20th Employment Supports Symposium

connecting talent to opportunities

NETWORKS FOR TRAINING AND DEVELOPMENT, INC.

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DEPARTMENT of BEHAVIORAL HEALTH and INTELLECTUAL disABILITY SERVICES

PENNSYLVANIA APSE
Employment First
Employment for All

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connecting talent to opportunities

City of Philadelphia

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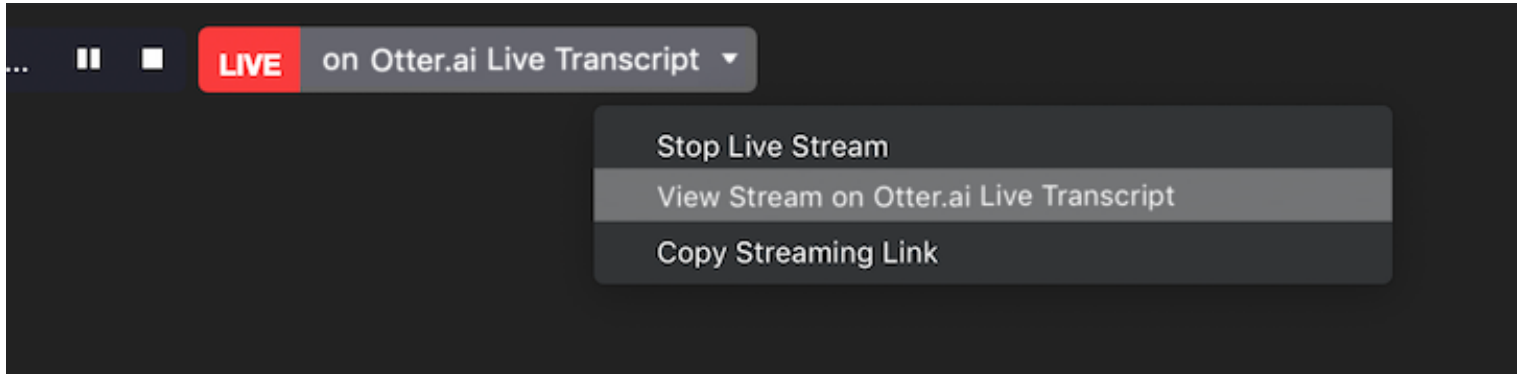
DEPARTMENT of BEHAVIORAL HEALTH and INTELLECTUAL disABILITY SERVICES

Funding provided by...

City of Philadelphia DBHIDS Department of Behavioral Health and Intellectual disability Services



Celebrating 30 years of the Americans with Disabilities Act – Increasing Access and Opportunity – NDEAM – National Disability Employment Awareness Month



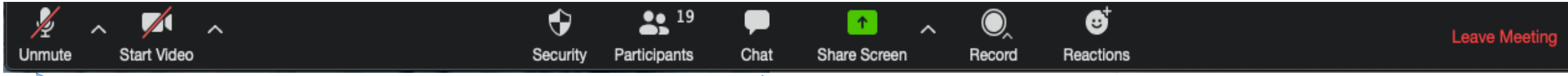
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Use the chat feature if you have any questions

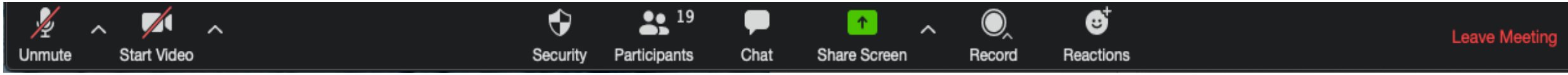
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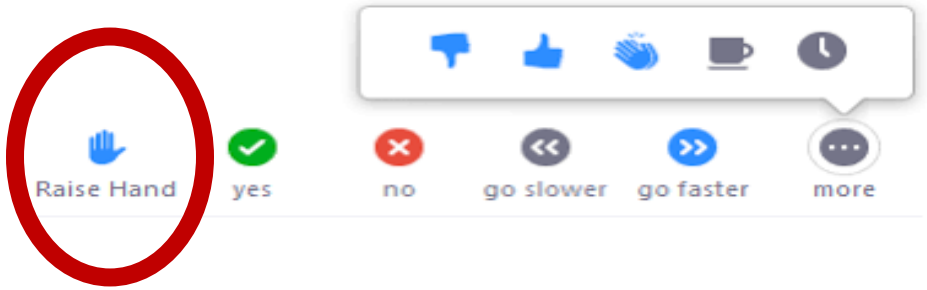
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Click to react using an emoji (applause or thumbs up)

