

NH Employment Leadership Committee

1/23/2019
Meeting Minutes

Attendees:

<input checked="" type="checkbox"/> Ben Adams	<input checked="" type="checkbox"/> Lisa Hinson-Hatz	Rocky Morelli	<input checked="" type="checkbox"/> Judy Sanderson
Toni Bachant	<input checked="" type="checkbox"/> Maggie Hinkle	Stephany Paris	Mari Schatch
<input checked="" type="checkbox"/> Debbi Bogle	Sandy Hunt	<input checked="" type="checkbox"/> Tobey Partch-Davies	<input checked="" type="checkbox"/> Carl Smith
Jen Cook	<input checked="" type="checkbox"/> Dee Johnson	Cris Philipson	<input checked="" type="checkbox"/> Jessica Smith
Jessica Devine	<input checked="" type="checkbox"/> Shelia Mahon	Chris Purington	Pamela Szacik
<input checked="" type="checkbox"/> Laura Feldman	Laura Main	<input checked="" type="checkbox"/> Isadora Rodriguez-Legendre	<input checked="" type="checkbox"/> Terry Tedeschi
<input checked="" type="checkbox"/> Renee Fisher	Emily Manire	<input checked="" type="checkbox"/> Denise Roy-Innarelli	<input checked="" type="checkbox"/> Lauren Walczuk
<input checked="" type="checkbox"/> Tracey Frye	Jennifer Meyer	<input checked="" type="checkbox"/> Wendy Robb	
<input checked="" type="checkbox"/> Rebecca Hafner	<input checked="" type="checkbox"/> Jo Moncher	Courtney Robinson	
		Other:	Amanda Moore VABIR

Facilitated by:
Jo Moncher

Scribe: Maureen DiTomaso

NEW MEMBER WELCOME AND INTRODUCTIONS

OPENING COMMENTS

- Jo provided an update on ELC presentations to community groups, with a goal of elevating our work and increasing awareness of ELC. A question was raised (at the DD Council, during an ELC presentation) about what makes this committee different than other committees and what makes this group unique. Jo asked committee members to think of a response that she and members of ELC can give when asked this question in the future.
 - We are guided by rules
 - We have representatives from every Area Agency
 - We have representatives from partners to strengthen the teamwork, and connect employment and healthcare.
 - We are focused on supporting employment across the state
 - This committee was created out of the Medicaid Infrastructure Grant (MIG) 10 years ago; there is strong dedication and we have years of experience.
 - Coalitions built

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- Tobey suggested - We're focused on high level quality inclusive competitive employment outcomes for people with intellectual & developmental (I/DD) disabilities served by New Hampshire's Developmental Services system
- Committee discussed the need to have a strong and consistent response to our mission and work. Members agreed that there are many employment/workforce groups in NH, and we want to have a powerful & compelling statement as to who we are and what makes us different.
- Jo thanked members for their outreach to DHHS/BDS regarding meetings and events. She reiterated that she welcomes feedback and appreciates member communication. Feel free to invite Jo to any local or statewide meetings as appropriate.
- Discussed the Employment Position Statement (found on the BDS website), and using this 2-page document to craft the ELC mission.
 - Need to highlight that we strengthen employment supports
 - ELC members did not come to an agreement regarding language surrounding Intellectual/Developmental Disabilities (I/DD), Acquired Brain Disorder (ABD) within the statement.
 - ELC members agreed to remove the rule language from the statement
 - Draft Mission Statement: The mission of ELC is to advance inclusion of individuals with developmental and intellectual disabilities in the workforce through strengthening employment supports, business collaboration, relevant training, family engagement and community outreach.
 - Jo invited members to consider mission language between now and the next ELC meeting.

ELC MEMBERSHIP UPDATE

- The updated 2019 membership list was shared. Members were asked to provide any edits.
- Jo encouraged committee members to consider how they can align their current activities/meetings/contacts with ELC work, and how we all can support ELC between ELC meetings.

NEW PARTNERSHIPS & COLLABORATION

Vermont Association of Business, Industry and Rehabilitation (VABIR) – Amanda Moore

- Amanda wanted to attend the ELC meetings and she hopes to learn and collaborate with New Hampshire, share her knowledge regarding what has and has not worked in Vermont and build upon the shared successes and failures between states.

NH Council on Developmental Disabilities - Isadora Rodriguez-Legendre, Executive Director

- While Isadora was unfamiliar with the ELC, she understood the work this committee does through the Employment Data Report.
- Isadora gave an overview of the DD Council for members of the ELC committee
- Employment is part of their 5-year plan goals and objectives, so this seems like a natural place to come together and get involved and find how we can work together to bridge gaps

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- Another opportunity to collaborate would be to see more nominations from the AA for the Employment Leadership Awards, to highlight excellence and provide employment opportunities
 - Amanda Moore asked Isadora to connect with her regarding Vermont's Governor's Committee on the Employment of People with Disabilities "Spirit of the ADA" awards. Their winner this year is actually a New Hampshire employer so maybe both states can collaborate on the award
 - Two out of the ten Area Agencies submitted nominations for this year's award. Would like to expand on nominations.
 - Debbie Bogle cautioned that you don't want to pressure for a nominee if there is not a valuable employer to nominate.
 - Judy Sanderson shared that we also do not want too many nominations because they are reviewed by volunteers and it's a lengthy process. This past Employment Leadership Awards event had about 25 nominees.
- Questions/comments from the committee included:
 - Could those employers who have won past awards mentor other employers?
 - We've discussed this, but there are some hurdles to get through
 - Employers are recognized once a year, and this event has happened over the last 10 years. Could there be research done to see who is still in the game and who is still doing great things? What is done with the 10 years' worth of nominees? Is there a way to cultivate this list, with a goal of strengthening and leveraging these contacts?
 - Lisa Hinson-Hatz asked how agencies do comprehensive needs assessments, and could we tag onto this data?
 - Through surveys, self-advocacy groups, Medicaid data. It is done every 5 years.
 - Could probably do some collaboration around this data.
 - DOE may want to put this out to RFP this year to gather information

Jo asked Isadora and the committee if we should include the Employment Leadership Awards (ELA) on our ELC agenda going forward? Isadora said yes. The committee was very supportive of the ELA work and agreed to include this item on every agenda. Isadora agreed to serve as the point person on ELC for ELA.

