



DRAFT, 3/04/20 - New Hampshire's Strategic Initiative on Employment (SIE)

**Focused on Populations Served by the Division of Long Term Supports and Services, NH Department of Health and Human Services
State Fiscal Year 2020 – State Fiscal Year 2022**

NH's Strategic Initiative on Employment (SIE) Mission

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

A National Issue

The confluence of demographic, economic and health factors have made the employment situations of both older Americans and Americans with disabilities a matter of urgent national importance. Increasing competitive integrated employment among people with disabilities across their lifespan will not only benefit these individuals and their families, but will also expand the labor force and boost productivity. Americans with disabilities of all ages participate in the workforce at a disproportionately lower rate compared to people without disabilities. The current public support system for working age people with disabilities has significant gaps, while public expenditures for services and supports continue to grow at an unsustainable rate. Additionally, the labor force is aging. As people age, they become more likely to acquire a disability or experience reduced functional capabilities, which may affect their ability to perform the essential duties of a job and ultimately remain in the workforce.

(Federal) Administration on Community Living Strategic Plan, 2013-2018

A New Hampshire Response

The NH Department of Health and Human Services (DHHS), Bureau of Developmental Services (BDS) established the NH Employment Leadership Committee (ELC) over a decade ago to advance inclusion of individuals with developmental disabilities and acquired brain disorders in the workforce. In the last year, the ELC has gone through significant changes to better align its mission and focus with the Division of Long Term Supports and Services (DLTSS) and the Bureau of Mental Health Services (BMHS) at DHHS. DLTSS was established in 2017 and aligns a number of services and programs with shared goals of enhancing and integrating services. The realigned programs include: Bureau of Elderly and Adult Services, BDS, Bureau of Family Centered Services and Division of Community Based Military Programs. Today, ELC has a broad and integrated mission that is aligned with DLTSS and BMHS and is at the core of NH's Strategic Initiative on Employment (SIE).

NH Department of Health and Human Services, Bureau of Developmental Services, 2019



The NH Employment Leadership Committee (ELC)

Serving as the Advisory Team aligned with the Strategic Initiative on Employment

The mission and focus of the Strategic Initiative on Employment (SIE) builds on the work and history of the Employment Leadership Committee, while broadening its focus, and adding structure, partners and outcomes.

ELC History

The ELC was established over a decade ago to and is responsible for adhering to the following NH State He-M Rules: He-M 518.11:

- *He-M 518.11 (d): Bureau of Development Services (BSD) 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.*

ELC Mission

The mission of the ELC is to advance inclusion of individuals with disabilities in the workforce through collaboration, education and outreach.



The NH Employment Leadership Committee (ELC)

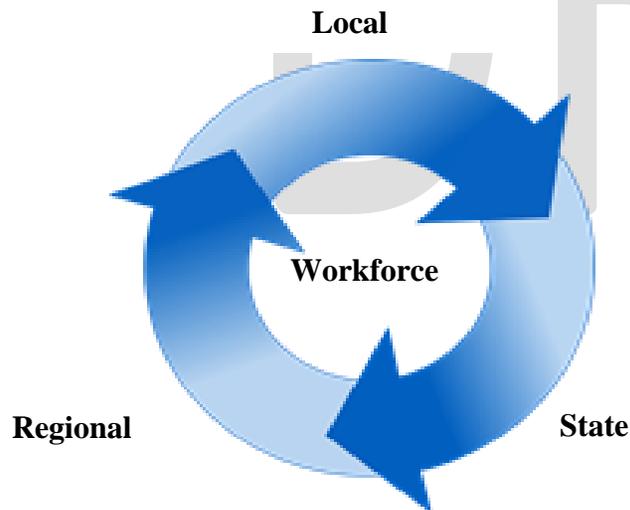
Serving as an Advisory Team aligned with the Strategic Initiative on Employment

ELC Priorities (confirmed in January of 2019)

- *Creative and strategic outreach to businesses and communities*
- *Promotion of best practices and promising practices*
- *Development and distribution of the employment data report*
- *Support for employer recognition programs, including the Employment Leadership Awards*
- *Development of a Memorandum of Understanding (MOU) between NH Department of Health and Human Services (DHHS), Bureau of Developmental Services (BDS) and NH Department of Education (DOE), Bureau of Vocational Rehabilitation*
- *Collaboration with Community Mental Health Centers in the coordination of cross-system training and the alignment of supported employment services*

ELC Membership

The Employment Leadership Committee is comprised of Local, Regional and State Partners



Local Partners

- Employment provider agencies, self-advocates and families

Regional Partners

- Area Agencies and Community Mental Health Centers

State Partners

- NH DHHS, Bureau of Developmental Services
- NH DHHS, Bureau of Mental Health Services
- NH DOE, Bureau of Vocational Rehabilitation
- NH Employment Security
- NH Council on Developmental Disabilities
- Institute on Disability, University of NH



**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 training, collaboration and inter-agency supports

Goal #5: Facilitate ongoing planning, development and quality review.



