Employment First State Leadership Mentoring Program (EFSLMP)

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Employment First

• Framework for systems change centered on the premise that **ALL** citizens are capable of full participation in competitive integrated employment and community life.

• Cross-Disability in focus, including physical, mental health, intellectual, and developmental disabilities.
Employment First

• Under this approach, publicly-financed systems are urged to align policies, service delivery practices, and reimbursement structures to commit to **Competitive Integrated Employment** as the priority option with respect to the use of publicly-financed day and employment services for youth and adults with significant disabilities.

• Many states have formally committed to the Employment First framework through official executive proclamation or formal legislative action.
Competitive Integrated Employment

- ODEP defines **Competitive Integrated Employment** as work paid directly by employers at the greater of minimum or prevailing wages with commensurate benefits, occurring in a typical work setting where the employee with a disability interacts or has the opportunity to interact continuously with co-workers without disabilities, has an opportunity for advancement and job mobility, and is preferably engaged full-time.
What is the Employment First State Leadership Mentoring Program (EFSLMP)?

- Initiative of the Office of Disability Employment Policy within the US Department of Labor
- Began in October, 2012
- Over 40+ states now involved
  - 19 Core States selected to receive intensive technical assistance
  - Over 1700+ individuals from 50 States participate in National Community of Practice
Employment First State Leadership Mentoring Program: Unique Features

• ODEP requires a minimum of six state agencies receiving Federal funds to be involved in EFSLMP Core State’s:

1. Intellectual & Developmental Disability (I/DD)
2. Vocational Rehabilitation (VR)
3. Workforce Investment
4. Mental Health
5. Education
6. Medicaid

• Innovation in Virtual & Onsite Technical Assistance
ODEP’s 3-Pronged Approach to EFSLMP

Objectives

EMPLOYMENT FIRST STATE LEADERSHIP MENTORING PROGRAM

- Policy Change
- Effective Practice Dissemination
- Funding Alignment
EFSLMP Vision Quest

• Time-limited, intensive virtual and onsite policy consulting working groups on one E1st topic
  – 10 hours per month with primary facilitator
  – Quarterly working group calls with 3-5 other states
  – Two site visits per year

• Three Phases
  – Policy Analysis (Assessment)
  – Policy Development (1-2 Policy Recommendations / Products)
  – Policy Implementation (Implementation Plan)
EFSLMP Vision Quest

- Representative Working Group Topics
  - WIOA Implementation
  - HCBS Planning & Reform
  - Rate & Reimbursement Restructuring; Resource Coordination
  - Mental Health & Employment
  - School-to-Work Transition
  - LTSS for non-waiver eligible individuals

- Required Stakeholders
  - Differs from Core State membership
  - Varies on area of focus
  - Six agencies recommended but not required
EFSLMP Vision Quest

• WIOA Implementation
  – Required beginning July 2016
  – Includes VR, Workforce investment and new stakeholders
  – Section 511
  – Section 188
  – Heavily focused on youth both out-of-school and in school

• HCBS Transition Plans
  - Rule issued July 2014
  - Compliance required by March 2019
  - Applies to employment, day and residential services
  - Ties into EFSLMP and the Americans with Disabilities Act
Stars are Aligning for system’s change

- DOJ lawsuits for unnecessary segregation of persons with disabilities
  - Oregon
  - Rhode Island
  - Mississippi

- WIOA
- HCBS Final Settings Rule
- DOJ Statement: Application of the Integration Mandate of Title II
  - Issued at the end of October 2016
Employment First State Leadership Mentoring Program: Structure & Modes of TA/Training Provided (FY2016)

Tier 1: E1st Core States

- Vision Quest Working Groups
- State Assessment of Policy & Practice
- Intensive TA/Training from SME Pool

Tier 2: Community of Practice

- Monthly Webinars & Information Bulletins
- ePolicyWorks Virtual Workspace
- Quarterly Federal Policy Updates
EFSLMP Core State TA/Training: Key Areas of Foci

ODEP’s Technical Assistance Model Key Areas of Foci

EMPLOYMENT FIRST STATE LEADERSHIP MENTORING PROGRAM

Provider Transformation
Cross-Systems Policy & Funding Alignment
Capacity Building
School-to-Work Transition
Employer Engagement
EFSLMP: Results Thus Far