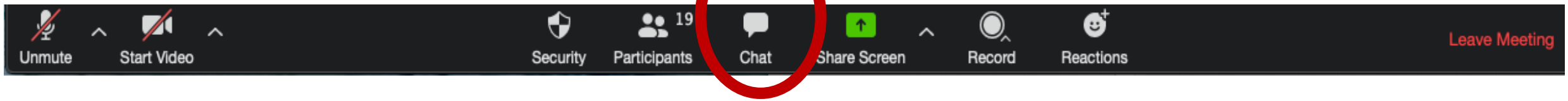
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Thank you!

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Laura Cipriani, Office of Developmental Programs

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State of the State: Updates from the Office of Developmental Programs (ODP)



Employment Supports Symposium

October 13th, 2020

Response to COVID-19

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- In response to the COVID-19 emergency, the first priority of ODP is assuring the health and safety of those we serve.

- ODP received approval from the Centers for Medicare and Medicaid Services (CMS) to make temporary changes to ODP waivers.

Employment Services - 1

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During the emergency, ODP received permission from CMS to allow employment services to be delivered remotely. Services must still meet the requirements of the service definitions in the waivers.

- Supported Employment (and Career Planning in the Adult Autism Waiver)
- Small Group Employment

Employment Services - 2

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Expanded **Supported Employment** to include assisting participants in applying for unemployment benefits when they have lost their jobs.

This also applies to **Career Planning** in the Adult Autism Waiver (AAW).



Employment Services – AAW

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In the Adult Autism Waiver, ODP:

- Expanded persons that can deliver Supported Employment; and
- Delayed the implementation of the training/certification requirements for Supported Employment, Career Planning, and Small Group Employment by one year.

Act 36 of 2018; Employment First Act

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Employment First Act, signed June 19, 2018

- Establishes that competitive integrated employment is the first consideration and preferred outcome of publicly funded education, training, employment and related services, and long-term services and support for individuals with a disability.

- Governor's Cabinet for People with Disabilities

- Employment First Oversight Commission

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The Department of Human Services (including Office of Developmental Programs, Office of Long-Term Living, Office of Mental Health and Substance Abuse Services, and Office of Child Development and Early Learning) continue to collaborate to work towards Employment First goals and initiatives.

- Establish measurable goals and objectives for state agencies

- Track progress of state agencies in implementation of the Employment First Act

- Issue an annual report that includes:
  - The progress made on the goals and objectives
  - Recommendations to the Governor and General Assembly on strategies and policies needed to support the implementation of the Employment First Act