Employment Disability Network (EDN)

The EDN referenced throughout this SIE may include (at a minimum and as appropriate) the following current and possibly new partners in our statewide employment efforts.

Area Agencies

**Best Buddies NH*
**Bureau of Developmental Services, NH DHHS*
Bureau of Elderly and Adult Services, NH DHHS
Bureau of Family Centered Services, NH DHHS
**Bureau of Mental Health Services, NH DHHS*
**Bureau of Vocational Rehabilitation, NH Department of Education*
Businesses and Employers
Center for Life Management
**Charting the LifeCourse NH*
**Chesco, Inc.*
**Community Bridges*
**Community Crossroads*
**Community Partners*
**Community Support Network Inc.(CSNI)*
Developmental Services Quality Council
**Division of Long Term Supports and Services, NH DHHS*
**Easterseals NH*
**Employment Leadership Awards Committee*
**Family Members*
**Gateways Community Services*
**Granite State Independent Living*
Greater Nashua Mental Health Center
**Independent Services Network*
**Institute on Disability, University of New Hampshire*
**Lakes Region Community Services*
Lakes Region Mental Health Center
**Monadnock Developmental Services, Inc.*
Monadnock Family Services
NAMI New Hampshire
NH Alliance for Healthy Aging
NH Council on Churches
**NH Council on Developmental Disabilities*
NH Department of Business and Economic Affairs

NH Department of Military Affairs and Veterans Services
NH Employment Leadership Committee
**NH Employment Security*
NH Family Support Council
NH Family Voices
NH Governor's Commission on Disabilities
NH Governor's Office
NH House of Representatives
NH START
NH State Library
NH State Senate
**NH State Rehabilitation Council*
**Northern Human Services*
Office of Health Equity, NH DHHS
Omni Mt. Washington Resort
**One Sky Community Services*
**Opportunity Networks*
**Pathways of the River Valley*
**People First*
**PLUS Company*
Public Information Office, NH DHHS
Riverbend Center for Mental Health
Seacoast Mental Health Center
**Self-Advocates*
Senior Community Services Employment Program
ServiceLink Aging & Disability Resource Centers
**Service Providers/Vendors*
Sodexo
State Commission on Aging
State Coordinating Council on Transportation
State Veterans Advisory Committee
The Mental Health Center of Greater Manchester
**The Moore Center*
West Central Behavioral Health

* = ELC Members



Goal #1:

Elevate awareness of employment efforts for individuals with disabilities.

Objective #1.1:

Elevate employment efforts across leadership and program areas within the NH DHHS and other State agencies.

- Strategy: Engage leadership from the Division of Long Term Supports and Services and Bureau of Mental Health Services (BMHS), NH DHHS on integrated and/or supported employment issues, including the continued development and implementation of the *Strategic Initiative on Employment*.
 - Bureau of Developmental Services' Administrator of Strategic Initiatives (ASI) will meet quarterly with the Bureau Chief of BDS, NH DHHS;
 - ASI will meet quarterly with the Bureau Chief of the Bureau of Elderly and Adult Services (BEAS), NH DHHS;
 - ASI will meet quarterly with the Bureau Chief of the Bureau of Family Centered Services, NH DHHS;
 - ASI will meet quarterly with the Administrator of Community Based Military Programs, NH Department of Military and Veterans Services;
 - ASI will meet quarterly with the Administrator of Community Mental Health Services at Bureau of Mental Health Services (BMHS), NH DHHS
- Strategy: Begin to consider long-range opportunities to strengthen employment efforts across BDS, such as: elevating employment goals within Area Agency Strategic Plans, inclusion of employment goals within BDS/Area Agency contracts, identifying employment opportunities within the State Plan on Aging, strengthening family involvement through collaboration with the Bureau of Family Centered Services and identifying alignment opportunities with the Division of Community Based Military Programs.
- Strategy: ASI will meet quarterly with the Assistant Director of Operations at the NH Employment Security to identify opportunities to strengthen collaboration.
- Strategy: Explore opportunities to strengthen partnerships across interagency committees/initiatives, such as: State Coordinating Council on Transportation, Governor's Commission on Disabilities, State Rehabilitation Council, State Commission on Aging, NH Alliance on Healthy Aging, NH Council on Developmental Disabilities, State Family Support Council and other statewide groups and projects.

