**Employment First Task Force Meeting**

February 21, 2018

**Members present**: Doria Panvini, Tiffany Kelley, Krystyne Brown, Stephanie Cowherd, Bob Nicholas, Tina Jones, Elise McMillan, Dwayne Webb, Jeff Fladen, Jeremy Norden-Paul, Rachael Jenkins, Glenda Vanderveer, Cara Kumari, Cassie Belter, Katie Lee, Janet Shouse, Wanda Willis, Rachael Hauber, Cristi Blalock, Mary Fultineer, John Camperlino, Erik Carter, Mandy Johnson, Ellyn Wilbur

**Welcome and Introductions**

**State agency employment data**

Department of Mental Health and Substance Abuse Services (DMHSAS):

FY18 year to date numbers for Individual Placement and Support (IPS)

* 623 unique individuals served in IPS Supported Employment through 12 providers
* 46% worked at least one day
* 25% worked at least 90 days or more

Department of Intellectual and Developmental Disabilities:

* Statewide employment rate (all types)
  + April 2017: 25.9%
  + October 2017: 26.1%
* Employment types (of all employed)
  + CIE:
    - April 2017: 62.2%
    - October 2017: 67.5%
  + Self-employment:
    - April 2017: 1.0%
    - October 2017: 0.7%
  + Group:
    - April 2017: 16.9%
    - October 2017: 13.6%
  + Sheltered:
    - April 2017: 19.2%
    - October 2017: 17.0%
* Competitive Integrated Employment (CIE) rate:
  + April 2017: 16.6%
  + October 2017: 17.6%
* Average monthly hours:
  + April 2017: 40.1
  + October 2017: 45.7
* Average hourly wage:
  + April 2017: $8.17
  + October 2017: $7.73
* Not employed, seeking employment:
  + April 2017: 10.5%
  + October 2017: 16.0%

Vocational Rehabilitation (VR):

1. Vocational Rehabilitation (VR) client or participant engagement in employment (i.e. successful closures).
   1. Target – 2,000
   2. As of 1/31/18 – 10,34
2. Vocational Rehabilitation (VR) client or participant engagement in post-secondary education.
   1. Target – 610
   2. As of 1/31/18 - 503
3. Vocational Rehabilitation (VR) client or participant engagement in vocational training.
   1. Target – 438
   2. As of 1/31/18 – 192\*

\* this is the measure that we are having challenges tracking in the current data system as some training is captured under miscellaneous codes and requires manual processes to count.

1. Vocational Rehabilitation (VR) client or participant engagement in job readiness (including Pre-Employment Transition services)
   1. Target – 2,062
   2. As of 1/31/18 – 3,997

Employment and Community First (ECF) CHOICES:

* Participation in Employment and Community First CHOICES has increased to 2,430 individuals with intellectual and/or developmental disabilities enrolled as of 2/20/18
  + Represents 90% of program capacity available during the first two years of program operation (7/1/16 to 6/30/18)
  + 87% of new enrollees come into the program through one of the seven employment-related priority groups
  + 209 slots being held for individuals in in-take process who are expected to enroll
  + 450 pending referrals
  + Total of 69 slots available through 6/30/18
    - Group 4 = 3
    - Group 5 = 9
    - Group 6 = 57
* Of the 2,430 individuals enrolled
  + 1/3 are from former DIDD waiting list
  + 2/3 new referrals
  + 14 are transitions from Department of Children’s Services
  + 277 individuals came in through reserve capacity slots – As of 7/1/17 reserve capacity slots were increased from 200 to 350.
  + Consumer Directed – 26% of members are consumer directed
* Service Utilization
  + 25% of services used frequently are one of the employment services
  + Discovery and Exploration are the top two employment services utilized
  + Community Integration Support Services, Family Caregiver Stipend, Personal Assistance, Independent Living Skills Training, Respite and Transportation are among the more frequently used services.
* Over 20% of working-age enrollees are working in competitive integrated employment. 5.1% growth in the past three months. Most states never achieve this amount of growth on annual basis, let alone a quarterly basis.
  + 1,446 working age members (age 22-62)
  + This employment participation rate (18.5%) 5.5% higher than the national average for individuals with intellectual and developmental disabilities, where average length of program enrollment is typically much longer. [Source: NCI]
  + Average wages are $7.91/hour
  + Average hours worked are 16.5 per week
  + Over 150 individuals who did not think they wanted to work completed an Exploration process to make an informed choice about working
    - 80% choosing to pursue employment after completing Exploration
* 173 individuals are receiving residential supports
  + 92% growth from in CLS services in 3 months (90 CLS 10/1/17)
* The three managed care organizations implementing Employment and Community First CHOICES
  + Have an average of 69 service providers participating in the program
  + 96.5% of program enrollees have services initiated timely after the initial post-enrollment assessment and person-centered support planning process

**Workgroup updates (see attached workgroup report)**

**2018 Employment First Strategic Plan**

* Feedback was gathered from TennesseeWorks Partnership workgroups
* 2017 strategic plan is being updated with suggestions
* Updated draft will be sent to Employment First Task with survey link to provide additional input
* Additional changes will be made before finalizing 2018 strategic plan

**Other/announcements**

* Pam Hollingsworth and Tina Jones gave an update on the Progress/Amerigroup Project SEARCH partnership

**Remaining 2018 Employment First Task Force meeting dates:**

·         June 8th, 10:00am-12:30pm

·         September 28th, 10:00am-12:30pm

·         December 5th, 1:00-3:30pm

**Meeting location:**

Disability Rights Tennessee

2 International Plaza, Suite 825

Nashville, TN 37217

**To join remotely:**

If you just want to connect via Web Browser:

<https://join.ubiety.me/invited.sf?secret=QkJEv2QwBV_5.9p_LX6yRg&id=62142710>

**OR** to join Skype via phone: Dial 1–646–396–0444 and enter code 62142710#