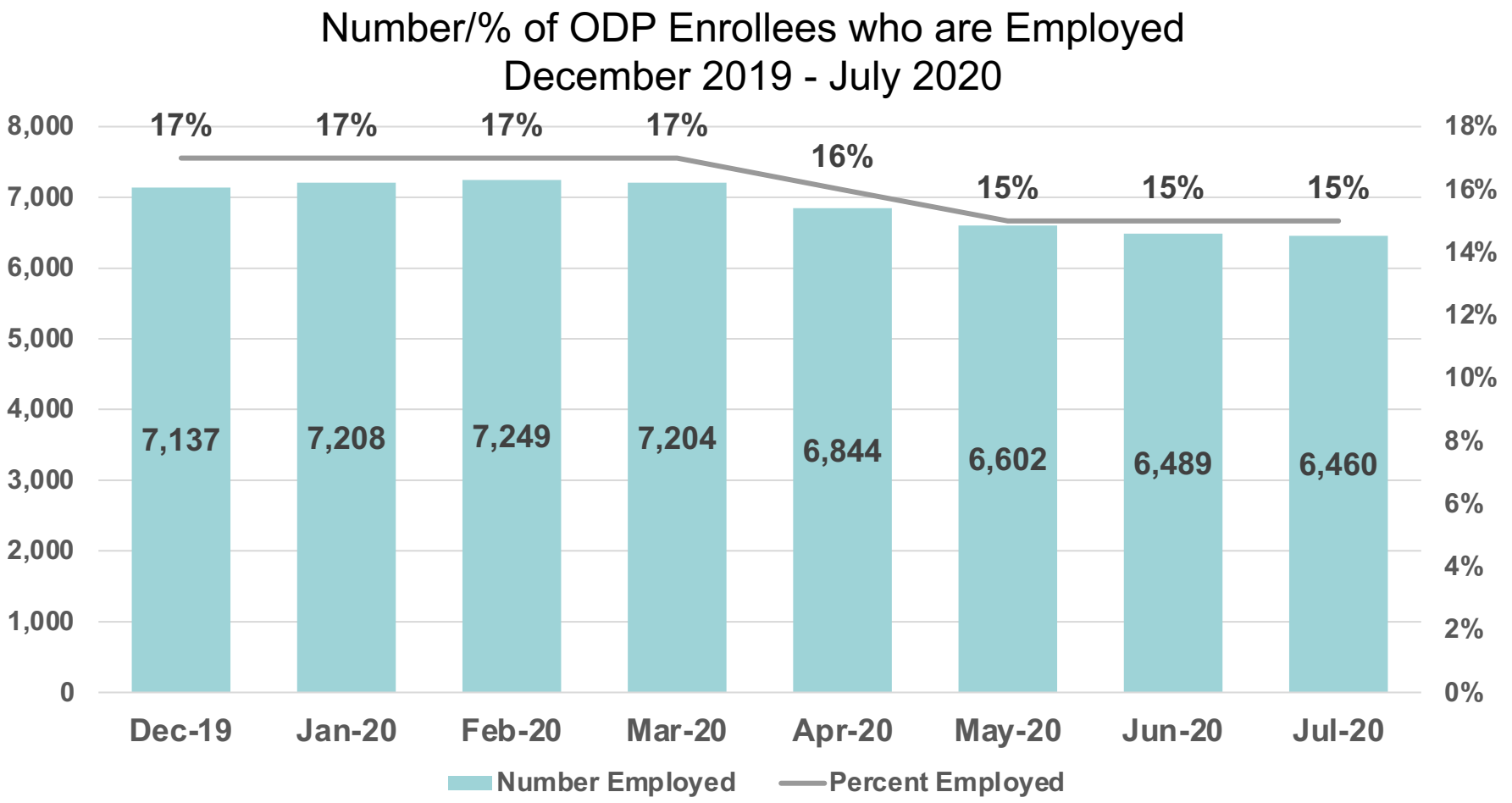
and % with Competitive Integrated Employment

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	Number of Working Age (18-64) Individuals Enrolled with ODP that have Competitive Integrated Employment	Percent of Working Age (18-64) Individuals Enrolled with ODP that have Competitive Integrated Employment
As of December 31, 2017	5,670 Individuals	14%
As of December 31, 2018	6,470 Individuals	15%
As of December 31, 2019	7,136 Individuals	17%

