

UWIN Work Group Minutes

Work Group: Executive Board

Meeting Date: June 10, 2002

Facilitator: Blaine Peterson

Minute Recorder: Mande Buckley

Attendees: Blaine Peterson, Marie Christman, Frasier Nelson, Cathy Chambless, Bill Young, Nonie Lancaster, Mande Buckley, Lynne MacLeod, Kathy Daley, Hank Liese, Matt Knotts, and Judith Holt.

Excused: Michael Deily, Alison Lozano, and Karl Wilson.

Next Meeting Date and Location

Thursday, July 11th, 8:30-11:30am, Judy Ann Buffmire Bldg, South Conference Room.

Action Item Updates from Past Meetings

<i>Action Item</i>	<i>Status</i>	<i>Who</i>

Discussions for Future Meetings

Continue discussion on "Visioning Process, Systems Change".

Topic and Summary of Discussion

I. Visioning Process to Date

- We are continuing to look at the system of support that we are developing.
- This is documented in, “Changing the system of work incentives and supports for individuals with disabilities”
- This will include the outcomes, barriers and opportunities that were identified by the Executive Board members in the last Executive Board meeting.
- The eight areas of focus, systems change domains, that have been identified are: *(with Exec Board comments italicized)*

General

- *Do we need a separate MOU for agencies and providers?*
- *Should we have one document that addresses the principles, standards, and values and another document that is more legal (MOU)?*
- *We need to define (specifically) **WHO** the “agencies, workers, and providers” ARE.*

Preamble

- *It should include that these are opportunities, not punishments.*
- *The right to work has been withheld.*
- *Expectations have changed.*
- *Change the mindset—that: a) you CAN work and b) work is NOT Punishment.*
- *It would be helpful to identify the work interventions here.*

1. Statewide Service Delivery

- *Under EB Outcomes, it was suggested that, Ability of all agencies to help employment for mentally ill be inclusive of all disabilities.*
- *It's not just employment, it's about accessing health care, etc. Agencies should support efforts for inclusive employment.*
- *Identify disincentives. Federal, State, and Local. (I.e., Social Security overpayment/SSDI Cash Cliff)*
- *We need to fill in the gaps. Not only identify the duplications, but also the gaps in services.*

2. Program Standards
 - *This specifically related to BPAO and should be identified as such.*
 3. Data Systems
 - *Sharing data vs. having a common data system—issues.*
 - *Federal definitions of ‘disability’ are inconsistent.*
 4. Staffing
 - *Staffing issues are approaching rapidly!*
 - *We want to develop a system that can sustain itself!*
 - *It was suggested that this section be combined with #8 and be renamed, Resources.*
 - *It’s a money issue.*
 5. Training
 - *It was suggested that this section be combined with # 6*
 - *The system is reinforcing the fear. Training should address the fear.*
 - *Planning for work and all that it involves should be happening from a client’s perspective.*
 6. Information Dissemination
 - *Combine with # 5*
 7. Employer Marketing
 - *Stigmas*
 - *Employer to Employer contact*
 - *Trust issues*
 8. Continued Funding
 - *Funding issues: “sustainability”—Do we have awareness of any way to have redirection of funds—or is it a change that is needed federally?*
 - *We need to find out ‘myth vs. reality’ on funding or individual positions—the decision tree.*
 9. Partnerships?
 - *Should we include a section on partnerships?*
 - *Work-skill development?*
 - *Person or Client centered with partnership agencies.*
- **The document is a work in progress and needs greater specificity.**
 - **The document will become a memorandum of understanding between agencies and stakeholders.**

II. “Bottom Up” Systems Change: Work Group Reports

- **Work Incentives (BPAO Retreat, June 3-4 components addressed: Statewide Service Delivery, Program Standards, Training, Staffing)**
 - ✓ Very impressed about how many people and agencies were involved and excited about this.
 - ✓ Benefits planning is on a continuum. BPAO program on a high level, whereas provider I & R would be on a lower level of planning.
 - ✓ Philosophical/paradigm shifts need to be made when working outside the BPAO program. (work vs. keeping benefits)
 - ✓ PASS/ IRWE’s as another level of benefits planning.
 - ✓ Private providers seemed interested in benefits planning in the private industry.
 - ✓ Everybody wanted to work together.
 - ✓ Everybody agreed on definitions of BPAO.
 - ✓ A survey will be sent out to agencies/providers to find out what level of benefits planning they do.
 - ✓ There are multiple issues to consider around the IOTI grant training.
- **Outreach and Training (USOR pilot training, May 29 components addressed: Information Dissemination)**
 - ✓ The primary focus in past months has been, the website. www.uwin.org
 - ✓ The first pilot training on an overview of the Work Incentives. USOR/DSPD in Logan.
 - ✓ One and a half hour training including pre and post test.
 - ✓ The next training will be in Price with DSPD.
 - ✓ We need the participation of mental health. It was suggested that we pursue the Local Community Mental Health Centers, rather than going through the State Division of Mental Health.
 - ✓ Cross training works best with agencies and consumers.
 - ✓ The training will be a 2-hour training rather than 1 1/2, as more time was needed.
- **Outreach and Training (Vanguard Media Campaign—component addressed: Information Dissemination)**
 - ✓ We have had two meetings with Cindy Kindred, Vanguard Media.
 - ✓ The main outreach target groups will be persons with disabilities, families, and employers.
 - ✓ Cindy is in the process of writing a report and proposal for UWIIN.
 - ✓ We have about \$30,000 for a media campaign consultant fee. Additional things will need to be funded by agency and private organization buy-in. (\$\$)
 - ✓ We are pursuing a sole-source contract (in progress)
 - ✓ Cindy had great ideas, and clear messages.
 - ✓ Featured ideas-produce a CD-ROM for employers and consumers
 - ✓ A big focus will be on reaching transitioning-aged youth.
- **Employment Supports (Progress report-components addressed: Statewide Service Delivery, Program Standards, Training)**
 - ✓ The screening tool that will be used for Employment Related Personal Assistance Services is MDS-HC.
 - ✓ The screening tool works well for physical disabilities, but not for mental illness.
 - ✓ The workgroup is now in the process of trying to distinguish between E-PAS and job coaching, etc.
 - ✓ The program is starting July 1, 2002

Action Steps

<i>Action Item</i>	<i>Responsible</i>	<i>Target Date</i>
Send out Media Campaign report from <i>Vanguard Media</i> to the Executive Board.	Cathy Chambless	When received
Work on “Changing the system of work incentives and supports for individuals with disabilities” (more specific)	Executive Board, Grant Oversight & Evaluation Team, and UWIC Staff	ASAP
Contact Blaine Crawford (DWS) RE: Wage data exchange	Cathy Chambless	ASAP
Send revised draft of “Changing the system of work incentives and supports for individuals with disabilities” to Executive Board at least one week prior to next meeting.	Tamara Keene	By July 3rd

Recommendations for GOE Group

Not applicable