recognition and/or possible statewide impact;
- Community Support Network, Inc. (CSNI) provided a statewide data report that identified 25 businesses/employers in NH using above criteria;
- CSNI presented data on these “select 25” to ELC and facilitated a discussion on these businesses/employers;
- Based on ELC data review, *and* ELC’s past experience in working with these businesses/employers, ELC identified and confirmed 12 businesses/employers from the above 25 to work with as part of the Business Cultivation Campaign. These businesses/employers are referred to as “Select 12” in this document.



# He-M 518.11 (e, 6): Business Cultivation – “Select 25”

Business	# of Jobs	# of Locations	Employment Leadership Awards
Northern Human Services	81	21	
Market Basket	68	29	2017 Winner and 2015 Winner
Hannaford Supermarket	65	22	2013 Runner Up and 2010 Winner
Walmart	43	20	
Lakes Region Community Services	35	3	
Home Depot	34	16	2018 Winner and 2013 Runner Up
Shaw’s Supermarket	32	18	2019 Runner Up, 2018 Runner Up and 2017 Runner Up
T.J. Maxx	32	14	2015 Winner
Community Partners	32	1	
Goodwill Industries	28	12	2019 Runner Up
PLUS Company, Inc.	24	1	
Institute of Professional Practice	24	5	



# He-M 518.11 (e, 6): Business Cultivation – “Select 25”

Sodexo	22	6	2018, 2017 & 2013 Runner Up, 2017 Winner
McDonalds	20	18	
Life Visions	19	1	
Hudson News	18	11	
Bektash Shriners	17	2	
Wendy's	16	10	
NH Distributors	14	1	
Easterseals	13	6	
Omni Mount Washington Resort	12	1	2018 Winner
Dunkin Donuts	12	11	2018 Winner
Marshall's	11	6	2013 Runner Up
Dartmouth Hitchcock	11	7	2012 & 2011 Runner Up, 2009 Winner
Independent Services Network	11	4	



# He-M 518.11 (e, 6): Business Cultivation – "Select 12"

<u>Employer</u>	<u># of Jobs</u>	<u>Tenure</u>	<u>Hours/Week</u>	<u>Wage</u>
Dartmouth Hitchcock	19	7.2	19.3	\$9.78
Dunkin Donuts	2	4.2	14.1	\$8.36
Hannaford Supermarket	65	9.9	10.4	\$8.74
<b>Home Depot</b>	<b>34</b>	<b>5.8</b>	<b>13.6</b>	<b>\$10.05</b>
Marshall's	11	8.1	11.0	\$9.53
McDonald's	20	9.4	13.8	\$8.48
<b>Omni Mount Washington Resort</b>	<b>12</b>	<b>1.1</b>	<b>21.8</b>	<b>\$9.90</b>
Shaw's Supermarket	32	7.3	12.9	\$8.66
<b>Sodexo</b>	<b>22</b>	<b>5.5</b>	<b>18.4</b>	<b>\$8.66</b>
T.J.Max	32	5.4	7.3	\$9.34
Walmart	43	6.7	19.8	\$10.80
Wendy's	16	4.4	11.0	\$9.01



## Sodexo Partnership Progress

1. ELC Identifies Sodexo as a “Select 12” with Promising Practices.
2. ELC Makes Cold Call to Sodexo on 1-800 National Phone Number.
3. ELC Receives Response from Sodexo National Director of Global Diversity.
4. National Director of Global Diversity and ELC begin discussions to collaborate.
5. 17 ELC Members Participate in National Sodexo Conference Call.
6. ELC says “YES” to strengthening partnership with Sodexo.
7. Sodexo Identifies *State of New Hampshire* as 1<sup>st</sup> (in the country) State-National Partner.
8. **Outcomes (and Work on Progress) - Next Page**



