



OPWDD EMPLOYMENT SERVICES
Directors' Meeting

March 2023

Innovations in Employment Supports



Housekeeping

- Welcome!
- Please stay muted during the presentation.
- Participants registered prior to entering the training site, do not need to put their name in the chat box.
- Cameras will be off because of the number of people attending the meeting.
- Participants will receive Innovations credits (3).
- We will address questions briefly. Please write your questions in the chat box.



OPWDD Employment Services Directors Meeting

Agenda



1. Welcome
2. Poll – Effective Hiring Resources
3. OPWDD Strategic Plan & Initiatives
4. Department of Labor – SCION Updates
5. NY Employment Services System (NYESS Updates – WINS)
6. Employment Training Program Updates
7. SEMP Quarterly Report – New Web Application
8. Enrollment & CCO Updates
9. Pathway to Employment Guide – Sneak Peek
10. Innovations in Employment Supports Updates



Poll

Choose from the selection, which job applicant resource has yields the most new hires?



OPWDD Workforce Initiatives

- OPWDD partnership with the NY Alliance for Inclusion and the McSilver Institute for Poverty, Policy and Research at New York University
 - Organizational and Direct Support Professional assessments/surveys
 - Tools and resources
 - Regional Centers for Workforce Transformation



OPWDD Workforce Initiatives

- Other OPWDD Partnerships to address the workforce crisis:
 - National Alliance for DSP's (NADSP) credential and tiered bonuses.
 - DSP training and certification programs at the high school/BOCES level.
 - State University of New York (SUNY) develop career pathways for DSPs.
- Additional American Rescue Plan Act (ARPA) funded initiatives in process to strengthen workforce recruitment, retention, training, & evaluation.



OPWDD State of the State Initiatives

- State of the State 2022 Updates
- NEON (National Expansion of Employment Opportunities Network) Technical Assistance Grant



OPWDD State of the State Updates

- Culture/Business Model Change
- Career-Specific Vocational Training for I/DD
- Policy and Reg Revisions
- Increasing Employment and Community Engagement
- Development of DSP Trainings



Culture/Business Model Change

- Offering a full continuum of services will provide the ability for individuals to explore job development skills and discovery.
- Forums for Provider Executive Leadership Teams will begin late 2023 and continue in 2024 and 2025



Career Specific Vocational Training

- RFA issued and 8 Tentative Awards were made on 2-17-23
- Available funds were awarded
- Each region has at least one Career Specific Vocational Training (CSVT) Program



Policy and Reg Revisions

- The initial policy and regulation revisions are targeting the immediate ability for services to be more personalized and individualized
- Regulations and ADM are being revised by the Provider Work Group to alleviate administrative burden



Increasing Community Engagement Activities & Employment Opportunities

- Pilot innovative program models that offer more choice for people
- Program reforms with increased flexibility including Supported Employment Pathway to Employment, Prevocational Services, and Day Habilitation



Development of Trainings for DSPs

- Development of trainings for direct care staff (focused on day habilitation) in person-centered services, community engagement and education on the OPWDD available services
- Through these trainings staff will be able to better assist individuals transition to other services



NEON TECHNICAL ASSISTANCE GRANT

Background

U.S. Department of Labor (DOL), Office of Disability Employment Policy (ODEP) ODEP's National Expansion of Employment Opportunities Network (NEON) new initiative is to improve employment outcomes within their statewide systems that serve individuals with disabilities.

States selected as NEON Core States will be offered intensive policy consulting, capacity building support, and ongoing mentoring to support the strategic aims of their efforts to increase competitive integrated employment for individuals with disabilities in their state.



