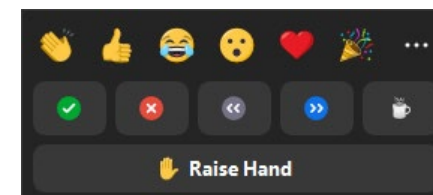
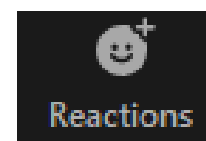
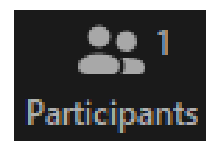
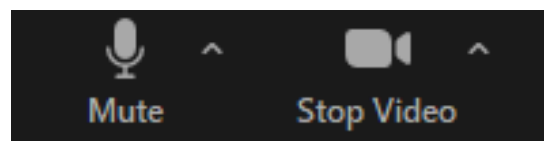


# Welcome! July 12, 2022

- Welcome to the Task Force on Eliminating Subminimum Wages meeting!
- Please use this time to get settled and test the online meeting technology
- Meeting controls to be familiar with during task force meeting (located at the bottom of the screen):
  - **Mute/unmute:** Mute and unmute your microphone.
  - **Stop video/Start video:** Turns your camera on or off.
  - **Participants:** See who's currently in the meeting.
  - **Reactions (smiley face icon):** Provides ability to “raise hand” that appears on-camera.



# Co-chair welcome

- Welcome to the group
- High-level overview of agenda
- Any changes to the meeting notes from the June meeting?

# Online process and norms

- Please say your name when you speak.
- Put yourself on mute when not speaking.
- To participate - use “raise hand” feature in Zoom or raise your hand; then unmute.
- Participate in a manner that is most meaningful to you. Use video, if possible.
- Show up as it best suits you.
- Honor your needs throughout the meeting.
- Technical difficulties happen. Contact (Jake Granholm from MAD; [Jacob.Granholm@state.mn.us](mailto:Jacob.Granholm@state.mn.us)) for help.