Objective #1.2:

Partner with the NH DHHS Public Information Office (PIO) on the promotion of integrated and/or supported employment through various communication channels, including radio, news media, events, corporate communication and social media.

- Strategy: Identify self-advocates and employers to share their positive employment experiences.
- Strategy: Identify communication/public relations liaisons and supporters from ELC and EDN to interview and write stories on integrated and/or supported employment that include promising or best practices.
- Strategy: Localize materials from the U.S. Department of Labor, Office of Disability Employment Policy on promoting National Disability Employment Awareness Month (NDEAM) in October.

Objective #1.3:

Provide education regarding integrated and/or supported employment to the employment provider network, families and the public.

- Strategy: Partner with the NH DHHS PIO on the redesign and regular updating of the BDS employment webpage.
- Strategy: Support the ELC in developing an *Employment Newsletter for Families* to promote promising or best practices. Partner with Best Buddies International as a program sponsor to help print, distribute and promote the *Employment Newsletter for Families*.



- Strategy: Explore opportunities to introduce and promote integrated and/or supported employment at meetings/events at Chambers of Commerce, Rotary Clubs and other civic organization events across NH. Partner with appropriate Area Agencies, Community Mental Health Centers (CMHC), and service providers/vendors in targeting select locations.
- Strategy: Partner with the Bureau Chief of BEAS on the sharing and promotion of employment information that supports older adults in the workforce.
- Strategy: Promote ELC work at regional workshops and/or statewide conferences to include table booths/resource tables, signage, conference packet inserts and other communication methods. Possible conferences or events could include: Advocate Conference, Direct Support Professional Conference, Yellow Flag Ribbon Event at Statehouse, Family Support Conference, Family Caregiver’s Conference, and others.

Goal #1 Outcomes:

- Redesign NH DHHS BDS Employment Webpage in 2020.
- Update NH DHHS BDS Employment Webpage at least twice per year.
- Develop an *Employment Newsletter for Families* twice per year.
- Secure a program sponsor to help fund and support the *Employment Newsletter for Families*
- Develop a media announcement to promote National Disability Employment Awareness month in October of each year.
- Partner with 2 businesses each year to highlight employment successes through corporate, community, state or national media.
- Initiate stories with NH local and statewide media – ongoing.
- Present to two Chambers of Commerce, Rotary Clubs and/or other local civic organizations each year.
- Participate in two regional or statewide conferences each year

Goal #2:

Cultivate partnerships with businesses and communities.

Objective #2.1:

Explore and partner with statewide businesses/employers who are identified through employment data reports, ELC discussions and/or Area Agency/service provider/vendor partnerships.

- Strategy: Identify businesses/employers from across the state, with a goal of: engaging corporate leadership, strengthening overall partnerships, highlighting promising practices, meeting with them “on their own turf” and brainstorming statewide opportunities.
- Strategy: Partner with Community Support Network, Inc. (CSNI) in reviewing 25 businesses/employers (to pursue the above goal) based on # of jobs, multiple locations and employment leadership awards history/recognition.
- Strategy: Engage in discussions with ELC in selecting/prioritizing 12 businesses/employers (out of the list of 25). In confirming the “select 12”, consider the above 2 strategies, as well as Area Agency/service provider relationships and statewide opportunities
- Strategy: Meet with leadership from these “select 12” businesses/employers at their geographic location to review successes, challenges, barriers and opportunities. Identify and collaborate on possible next steps based on meeting outcomes.
- Strategy: Invite leadership from the “select 12” businesses/employers to an ELC meeting and/or other local or regional meetings to strengthen understanding of each partner and to review opportunities in moving forward. Identify and collaborate on possible next steps based on meeting outcomes.