NEON TECHNICAL ASSISTANCE GRANT

New York Preliminary Objectives

- Develop a statewide cross-agency Employment First set of principles. The state agencies will agree and clearly articulate an Employment First vision for New York that could become an Executive Order or at a minimum be adopted by each agency.
- Create a matrix of agency responsibilities related to competitive integrated employment. This matrix may in the future be adapted for use by the people we serve, families and providers.
- Develop MOU's or Operating Agreements between state agencies as it relates to serving people with competitive integrated employment. Currently there are existing MOU's that are outdated and do not reflect current services.



NEON TECHNICAL ASSISTANCE GRANT

State Partners in NEON Technical Assistance Grant

Lynne	Thibdeau	OPWDD State of the State Project Manager	NYS Office for People With Developmental Disabilities
Alan	Gallagher	Workforce Programs Specialist - DEI State Lead	NYS Department of Labor
Kimberly	Hill	NYS Chief Disability Officer	NYS Office of the Governor
Belinda	Johnson	NYS Chief of Education Services NYC	NYS Office of State Education
Ceylane	Meyers-Ruff	NYS Deputy Commissioner of ACCES-VR	NYS Education Department ACCES-VR
Linda	Schramm	NYS Assistant Commissioner of State Education Department ACCES-VR	NYS Education Department ACCES-VR
Andy	Sink	Director of NYESS Employment Policy	NYS Office of Mental Health- NY Employment Services System (NYESS)



NY DOL SCION Updates

New York Systems Change and Inclusive
Opportunities Network (NY SCION)

NYSDOL Special Populations Disability Unit

Alan Gallagher – Supervisor



NYESS Work Incentives Network (WIN)

- Work Incentives Network Specialist (WINS)
- Directory of statewide benefits advisement resources
- Work Incentives Practitioner certification opportunities
- WIP training through the NYESS partnership with Cornell University's Yang Tan Institute.
- Resource for job seekers and their families
- Inclusion on the NYESS Locator Map

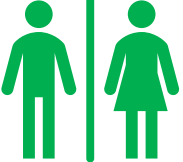


New York Employment Services System (NYESS)


- If you are a **Certified Work Incentive Practitioner**, join the network by clicking [https://employment1st.com/WIN/NYESS WINS Data Sheet.html](https://employment1st.com/WIN/NYESS_WINS_Data_Sheet.html).
- If you are **not a Certified Work Incentive Practitioner** or Benefits Advisor but would like to become one at no cost, please reach out to the NYESS team for more information.
<https://nyess.ny.gov/contact.php> or 518-474-2338




Employment Training Program (ETP) 2019-2022

1502 

People served as trainees, interns, or in Discovery

53% 

Placement rate for adults recommended for job development

100% 

People employed completed Discovery



Employment Training Program (ETP) Updates

Employment Training Supervisors (ETPS) provide agencies with services and resources to complete

- Discovery
- Career planning – what are next steps?
- Job development
- Offer paid internships or traineeships for students
- People gain community, integrated employment
- Approve billing for services



Employment Training Program (ETP) Updates

- **New:** Employment Training Supervisors (ETPS) provide agencies with services to complete Discovery/career planning, then determine next steps
- Employment Training Supervisors (ETPS) assist agencies/schools in addressing the gaps in services for individuals
- ETPS create connections with agencies to further the full continuum of services
- ETPS connect agencies Central Office staff to troubleshoot challenges, share positive outcomes, and add new or expanding services



Improving the ETP Process

- Streamlined the ETP application process (Discovery First – 2 page application)
- Aligned Discovery/career planning documents across all services (ETP, Pathway to Employment and CBPV)
- Created more consistency and linkage between all forms (Monthly Updates)
- Reduced forms (Pre-placement/placement combined)
- Developed a new ETP Guide for SEMP Providers
 - Step-by-step process to follow for providing ETP services
 - Designed for Supported Employment (SEMP) agency directors, managers, job developers, job coaches, self-directed staff, etc.
 - Assists with cross-training staff from other vocational and day services who are needed to provide ETP services or learn about the process