- **State Participation**
  - FY2016: Expanded delivery of TA to 19 core states
  - 1700 + individuals from 50 state’s participating in National Community of Practice
- **TA/Training:**
  - 75+ provider organizations receiving mentoring/coaching
  - Over 1,500 front-line direct service professionals trained
- **Policy Results:**
  - Legislation, State Bill’s, memorandums
  - Several major policy changes implemented/adopted to date
- **Individual Employment Results**
  - -FY 2016 Data will cover results across 19 Core States
    - Currently compiling the data
ODEP’s Criteria for Performance Excellence in E1st State Systems Change & Provider Transformation

Leadership

Strategic Planning

Workforce Focus

Results

Customer Focus

Operations Focus

Measurement, Analysis & Knowledge Management
Criteria for Performance Excellence
Identified System/Organization Needs

State Government TA/Training Needs
- Policy Development
- Funding Alignment & Flexible Funding Strategies
- Collaborative Strategic Planning & Cross-agency Operational Agreements
- Contract Negotiations
- Reimbursement/Rate Restructuring/Incentives
- Performance-Based Outcomes Development
- Cross System Training & Professional Development
- Data Collection
- Stakeholder/End-User Engagement
- Performance evaluation & continuous quality improvement

Provider Network TA/Training Needs
- Organizational Development
- Financial Modeling/Revenue Diversification
- Expansion of Business Strategies & Effective Practices
- Staff Development/Capacity Building
- Modernization & Continual Training around Individual Person-Centered Service Plans
- Ongoing Board Development, Strategic Planning & Executive Leadership Mentoring
- Data Collection
- Performance-based outcomes development
Provider Transformation Offerings:
Key Areas of TA Emphasis

- Leadership & Mission Alignment
- Funding Diversification
- Stakeholder Engagement & Effective Communications
- Program & Staff Development re: Effective Practices
- Sustainability
EFSLMP: Capacity Building TA Process

1. Identification of System/ Organizational Core Competencies
2. Assessment of Gaps in Needed Competencies TA/Training Needs Assessment
3. TA/Training
4. Evaluation of TA/Training Short Term/ Long Term
5. TA/Training Sustainability Plan Continued Improvement
EFSLMP: Employer Engagement

• Implementation of evidence-based practices and innovative strategies for addressing key challenges to strengthen employer engagement, including:
  – Streamlined employer outreach activities
  – Customization of employer engagement
  – Job development and job negotiation tailored to the unique business needs of each individual employer
  – Dissemination of technological tools for improving the direct relationship between the employee and the employer.
EFSLMP: School-to-Work Transition

• Focuses on the piloting of a comprehensive school-to-work transition model that is scalable and can inform statewide policy changes, which includes:
  – Development of multi-disciplinary local partnerships to facilitate service coordination and resource braiding
  – Provision of cross-systems professional development training, and ongoing mentoring support on the dissemination of effective practices
  – An analysis of current policy barriers that may hinder scalability of validated transition strategies
HOW CAN YOU GET INVOLVED IN ODEP’S EMPLOYMENT 1ST ACTIVITIES?
How can YOU Get Involved in Employment First?

– Access information about your state’s E1st efforts

– EFSLMP Core State Status
  • If your State is a Core State, reach out to your state’s EFSLMP coordinator and ask to partner!
  • If your State is applying to become an E1st state request to participate in the application process, etc.

– Consider registering to access free TA/Training via the EFSLMP Community of Practice. To subscribe: http://www.econsys.com/eflsmp/?subscribe
EFSLMP Provider Transformation TA:
Available Resources

- ODEP’s Criteria for Performance Excellence in Employment First State Systems Change & Provider Transformation
- Sample Provider Transformation Self-Assessment Tool
- HCBS Provider Survey/Assessment Tool
- Benchmarking Analysis and Measurement Tools, Gantt Charts
- Provider Transformation Action Plans
- Representative List of Resource Leveraging Strategies
- ODEP’s Customized Employment Competency Model
- ODEP’s Integrated Employment Toolkit
National Employment 1st Web Platform via LEAD Center

employmentfirst.leadcenter.org
Contact

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