## Sodexo Outcomes (and Work in Progress)

1. National Sodexo Creates (new) National Liaison/Inclusion Ambassadors & Identifies a NH Sodexo Leader to serve as the National Recruitment Liaison (to partner with NH).
2. ELC Connects Sodexo Leaders in NH (i.e. Sodexo Leaders from Southern NH University and St. Joseph Hospital meet for the first time.)
3. ELC and Sodexo National Recruitment Liaison discuss Sodexo employee data, including: # of hires, tenure, wage and opportunities.
4. ELC and CSNI begin to make improvements to employment data tracking of Sodexo, providing more clarity regarding the actual name/listing of the employer (i.e. Rivier College vs. Sodexo)
5. Sodexo National Recruitment Liaison comes to Employment Leadership Awards and meets/networks with 15-20 Area Agencies, Service Providers, State Agencies and Employers.
6. Sodexo National Recruitment Liaison begins to establish relationships and identify hiring opportunities with Area Agencies, Service Providers and Employers.
7. Sodexo National Recruitment Liaison presents to ELC on 11.20.19 – *representing the 1<sup>st</sup> business leader to attend an ELC meeting this year.* Sodexo Liaison presented a 45-minute overview on Sodexo. ELC and Sodexo agree (and vote) on annual goal of 10 Sodexo hires.



## Omni Mt. Washington Resort – Progress

- ELC identifies Omni as a “Select 12” with Promising Practices
- ELC calls Omni and sends “*Invitation to Partner*” letter to Omni
- Small ELC Team (including Northern Human Services and NH Council on Developmental Disabilities) meets with Omni leadership on 9.19.19 at Omni. Omni attendees included:
  - *Omni - General Manager*
  - *Omni - Director, Sales and Marketing*
  - *Omni - Director, Food and Beverage*
  - *Omni - Director, Human Resources*
  - *Omni - Senior Human Resources Manager*
- ELC, Northern Human Services and Omni meet on 11.01.19 regarding next steps....



# He-M 518.11 (e, 6): Business Cultivation in Action

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## Omni Mt. Washington Resort – Quotes from Top Leadership on 9.19.19

- *Everybody needs a chance. Someone gave me a chance.*
- *It's important to understand their personality and find a match.*
- *These associates are an incredible resource to Omni.*
- *To see the breadth of development is really encouraging.*
- *You look through their challenges and what they have to overcome. Why can't we all be more positive?*
- *(Regarding Northern Human Services), they have our back and we have theirs.*
- *If we have struggles, it might not be a best fit, so we try really hard to find the right person. We can also modify jobs.*
- *Be creative. No, they cannot do this, but they can do that. Take chances.*
- *Retention is phenomenal.*
- *Yes, they may need training. But we can train them, and they make up for it with their positive attitude.*



## Omni Mt. Washington Resort Outcomes (and Work in Progress)

- Omni Tentatively Agrees to Host a 2020 “*Business to Business*” Reception – TBD
  - *Omni General Manager Agrees to Provide the “Invitation Letter” on Omni letterhead*
  - *Omni General Manager Agrees to Provide a “Welcome” at the Reception*
  - *Omni Agrees to Provide Common Ground Associates as part of a Reception Panel*
- ELC, Northern Human Services and Omni Agree to Partner Together on an Employment Workshop at the Family Support Conference on April 24-26, 2020. Workshop Proposal was submitted to the Conference Organizers (for possible approval) on 12.13.19
- Omni Agrees to Partner with ELC on the Promotion of a Statewide Volunteer Position: Employer Ambassador/Inclusion Liaison



# He-M 518.11 (e, 6): Business Cultivation & Workforce Coalitions 20

## Meeting Schedule

- Greater Concord Workforce Coalition - 3<sup>rd</sup> Friday of the month, 8:30-10:00am in Room 100 at Walker Building, 21 South Fruit Street, Concord.
- Manchester Workforce Coalition – 3<sup>rd</sup> Wednesday of the month, 10-11:30am at the Moore Center at 97 Eddy Road, Manchester.
- Keene Workforce Coalition – 2<sup>nd</sup> Thursday of the month from 10:00-11:00am at Monadnock Developmental Services at 121 Railroad Street, Keene
- Lakes Region Workforce Coalition – 1<sup>st</sup> Wednesday of the month, 8:30-10:00am at the Laconia Police Station, 126 New Salem St., Laconia
- Mt. Washington Valley (M WV) Job Development Coalition – 1<sup>st</sup> Wednesday of the month at 1:00-2:30pm at NHWorks, 518 White Mountain Highway, Conway