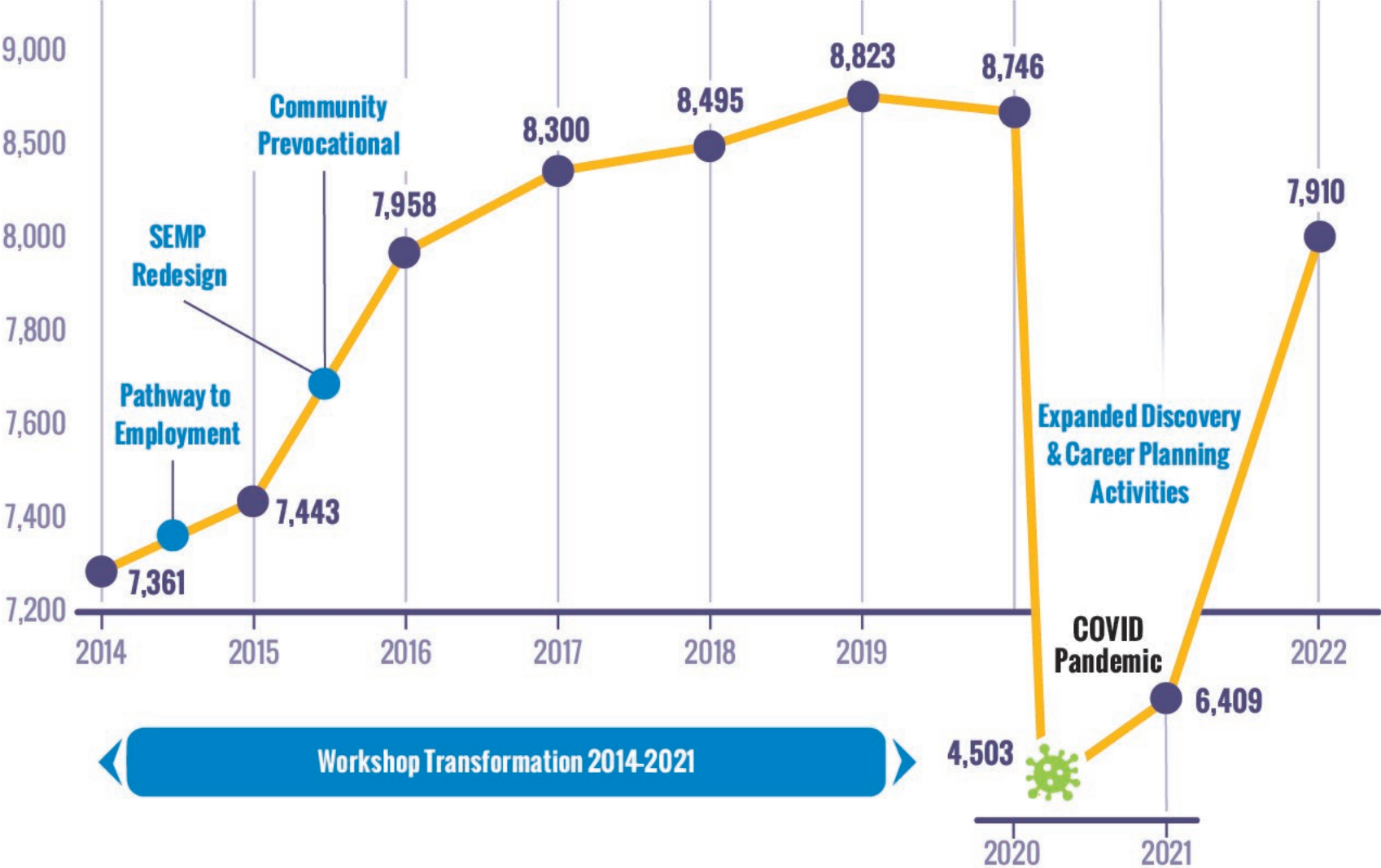


ETP in the Schools

- Expanding ETP outreach with school districts.
- Informing educators that ETP is a useful tool to keep students engaged and in school until they age out aiding in a smoother transition to adult services.
- Increasing the number of schools that provide ETP traineeships which results in an increase in referrals to adult agencies with ETP programs



OPWDD Supported Employment Outcomes



Workshop Transformation 2014-2021



SEMP Employment Tracking System

We are pleased to announce that OPWDD is in the process of developing a streamlined web application for SEMP providers to submit SEMP Quarterly Status Reports.