# Task force updates

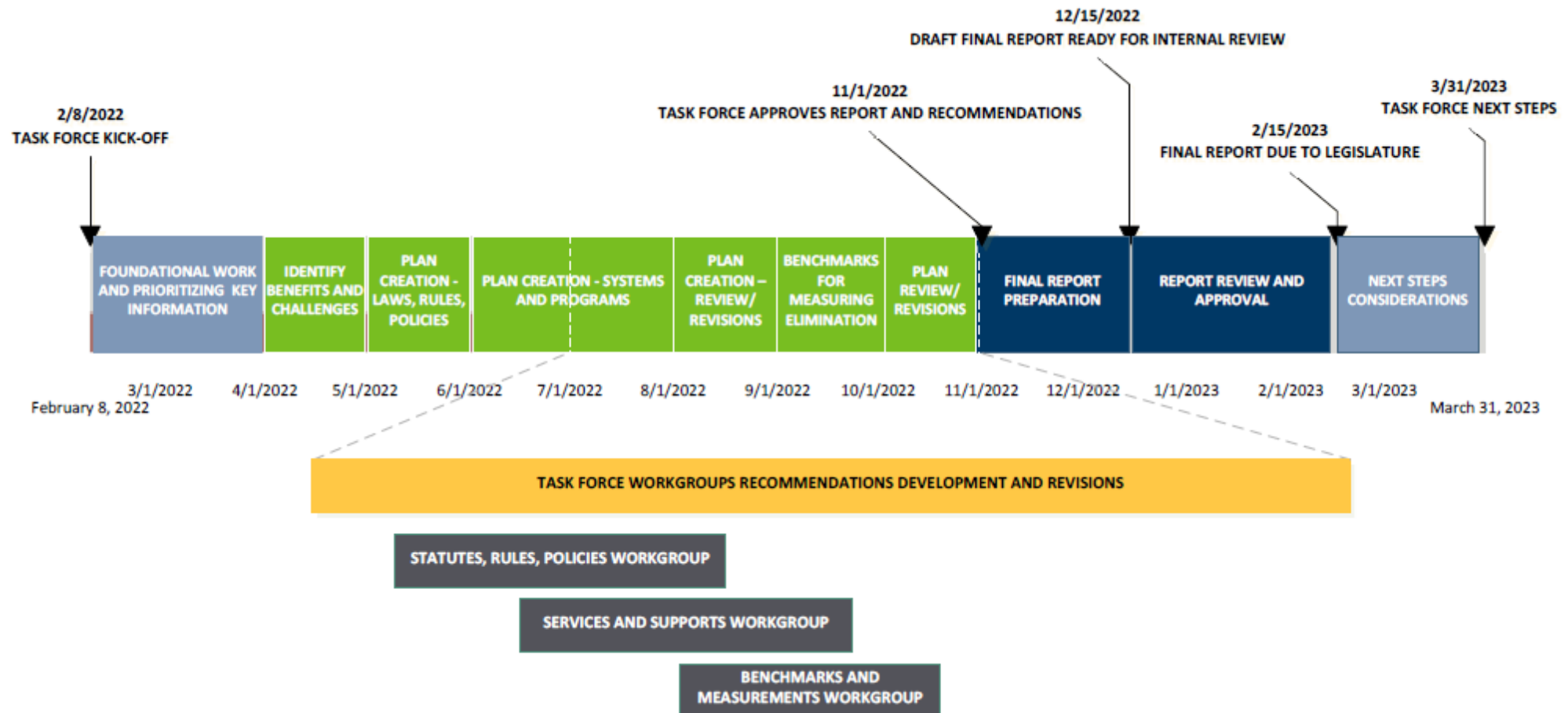
# Materials sent before meeting

- July 12 task force meeting agenda
- July 12 presentation slides
  - MAD presentation slides
  - PSC update on engagement activity
  - Provider support: Minnesota Transformation Initiative Technical Assistance Center
  - Hubbard County Developmental Achievement Center
  - Opportunities Partners
- Background brief from state interviews - Support for Providers in Shift from Subminimum Wages
- Legislative duties checklist
- Draft task force report outline
- June 14 meeting summary

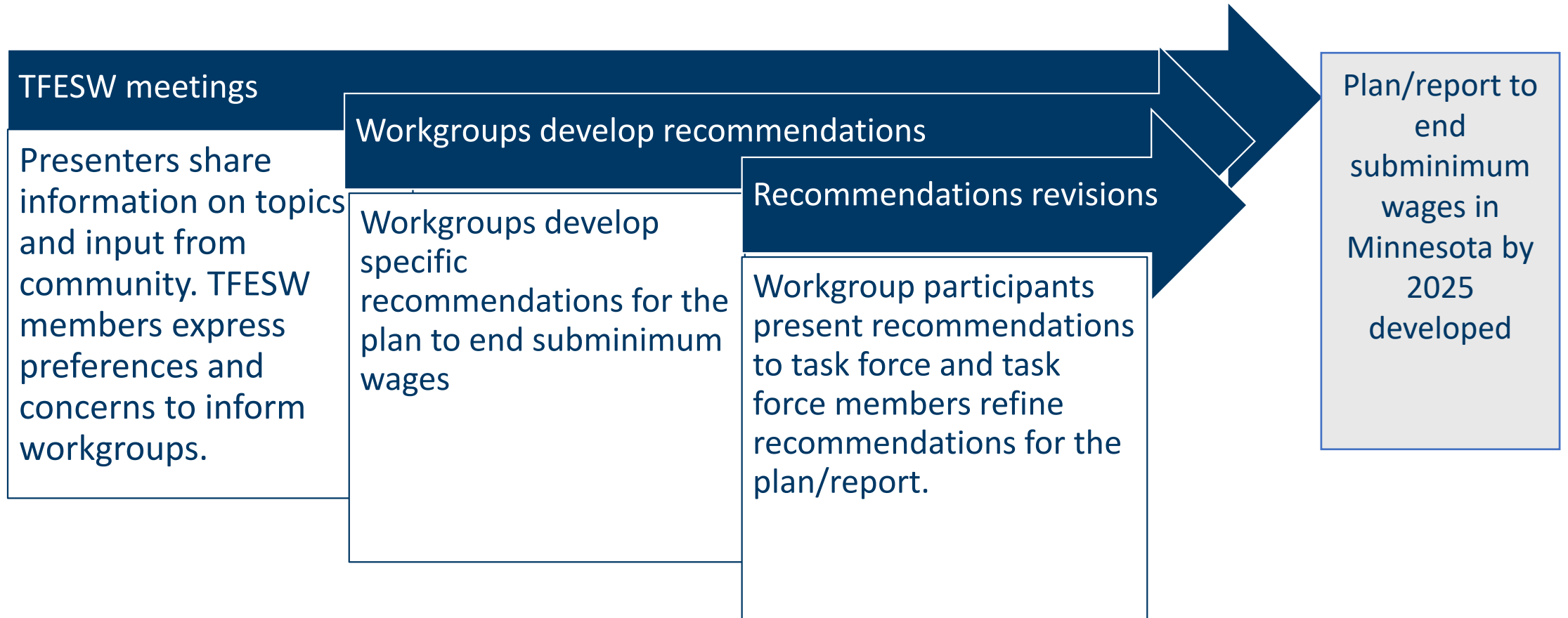
# Task force timeline meeting topics overview

