

UWIN Work Group Minutes

Work Group: Executive Board Meeting

Meeting Date: June 9, 2004

Facilitator: Dr. David Patton

Minute Recorder: Tamara Keene

Attendees: Cathy Chambless, Kathy Daley, Sara McCormick, Diane Russell, Jackie Pearce, Nonie Lancaster, George Kelner, Jan Clement, David Memmott, Steven Boynt, Gordon Richins, Mande Buckley, Dave Dangerfield and Tamara Keene

Topic and Summary of Discussion

Purpose and Expectations

- 1- Creating a model for the next four years.
 - a. Brainstorm ideas to help Utah develop a plan to help people with significant disabilities.
 - i. Or those who aren't being well served currently
- 2- Proposal requirements
 - a. Funding will be fro 01/01/05-12/31/09 (max)
 - b. Utah would probably receive \$500,000 each year, requires NO match
 - i. Utah currently has a Medicaid Buy-In
 - ii. Employment Personal Assistance Services (EPAS)
- 3- Major objectives
 - a. Maximize employment for PWD
 - b. Increase the state's labor force through the inclusion of people with disabilities
 - c. Protects and enhances workers healthcare, other benefits, needed employments supports
 - d. Involve a significant number of programs, services, and agencies working in partnership.

Topic and Summary of Discussion

- 4- Limitations and complexities of the current employment system
 - a. Low employment expectations for people with disabilities
 - b. We force people into programmatic silos based on their age, their disability, or their education.
 - c. Our employment support system for people, especially those with disabilities, is fragmented.
 - d. Contrary messages, a person must first prove he/she is unable to work because of disability
 - e. Complexity, navigations of people with disabilities through a complex service system in order to comply and return to work

First Year Strategic Plan

- 1- Utah is allowed one year to come up with a strategic plan. We hope to accomplish this in a shorter amount of time using a retreat method.
 - a. Clear focus to meaningful employment for people with disabilities
- 2- Need to address fragmentation
 - a. Causes
 - b. How to fix or improve

Work group discussions:

Group #1

- 1- Bring people together
 - a. Agencies
 - b. Consumers
 - c. Providers
- 2- Have an employment summit
 - a. Get the Governor on board
 - b. Commit stakeholders
- 3- Establish Business Connections
- 4- Transitions Services

Topic and Summary of Discussion

- 5- Utilization of technology to identify services and supports
- 6- Connect the “silos” with the ‘walkways”

Group #2

- 1- Improve links with employers
 - a. DWS Regional Councils
 - b. UBET
 - c. Employer needs identified and communicated
- 2- Database or search engine for programs
 - a. Accessed by clients and staff
- 3- Transportation issues
 - a. Off hours
- 4- Increased availability to data
 - a. If we track results, the programs becomes self-repairing.
- 5- More benefits planners
- 6- Continue EPAS

Database discussion (Utah Cares)

- 1- Automated system
 - a. Looking for a job
 - b. Contract and Referral Source
 - c. Broad System for Human Services
- 2- UCAN has a good system, database
- 3- Continue to further the Work Ability image

Topic and Summary of Discussion

Business Connections

- 1- Lack of connections in the business world
- 2- Correct economic drive/focus
 - a. Real business needs
- 3- Reaching out to DWS, participate in their meetings
 - a. Feels like DWS doesn't really believe in this cause, how can we get "on a level" with them?
 - b. Economic projections
- 4- Need to make connection with the potential employee and employer earlier
 - a. Train the employee to the expectations of the specific employer
- 5- Business Chambers of Commerce
 - a. How do we connect with that

Budget Issues

- 1- Working within Budget constraints
 - a. Benefits Planners, is there money for more?

Strategic Planning

- 1- Where are we in the strategic planning process?
 - a. It is important to get commitment to make the plan work.
 - b. Common vision
 - c. No clear direction on where to go
 - i. What are the most important things we can focus on?
 - ii. Most important...
 - iii. What is the end vision
 1. More people with disabilities able to gain and maintain employment
 - a. Be able to measure the outcomes of employment
 - b. Competitive and integrated employment opportunities
 2. Meeting health care needs

Topic and Summary of Discussion

3. Show employers that hiring people disabilities can meet their needs economically
 4. Have a community resource for matching employers and employees
 - a. Job placements
- 2- Who should be involved with this planning process?
- a. Consumers
 - b. Agency Directors (State)
 - c. Community Rehab Programs
 - d. Independent Living Centers
 - e. Mental Health (community wide)
 - f. Utah State Office of Rehab
 - g. Utah State Office of Education
 - h. Department Workforce Services
 - i. Housing
 - j. School / Transition
 - i. Higher Education
 - ii. Tech Centers
 - k. Legislators
 - i. Human Service
 - ii. Educational
 - iii. Labor
 - l. Community and Economic Development
 - m. Utah Transit Authority
 - n. County Government
 - o. Employers
 - p. Society for Human Resource Managers (SHRM)
 - q. Association of Governments
 - r. Employment Unions
 - s. Faith Based Leaders
 - t. Department of Human Resource Management
 - u. Utah Association of Community services
 - v. Office of Personnel Management
 - w. Health Department
 - x. State Regional Council
 - y. Providers of Services