The new application, the SEMP Employment Tracking System will be located in the same web portal as the SEMP Fee System used to submit billing state-funded SEMP billing.



- SEMP providers will no longer need to manually add or remove individuals to their SEMP Quarterly Status Reports. Information will auto populate through CHOICES.
- Improvements to format and functionality that make inputting changes to the SEMP Quarterly Status reports easier.
- Access to reports that help measure an agency's status and progress.
- The discontinued practice of submitting SEMP Quarterly Status reports via e-mail.



SEMP Employment Tracking System

- Additional announcements occur this Spring.
- OPWDD will offer training for SEMF managers and staff.
- In the interim, OPWDD will be working with SEMF providers to gain access to the new SEMF Employment Tracking System.
- December 2022 Quarterly SEMF Report data will be uploaded into the system so it is important to make sure the reports are complete and accurate.
- Agencies must identify at least 2 SEMF managers and/or staff per agency to complete the SEMF Quarterly Status Reports and access the reports available within the application.
- Instructions will be provided to gain access to the system if are not already registered with a SEMF Fee System Application User ID and Password.



Service Authorization and Enrollment

- OPWDD has launched several new initiatives to examine and improve upon critical aspects of agency programs and operations, including service authorization and enrollment.
- Challenges that result in timely linkage to services have been identified and are being addressed collaboratively by various units with Central Office, including the EMCA unit.
- The EMCA unit is engaged in discussion with ACCES-VR to improve linkage to OPWDD SEMP.



Service Authorization and Enrollment

- ETP Supervisors, Regional Office Employment Coordinators and other Regional Office leads function as liaisons to the EMCA unit to address service authorization and enrollment issues as they arise.
- SEMP agencies should continue to assist Care Managers with the completion of service requests and may request to be copied when Care Managers submit service requests to the Regional Office for review.
- Agencies may e-mail the technical assistance mailbox for assistance, employment.vocational.services@opwdd.ny.gov.



CCO Related Updates – Training

- Eleversity is offering the Care Manager Training for OPWDD Employment & Vocational Services on Wed., April 5th from 1:00pm – 4:00pm
- Topics will include:
 - What It Takes to Be Employed
 - Key Ingredients for Competitive Employment
 - Introduction to OPWDD Employment Services
 - Care Manager Role/Other Considerations
 - Authorization and Enrollment
 - Required Documentation
- The training is full and we will continue to offer several times per year.



CCO Related Updates – Face to Face Meetings

- OPWDD has lifted restrictions on programs and programs should plan accordingly for visitors and planning meetings.
- In-person contact is the best practice. Remote contact is an option only when beneficial to and preferred by the person receiving services.
- There should not be blanket policies that providers are not attending meetings in-person or allowing in-person interaction at a program.
- This applies to CCO's and provider agencies.
- Regional Office Directors and Central Office will support concerns as they arise.

