



**SUPPORTING EMPLOYMENT FIRST AD HOC COMMITTEE**

**Meeting Minutes (DRAFT)**

Monday, April 29, 2019

1:30 p.m. – 2:55 p.m.

Arizona Developmental Disabilities Planning Council  
3839 North 3<sup>rd</sup> Street, Suite 306, Phoenix, Arizona 85012

An ad hoc committee meeting of the Arizona Developmental Disabilities Planning Council (ADDPC) was convened February 1, 2019 at the ADDPC Office, 3839 North 3<sup>rd</sup> Street, Suite 306, Phoenix, Arizona 85012. Notice having been duly given. Present were the following members of the Supporting Employment First Ad Hoc Committee, guests, and staff.

<b>Members Present</b>
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Melissa Van Hook, Chair, In-person  
John Eckhardt, telephone  
George Garcia telephone  
Scott Lindbloom telephone  
Kristen Mackey, telephone  
Jason Snead, telephone

<b>Guests/Staff</b>	<b>Committee Members Absent</b>
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Jill Pleasant, Executive Director, Arizona  
Technology Access Program (AzTAP),  
Institute for Human Development (IHD)  
Northern Arizona University (NAU)  
Erica McFadden, Executive Director  
Marcella Crane, Grants Manager  
Michael Leyva, Contracts/Grants Coordinator  
Lani St. Cyr, Fiscal Manager

Monica Cooper  
Traci Gruenberger  
Thomas (Tom) Uno

**A. Welcome & Introductions**

Chairperson Melissa Van Hook welcomed everyone to the Arizona Developmental Disabilities Planning Council (ADDPC or Council) Supporting Employment First Ad Hoc Committee meeting. The meeting was called to order at approximately 1:35 p.m. Roll call and participant introductions were completed.

## **B. Review of February 1, 2019 Committee Meeting Minutes**

The Minutes from the February 1, 2019 Supporting Employment First Ad Hoc Committee meeting were reviewed. Corrections to the Minutes were requested. A motion was made to approve the corrected February 1, 2019 Meeting Minutes by Scott Lindbloom; seconded by George Garcia. Motion carried.

## **C. Results of the Employment Training Project**

Jill Pleasant, Executive Director, AzTAP, briefed Committee members on the competitive integrated employment (CIE) trainings conducted September 2018 and March 2019. The trainings were coordinated by the Institute for Human Development and designed to advance an interagency approach to raising awareness that CIE is achievable for people with significant disabilities.

September evaluation:

- 100% of individuals who attended trainings responded the presenters were knowledgeable and effective
- 86% responded they were likely to use the information to engage in changes in practice and/or policy (87%)
- 33% strongly agreed that they were likely to engage in policy changes
- 36% strongly agreed that they were confident that they could implement changes in practices
- 55% requested additional topics that would help them further implement the CIE concepts identified in the trainings

Strength of attitudes increased towards CIE for individuals with significant disabilities and understanding of employment options.

March evaluation:

- 97% of participants responded the presenters were knowledgeable and effective
- 90% of participants agreed they would be able to use the information to be more effective in their current position
- 89% stated they were likely to engage in CIE related policy changes
- 45% of respondents strongly agreed that they would be able to use information
- 55% of respondents strongly agreed they were confident that they could implement changes in policies

Training participants included VR counselors & supervisors, DDD staff support coordinators & supervisors, employment and DTA providers, high school teachers and transition specialists, and parents.

Attendance

September trainings: 379  
March training: 65  
March training: 11  
Total number of participants: 455

Committee members asked what impact the trainings had on agencies. Kristen Mackey indicated leadership at VR is firmly supportive of systems change training and stressed VR Counselors need more comprehensive training. Internal training is not possible because of lack of experience of working with people with disabilities. Change is occurring within VR for example, staff now acknowledge people with significant disabilities can be employed and staff are no longer afraid to report lack of employment outcomes and performance measures now reflect that. Regarding the referral process, VR and DDD need to work together more closely and hear consistent messaging. Kristen also reported last year VR reported 7 employment outcomes and so far in 2019 VR is reporting 30.

