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## Integrated Employment Strategic Plan Implementation Workgroup

# Meeting Objective

- ▶ Launch implementation efforts for the Nevada Strategic Plan on Integrated Employment:
  - ▶ Provide an overview of the project and timeline, as well as a description of the roles/responsibilities.
  - ▶ Review strategic plan goals and objectives, identifying any changes needed.
  - ▶ Develop a shared understanding of the provider rates issues and identify efforts to address it.
  - ▶ Schedule future meetings and identify the best method to promote ongoing communication.



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## Planned Approach to Implementation Efforts

# Overview of Project

- ▶ The Governor's Taskforce on Integrated Employment was established on July 21, 2014 by Governor Brian Sandoval.
- ▶ It included members representing state agencies, transportation, education and community training centers, the Governor's Council on Developmental Disabilities and the Nevada Disability Advocacy and Law Center and individuals with an intellectual or developmental disability.

# Overview of Project

- ▶ The Taskforce was charged with examining and evaluating employment programs, resources, funding, and available training and employment opportunities for individual with intellectual/developmental disabilities (I/DD). This information was then used to craft a strategic plan directing state efforts to establish a more diversified, inclusive and integrated workforce.
- ▶ In June 2015, Nevada's Strategic Plan on Integrated Employment was completed and adopted by the Governor's Taskforce on Integrated Employment.



# Overview of Project

- ▶ Governor Sandoval directed the Commission on Services for Persons with Disabilities to provide oversight for the implementation of the strategic plan.
- ▶ The Commission responded by creating a subcommittee to work on the implementation of the plan.
- ▶ The Aging and Disability Services Division (ADSD) received a grant from the NV Governor's Council on Developmental Disabilities to assist the subcommittee to implement the strategic plan.

# Project Timeline

July

- Conduct Subcommittee Organization Meeting (#1)

August

- Preparation, Facilitation & Documentation of Workgroup Meeting (#2)
- Develop Subcommittee Action Plan
- Core Leadership (Chair/ADSD/SEI) Teleconference- Update on Progress

September

- Preparation, Facilitation & Documentation of of Workgroup Meeting (#3)
- Preparation, Facilitation & Documentation of of Workgroup Meeting (#4)

October

- Preparation, Facilitation & Documentation of of Workgroup Meeting (#5)
- Preparation, Facilitation & Documentation of of Workgroup Meeting (#6)
- Core Leadership (Chair/ADSD/SEI) Teleconference- Update on Progress

November

- Preparation, Facilitation & Documentation of Workgroup Meeting (#7)

December

- Preparation, Facilitation & Documentation of of Workgroup Meeting (#8)
- Core Leadership (Chair/ADSD/SEI) Teleconference- Update on Progress

# Project Timeline

January

- Preparation, Facilitation & Documentation of of Workgroup Meeting (#9)

February

- Complete Draft Progress Report
- Core Leadership Teleconference- Update on Progress

March

- Solicit Feedback from Workgroup during monthly Meeting (#10)

April

- Complete Final Edits to Progress Report
- Finalize and Present Report to the Commission

May

- Workgroup Meeting #11
- Provide assistance to ADSD as they transition to support the Subcommittee in implementation efforts.

June

- Workgroup Meeting #12
- Provide assistance to ADSD as they transition to support the Subcommittee in implementation efforts.



# Role and Responsibilities

The successful completion of this project is dependent upon excellent working relationships between SEI, ADSD, and the Commission Subcommittee. It is therefore important to clarify the roles and responsibilities of each entity.

- ▶ SEI
- ▶ ADSD
- ▶ Commission Subcommittee

# SEI

## Role and Responsibilities

- ▶ Coordinate, prepare for, and facilitate all Commission subcommittee meetings.
- ▶ Prepare the Strategic Plan for Integrated Employment Implementation Progress Report and solicit feedback from subcommittee prior to finalization.
- ▶ Present the Final Progress Report to the Commission on Services for Persons with Disabilities.
- ▶ Provide assistance to ADSD staff as they transition into the support role for the subcommittee at the end of the contract term.

# ADSD

## Role and Responsibilities

- ▶ Provide information such as contact information for subcommittee members, information about TA opportunities and contacts, and ongoing efforts in the Division that may be complimentary to efforts.
- ▶ Ensure subcommittee representatives are available for meetings.
- ▶ Arrange meeting and work space for activities occurring during the project.
- ▶ Manage adherence to open meeting requirements to include posting agendas, ensuring quorum, and documenting minutes.
- ▶ Review each major project deliverable and either accept or reject with specific comments on issues to address.

# Commission Subcommittee

## Role and Responsibilities

- ▶ Attendance at scheduled meetings, and if unable to do so, commitment to promptly notify ADSD and SEI of their intended absence.
- ▶ Purposeful contribution during meetings and ability to uphold commitments made to act on behalf of the subcommittee.
- ▶ Review of all documents sent in advance of meetings and of the final progress report, offering feedback if modification are needed.

The Subcommittee should be considered a **working group**.

The subcommittee will conduct all work necessary to implement the Strategic Plan on Integrated Employment.