Nashua Workforce Coalition – 4<sup>th</sup> Wednesday of the month, 2:30-4:00pm at NHWorks, 6 Townsend West, Nashua

- Creative Workforce Solutions Upper Valley Coalition – 1<sup>st</sup> Monday of the month from 2:00-3:00pm at 118 Prospect St., Suite 201, White River Junction, VT



## National Core Indicator (NCI) Data Brief, October 2019

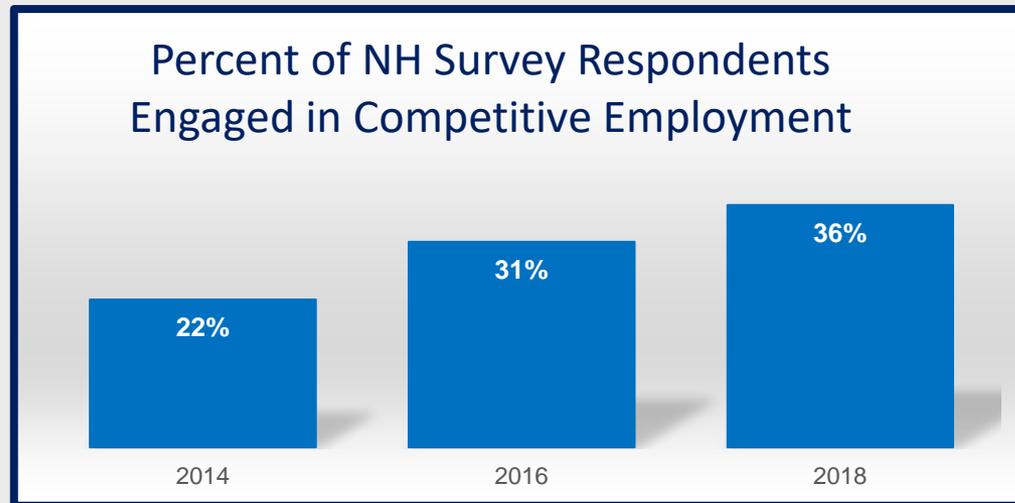
- In the 2017-2018 NCI In-Person Survey, the percentage of state respondents for whom a dual diagnosis (mental illness and intellectual disability) was reported ranged from 34% to 64%.
- Per NCI Data Brief, “Around one-fifth (19%) of those without a dual diagnosis and 17% with a dual diagnosis report having a paid job in the community (N=21,953).”
- Per NCI Data Brief, START (Systemic, Therapeutic, Assessment, Resources and Treatment) is recognized as a promising practice in strengthening the collaboration and community linkages between mental health and developmental disabilities.
- *Per NH Community Support Network, Inc., NH Council on Developmental Disabilities and NH START, approximately 40% - 50% (or more) of NH individuals with a developmental disability (receiving State services) have a mental illness.*



# He-M 518.11 National Core Indicators

He-M 518.11 (e, 5)

Review national core indicators and other relevant data to measure individual and family satisfaction with employment services.



2014: Responded Yes. 2016, 2018: Responded Usually/Often, or Sometimes.