Objective #2.2:

Develop a *NH Business Ambassador Liaison* role to elevate education and support regarding the hiring and supporting of individuals with disabilities *within* businesses/employers. Ideally, this *Business Ambassador Liaison* is already embedded within the business, although may not be identified as such. (The person could have another official role within the company, but may also serve as an unofficial/not identified *Business Ambassador Liaison*. Examples include the Gift Shop Coordinator at Joseph Hospital or the Senior Human Resource Manager at Omni Mt. Washington Resort.)

- Strategy: Work with ELC in creating a list of businesses/employers who may already have someone within their company who serves as an unofficial *Business Ambassador Liaison* within their company.
- Strategy: Partner with ELC, Project SEARCH coordinators and businesses/employers on creating a *NH Business Ambassador Liaison* job description. Possible roles and responsibilities could include: providing updates to their leadership team, coordinating internal trainings to help support individuals with developmental disabilities, and adding employment successes to the business leadership agenda,
- Strategy: Create a statewide email list of all possible liaisons from appropriate businesses/employers, with a goal of quarterly communication to help motivate, recognize, support and educate all liaisons/ambassadors.

Objective #2.3:

Recognize businesses/employers for their successes in hiring, retaining and supporting individuals with disabilities.

- Strategy: Partner with the NH Employment Leadership Awards (ELA) Committee in promoting ELA to new businesses through communication and collaboration with the ELC.
- Strategy: Identify and partner with other State agencies, commissions or associations (such as the Diversity Workforce Coalition-Workforce Diversity and Inclusion Award, Governor's Commission on Disabilities-Governor's Accessibility Award) to elevate, promote and recognize businesses/employers for their successful hiring practices.
- Strategy: Explore opportunities with ELC to better recognize businesses/employers within their own community or region.

Goal #2 Outcomes:

- Strategically partner with a minimum of 3 businesses/employers each year on specific statewide opportunities
- Include ELA updates and discussions at (a minimum of) quarterly meetings of the ELC each year;
- Recognize two self-advocates from two different businesses/employers (highlighting best or promising practices) in each of the *Employment Newsletters for Families* that will be produced twice per year.
- Secure funding and coordinate outreach to sponsor 1 table (8 seats) of leadership from new business/employers to attend ELA. Table would be hosted by ELC.
- Nominate a business/employer (possibly from previous ELA nominees) to receive an employment award at a different awards event/opportunity - separate from the ELA each year.
- Invite at least 2 business/employer leaders to attend and present at ELC each year.

Goal #3:

Develop and promote employment data reports

Objective #3.1:



Partner with BDS leadership and ELC in the development of the BDS Employment Data Report (EDR).

- Strategy: Partner with ELC, CSNI and IOD/UNH on the redesign of the EDR, including the addition of a cover page, introductory letter, highlights page and definitions page, as well as a new layout, content edits and other quality improvement changes.
- Strategy: Communicate regularly with BDS, Area Agencies, Area Agency Data Liaisons, CSNI, IOD/UNH and ELC on improving accuracy, clarifying updates, agreeing on definitions and making other quality improvements to the EDR.
- Strategy: Communicate regularly with Area Agencies to ensure that employment data updates are submitted in the employment data system by 9/30, 12/31, 3/31 and 6/30.
- Strategy: Connect with CSNI one week prior to the above 4 quarterly dates, to check on Area Agency updates in the employment data system; communicate immediately with Area Agencies regarding missed data, gaps and/or inaccuracies.

Objective #3.2:

Promote the EDR to the employment disability community across NH.

- Strategy: Add the quarterly EDRs to the DHHS/BDS employment webpage quarterly.
- Strategy: Broadly distribute the EDR to BDS, Area Agencies, BMHS, CMHCs, ELC, Families and EDN. Expand the distribution list in promoting/sharing the EDR.
- Strategy: Regularly review data and explore opportunities to align data successes with media opportunities and news stories.

Objective #3.3:

Partner with the (federal) Administration on Intellectual and Developmental Disabilities to analyze day and employment service trends on previous and current data collection.

Strategy: Work with BDS Business Management/Data Liaison, IOD/UNH and CSNI on compiling and analyzing day and employment service trends.

Strategy: Submit NH data (on day and employment service trends) to the National Survey of State Intellectual and Developmental Disabilities Agencies' Employment and Day Services (IDD Survey).

Strategy: Share data between EDR and IDD Survey, identifying opportunity to strengthen, align and/or “learn from” both sets of data.

Objective #3.4:

Partner with other State agencies and organizations in data sharing.

