

State of New Hampshire
Department of Health and Human Services



Employment Leadership Committee
Meeting Purpose/Goals:

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

DATE: 11/20/19
TIME: 2:00-4:00
CONFERENCE LINE: 1-866-951-1151; 470-235-765
LOCATION: Community Bridges
70 Pembroke Rd. Concord, NH

Committee Members: Ben Adams, Keryn Bernard-Kriegl, Miranda Brown, Christina Chouinard, Annie Clark, Brent Cote, Dirk Doughty, Tracey Frye, Karen Hatch, Lisa Hinson-Hatz, Maggie Hinkle, Rocky Morelli, Cris Philipson, Chris Purington, Wendy Robb, Courteney Robison, Isadora Rodriguez-Legendre, Denise Roy-Innarelli, Carla Smith, Jessica Smith, Barbara Strzykalski, Terri Tedeschi,

Call In: Debbie Bogle, Melissa Collins, Judy Sanderson
DHHS Staff: Jo Moncher, Jessica Kennedy

Minutes				
<i>Ground Rules: Please be present and actively engaged; please hibernate technology.</i>				
Time	Topic	Category	Leader(s)	Key Takeaways & Action Items
2:00 - 2:05	I. Welcome & Introductions	Information	Jo Moncher	<ul style="list-style-type: none"> A Special Welcome to Gary Symolon - Our First ELC Guest from the Business Industry. Attendance and committee size discussed. Please share your thoughts with Jo via email Membership list updated
2:05 - 2:10	II. Review and Approval of October Meeting Minutes	Discussion	Jo Moncher	<ul style="list-style-type: none"> Minutes accepted unanimously
2:10 - 2:15	III. Operation Happy Holidays	Information	Lisa Hinson-Hatz	<p>All individuals on the VR wait list will be released by the end of the year.</p> <ul style="list-style-type: none"> Individuals are determined eligible for services and then placed on the wait list 5-6 months earlier than previously thought In November, 242 released from wait list, the remainder released in December 1,392 have been released since last September and are currently working through the VR process
2:15 - 2:25	IV. New DHHS Initiative - Strategic Initiative on Employment (SIE) - Elevating & Broadening Our Work	Discussion	Jo Moncher	<p>DLTSS is initiating a strategic initiative on Employment</p> <ul style="list-style-type: none"> This will include BDS and BEAS

	<p><u>Strategic Initiative on Employment - Update</u></p> <ul style="list-style-type: none"> • Researching Employment Initiatives from the following states: -Utah, New York State, Maryland, Arizona, Illinois, Oregon, Virginia • Researching Area Agency Contracts with DHHS (Data Focus) • Working with Sandy Hunt and Deb Scheetz on SIE Goals & Objectives • “Just started” Exploring Area Agency State Plans (through governmental audits) <p><u>Strategic Initiative on Employment - Tentative Goals</u></p> <ol style="list-style-type: none"> 1) Elevate awareness of the employment potential of individuals with disabilities 2) Cultivate partnerships with businesses and communities 3) Develop, promote and distribute the employment data reports 4) Foster a collaborative state-provider-community network to support trainings, services and supports 5) Facilitate ongoing planning, development and quality review <p><u>Strategic Initiative on Employment - Next Steps</u></p> <ul style="list-style-type: none"> • Schedule meetings with Area Agency Employment Leadership “teams” to Secure Feedback • ALL ELC Members are Invited to Provide Recommendations on Development of SIE 			<ul style="list-style-type: none"> • Each area agency has a strategic plan, all vary in length and what information is included <ul style="list-style-type: none"> ○ What would you want our strategic initiative to include? Email your ideas to Jo
2:25 - 2:35	<p>V. Employment Data Report - Update</p>	Information	Jo	<ul style="list-style-type: none"> • The goal is for all employment data reports (for all 4 quarters) is to be complete by end of year. • Data has been cleaned up. Many improvements made. • Data Trainings were provided, however the updating of records remains an issue.