# He-M 518.11 (e, 5) National Core Indicators

	2018 NCI Paper Survey		2016 NCI Paper Survey		2014 NCI Paper Survey	
<b>Total Sent</b>	<b>3,787</b>		<b>3,567</b>			
<b>Total Responses</b>	<b>1,071</b>		<b>835</b>		<b>573</b>	
<b>Percent Responded</b>	<b>28%</b>		<b>23%</b>			
	Percent	Total Responses	Percent	Total Responses	Percent	Total Responses
Family member works at a job in a local business alongside peers who do not have disabilities. Competitive employment.						
Usually/often (every week or more)	30%	323	26%	219	22%	128
Sometimes (less than every week)	6%	65	4%	36		
Never does this	59%	631	53%	443		



# He-M 518.11 (e, 5) National Core Indicators

	2018 NCI Paper Survey		2016 NCI Paper Survey		2014 NCI Paper Survey	
Family member participates in unpaid community activity. (i.e. volunteering, skills training, staff supported community connections)						
Usually/often (every week or more)	43%	457	39%	323	57%	325
Sometimes (less than every week)	18%	197	16%	130		
Never does this	35%	375	28%	236		
Does your family member have enough supports to work or volunteer in the community?						
Yes	70%	615	68%	441	71%	369
No/Don't Know	30%	258	32%	205	29%	151
Family would like help planning for employment services.						
	23%	245	23%	191		



# He-M 518.11 (e, 5) National Core Indicators

	2018 NCI Paper Survey		2016 NCI Paper Survey		2014 NCI Paper Survey	
If your family member left school services during the past year, did s/he have a transition plan?						
Yes	15%	42	33%	74		
No/Don't Know	85%	241	67%	149		
If yes, did the transition plan include getting or continuing work in a community job?						
Yes	36%	21	38%	43		
No/Don't Know	64%	38	62%	69		

*Some questions were added and/or format changed between 2014 and 2016*



# He-M 518.11 Employment Training

He-M 518.11 (e, 2)

Identify and ensure relevant **employment training** is available for individuals served, families, employment professionals, service coordinators and other agency personnel.



# He-M 518.11 Employment Training

- NH DHHS, Bureau of Developmental Services Training Calendar: <https://www.dhhs.nh.gov/dcbcs/bds/documents/trainingcalendar.pdf>
- CSNI Webinar Recordings <https://csni.org/webinar-recordings>
- Employment Data Trainings – 2 Webinars on 8.16.19 and 8.28.19
  - *Trainings Included 100% Area Agency participation*
- Association of Community Rehabilitation Educators (ACRE) Trainings
  - *Conducted 2 trainings with a total of 33 individuals in attendance*
  - *Cancelled 1 training due to low attendance*
- 7<sup>th</sup> Annual Advocacy Conference: Learn It! Live It! Love It! 9.27.19
  - *Included: Employment Workshop - Find It, Keep It, Love It!*
- Direct Support Professional Conference, 6.14.19 (Workforce Panel Discussion)
- Disability Rights Center - <https://drcnh.org/issue-areas/employment/>



## Training is Happening All the Time!

- NH Council on Developmental Disabilities – Education, Conferences & Workshops: <https://www.nhddc.org/>
- NH Employment Security Job Fairs: <https://www.nhes.nh.gov/media/job-fairs/index.htm>
- NH Workforce Coalitions – 7 Coalitions Across NH - Primarily Facilitated by VR
- NH Employment Leadership Awards, 10.17.19
- NH Council on Developmental Disabilities Hosted an ELC Meeting on 6.19.10
  - 1<sup>st</sup> Time Visit for 95% of ELC Members; Director of DD Council Provided Overview
- Family Support Conference, April 24-26, 2020, Omni Mt. Washington Resort
  - Submitted an Employment Workshop Proposal on 12/13/19



## NH START

### *Systemic, Therapeutic, Assessment, Resources, and Treatment*

- NH START hosted a meeting and tour with ELC leadership (including Bureau of Developmental Services and Bureau of Mental Health Services) on 9.06.19.
- NH START co-director and 8 NH START coordinators facilitated breakout discussions at ELC on collaboration and alignment between Area Agencies and Community Mental Health Centers (including service providers, State agencies, family members and self-advocates) on 9.18.19.
- NH START consolidated notes from all ELC breakout discussions on 9.18.19.
- NH START and ELC State Facilitator met on 11.25.19 to discuss training opportunities and consulting supports in moving forward (see next slide).
- ELC State Facilitator and Administrator of Bureau of Mental Health Services met on 12.13.19 to discuss collaboration in moving forward.