## Task force on Eliminating Subminimum Wages

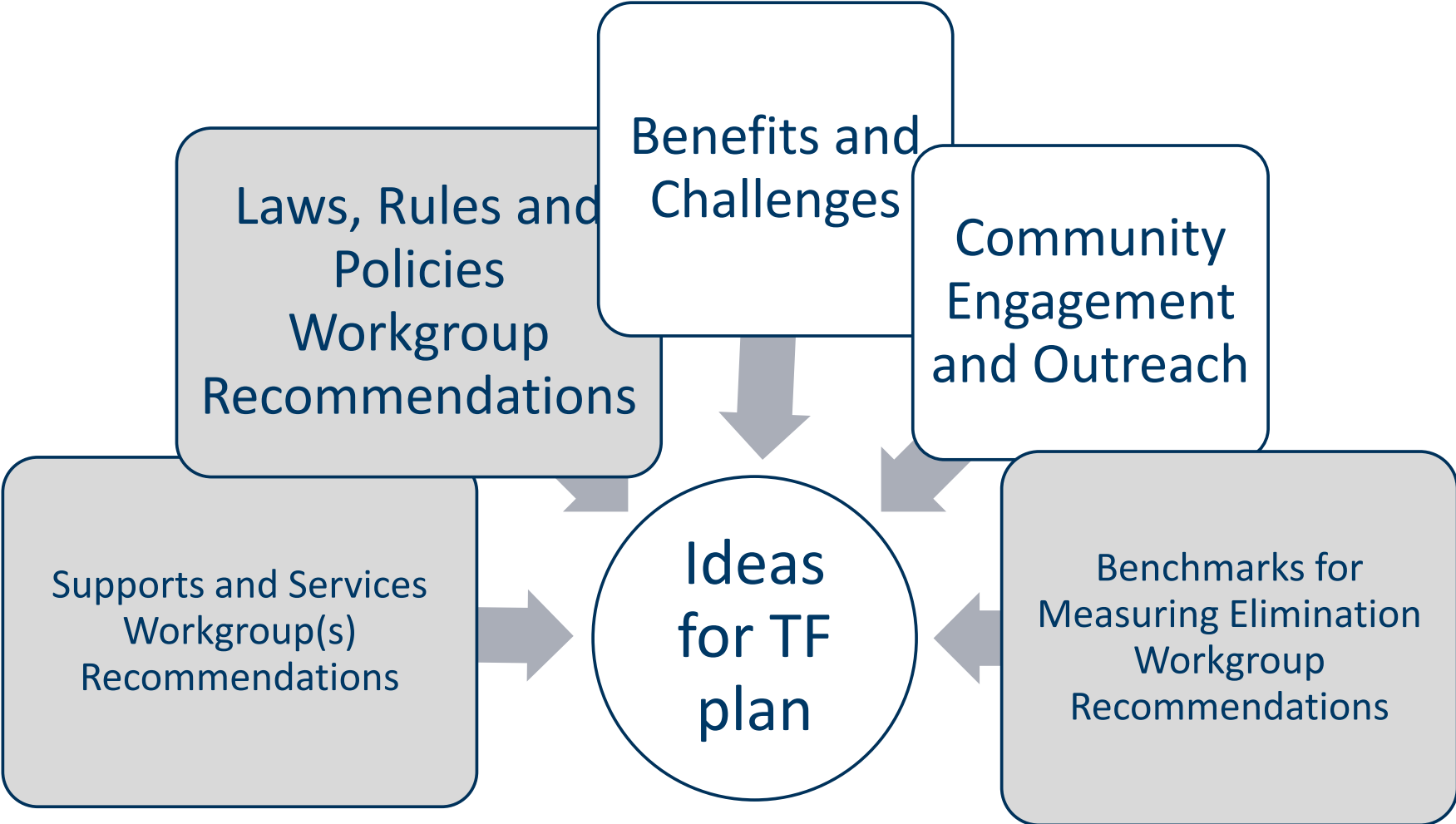
(Note: phases are estimates and may be updated, as needed)



# Task force and work group process



# Workgroups Contribution to Plan Development





# TFESW statutes, rules, and policies workgroup

- Workgroup members are: Raquel Sidie-Wagner (lead), Kristina Petronko, Andrea Zuber, Larissa Beck Amanda Jensen-Stahl, Brittanie Wilson, Jillian Nelson, Tony Gantenbein (DHS), and Anna MacIntyre (DHS).
- Workgroup has met two times and some members are currently working on the writing of the recommendations.
- Workgroup members narrowed the topics for recommendations development to 10 topics listed on the following slides in priority order. Members prioritized topics in terms of feasibility and impact and no topics were prioritized out.
- Workgroup members will present draft recommendations to the task force at the August meeting.