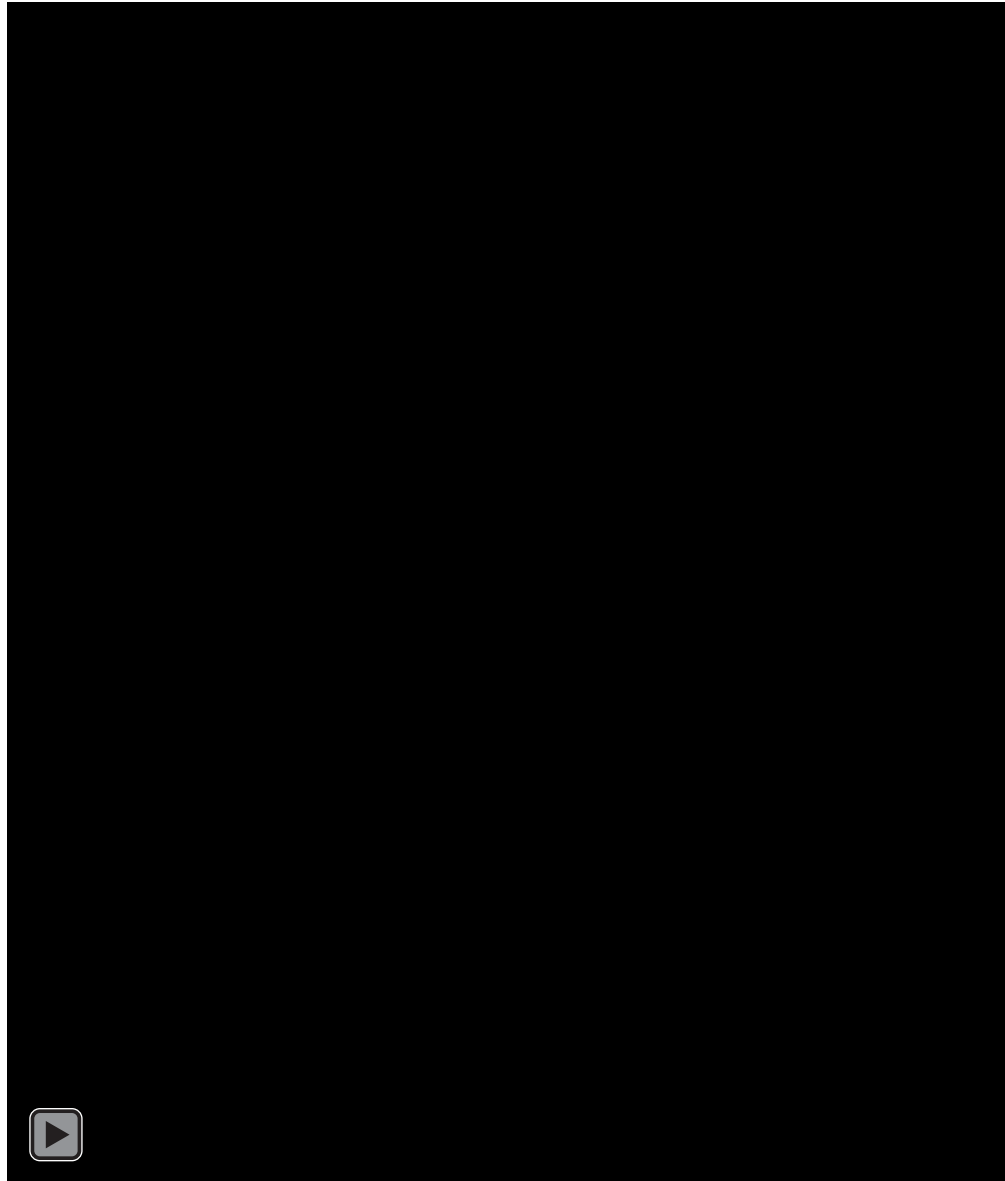


CCO Related Updates – SEMP in the Life Plan

- Ongoing questions regarding how SEMP total units should be listed in Section IV of the Life Plan.
- Since the NOD.09 does not indicate authorized units for SEMP on the NOD.09, OPWDD is meeting with CCO's to standardize the response in Section IV under units.
- Central Office will relay updated guidance.
- There is no SEMP or Life Plan requirement indicating that SEMP total units must be indicated in Section IV of the Life Plan. This field is simply for discussion and planning purposes. The absence of SEMP total units in Section IV of the Life Plan does not present an audit risk.
- SEMP total units are not be listed on the RSA, SARF or NOD.09.



