



Department for Aging And Rehabilitative Services (DARS)
Division of Rehabilitative Services (DRS)
Employment Service Organization Steering Committee (ESOSC)

DARS Central Office, Richmond, Virginia
1st Floor Conference Rooms (also see VTC sites below)
Tuesday October 20, 2015 9:30 AM
Meeting Minutes

Members Present: Gary Cotta, Tonya Fowler, Stephanie Lau, Megan Bergan, April Pinch-Keeler, Marshall Henson, Sharon Bunger, Michelle Flynn for Paul Atkinson, Mike King, Phil Nussbaum, Nova Washington, Dan Reichard, Chuck McElroy, Lance Wright, Greg Ellison, Emily Gebhart

Members Absent: Linda LaMonica, John Brauer

Guests Attending: Alan Hargraves, Karen Tefelski, George Homan, Lance Elwood, Joanne Elis, Ajai Blue-Sanders, Joe Ray, Veronica Hunter, Evan Jones, Rob Froehlich,

VTC: Warren Mills, Margie Stuart, Joanie Harmon, Rita Riley, Natalia Yu, Mike West

DRS Staff Attending: Donna Bonessi, Kathy Hayfield, Matthew Deans, Ella Barnes, Jessica Stehle, Dale Batten

10:49 – Full Committee Call to Order

Robin Metcalf

Introductions

Reviewed and approved of Draft minutes of July 14, 2015 meeting-
Motion and Seconded to approve the minutes

Commissioner's Remarks

Commissioner Rothrock

Employment Network Partnership plus Efforts:

Commissioner Rothrock discussed the Partnership Plus program and the outcomes we have seen from the pilots we have developed. ESOs that have participated in the program have realized \$934,000 in ticket revenue. The goal was to bring in long term service dollars into the commonwealth. The work has been successful and partners have been seen as a national model for other states.

DARS continues with ROI efforts with University of Richmond and GWU looking critically at the value of the VR program.

Delivery System Reform Incentive Program (DSRIP) – DMAS is leading the conversation about Medicaid system reform. The DSRIP program is a demonstration grant that's aim to changing systems and building capacity of Medicaid services.

DARS Grants and Special Programs division recently received a \$4.5 million grant to implement Career Pathways program

Executive Order 46: Looking at the broad goal of how PWD can be employed in the commonwealth. Secretary Jones of Commerce and Trade is heading up the efforts. A group was convened yesterday (10/29/15) to begin to look at options and activities that will take place to meet expectations outlines in EO 46. Commissioner Rothrock discussed a survey that Donna Bonessi and Kathy Hayfield will be putting together to survey ESOPs about services and products that are made or offered in a competitive integrated environment that could be purchased by state government.

DRS Directors Update

Kathy Hayfield

Kathy Hayfield discussed the reorganization of DRS and handed out a copy of the new map of the Districts. We have 7 districts in the division, and no longer have regions. The names are listed on the handout.

District Managers vs. Regional Directors:

DMs will manage an office, they do not supervise BDMs (they will report to Dee Dee Batten), AT services will report to Barclay Shepard (VATS). We are trying to look at our program as a statewide system, trying to spread resources across the state. Vocational Evaluation services will also be looked at broadly across the state.

Budgets are now appropriated by office, versus the Region. DMs will be able to move money around as needed, but the responsibility will be pushed to the manager level.



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Mark Peterson will transition in the ID/DD Specialist covering the capitol district and possibly more areas in Blue Ridge. Mark will be taking charge of Customized Employment and working with Donna Bonessi

Waiting List time is down the 3 months. We are now serving those people who applied in July. We continue to encourage referrals. Overall applications are down.

We had a successful year, two years in a row. 4032 people were successfully closed. Wages went up, last year they were under \$10, this year it's \$10.10. 99% of successful closures were making minimum wage or above. 5 years ago we were at 94% competitive wages. We had a 57% rehab rate which meets our federal requirement but it's not as good as we can do.

Partnership Plus Updates:

David Leon

David Leon reported that during the last federal fiscal year over \$930,000 in ticket to work payments were received by DARS partnership plus employment networks in Virginia. There were also 86 partnership plus handoffs this past fiscal year. This represents up to \$1.5 million in ticket payments over the next 5 years. As of September 2015, there were 307,910 individuals in Virginia with a ticket to work and of those eligible ticket holders, 5,439 are working with DARS. This leaves a significant number of people around the state that may benefit from an employment network's services and a great potential revenue stream. Over the past 4 years DARS has assisted with 276 handoffs to our partnership plus employment Networks. One of the most exciting changes in our partnership plus program is the addition of Administrative Employment Networks that act as the ticket holder of record for smaller organizations that lack the staff or resources needed to manage the ticket program. This allows the ESO to continue business as usual while collecting 80% of eligible ticket payments for their organization. 20% goes to the administrative EN to cover the costs of running the program. We now have three administrative EN groups working in Virginia with 8 total individual agreements between the three groups. A big part of our model has been imbedding Work Incentive Specialists Advocates in our partnership plus employment networks and continuously improving both WorkWORLD for Web and our WISA services as a whole. We've continued our partnership with Cornell to train Work Incentive Specialists and they continue to honor the Virginia preferred rate for this training. With the WIOA changes, we've updated our partnership plus agreement, so many of you will be provided a new agreement with the changes moving forward. Thanks to those of you who have been involved in the past. For questions to David, email him at david.leon@dars.virginia.gov.

WIOA Combined State Plan Update

Liz Smith

Liz Smith reported that DARS is still waiting on the final regulations. It is anticipated that they will be released in spring 2016. We're moving forward where we can. There is a deadline of March 3rd for the combined state plan. Cooperative Agreement is needed with the Department of Behavioral Health, Department of Education and the Department of Medicaid Assistance Services.

The combined state plan under WIOA can have a unified or combined plan between all core partners. Virginia has elected to go with a combined state plan. The VA Community College System is the lead organization and has sent an RFP out to select a contractor for the development of the combined state plan. Liz will keep the group updated. The VR portion of the combined State Plan components have not changed much, will be scheduling public hearings likely held towards the end of November in-person. The final stages of comprehensive statewide needs assessment is due as part of our state plan submission. The survey will go out via Survey Monkey to ESOs, please respond looking at the needs of unserved and underserved individuals with disabilities around the state. What SE services are needed for expansion?

DBHDS Data Report

Heather Norton:

Heather Norton reviewed the preliminary results from the Data report. We received data from all but 3 waiver providers. This represents at least 105 individuals in Group Supported Employment that are not included final data DBHDS requested data for individuals with Waiver and other Funding. DARS provided the LTESS/ESS data. Data will be used for DOJ reporting purposes. DBHDS has created data targets for individuals with ID/DD. This data will be used to strengthen efforts to increase capacity. Data will be collected again in December. Look for this end of December return by mid to end of January.

ESOSC Subcommittee Reports
Funding Sub Committee

Phil Nussbaum



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Phil Nussbaum reported that the subcommittee discussed some issues related to LTESS service usage and the allowable activities whether all the services being provided are necessary, talked about other kinds of information that would be helpful to providers to understand the expectations. Ella Barnes will be doing random checks with providers including the data reporting. Discussion of what is Maintenance Services versus Admin/Case Mgmt. Services, defining necessary and sufficient as per the guidelines. Discussing things set billing practices versus providing needed services. Ella Barnes is available to discuss any questions.

Public Policy Sub-Committee

Lance Wright

Lance Wright reported that the LTEE/EES Policy Manual will be officially final today with an effective date of 12/1/2015. Everyone received a draft copy of the manual. There was only one change to the allocation notification method. An email will be sent when allocations are ready to be view in the LTESS/EES system. Executive Directors and system users will receive the notification. Policies will be developed regarding Documentation requirements. Case Notes with date, length of service type of service and time spent in Direct, indirect and travel will be required. Additionally a narrative of each service will be required. Monthly summaries will no longer be required after DARS case closure. It is important to ensure that documentation is clear relating it back to how the service was related to Employment Retention. Addendum will be written and goal is to be ready by next meeting.

April Pinch-Keeler stated that recently agencies came under review on the standards. As a small organization there are several regulatory standards to help agencies minimize time and efforts related to reviews and surveys conducted. Donna Bonessi responded that there have only been 2-3 reviews in the past three years and all have been based on the previous review standards that were in place for regular reviews more than three years ago. Additionally the same staff conducted the reviews. DARS is not conducting regular reviews of organizations and only conducts a review if there are ongoing problems as we have fiduciary responsibility to ensure that funds are being spent appropriately.

EES guidelines state that a consumer needs to have a designation of SD not MSD that is required by LTESS. The committee agrees that it should be MSD. The committee agreed to align MSD. Donna Bonessi will determine if there are any changes needed with the Draft policy manual.

Nominations Sub-Committee

Megan Bergen

Mark Keith has left Frontier Industries and therefore the ESOSC. In the event that this occurs the organization can request a substitute, but the Nominations committee was tasked with developing a process. This will be developed and sent out to the full committee. Taking into account diversity and including solicitation to other ESOs from the area.

Meeting Dates 2016

January 12th, April 12th, July 12th, and October 18th

Public Comments

None