- Strategy: Collaborate with the Bureau of Vocational Rehabilitation, NH Department of Education on opportunities to share elements of data sets.
- Strategy: Collaborate with the Bureau of Mental Health Services at NH DHHS on opportunities to share elements of data sets.
- Strategy: Collaborate with the Bureau of Elderly and Adult Services (including ServiceLink) on opportunities to share elements of data sets.
- Strategy: Collaborate with the Division of Community Based Military Programs on opportunities to share elements of data sets.

Goal #3 Outcomes:

- Develop and distribute 4 quarterly EDRs each year.
- Ensure that data is included and updated from at least 95% of all possible data records.
- Establish a baseline of key data elements.



- Develop and complete the NH data report for the National Survey of State Intellectual and Developmental Disabilities Agencies' Employment and Day Services – each year.
- Identify priority data elements to compile and share between BDS and the Bureau of Mental Health Services in 2020

Goal #4: Foster collaboration, training and inter-agency supports.

Objective #4.1:

Partner with the NH Department of Education, Bureau of Vocational Rehabilitation in the development of a Memorandum of Understanding (MOU).

- Strategy: Explore how other states and the federal government have successfully aligned the Bureau of Vocational Rehabilitation (VR), the NH DHHS and employment service providers who serve individuals with disabilities.
- Strategy: Partner closely with the VR Director in identifying, exploring and agreeing on key priorities and goals to include in MOU.
- Strategy: Engage ELC and BDS in exploring and identifying priority areas for the MOU, to possible include:
 - *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 forms)*
- Strategy: Collaborate with the Bureau of Mental Health Services (BMHS), NH DHHS, to include: attending meetings of the ELC; participating in quarterly meetings between the DLTSS, BDS and VR; regular MOU review; and participation in any VR meetings as appropriate.
- Strategy: Partner with VR leadership in introducing the MOU through “MOU Road Shows” to regions across the state.
- Strategy: Meet quarterly with VR leadership (and MOU team members as identified) on the implementation of the MOU statewide.

Objective #4.2:

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: Partner with NH START on the facilitation of a minimum of 3 ELC sessions between Area Agencies and Community Mental Health Centers (CMHC), including Service Providers, State agencies, self-advocates and families, regarding alignment opportunities to strengthen supported employment for both populations.
- Strategy: Partner with NH START on providing consultation and technical support to BDS, BMHS Area Agencies and CMHCs regarding linking network partners on employment.
- Strategy: Engage NH START in intentionally focusing on identifying employment opportunities and/or gaps with each of their clients and teams as appropriate.
- Strategy: Begin to consider long-range opportunities to strengthen inter-agency employment efforts between the Area Agencies and the CMHCs, such as including an employment focus in the the Area Agency/CMHC MOU.

Objective #4.3:

Explore opportunities to elevate, expand or include employment in any and all trainings, workshops and/or conferences as appropriate.



- Strategy: Strengthen training opportunities for employment professionals, including (but not limited to) participation in the Association of Community Rehabilitation Educators (ACRE) training and/or other employment trainings that meet the national competencies for job development and job coaching, as established by the Association of People Supporting Employment First (APSE).
A total of 33 individuals attended 2 ACRE trainings in calendar year 2019; 1 ACRE training was cancelled due to low attendance.
- Strategy: Engage NHES leadership in participating in the 6-day ACRE training.
- Strategy: Submit a Workshop Proposal to the organizers of the Statewide Family Support Conference taking place in April of each year.
- Strategy: Advocate to include employment keynote messages, workshop presentations, table booths or agenda packet inserts in regional and/or statewide conferences.

Objective #4.4

Explore opportunities to strengthen collaboration with NHES.

- Strategy: Increase awareness and inclusion of NHES programs, such as (but not limited to) WorkNowNH, Return to Work (RTW) program, WOTC, Federal Bonding and Reentry programs.
- Strategy: Identify opportunities with BEAS (and other State agencies) to promote NHES programs that support the training, supporting and hiring of older adults.
- Strategy: Support the promotion of NHES programs (including job fairs) at meetings of the ELC and other DHHS-supported meetings, trainings and events.
- Strategy: Distribute the revised *NHES Programs and Services Information* (brochure) at meetings of the ELC, as well as DHHS leadership meetings with BEAS, BDS and BMHS.
- Strategy: Partner with NHES on employer seminars and trainings as appropriate.

Objective #4.5:

Support statewide “promising or best practice” partnership projects that support employment.