Effects of COVID-19

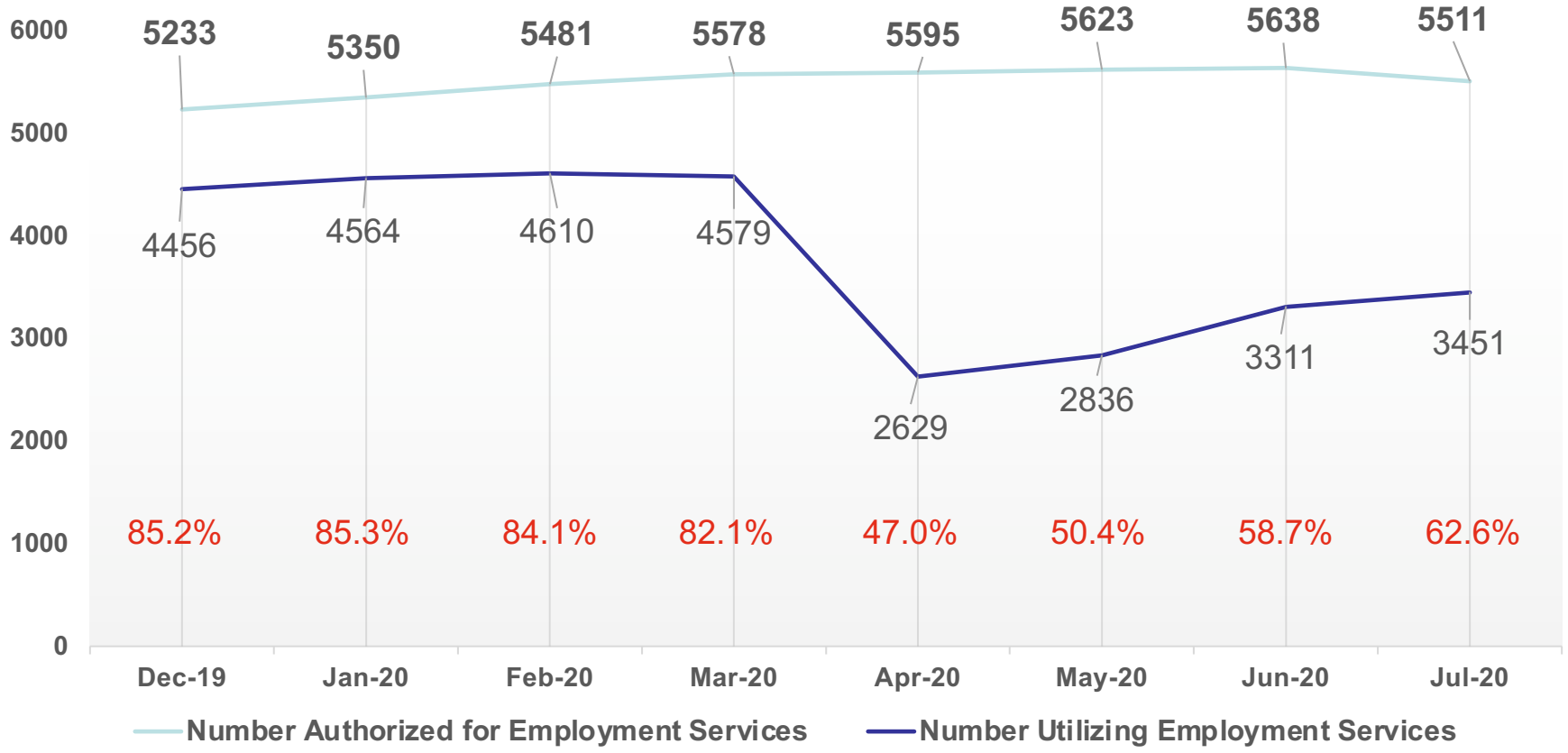
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Authorized vs. Utilized Services

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Number of Individuals Enrolled with ODP Authorized for Employment Services vs. Utilizing Employment Services
December 2019 to July 2020



ODP's Employment Team

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Southeast Region: Marguerite Peashock - mpeashock@pa.gov

Central Region: Kelly Arnold – kelarnold@pa.gov

Northeast Region: Eric O'Neill – erioneill@pa.gov

Western Region: Brian Dengler – brdengler@pa.gov

Bureau of Supports for Autism and Special Populations: Lindy Mishler – c-lmishler@pa.gov

Central Office Contacts:
Gary Smith, Statewide Employment Lead – smiga@pa.gov
Laura Cipriani, Policy Supervisor – lcipriani@pa.gov





Shari Brightful and Kathy Fogel, Philadelphia Office of Vocational Rehabilitation

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OVR

Competitive Integrated Employment

Learning Objectives

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- Understand agency status in light of COVID-19 Mitigation
- General Vocational Rehabilitation Services during COVID-19 Mitigation
- Explain role of Business Services Team in Local District Office
- Pre-ETS and Supported Employment
- Act 26 Updates
- Office/Agency Competitive Integrated Employment Closures

Agency status in light of COVID-19 Mitigation

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- Under the direction of Governor Tom Wolf, all OVR offices are temporarily closed to the public in response to COVID-19. While in-person meetings with OVR staff are suspended until further notice, OVR staff will be working remotely to provide services by phone, email or utilizing other technology during business hours.