## A Training Series to Build Capacity of Supported Employment

Objective: Increase understanding of the impact of dual diagnoses on employment, and identify opportunities to strengthen supported employment collaboration between Area Agencies and Community Mental Health Centers.

- Strategy: NH START will facilitate a minimum of 3 ELC sessions between Area Agencies and Community Mental Health Centers (including Service Providers, State agencies, self-advocates and families) regarding alignment opportunities to strengthen supported employment for both populations.
- Strategy: NH START will provide consulting and technical support to the Bureau of Developmental Services and Bureau of Mental Health Services regarding linking network partners on employment.
- Strategy: NH START will intentionally focus on identifying employment opportunities and/or gaps with each client/team.



# He-M 518.11 Data Review, Training & Collaboration

NH State Rehabilitation Council (SRC) – 2018 Annual Report  
*SRC Serves as an Advisory Committee to the Bureau of Vocational Rehabilitation*

## SRC Data/Types of Disabilities:

Cognitive	32%
Mental Health	30%
Physical Disability	17%
Hard of Hearing	6%
Blind or Visual Impairment	6%
Deafness	2%
Communicative	3%
Other	4%



### 2019 Collaborative Outcomes:

- *Presented ELC Training to SRC*
- *Added DLTSS/DHHS to SRC Bylaws*
- *Added ELC to SRC Bylaws*



# He-M 518.11 (e, 3) Memorandum of Understanding

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He-M 518.11 (e, 3)

Annually review the memorandum of understanding between the bureau of developmental services and the bureau of vocational rehabilitation.



# He-M 518.11 (e, 3) Memorandum of Understanding

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Per Federal Rehabilitation Act of 1973 (as amended), all states are required to develop an MOU between Vocational Rehabilitation and the State's Medicaid entity (NH Department of Health and Human Services).



## Memorandum of Understanding (MOU) - Update

- Several MOU Discussions Between VR Director and ELC State Facilitator
- Two MOU Workgroup Discussions of ELC Members, Hosted by VR Director
- ELC Hosted an MOU Meeting on 10.16.19 and focused on:
  - *Simplifying & Promoting the Flowchart & Process*
  - *Sharing of Data (to include priority data elements)*
  - *Strengthening Transition Plans for Securing Long Term Medicaid-Waivered Services*
  - *Sharing of Resources (i.e. training, transportation, business contacts, leadership)*
  - *Streamlining Paperwork & Improving Efficiencies (i.e. Combining DD & MH referral form)*



# He-M 518.11 (e, 3) Memorandum of Understanding

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## MOU - Workgroup Discussions at ELC Meeting on 10.16.19

1. *Using the attached VR Flowchart, review, edit or add info (including Area Agencies and other info that is needed) to better represent the process flow and partners involved.*
2. *Recognizing that it might be challenging to create one data system that is inclusive of VR, DD and MH data, what elements of the data system could we possibly share and for what purpose?*
3. *VR does not always have approval or knowledge of the long-term support plan of a customer or client. How can Area Agencies and VR partner together on ensuring the individual is receiving long-term Medicaid waived services? (Please address pre 21 years of age and post 21 years of age).*
4. *Identify at least 3-5 resources (i.e. transportation, training, etc. ) that VR and DHHS can collaborate on to better maximize, promote and strengthen services? Provide specific examples on how to align this work.*
5. *Using the attached two VR Referral Forms (for DD and MH), consolidate these 2 forms into 1 form. In creating one form, please consider other possible referral sources (such as individuals in recovery, older adults and others*



# He-M 518.11 (e, 3) Memorandum of Understanding

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**Opportunity to Include MOU within the  
Combined Work Innovation and Opportunity Act (WIOA)  
State Plan:**

**Vocational Rehabilitation (Portion of the) State Plan  
Preliminary Draft Due in January of 2020  
Final Draft Due in March of 2020**



# He-M 518.11 Employment Data Reports

He-M 518.11 (e, 1)

Review quarterly employment data reports, identify trends, and establish statewide benchmarks.