	<p>Governor's Commission on Disabilities - Workforce Subcommittee</p>			<ul style="list-style-type: none"> • 11% of data, representing over 200 records, has not been updated since March/2019. Jo noted specific Area Agencies that had a large # of data that still needed to be updated. <p>Questions were asked on the Disability Workforce Taskforce. Tracey Frye/VR serves on that subcommittee and provided a brief update to ELC. Governor's Commission on Disabilities - Workforce Taskforce is a committee of state agencies that are currently meeting to analyze the State's application and interview process, creating recommendations on how the State can provide support and employment opportunities to individuals with disabilities. Report will be submitted to the Governor (Feb/March)</p> <ul style="list-style-type: none"> ○ Tracy will share updates on the progress to the ELC in 2020.
2:35 - 2:55	<p>VI. VR & DHHS MOU - Update Thank You to ELC Members & Guests for the MOU Discussions at Last Month's ELC Meeting</p> <ul style="list-style-type: none"> • Simplifying & Promoting the Flowchart & Process • Sharing of Data (at least some priority data elements) • Strengthening Transition Plans for Securing Long Term Medicaid-Waivered Services • Sharing of Resources (i.e. training, transportation) • Streamlining Paperwork & Improving Efficiencies (i.e. Combining DD & MH Referral Form) 	Information	Lisa Hinson-Hatz	<ul style="list-style-type: none"> • Document has been started • Currently taking the work of the ELC from the November meeting and integrating it into the document • There are a few questions to clarify from the workgroups, Lisa will reach out to facilitators • Hope to have a draft for January
2:55 - 3:50	<p>VIII. Sodexo - A National-State Partner Presentation by Gary Symolon, CEC Area Executive Chef Regional Frontline Recruitment</p>	Information	Gary Symolon	<p>NH & Sodexo - First State Partnership Ever for Sodexo Sodexo's Workforce Initiative</p> <ul style="list-style-type: none"> • Serving those with different abilities

	<p>Universities Northeast, Sodexo</p> <p>** See attached powerpoint provided by Sodexo</p>			<ul style="list-style-type: none"> • Pilot a Statewide Outreach • Strengthen our internal partners • Taking care of our own people, for example purchasing local • Business models & initiatives focused on supportive employment <p>Application process overview</p> <ul style="list-style-type: none"> • Sodexo uses the “balance track” method of hiring • All job openings are uploaded to https://Sodexousa.jobs • The website gives different search options (starting with location) inclusive of all available positions <ul style="list-style-type: none"> ○ Progress is being made on optimizing job postings (openings may be titled as Food Service Worker vs. saying specifically where the position is located) ○ E-mail Gary the position number to find out where the job is if location is not listed • Applicants create a profile of general information (only needs to be done once) • Job postings include an email contact for applicants requiring assistance <p><i>*If, due to a disability, you require a reasonable accommodation to navigate this site and/or complete the on-line application process, please contact</i> <i>SodexoFrontlineApplicationSupport.USA@sodexo.com for assistance.</i></p> • How were you referred to Sodexo? <ul style="list-style-type: none"> ○ Choose “Inclusion of individuals with disabilities”; Please specify source enter “NH”
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			<ul style="list-style-type: none"> ○ One potential challenge with employment data collection to highlight is that the employer name is entered inconsistently; Sodexo should be listed as employer, SNHU or Rivier etc. would be location <p>Committee discussion</p> <ul style="list-style-type: none"> • A suggestion was made to have supports embedded within the company, resulting in long term support for career development and growth • At Sodexo SNHU, some employees work independently, some work in small groups with one job coach to facilitate <ul style="list-style-type: none"> ○ This can be done through a contract between the area agency and the employer ○ One job can be split between two individuals, email Gary to inquire ○ Site tours are available, it's all about the right fit. This also provides an opportunity for a conversation on individual's abilities • Some businesses hire job coaches within • Individuals would have more long term success by having the opportunity to be an employee without the segregation of having a support staff with them • Create the position of business ambassador <ul style="list-style-type: none"> ○ Could be a volunteer position of inclusion ambassador? ○ Pfizer has a job coach and is partnering with local schools • This would also be an advantage to the business, coaches within the company will be better equipped to train for that job than a DSP that doesn't work for the company • Another advantage is having long term employees
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3:50 - 4:00	<p>Closing & Next Steps</p> <ul style="list-style-type: none"> • MOU Next Steps.... • Next Committee Meetings <ul style="list-style-type: none"> ○ Wednesday, December 18, 2019, 2-4pm Community Bridges, 70 Pembroke Road, Concord ○ Wednesday, January 15, 2020, 2-4pm NH Department of Education, Walker Building, Room 100 	Information	Jo Moncher	<p><u>ACTION ITEMS</u></p> <ul style="list-style-type: none"> • Please share your thoughts on ELC committee size with Jo via email • Email ideas for strategic initiative to Jo • Tracy will share updates on the taskforce progress with the ELC • Jo will add support other state agencies to strategic initiative