- Strategy: In collaboration with Project SEARCH partners, help to develop information (i.e. fact sheets, info graphic) that promote statewide efforts and success.
- Strategy: In collaboration with the NH Charting the LifeCourse Steering Committee, provide supports needed to ensure that employment is included as a focus in this work. Attend regular meetings of the NH Charting the LifeCourse Steering Committee.
- Strategy: In collaboration with BMHS and CMHCs, identify opportunities to strengthen “promising or best practices”.
- Strategy: Identify opportunities to expand supported employment through school to work programs, internship opportunities, and/or other State supported initiatives.

Goal #4 Outcomes:

- Partner with VR on the completion of an MOU in 2020.
- Partner with VR on presenting an “MOU Road Show” in at least 8 communities.
- BDS Administrator of Strategic Initiatives will meet at least quarterly with VR Director.
- Partner with Bureau of Mental Health Services in engaging at least 50% of CMHC Supported Employment Coordinator participation in three ELC meetings
- Develop “Top 10 Practices in Aligning Supported Employment” (between Area Agencies and CMHCs).



- Development of a Project SEARCH statewide fact sheet/info graphic.
 - Submit an employment workshop proposal to the Statewide Family Support Conference every year.

Goal #5:

Facilitate ongoing planning, development and quality review.

Objective #5.1

ELC will serve as an Advisory Team to the *Strategic Initiative on Employment* (SIE). The mission of the ELC is to “advance inclusion of individuals with disabilities in the workforce through collaboration, education and advocacy.”

- Strategy: Conduct biannual reviews of the SIE, to include successes, challenges, gaps and next steps.
- Strategy: Develop a dashboard that outlines key performance indicators of the SIE. Include National Core Indicator (NCI) information and other relevant data to measure individual and family satisfaction with employment services (per NH State He-M Rules: He-M 518.11: e, 5). Update the dashboard quarterly.
- Strategy: Recruit and maintain the ELC membership through ongoing communication with members, updating of the membership list and adhering to NH State He-M Rules: He-M 518.11 (d). Facilitate monthly meetings of the ELC.
- Strategy: In partnership with BEAS and the the Bureau of Community Based Military Programs, explore opportunities to expand membership to possibly include representation from the older adult community and/or veterans and military families.
- Strategy: Identify new partners and opportunities (in NH and across the country) to support ELC and SIE work as appropriate.

Objective #5.2

Explore opportunities to strengthen integrated and/or supported employment through national supports.

- Strategy: Research and review information on national and/or regional organizations that support employment of individuals with disabilities, to possibly include the below. Initiate outreach to these organizations with a goal of establishing partnership opportunities:
 - Administration on Community Living;
 - Administration on Intellectual and Developmental Disabilities;
 - Association of People Supporting Employment First;
 - Centers for Medicare and Medicaid Services;
 - U.S. Department of Labor, Office of Disability Employment Policy;
 - Work Without Limits (University of Massachusetts Medical School);
 - National Alliance on Mental Illness
 - NH Department of Education; and
 - Natioal Association of the Blind.

Goal #5 Outcomes:

- Maintain membership of at least 25 members (including representation of every Area Agency).
- Coordinate and facilitate at least 8 ELC meetings per year.
- Update the SIE dashboard quarterly.



New Hampshire's Strategic Initiative on Employment, SFY 2020-2022

The SIE Dashboard – A Performance Tool for Measuring Progress and Outcomes

Goals & Outcomes	Date of Completion	Progress/Update	Additional Comments
Goal #1: Elevate awareness of employment efforts for individuals with disabilities.			
Redesign NH DHHS BDS Employment Webpage.	January, 2020	Submitted to BDS Web Liaison on 12/13/19.	
Update NH DHHS BDS Webpage at least twice per year.			
Develop an <i>Employment Newsletter for Families</i> twice per year.		Confirmed Editor & Manager: Lauri Jean Pevear. Lauri Jean completed 2 drafts by 2/22/20	Per ELC discussion, our goal is to release 1 st newsletter at Family Support Conference on 4/24/20.
Secure a Program Sponsor to help fund and support the <i>Employment Newsletter for Families</i>	2.22.20	Confirmed sponsorship of up to \$1500 with Sarra Dennehy, State Director of Best Buddies NH for BOTH 2020 newsletters.	Best Buddies will engage their national printer, who can provide 50% cost savings for color printing of newsletter.
Develop a media announcement to promote National Disability Employment Awareness month in October of each year.			
Initiate partnership with 2 businesses each year to highlight employment successes through corporate, community, state or national media.	Summer of 2019	Confirmed 2 businesses: *Sodexo *Omni Mt. Washington Resort	
Initiate stories with NH local and statewide media – ongoing.			
Present to two Chambers of Commerce and/or other local civic groups each year.			
Participate in two regional or statewide conferences each year.			Attended numerous conferences, including: Annual Advocacy Conference, DSP Conference and Transition Summit.
Goal #2: Cultivate partnerships with businesses and communities.			
Strategically partner with a minimum of 2 businesses/employers each year on specific statewide opportunities.	Fall of 2019	Confirmed Sodexo and Omni in 2019.	NH is confirmed as 1 st State partner in national Sodexo history; agreed on goal of 10 hires. Met with Omni executive leadership; Omni