# He-M 518.11 Employment Data Reports - Basics

- Purpose:** The purpose of the Employment Data Report (EDR) is to increase awareness, provide education and leverage efforts to improve integrated employment across NH.
- Provided by:** Bureau of Developmental Services  
Division of Long Term Supports and Services  
NH DHHS
- Supported by:** Employment Leadership Committee
- Prepared by:** Institute on Disability, University of New Hampshire
- Data Included:** Records that meet the following criteria: between the ages of 21-64, 2 or more hours per week, a minimum of \$7.25/hour; and a start and/or end date if appropriate.



# He-M 518.11 Employment Data Reports

## **Improved Design, Branding and Clarity** *(Regarding Communication and Responsibilities)*

- **ELC facilitated several EDR discussions with ELC, BDS, CSNI, IOD/UNH and NH Family Voices to identify challenges, successes and/or possible changes needed to the EDR.**
- **Creating a more “user-friendly” EDR was a constant theme throughout the feedback process. Based on feedback, the following changes have been made to the EDR:**
  - Added cover page, introductory letter and highlights page;
  - Created more “white space” to many data pages, especially at the beginning;
  - Edited “how to use this report” page and moved this page to the front, to be more user friendly;
  - Removed/changed positioning of the “rankings” per feedback from NH Family Voices;
  - Included some of the design/layout ideas (used from previous reports, such as including the logo of each Area Agency on each regional page); and
  - Recognized ELC as a supporting partner



# He-M 518.11 Employment Data Reports - Trend Data

<b>NH Developmental Service Systems Data</b>	<b>17-Jun</b>	<b>18-Jun</b>	<b>19-Jun</b>
Total number of jobs excluding self-employment	1,709	1,821	1,592
Total number of workers employed excluding self-employment	1,470	1,537	1,394
Total self-employed	63	32	50
People with jobs and/or self-employed	1,533	1,569	1,431
People Receiving Services (21-64)	4,008	4,134	4,227
Employment rate	38.20%	37.95%	33.85%
Statewide average wage per hour (by job)	\$8.54	\$8.65	\$8.89
Statewide average hours per week (by job)	11	11.29	10.76
Number of workers with 2+ jobs	239	159	172
Average hourly wage for workers with 2+ jobs	\$9.94	\$8.32	\$8.62
Average number of hours (per week) for workers with 2+ jobs	10	18	16.19



## Overall Highlights – Quarter 4 - 6.30.19

- 10 Area Agencies and 51 employment providers/vendors supported 1,394 workers in 1,592 jobs and 50 individuals in self-employment.
- 62% of the workforce consists of men and 38% consist of women. This 62/38 split “mirrors” the gender demographics of the individuals receiving services at the Area Agencies.
- 68.3% of all workers are between the ages of 21-40.
- The Area Agency system served a total of 4,227 adults between the ages of 21-64, a 2.25% increase from June of 2018.
- 1,431 adults either worked or were self-employed, representing an employment rate of 33.85%. This is a 4% decrease from June of 2018.
- The largest gain of employment were those reporting self-employment (N=50).
- Although there were fewer jobs reported this quarter, the average wage per hour increased by 2.77% at \$8.89/hour.



# Annual Summary of ELC Accomplishments

- ❖ Tripled ELC Committee Participation & Membership
- ❖ Added new State agency leadership from Bureau of Mental Health Services, Bureau of Vocational Rehabilitation, NH Council on Developmental Disabilities & NH Employment Security
- ❖ Added stronger focus on (and input from) families, including membership, data report, training, etc.)
- ❖ Recruited new self-advocates
- ❖ Agreed on monthly meetings hosted at ELC partner sites
- ❖ Developed ELC Fact Sheet – identifying and confirming new mission statement and statewide priorities
- ❖ Developed Business Cultivation Campaign (including confirmation of “Select 12”)
- ❖ Developed 1<sup>st</sup> National-State Sodexo partnership; Confirmed a goal of 10 Sodexo hires
- ❖ Secured 1<sup>st</sup> business leader (National Recruitment Liaison from Sodexo) to present at ELC



