

Engagement Updates

Public Sector Consultants

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Today's Topics



**ACTIVITIES AND
PARTICIPANTS**



**SOLUTION SESSION
FEEDBACK**



**NEXT STEPS ON
ENGAGEMENT**

Activities and Participants

Listening Session

- Number attended: **120**
- Relationship to subminimum wage:
 - People with disabilities
 - Family members of people with disabilities
 - State/local/federal agency
 - Advocacy organizations
 - Employment service providers

Small Group Discussions

- Number conducted: **9**
- Number of participants: **75**
- Relationship to subminimum wage:
 - People with disabilities
 - Families or guardians of people with disabilities
 - Case managers (metro and out-state)
 - Advocacy organizations

Activities and Participants

Interviews

- Number conducted: **10**
- Relationship to subminimum wage:
 - State/local/federal agency
 - Advocacy organizations
 - Providers (14C and formerly 14C)
 - Families or guardians of people with disabilities

Survey

- Responses: **373**
- Relationship to subminimum wage:
 - People with disabilities
 - Family members of people with disabilities
 - State/local/federal agency
 - Advocacy organizations
 - Providers

Activities and Participants

The following are organizations interviewed for this project or that helped by inviting their contacts to participate.

- The ARC Minnesota
- The A-Team
- Autism Society of Minnesota (AuSM)
- Centers for Independent Living
- Department of Education
- Department of Human Services
- Family Voices of Minnesota
- Lifeworks Services
- Minnesota Disability Law Center
- Minnesota Governor's Council on Developmental Disabilities
- Minnesota Organization for Habilitation and Rehabilitation (MOHR)
- Olmstead Implementation Office
- PACER Center
- Self-Advocates MN (SAM)
- Virtual Insight Panel (VIP)–Disability Hub MN
- Vocational Rehabilitation Services

Solution Sessions

Overview: Solution Sessions

Solution Sessions

- Number conducted: **3**
- **Number of participants: 34**
- Relationship to subminimum wage:
 - People who have subminimum wage experience
 - Providers (14C and formerly 14C)
 - Families or guardians of people with disabilities

- Culture/Attitudes/Education
- Services
- Supports
- Waiver Case Management
- Provider Network
- Business Network
- Inter-agency Coordination

Culture/Attitudes/Education

Find ways to help more people believe everyone can work who wants to.

Make sure everyone in the disability employment system uses common terminology.

Deepen understanding of and commitment to person-centered planning.

Increase visibility of people successfully working in integrated settings and/or in customized employment.

Increase understanding of the Employment First policy.

Articulate options for people currently working subminimum wage jobs.

Support self-advocacy skill building and employer education so that people with disabilities have their needs met in the workplace.

Services for People with Disabilities

Increase awareness about programs that allow people to keep benefits while earning minimum wage or more.

Person-centered plans should include a person's customized, on-the-job safety needs and be developed with employers.

Family members and guardians want to see a range of options for how people with disabilities spend their days.

Make sure there are enough people trained to provide customized employment services to meet needs.

Find ways to help people on waivers reliably get to and from work. Challenges are waiver rates, lack of vehicles in some cases, and service area limitations.

Direct care worker shortages impact employment and other services.

Improve access to services. Causes are limited providers, waiting lists, staffing shortages, financial motivations and more.

Supports for People with Disabilities

Encourage job trials for transition-aged individuals so they can be exposed to opportunities.

Increase awareness of Disability Hub. Participants had varying levels of familiarity with Disability Hub.

Provide information for people with disabilities and their family members and guardians in many ways—internet, print, phone.

Waiver Case Management

Expand ideas about the kinds of jobs people with disabilities can do.

Ensure all case managers have the same understanding of Employment First, benefits, and resources.

Find ways to make sure case management knowledge of a person is carried over when case managers change.

Reduce case loads so case managers can spend more time on person-centered planning.

Provider Network

Providers should all receive training on Disability Hub. Providers who have had training found it valuable.

All essential service providers in a person's life need to be in alignment with their employment goals including residential service providers.

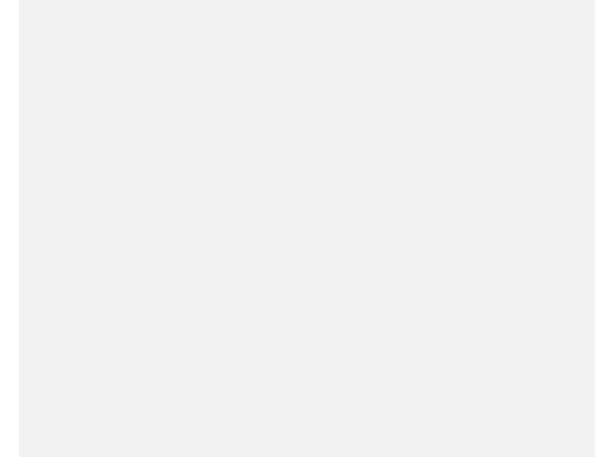
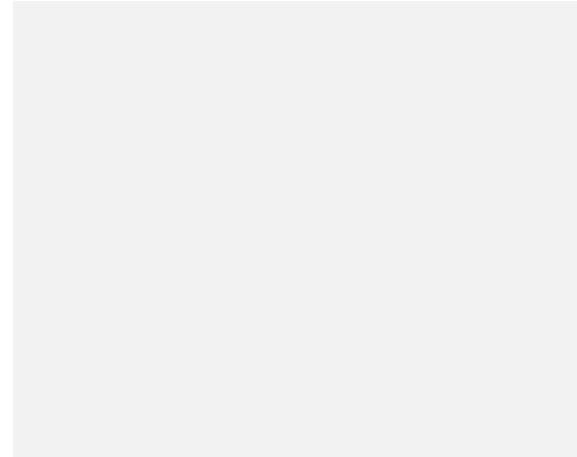
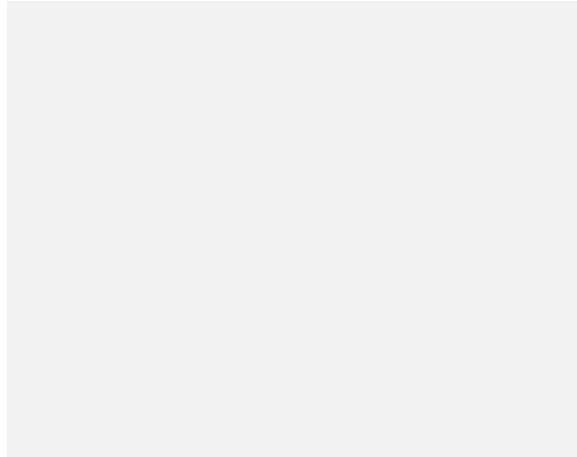
Providers mostly have the same challenges (transportation, staffing) but challenges are exacerbated in out-state areas.

Providers shared that availability of vehicles to transport people with disabilities is a factor that limits community-based day supports.

Some providers need support communicating about change with family members of people with disabilities.

Business Network

Help community-based employers learn how to employ people with disabilities.



Inter-agency Coordination

All agencies should communicate the same message and have the same resources for the public.

Agencies should report on and track information together.

Agencies should collaborate on trainings related to employment for people with disabilities.

Next Steps on Engagement



Questions?



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