**D. 2020 Employment Workplan Review**

Mike Leyva briefed Committee members on the FY2020 Employment Workplan draft. Employment activities are listed by objectives.

**Objective 1** emphasis on DD Network collaboration and overall support for Employment First.

Activities include an employment media campaign highlighting ADDPC's 10<sup>th</sup> year anniversary and National Disability Awareness Month, Governor's proclamation and promotion of new Employment First website and employment videos.

Council will work closely with Employment First (EF) Core Team to create resource materials for individuals, families, those that provide support and employers and collaborate with EF stakeholders to implement and report on activities and key directions identified in the EF Strategic Plan. Council will work closely with VR to evaluate the model customized employment and certificate program created for VR counselors, DDD employment support coordinators and employment service providers.

**Objective 2** emphasis on job and technical skills trainings and promoting education, credentialing and professional development.

Activities include funding an additional model employment program to strengthen workforce and increase CIE rates for people with disabilities and provide funding for Year 2 of the City of Tempe's Building Employment Supports & Training (BEST) program. Monitor and evaluate the College Inclusion and Research on Best Practices for Transition-Aged Youth projects; and work closely with VR to evaluate the newly created model training program for Job Coaches and Job Developers. The feasibility study of high-tech businesses to pay for innovative training programs has been delayed for two fiscal years and the recommendation was made to remove it and, in its place, focus on how the Council can support innovative employment and training

programs for people with disabilities such as the Phoenix Precision Project and Phoenix Union High School District's CityScape Project. The new activity will gather information on model employment and training programs and share best practices.

**Objective 3** emphasis on job creation, hiring, retention, self-employment, and best practices to improve employment outcomes.

Melissa Van Hook shared she was recently appointed to the Untapped Arizona Board of Directors and the organization is undergoing restructuring and exploring partnerships to become a viable and sustainable employer engagement entity. Council will explore identifying a new community for a VR/Small Business Development Center training on self-employment, based on the success of the Yuma pilot project. Council will share the Institute for Community Inclusion's economic analysis research on getting people with disabilities employed in Arizona, and promote findings with media, legislators, businesses, and the community.

A motion was made to approve the FY2020 Employment Workplan with Committee's corrections and revisions by Jason Snead; seconded by John Eckhardt. Motion carried.

#### **E. New 2020 Project Ideas**

Chairperson Melissa Van Hook asked for new project ideas for FY2020.

Jason Snead shared his idea for a program related to self-employment which partners with Universities to help graduates with I/DD who want to launch their own business. Additional partners would be small business owners to provide mentorship and training. Jason's idea is centered on Venture for America (VFA) an American nonprofit organization and fellowship based in New York City. Its mission is "to revitalize American cities and communities through entrepreneurship" by training graduates and young professionals to work for startups in emerging cities throughout the United States. Committee suggested working with Small Business Administration, Small Business Development Center, and Disability Resource Centers, and universities and explore collaborations to develop a program.

Scott Lindbloom shared his idea for a pilot project with the Show Low Chamber of Commerce and community partners to develop workplace trainings for people with disabilities. Scott would like to explore using city lodging tax funds to pay for a job coach or a special education teacher from the local high school to develop a training program. Mike Leyva will work with Scott and set-up meetings with community representatives to explore the training idea.

Erica McFadden shared her idea to educate parents about setting expectations for employment. Discussion centered on identifying potential partners, initiating a roundtable discussion on what the education program should include and look like.

**F. Call to the Public**

Chairperson Melissa Van Hook issued a Call to the Public. No public members were in attendance.

**G. Adjourn**

Chairperson Melissa Van Hook called for a motion to adjourn the meeting. Motion was made by Jason Snead; seconded by Scott Lindbloom. The Motion carried; meeting adjourned at approximately 2:55 p.m.

Draft of Meeting Minutes submitted on this 1<sup>st</sup> day of May 2019  
Arizona Developmental Disabilities Planning Council