# Annual Summary of ELC Accomplishments

- ❖ Confirmed Business to Business Reception at Omni Mt. Washington Resort (March/April of 2020)
- ❖ Submitted Workshop Proposal for Family Support Conference (including Common Ground Associates from Omni)
- ❖ Added Workforce Coalition site in Nashua – hosted by NHES & facilitated by Bureau of Vocational Rehabilitation
- ❖ Established a “partnership link” with Employment Leadership Awards
- ❖ Initiated discussions on VR-DHHS Memorandum of Understanding with Bureau of Vocational Rehabilitation and ELC
- ❖ Confirmed NH START as “Training Facilitator/Capacity Builder” for DD and MH Supported Employment partnership
- ❖ Confirmed partnership with Bureau of Mental Health Services
- ❖ Redesigned/updated DHHS/BDS Employment Webpage
- ❖ Initiated redesign and more “user friendly” version of Employment Data Report



# He-M 518.11 (e, 1) Annual Report

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He-M 518.11 (e, 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.

✓ **Done**



# Next Steps: Develop a Strategic Initiative on Employment

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## Mission

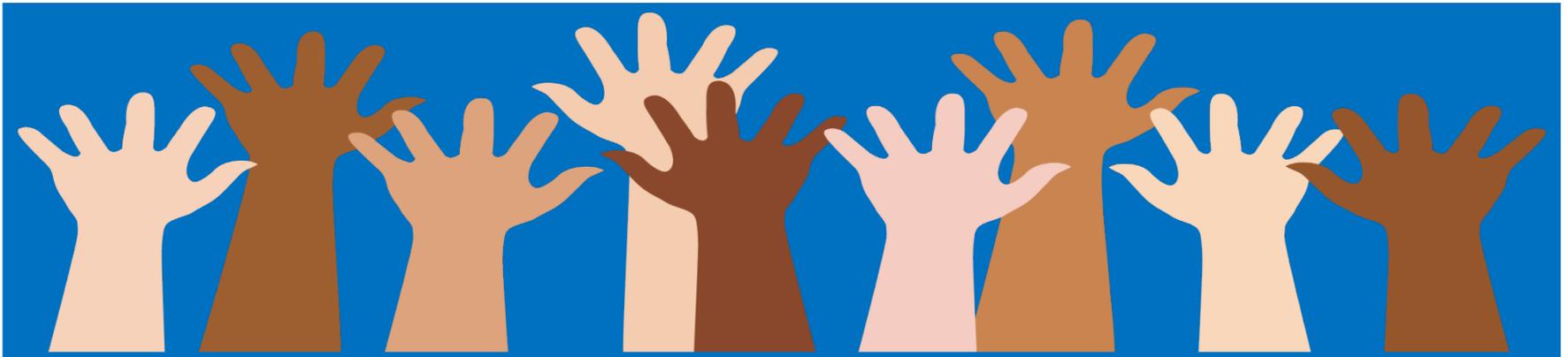
Advance inclusion of individuals with disabilities in the workforce through collaboration, education, advocacy and outcomes.

### New Hampshire's Strategic Initiative on Employment (SIE) Goals:

- Goal #1: Elevate awareness of employment efforts for individuals with disabilities
- Goal #2: Cultivate partnerships with businesses and communities
- Goal #3: Develop and promote employment data reports
- Goal #4: Foster collaboration and inter-agency State supports
- Goal #5: Facilitate ongoing planning, development and quality review.



## Questions, Concerns, Ideas, Opportunities and Recommendations



# For More Information

Jo Moncher

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Strategic Initiatives Administrator

Division of Long Term Supports and Services

NH Department of Health and Human Services

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603-271-5003



# Thank You

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***Thank You for Your Leadership and Support to the  
NH Employment Leadership Committee***