- We encourage you to contact your assigned OVR counselor directly by phone or email; or you can call your local OVR office main phone line with any questions or concerns.

General Vocational Rehabilitation Services During COVID 19 Mitigation

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- Vocational Rehabilitation Services are considered an allowable business in accordance with the direction of the Governor's office and as referenced on the DCED website. The nature of vocational rehabilitation services normally requires activities to be performed in person. Accordingly, OVR will be working with its vendor community to implement alternative service provision to allow services to continue where possible. However, it is the responsibility of the vendor to direct their staff in accordance with the requirements outlined by the Governor, their governing agencies, boards, commissions, and/or executive leadership.

Business Services

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- Provides employment related services for our customers such as resume preparation, interview skills, job search and outreach.
- Individualized and group services to include one to one job preparation with our Business Services Counselor and group job preparation for job fairs.
- Business Services Representatives for adult and student/youth services.
- Business Services Supervisor is our single point of contact and works with staff to provide additional services such as Disability Etiquette and ADA Trainings.

Business Services (2)

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- NDEAM (National Disability Employment Awareness Month – Increasing Access and Opportunity
- Statewide Virtual Job Fair – Tentative Nov/Dec 2020 Adults and Youth to include workshops on Job Searching in a Virtual World, resume writing, interview tips; OVR Services, Access to Employers in local area and across the state, Trainings for Employers on Disability Awareness and The Americans with Disability Acts; Student Day includes job preparation workshops, live chats/zoom interviews with employers
- Lowe's Hiring Event (virtual) – Oct 14 to address Application Process, Track To Trades Initiative(Carpentry, Plumbing, Electrical, HVAC, Appliance Repair), Interview Tips
- Philadelphia BVRS/BBVS staff training – Deaf and Hard of Hearing Staff

Job Retention

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- New Initiative effective July 1, 2020
- Goal of Job Retention Team - to identify potential Job Retention customer who is in jeopardy of losing their job and are eligible for OVR services.
- Identifier on pre-application asks about work and job jeopardy.
- Quick follow up with customer and employer once identified as a Job Retention Customer.
- Follow OVR process to provide services and maintain employment.

Community Services – Pre-ETS

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SERVICE	RED PHASE	YELLOW PHASE	GREEN PHASE
Independent Living Skills Training (59205)	Virtual	Virtual	Virtual or in-person (OVR staff following agency reopening guidance)
Self-Advocacy Training (59206)	Virtual	Virtual	Virtual or in-person (OVR staff following agency reopening guidance)
Job Exploration (59213)	Virtual	Virtual	Virtual or in-person (OVR staff following agency reopening guidance)
Workplace Readiness (59207)	Virtual	Virtual	Virtual or in-person (OVR staff following agency reopening guidance)
Counseling on Post-Secondary Options	Virtual (OVR staff only)	Virtual (OVR staff only)	Virtual or in-person (OVR staff following agency reopening guidance)
Group Travel Training (59828G)	Temporarily Suspended	Temporarily Suspended	Allowable within Governor's guidance and CDC/DOH precautions
Work-Based Learning: Job Shadowing (59208)	Virtual (OVR staff only)	Virtual (OVR staff only)	Allowable within Governor's guidance and CDC/DOH precautions
Work-Based Learning: Paid Work Experience (59209 D&L)	Temporarily Suspended	Temporarily Suspended	Allowable within Governor's guidance and CDC/DOH precautions (OVR staff following agency reopening guidance)
Work-Based Learning: Group Shadowing (59217)	Temporarily Suspended	Temporarily Suspended	Allowable within Governor's guidance and CDC/DOH precautions
Work-Based Learning: Community Work Instruction (59218)	Temporarily Suspended	Temporarily Suspended	Allowable within Governor's guidance and CDC/DOH precautions (OVR staff following agency reopening guidance)

Supported Employment

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- Community Based Work Assessments
- Supported Employment Supports Plan
- Job Development, Job Placement, Maintenance, Stabilization, Closure
- Job Mentoring, Job Retention, Intermittent
- Extended Services
- Discovery and Customized Employment