NH Bureau of Vocational Rehabilitation – Lisa K. Hinson-Hatz, Director

- Lisa gave ELC a brief update/overview of where Vocational Rehabilitation is within the order of selection process
 - Currently about 970 on the waitlist
 - So far, VR released about 400 from category 1 (based on date of application)
 - Goal is to serve all category 1 individuals by the end of March
- Discussed Community Rehabilitation Provider (CRP) work. Discussions around rapid engagement/early engagement and make employment placement decisions together with the CRPs
- Working to develop a Memo of Understanding (MOU) with Department of Health and Human Services (DHHS)

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- This has been in the He-M 518 rules for many years, but we have not moved forward on establishing and/or confirming any language or final document. It continues to be a priority for ELC and for our State.
- If anyone on the ELC has examples of other MOUs that they could share, it would be appreciated
 - Deb Bogle had an example of an older MOU. The ELC thinks that there used to be an MOU between VR & AA, but we need to develop one with DHHS
- We want to focus on how VR will work with BDS & AAs and vice versa to make the process fluid and productive
- Discussed current Workforce Coalitions throughout the state
 - Tracey shared that the purpose of the coalitions was to come together with contacts, build collaboration, identify matches, and help communicate and simplify communication to the employer instead of multiple people going to that one employer. Get together across the state to share messages so that employers get consistent information.
 - Tracey shared that about 4-5 committees are still in place, but many of them are struggling.

Jo asked Tracey and Terri if we should add Workforce Coalitions on the ELC agenda. She asked ELC committee members if they would like to add time on the agenda next month, so VR can present on the coalitions. Members agreed that we need to align the statewide work with the local work, and we need to determine how best to do that. Tracey and Terri (both from VR) agreed to provide a brief presentation on the Workforce Coalitions at the next ELC meeting. Their presentation will include: mission, sites in place, accomplishments, contact info, and opportunities to align the local work with the statewide work.

Lisa shared info on Project SEARCH. It was agreed that there are opportunities to collaborate with VT on this project and others. We could also work with Amanda and share details between VT & NH?

NH Employment Security (ES) – Denise Roy-Innarelli, Assistant Director, Assistant Director, ESB/Operations

- Denise gave an overview of NH Employment Security (NHES)
 - Passed out brochures to all members, providing details on NHES focus and contact info
 - Stressed that they are not the “unemployment office”; they are the employment office.
- Denise hopes that we can collaborate and work together to help each other. Denise asked for suggestions and feedback from ELC members
 - Feel this collaboration will be a good way to strengthen collaboration between VR & NHES
- Denise gave an overview of how NHES staff work and what they do
- Denise is excited to partner with ELC
- Questions/Comments from ELC included:
 - How do we as employers make sure all NHES offices know what we have for available jobs?
 - Can ELC provide an introduction of the DD community and employment opportunities to NHES Offices
 - It is important for NHES to understand the workforce shortages within AA and Service Providers, so they can perhaps assist

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- How can ELC help educate all NHES offices across the state about opportunities and how to bridge the gaps.
- Denise reminded everyone that the local NHES contacts are in the brochure that she distributed and encouraged ELC members to reach out to their local NHES contacts and provide introductions.
- Committee shared that the opportunities between NHES and ELC are significant and agreed that this item should be on every agenda moving forward.

EMPLOYMENT DATA REPORT – UPDATE & NEXT STEPS

- Who currently receives/reviews the Employment Data Report?
 - GSIL says they share in house only
 - Sometimes family councils
 - The distribution of the report has never really been discussed. We have never identified the different types of groups who should receive the report.
 - Some stakeholders may need different information
 - Families may not understand data points
 - Suggested different templates for different end users?
 - Noted it is difficult to find the report on DHHS website.
 - Jo shared the entire report with all BDS liaisons, and asked for feedback. Some BDS liaisons are new, so are not necessarily familiar with the report. Sharing the report with BDS liaisons was a good 1st step in building awareness of the importance of this report.
- Tobey discussed the current report (July 2018 – September 2018)
 - Due to data not being updated, nearly 600 records had to be excluded from the report which skewed results. Tobey feels this is not an accurate reflection of data. Although Tobey has done trainings to AAs, she is trying to get a handle on why this happened and will do additional outreach.
 - Tobey passed out the report to ELC members.

REVIEW OF PREVIOUS MEETING'S MINUTES

Reviewed the minutes from December 4, 2018 ELC meeting

- Debbie Bogle motioned to accept & Tobey 2nd the motion, minutes accepted

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Employment Leadership Committee Mandates

He-M 518.11 (d): BDS 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 (e, 1): Review quarterly employment data reports, identify trends, and establish statewide 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.

He-M 518.11 (e, 6): Support efforts to collaborate with business and industry.