# Group Norms and Decision Making Process

- ▶ How are decisions made within the subcommittee?
  - ▶ Consensus or vote on items of importance?
  - ▶ Work completed in-between subcommittee meetings?



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## Review of Strategic Plan for Integrated Employment

# Strategic Plan on Integrated Employment

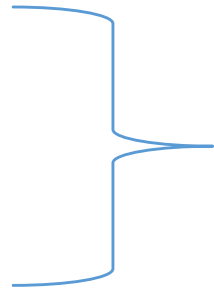
Between September 2014 and July 2015, SEI provided support to the Governors Task Force on Integrated Employment in developing a Strategic Plan.

Components of Strategic Planning Process:

▶ Research

▶ Outreach

▶ Development of Plan



Led to the Identification of Critical Issues

# Strategic Plan on Integrated Employment

## ▶ Critical Issues:

- ▶ Government as a Leader and Model Employer
- ▶ Outcome Measures and Review Process
- ▶ Employer Engagement, Development and Support
- ▶ Resource Development and Sustainability
- ▶ Professional Development
- ▶ Early and Timely School Assessment and Planning for Transitions
- ▶ Transportation



# Strategic Plan on Integrated Employment

**2015-18**

## ***Resource Development and Sustainability***

1. Education, employment and other related systems within Nevada have and maintain sufficient resources and funding for competitive, integrated employment.
2. Systems within Nevada implement a reimbursement structure for service providers that increases competitive, integrated employment of people with I/DD.

## ***Collaboration and Coordination***

3. Nevada develops effective partnerships that include all stakeholders to implement competitive, integrated employment.



# Strategic Plan on Integrated Employment

**2015-20**

## ***Professional Development***

4. Nevada has well-trained, competent professionals that educate and prepare people with I/DD to achieve competitive, integrated employment.

## ***Transportation***

5. People with I/DD have affordable and reliable transportation options across all regions of Nevada to participate in all aspects of life.

## ***Employer Engagement, Development and Support***

6. Nevada provides ongoing training and support for employers and their employees with I/DD.
7. Nevada companies have enough information about and access to people with I/DD seeking employment to make informed business decisions to hire them.

# Strategic Plan on Integrated Employment

## **2015-25**

### ***Government as a Leader and Model Employer***

8. There are measurable increases in employment of Nevadans with I/DD within the State of Nevada, including local governments and the publicly-funded university system.
9. The State of Nevada, including the publicly-funded university system, is a model employer who supports policies, procedures, regulations and practices to increase opportunities, foster innovation, reduce barriers, facilitate accommodations and informed choice for competitive, integrated employment of people with I/DD consistently across the state.
10. Information is gathered and reported annually on key indicators for competitive, integrated employment across education, employment and other related systems.

### ***Early and Timely School Assessment and Planning for Transitions***

11. Young people with I/DD have work experiences that are typical of their peers.
12. Every individual with I/DD in Nevada transitions to adulthood with vocational experiences and the education that will enable them to obtain competitive, integrated employment.

# Strategic Plan on Integrated Employment

2015-2018

- *Resource Development and Sustainability*
- *Collaboration and Coordination*

2015-2020

- *Professional Development*
- *Transportation*
- *Employer Engagement, Development and Support*

2015-2025

- *Government as a Leader and Model Employer*
- *Early and Timely School Assessment and Planning for Transitions*

# Implementation of Strategic Plan

To implement the strategic plan, workgroups were created and consisted of:





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## Assess the Current Environment

# Assessment of Current Environment

What has changed since the plan was developed that may affect our approach to implementation?

- ▶ Has there been progress made on any of the goals?
- ▶ Does the timing still make sense?
- ▶ How should we approach the implementation process?



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## Review of Strategic Plan for Provider Rates, 2002



# Strategic Plan for Provider Rates, 2002

As identified in the Strategic Plan for Integrated Employment :

*“Current rates for Medicaid funded providers of employment services are based on an outdated formula, using ratios that can act as a disincentive to promoting employment and achieving the outcomes sought in the Executive Order. The rate setting process as it currently exists is not adequate and needs to be overhauled.”*

# Strategic Plan for Provider Rates, 2002

2001 Legislature approved A.B. 513 which provided the Department of Human Resources the means to prepare four strategic plans for:

1. Seniors,
2. Persons with disabilities,
3. Rural health issues, and
4. Rate paid for services.

# Strategic Plan for Provider Rates, 2002

## Identified need for:

- ▶ Standardized rate methodologies across programs when services are the same,
- ▶ Inclusion of providers in the rate setting process, and
- ▶ Methodologies which include mechanisms for regular adjustments to those rates

# Strategic Plan for Provider Rates, 2002

## The Strategic Plan for Provider Rates Focuses on:

Community Training Center (CTC)

Supported Living Arrangement (SLA)

