



**INTEGRATED EMPLOYMENT STANDING COMMITTEE
MINUTES**

March 14, 2013

9:00 a.m. – 11:00 a.m.

Arizona Developmental Disabilities Planning Council
1740 West Adams Street, Suite 201
Phoenix, Arizona 85007

A standing committee meeting of the Arizona Developmental Disabilities Planning Council (ADDPC) was convened on March 14, 2013 at the ADDPC, 1740 West Adams, Suite 410, Phoenix, Arizona 85007. Notice having been duly given. Present and absent were the following members of the ADDPC.

Members Present

John Black, Chair, Present Leslie Cohen, Teleconference Karla Phillips, Teleconference Charles Ryan, Teleconference Melissa Van Hook, Teleconference
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Staff/Guests Present & Teleconference	Members Absent
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George Garcia, Southwest Institute Dara Johnson, AZ Health Care Cost Containment System Susan Voirol, AZ Department of Education Larry Clausen, Executive Director Lani St. Cyr, Fiscal Manager Michael Leyva, Contract/Grants Coordinator

David Cutty Matt McMahon

A. Call to Order:

John Black welcomed everyone to the Arizona Developmental Disabilities Planning Council (ADDPC) Integrated Employment Standing Committee Meeting. Meeting was called to order at 9:07 a.m.

B. Review of Integrated Employment Standing Committee Meeting Minutes

The Minutes from the December 13, 2012 Committee Meeting were reviewed.

- Motion to accept the Minutes made by Leslie Cohen.
- Motion seconded by Charles Ryan.
- 4 approving votes were cast with no opposing votes.
- Motion carried.

C. Employment First

Dara Johnson, Susan Voirol and George Garcia members of a consortium which originally submitted a proposal for a Project of National Significance shared information on the collaborative Employment First Arizona initiative.

John Black shared his thoughts on Idaho's Employment First initiative which included partners from state agencies, advocacy organizations, parents, schools, and self-advocates. Collaboratively they successfully produced an outcome-driven strategic plan. John also mentioned Oregon recently implemented an Employment First initiative that was strategic, inclusive and progressive.

Committee Members discussed an approach that focuses on families, transition and intervention that begins at a younger age, collaborates with school districts to generate awareness and increase parent support; includes tribal representatives, providers, job developers and job coaches to develop competencies and training. Further discussion centered on the desire to gather data and identify where the gaps are; not duplicate efforts, and investigate best practices.

Committee made recommendation to bring in a facilitator and invite experts from other states to share their Employment First experiences and best practices.

- John Black made a motion to develop a strategic plan for an Arizona Employment First initiative by contracting with a consultant to facilitate session(s) and invite national representatives who have successfully implemented Employment First initiatives and state stakeholders to begin the process. A budget of \$15,000 is established for development of a strategic plan. This recommendation will be presented to the Executive Committee.
- Leslie Cohen seconded motion.
- 4 approving votes were cast.
- The motion carried.
- Charles Ryan abstained.

D. Arizona Next STEPS

Karla Phillips shared her thoughts pertaining to individual students and the significant connection between postsecondary education and improved employment outcomes. Karla wanted Committee Members to be aware she will present a white paper (in accordance with ADDPC Grants Policy Manual) for a needs assessment of postsecondary access and education attainment levels of individuals with developmental disabilities to the Executive Committee at the upcoming meeting in April. If approved by the Executive Committee, *Arizona Next STEPS* will be referred to the Integrated Employment Standing Committee for further discussion and action.

E. Association of People Supporting Employment First (APSE)

Michael Leyva shared information on the Association of People Supporting Employment First (APSE) which is the only national organization with an exclusive focus on integrated employment and career advancement opportunities for individuals with developmental disabilities. Discussion centered on membership and the organization's upcoming national conference. APSE offers varying levels of membership options and it was recommended the Council consider individual memberships initially to determine value and effectiveness of the organization. Committee Members John Black and Melissa Van Hook expressed interest and suggested Michael Leyva as staff should obtain membership.

- Motion to approve Committee recommendation for membership in the Association of People Supporting Employment First (APSE) for up to four individual members and not to exceed \$500 was made by Leslie Cohen.
- Motion was seconded by Charles Ryan.
- 5 approving votes were cast with no opposing votes.
- The motion carried.

F. Annual Planning Retreat Follow-up

John Black shared his thoughts on the Annual Planning Retreat and thanked Committee Members for participating and contributing. The Mini Retreat that was held prior to the Annual Council Meeting was valuable and contributed to the Committee refining its objectives to support the goal of employment. The objectives are strategic and outcome based. A report will be prepared by BJ Tatro and will be distributed for public comment. Committee Members will have an opportunity to review the report take action if necessary.

G. Adjourn

John Black called for a motion to adjourn the Meeting.

- Motion was made by Melissa Van Hook
- Motion was seconded by John Black
- Motion carried and the meeting was adjourned at 9:51 a.m.