Sneak Peek
at the updated
Pathway to
Employment
Career Plan
&
Workbook



Summary of Pathway to Employment Guide Changes

Guidance and Instructions included

Table of Contents to navigate and link to sections/pages

Color coding to help synthesis foundational skills

In-depth Activity Plan to prepare for services

Job Readiness and Career Exploration resources/tools

O*Net Career Research after assessments

Guided agenda for career planning meeting

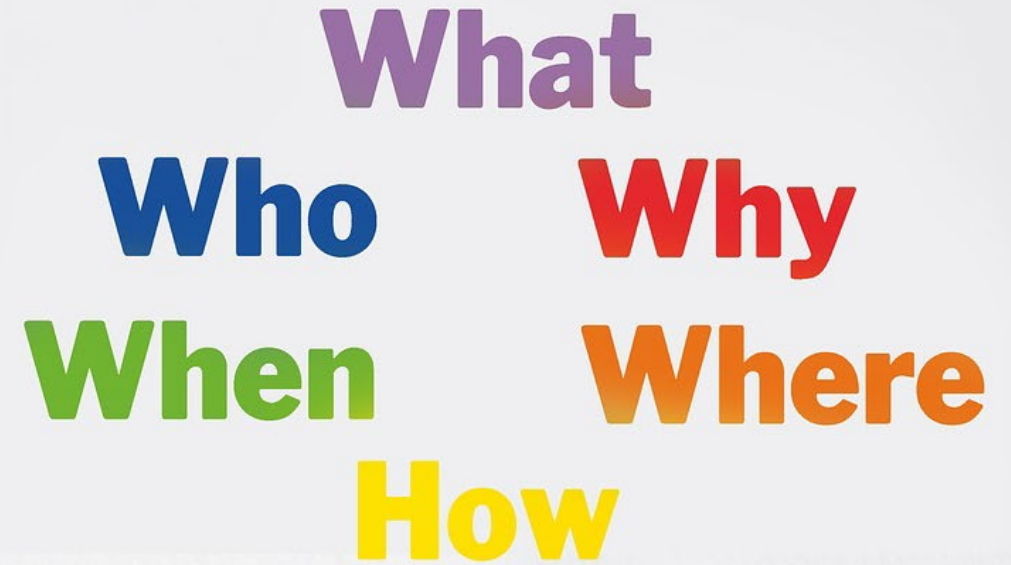
Transition to next steps guidance

Links to the Appendix for resources



INNOVATIONS TRAININGS

- Tell staff why they're going to training
- Make sure staff read the class descriptions
- New staff should take Series 1 classes first



What
Who **Why**
When **Where**
How

SERIES 1- TAKE THESE FIRST

- Vocational Services: Then and Now
- Roles and Responsibility of a Vocational Support Professional
- Career Assessment: Foundations of Discovery
- Foundations for Vocational Success

SKILLS FOR MANAGERS

- Management Skills
- Supervision Skills for SEMP Leaders
- Hiring and Onboarding Skills for SEMP Leaders

PROGRAMS/SERVICES

- Community Based Prevocational Services
- ETP 101

ASSESSMENT AND PLANNING

- Career Assessment: Informed Choice
- Career Assessment: Skills to Complete Discovery Activities
- Vocational Assessment
- A Case Study in Discovery
- The Vocational Development Plan
- Effective Job Coaching

BUSINESS RELATIONSHIPS

- Basics of Business Engagement
- Job Development
- Demonstrating the Benefits of SEMP to Businesses

ADDITIONAL COURSES

- Technology for Virtual Vocational Services
- Public Benefits and Financial Literacy: What do you need to know?



Questions

Web: www.opwdd.ny.gov

Technical Assistance Email:

employment.technical.assistance.questions@opwdd.ny.gov

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