Home/Community Based Services to Seniors and People with Disabilities

Children and Adult Mental Health Rehabilitative Services

Therapies

# Strategic Plan for Provider Rates, 2002

## Recommendations

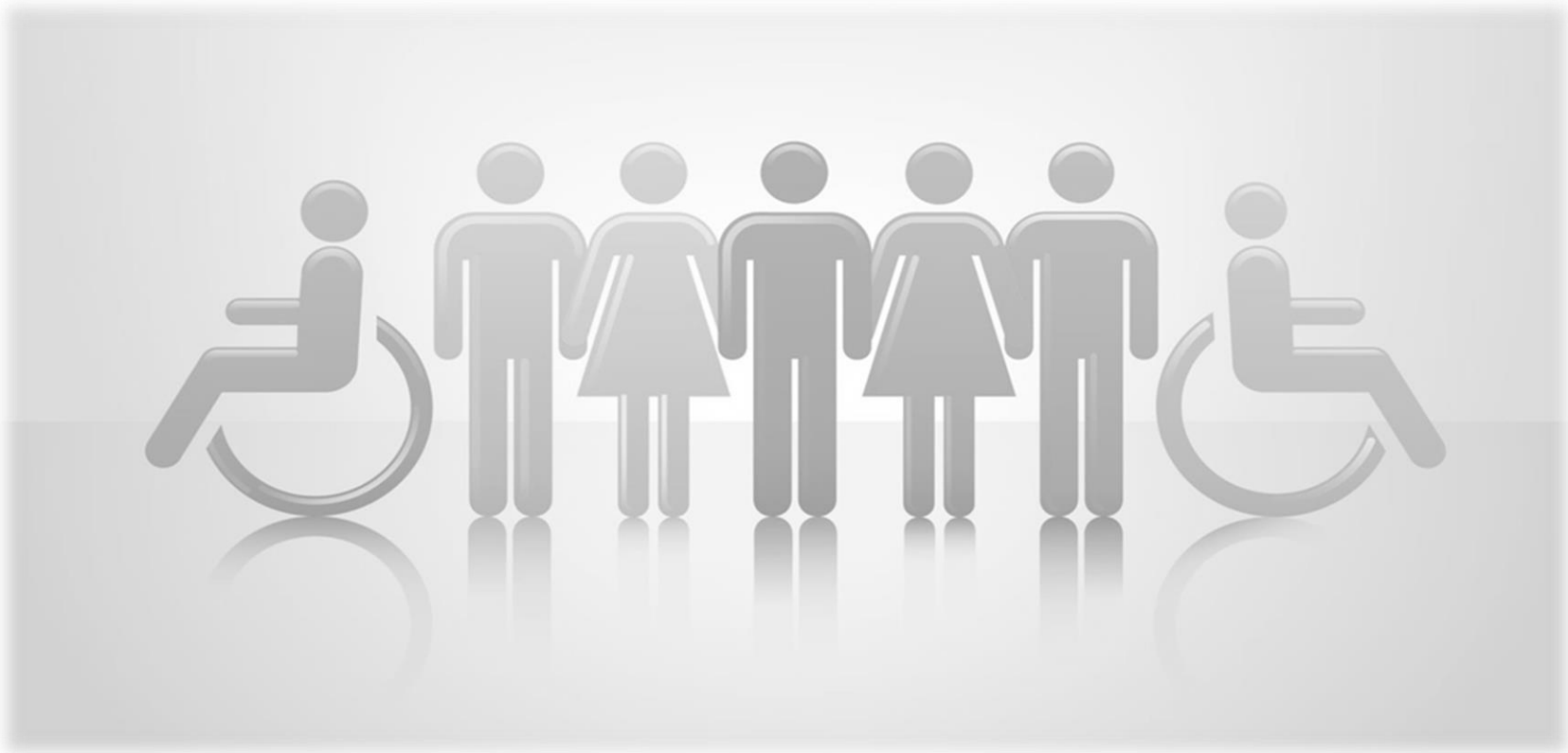
The Strategic Plan for Provider Rates identified rates, rate setting methodologies, and other operational issues encountered:

- ▶ For each of the focus areas, the plan recommends specific rates based on several analysis areas
- ▶ Recommendations moving forward for each area:
  - ▶ Require providers to submit cost information annually to the State to develop a baseline
  - ▶ State should rebase the rates paid to CTC providers no less than every five years
  - ▶ For years where rates are not rebased, rates should be increased by an independent inflation index
- ▶ **Specific recommendations for I/DD include:**
  - ▶ **Develop a Supported Employment service delivery model statewide and move to a per member per month rate**

# Strategic Plan for Provider Rates, 2002

## Discussion

- ▶ Has there been any progress to implement some or all of the recommendations from the Strategic Plan for Provider Rates?
- ▶ What changes in the environment have occurred since the plan was adopted that could affect its recommendations?
- ▶ What implications do the rates have on the implementation of the Integrated Employment Strategic Plan?



## Schedule Dates for Future Meetings

# Future Meeting Dates and Communications

- ▶ Schedule Future Meetings

- ▶ July, August, September, October, November, December, January, March, May, June

- ▶ Best Method of Communication?

- ▶ Email/Phone/Other





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## Wrap-up and Next Steps

# Wrap-Up and Next Steps

- ▶ Confirm Date for July Meeting:

- ▶ Development of Implementation Plan

- ▶ Activities:

- ▶ SEI
  - ▶ ADSD
  - ▶ Commission Subcommittee