Act 26 Updates

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- Job Referrals Made to Employers on behalf of Students with Disabilities while Still in High School:
- During the fourth quarter of the SFY 2019-20, which reports data from 04/01/2020 to 06/30/2020, 588 job referrals were made to employers on behalf of students with disabilities while still in high school.
- High School Students with Disabilities Working in Part-Time or Summer Jobs as a result of Referrals Made by OVR Staff:
- During the fourth quarter of the SFY 2019-20, which reports data from 04/01/2020 to 06/30/2020, there were 916 high school students with disabilities working in part-time or summer jobs because of referrals made by OVR staff.
- High School Students with Disabilities Working in Part-Time or Summer Jobs who are Receiving Job Coaching Services:
- There was a total of 158 high school students with disabilities working in part-time or summer jobs who were receiving job coaching services in SFY 2019-20 Q4.

Office/Agency CIE Closures

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- Philadelphia BVRS Office Closure Statistics

  342 successful closures

- Agency - BVRS Closure Statistics

  6994 successful closures

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Contact Information

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Mary Hartley,

PA Employment First Oversight Commission

Consultant, 446 Bridges



Today's Talk
PA Employment First Oversight Commission

1. Brief Overview of Employment First Law, Act 36, and the Employment First Oversight Commission
2. How is Pennsylvania doing since Act 36 was passed?
3. What has the EFOC found – successes and challenges
4. What advocacy is needed to move PA forward?

ACT 36 of 2018-Employment First Law

Providing for competitive integrated employment in State and county agencies and any entity providing publicly funded education, training, employment and related services and long-term services and supports for working-age Pennsylvanians with a disability; establishing Employment First, the Governor's Cabinet for People with Disabilities and the Employment First Oversight Commission and providing for their powers and duties; and conferring powers and imposing duties on the Governor and the Office of the Governor.

In addition to 3-year plan, state agencies are required to:

(1) implement the Act

(2) coordinate and collaborate to support the hiring of people with disabilities

(3) review their policies

(4) designate employment champions

(5) assess and develop clear outcome expectations to be published on an annual basis

(6) share data to track implementation

(7) make an effort to employ individuals with a disability in no less than 7% of the overall State work force

(8) review on a biannual basis, the adequacy of hiring, placement and advancement practices

(9) provide training and outreach.

What has the EFOC Found?

- Employment First Law, Commission and Reported **Successes**
- Some of the **Main Challenges** that persist
- **Proposed Recommendations**/Solutions

2020 Report EFOC
October 1st

- Measurable Goals
- Objectives
- Recommendations

*Picture of report from 2019



Thank you for your important work ensuring Pennsylvanians with Disabilities are employed in Competitive Integrated Employment!

To learn more about the Act, Access to Reports: https://www.dli.pa.gov/Individuals/Disability-Services/employment-first/Pages/default.aspx

Please feel free to contact me directly for further information:

mary@446bridges.org email

https://446bridges.org/ website



Charlotte Brickhouse, School District of Philadelphia

THE SCHOOL DISTRICT OF PHILADELPHIA

Navigating the Waters of a Pandemic: Transition Supports for Students with Special Needs During COVID-19

Dr. Charlotte Brickhouse

THE SCHOOL DISTRICT OF PHILADELPHIA

Supports and Services for Secondary Transition

- Instructional programs
- Transition Vocational Itinerants
- Office of Vocational Rehabilitation
- Bridges to Work
- Project Search
- Project Launch



THE SCHOOL DISTRICT OF PHILADELPHIA

Instructional Programs

- Special Education Framework
- Attainment
- Cognitopia
- Oneder
- Unique Learning System



THE SCHOOL DISTRICT OF PHILADELPHIA

Vocational Itinerants

- Support in the classroom
- Virtual work-site experiences
- Partnerships with local business



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Office of Vocational Rehabilitation

- Support for school teams
- Support for students
- Support for parents



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Bridges to Work

- Bridges to work case managers
- Student support
- Job skills training

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Project Search

- Collaboration with Drexel University
- Student internships
- Develop marketable job skills
- Gain competitive integrated employment



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Project Launch

- Collaboration with Community College
- Develop career plans
- Gain competitive integrated employment
- Pursue secondary- education

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Contact Information

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Questions for Our Panelists?

20th Employment Supports Symposium

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