# TFESW statutes, rules, and policies workgroup

## **Recommendations Topics:**

- Clarify and affirm the role/importance of competitive integrated employment and informed choice (based on Employment First policy)
- Require competitive wages (minimum wage or higher) in service definitions
- Change fee schedules and allowable reimbursements under Medicaid waiver plans (e.g., adding a new billable service) Place limitations (duration) on use of subminimum wages in waiver supports
- Place limitations (duration) on use of subminimum wages in waiver supports

# TFESW statutes, rules, and policies workgroup

## Recommendations Topics:

- Phase out tiered timing for pre-voc services strategy
- Repeal of Minn. Stat. §177.28, Subd. 5 (phasing out the 14c certificate) Kristina Petronko
- Increase interaction between the waiver service providers and VRS groups (have more seamless interaction between DHS and DEED)
- Support and encourage seamless collaboration amongst MDE, DEED, and service providers

# TFESW statutes, rules, and policies workgroup

## **Recommendations Topics:**

- Put limits on the number of people that case managers have in their caseload
- Provide more trainings for waiver case managers on proper planning and coordination for IEP meetings

# Assistance, support in model states for shift by providers

Four approaches to assistance and support for providers in their shift away from subminimum wages, cited by model states—Iowa, Maryland, Ohio, Oregon:

- Sharing information with providers, others
- Training and technical assistance for provider organizations
- Training and guidance for employment support professionals
- Financial assistance and preparedness for the transformation

# Sharing information with providers

- Model states offered conferences, forums, seminars, or formal networks where providers learned about transition strategies from experts, providers who successfully shifted away from subminimum wages, and peer organizations
- Maryland created a list of contacts at supported employment and day programs who could provide information about community-based employment, updated policies, operating procedures, and training
- Maryland brought in experts from the State Employment Leadership Network (SELN) to talk with providers about options for transitioning
- The State of Iowa and its partners compile a comprehensive Iowa Employment First Guidebook for service providers and coordinators
- Oregon developed communications tailored to providers about the transformation from sheltered workshop employment to competitive integrated employment

# Training and technical assistance for providers

- Training

- The Iowa Coalition for Integrated Employment conducted training webinars for provider organizations and others and makes them available online for ongoing access
- The State of Maryland offered trainings and retreats for providers about tailored employment services, often working in partnership with provider networks in the state

- Technical assistance

- The State of Maryland offered technical assistance to some providers on a case-by-case basis, plus the state and its partners formed a technical team to identify transition models that providers could use and to help them with transition planning
- Maryland, and Oregon offered grants that providers could use to hire technical experts for help with their transitions—and the experts in Oregon included staff from a provider organization that had transitioned away from operating sheltered workshops
- Employment First partners in Iowa used federal grants to hire experts who offered technical assistance to providers—experts from out of state and from an Iowa provider organization that had shifted away from subminimum wage jobs
- An Iowa association of providers has offered technical assistance to its members, including a program that pairs up member organizations to learn from each other as they make the transition
- The State of Ohio and its partners worked with some service providers and county boards on customized transformation plans, with technical assistance expertise from a Maryland organization

# Training for employment support professionals

- Oregon hired an out-of-state organization to develop and offer a series of two-day trainings on topics such as supported employment, benefits and work incentives, and job development and marketing—sessions now available online
- Oregon adopted a set of 12 core competency training modules and required them of employment support professions for job placement service contracts
- In Iowa, the state regularly makes training available for employment support professionals and markets it to provider organizations, plus Employment First organizations in the state offer online trainings
- The State of Iowa has offered funding at the regional level to providers with sheltered workshops to allow them to send staff to trainings about supported employment
- Ohio and Maryland have held trainings for employment support professionals on a range of topics—and Ohio's Employment First organization has posted these online



# Financial assistance and preparedness

- All model states changed their reimbursement rates for employment services in order to increase the financial viability of the Employment First approach
- The State of Oregon distributed grants to a limited number of providers who proposed innovative actions related to their transition
- Oregon also offered grants for transforming sheltered workshops, developing new employment service providers, and expanding services available through existing providers, all focused on competitive integrated employment
- The State of Ohio made one-time grants to some providers to help them think through and plan for a transition away from facility-based subminimum wage jobs
- Iowa used federal grants to offer funds to providers for pilot programs focused on customized employment in community settings, in part to demonstrate that competitive integrated employment works

Break

# Discussion on Provider Services and Supports

*To support providers transitioning from SMW to CIE:*

**What are the best/most helpful services and supports solutions for providers in transitioning from paying SMW?**

- What could be enhanced?
- What ensures or increases access/use?
- What's missing now or supports that are needed?

- **Next task force meeting:** Tuesday, July 12, 2022 (on Zoom)
- **Need information more information about the task force work groups?**  
Contact Jake Granholm ([jacob.granholm@state.mn.us](mailto:jacob.granholm@state.mn.us))
- **Opportunity for member feedback:** please complete the short member feedback survey.
- **Questions between meetings?:** Contact Jake Granholm ([jacob.granholm@state.mn.us](mailto:jacob.granholm@state.mn.us))

Thank you for your time today!