Employment First Task Force Meeting

October 25, 2016

**Members present:** Wanda Willis, Matt Yancey, Kim Black, Jordan Allen, Dr. Tom Cheetham, Rachael Jenkins, Michelle Halman, Yovancha Lewis-Brown, Blake Shearer, Lori Maverick, Taylor Fife, Carrie Brna, Janet Shouse, Cara Kumari, Mary Fultineer, Doria Panvini, Cristi Blalock, Dr. Erik Carter, Jeff Fladen, Jeremy Norden-Paul, Dr. Bruce Davis, Bob Nicholas, Stephanie Cowherd

* Welcome and introductions
* Thank you to DRT for lending space for the Task Force meetings
* Brandon Brown, executive director of Empower TN, attended as a guest
* Why Employment?
  + The “Golden Circle” was presented and explained
  + Helps spark conversation and inspire action
  + Why do we care about employment?
    - Personally: Employment has huge value in all of our lives
    - Community: Key public health determinant, employed people are healthier
    - Nationally: Unemployment rate, at 8% nationally there is a crisis. For the IDD population, the unemployment rate can be ten times higher, as much as 80%.
* Tradition of sharing a story that inspires- Jeremy shared a story about Brady, an individual he supported as a job coach and job developer. Through this experience learned the importance of setting and keeping high expectations for all people.
* The hope is to continue including stories as a tradition for Task Force meetings.

**EFSLMP Update**-

* 2016 grant cycle ended 9/30
* Completing application for 2017

S.T.A.R. self-assessment from ODEP (see attachment)- 10 categories about what a state needs to be exemplary at employment. Opportunities for TN to continue improving:

* Metal health
* Data collection
* 14(c) certificates (sub-minimum wage)

**Workgroup updates (see attachment)**

1. Policy

* 2016 Expect Employment Report was presented to the governor on Oct 13th at the Grand Ole Opry by Clancy Hopper, a GOO tour guide who is a member of the DD Council, a graduate of Next Steps, and involved in camps at GOO every year.
* TN Youth Transition MOU- continues to be finalized. The Employment Roundtable group developed an action plan to track the implementation of the MOU.

1. Employers and Providers

Bob Nicholas

* Redirecting resources and including employers into the dialogue
* Model employer profiles around TN posted on TN Works Website
* Two in the works- Project Transition School to work in Murfreesboro
* Draft-Walgreens Ready report statewide. Need data from Walgreens on people who have gone through the program and stores participating. That will bring the total to 6.

DHS needs to take a look at this before they are posted.

* Employer outreach initiative: Bob has done 2 in the last 2 weeks and at 49. 75 is the goal. Continuing to look for employers to meet with especially in counties that have not been visited. Update to Employer initiative Outreach PPT is on the way. Will add TN specific videos.

Michelle Halman

* Climate change for employment in TN is going to be dependent on employers. Revamp of workgroup based on research DOE and recommendations on how to build capacity or workgroups. Will be asked to serve just one term to prevent burn out. Will constantly be taking nominations. Staggering so that there will not be a brand new group all of the time. Reach out to awesome business, husbands, wives, outstanding community members, etc. for DOI-employer Outreach Initiative.
* We will give employers choices in how they want to participate. 1st slide of PPT is the business benefits of hiring people with disabilities. Also in the report, inclusive of job fairs for people with disability. Expanding concept to other areas (typically does this at the Mega Conference).

1. Individuals and Families

Janet Shouse

* Family Coalition meetings- Memphis, Nashville, Chattanooga. Memphis is largest group. A lot of interest in ECF. Carrie did ECF presentation at ARC of mid-south.
* Blog- top ones: “When the Sheltered Workshop Closes”, “The Changing Landscape of Home and Community Services”, rollout of ECF CHOICES in July.

1. Data

Dr. Erik Carter

* Another way to think about data is in stories. What is the story across TN and what are the stories telling us?
* Highlights: Studies underway on 1,000 high school teachers. How do you use the planning process to prepare students to transition?
* Data is being used to help provide resources to teachers. For example, teachers said they do not know how to access tools to help prepare to student to gain employment after school. An online searchable database has been developed.
* Community Conversation studies 7 communities
* Partnered with Empower TN- November 29th is the next community conversation in Rutherford Co.
* There is not good comprehensive data about dual diagnosis (IDD + mental illness), but could be some on TN Works dashboard. Could also help with data for Mental Health Subgroup.

1. Communications

Rachel and Cara

* Hire My Strengths has been highlighted. Started with TNWorks and is now a national initiative. Part of disability employment awareness month
* Met collectively on how to collaborate more effectively on social media campaign.
* How can we engage communities that we don’t normally reach?
* DIDD- new videos- Chrystal from the vet’ss office; SRVS- how they made the transition from FBD to competitive integrated employment services.
* #TNE1st 2.2.million times seen
* Twitter vs. Facebook. Twitter is effective for hashtags and live events. Videos and content are more effective for Facebook.
* DIDD was invited to write for 2 national blogs

1. Mental Health

* Met in August to establish goals for the 2017
* Frontier health will pilot approach for supporting people with dual diagnosis and hopefully there will be a grant to support it. Goal of the grand- specialized training for professionals.

**ECF Update**

* As of 2 weeks ago about 300 people enrolled, and 290 in the process
* 400 people from DIDD waitlist have completed self-screening for.
* Category 7 is opening up soon. Will capture a wider group. People interested in employment and are willing to explore.
* #8, age >62 and who are not interested in employment and need supports to remain in the community
* 2 new emerging groups
  + Living at home with family, at risk
  + 21 and older at home that has a caregiver with significant needs
* HCBS Settings rule is really pushing the whole movement forward. Enrolled means currently receiving services. In Process, not considered enrolled but have been deemed eligible. People are moving through the continuum of services to employment.
* Monthly stat sheet will help a lot.
* Very close to having an MOU with TNCARE and VR regarding ECF.

**Expect Employment Report (Cara)**

* Expect Employment Report was made available to the group
* Highlights collaboration and successes
* Wanted to bring people’s success stories to light. Stories make a lasting impact.
* The governor likes to see the people impacted by the work done in state government.

**Employment First Strategic Plan**

* Guiding document to help make sure this group is always on track. Executive order #28 is the guiding force behind the strategic plan (page 16/appendix A in Expect employment report)
* Revisited annually
* Break into small groups, which gave feedback on 2017 strategic plan
* Feedback will be addressed by TNWorks Partnership meeting on 11/17

Next meeting is January 26th 1-3:30 at DRT