			agreed to host Business to Business Reception in 9/20 and partner with ELC on workshop at Family Support Conference.
Include Employment Leadership Awards updates and discussions at (a minimum of) quarterly meetings of the ELC each year.	January 2019	Ongoing.	
Recognize 2 self-advocates from 2 different businesses/employers (highlighting best or promising practices) in each of the <i>Employment Newsletters for Families</i> produced twice per year.		April Newsletter will target stories from Sodexo (The Moore Center) and Omni (Northern Human Services)	
Secure funding and coordinate outreach to sponsor 1 table (8 seats) of leadership from new businesses/employers to attend the Employment Leadership Awards. Tables would be hosted by ELC.	December 2019	Bureau of Vocational Rehabilitation agreed to pay for 8 seats of new business leaders, at ELC hosted table.	
Invite at least 2 business leaders to attend and present at ELC each year.	November 2019		Gary Symolon, National Recruitment Liaison from Sodexo presented at the 11/19 ELC mtg.
Goal #3: Develop and promote employment data reports.			
Develop and distribute 4 quarterly BDS Employment Data Reports (EDR) each year.	Q4 – 1/20	Completion Date of 1/15/20 for Quarter 4 of the EDR.	
Ensure that data is included and updated from at least 95% of all possible data records.		Many updates and corrections were coordinated by CSNI and made by Area Agencies.	Data was complete for about 88% of employment records in June of 2019.
Establish a baseline of key data elements.			
Develop and complete the NH data report for the National Survey of State Intellectual and Developmental Disabilities Agencies' Employment and Day Services – each year.			
Identify priority data elements to compile and share between BDS and the Bureau of Mental Health Services in 2020.			
Goal #4: Foster collaboration, training and inter-agency supports.			
Partner with the Bureau of Vocational Rehabilitation on the completion of a Memorandum of Understanding (MOU) in 2020.		5 key priorities were discussed and confirmed at ELC meeting on 10/19. DHHS secured input from many service providers/stakeholders in January/2020.	



Partner with the Bureau of Vocational Rehabilitation on presenting an “MOU Road Show” in at least 6 communities.			
Meet at least quarterly with Director of Bureau of Vocational Rehabilitation.		Ongoing	
Meet at least quarterly with Administrator of Supported Employment at Bureau of Mental Health Services, NH DHHS.		Ongoing	
Partner with Bureau of Mental Health Services in engaging at least 50% of CMHC Supported Employment Coordination participation in 3 ELC meetings.	Sept 2019	40% of CMHCs Supported Employment Coordinators attended 1 st ELC-CMHC partnership meeting.	
Develop “Top 10 Practices in Aligning Supported Employment” (between Area Agencies and CMHCs).		NH START Co-Director is working on Top 10 Practices based on info discussed at 9/19 ELC meeting.	
Development of a Project SEARCH statewide fact sheet/info graphic.		Outreach to 5 Project SEARCH Coordinators in 11/19.	
Submit an employment workshop proposal to the Family Support Conference every year.	NO	Emailed proposal on 12/6/20; Proposal was declined on 2/24/20	
Goal #5: Facilitate ongoing planning, development and quality review.			
Maintain membership of at least 25 members (including representation of every Area Agency).	Spring 2019	Over 35 members, 2.24.20	
Develop a Strategic Initiative on Employment Dashboard to measure progress and outcomes.		1 st Preliminary Draft Completed on 1/02/20.	
Update Strategic Initiative on Employment Dashboard quarterly each year.		Ongoing.	

