



Welcome!



Tamir

moves from center-based
work to competitive
employment



What we'll cover...

- Overview of the E1MN partnership and areas of work
- Introduction of the Engage Plan Find Keep framework
- Roles and responsibilities
- Getting to know each other pop quizzes
- Resources and what happens next
- Your feedback about this session

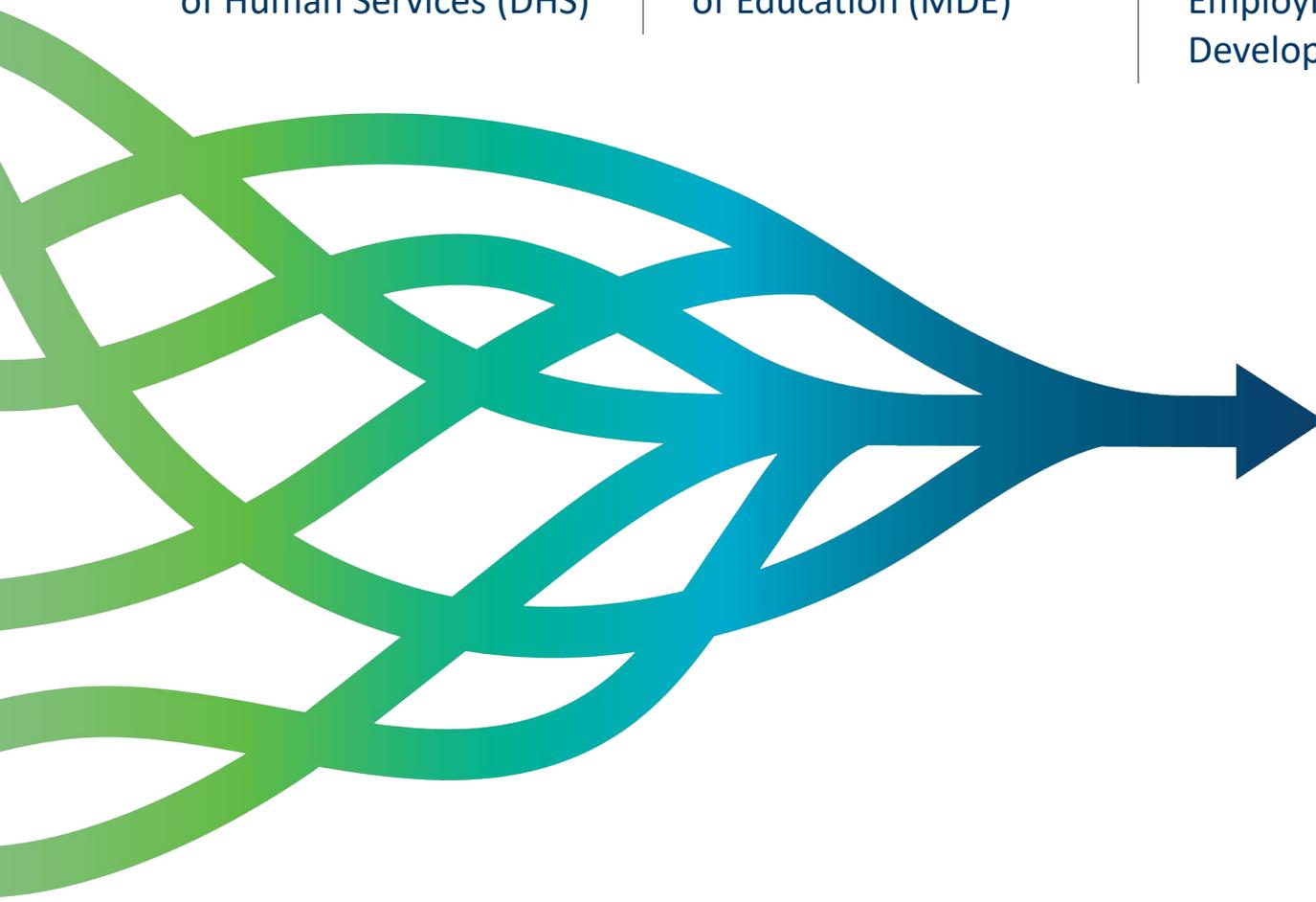


E1MN: A STATE-AGENCY PARTNERSHIP ADVANCING EMPLOYMENT FIRST

Minnesota Department
of Human Services (DHS)

Minnesota Department
of Education (MDE)

Minnesota Department of
Employment and Economic
Development (DEED)



**Working together to
deliver a more seamless
and timely employment
support system**

E1MN Steering Team Co-Chairs



Natasha Jerde

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E1MN Steering Team Members



Beth Grube

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Our shared vision.

We will work together to align our systems so that our common customers get seamless and timely supports to make informed choices and meet competitive integrated employment goals.



Why is E1MN needed?

- Employment supports for people on waivers span across multiple agencies but are not aligned.
- We are not meeting our Olmstead goals.
- We want to do better for the people we serve.
- Finally, federal policy directs our systems to work together.



Key strategies

- Plan and improve coordinated services and Employment First approaches.
- Remove barriers and confusion, making it easier for people to navigate the system.
- Work with local and culturally-specific partners to improve access and equity.
- Support each other and bring out the best our agencies have to offer.



Pop Quiz

Pop Quiz



E1MN Stakeholder Engagement

- Advisory Committee
- Workgroups
- Professional Input Panel for Employment (PIPEin)
- Virtual Insight Panel (VIP)

See [E1MN Stakeholder Engagement](#) page in the Hub Work Toolkit



E1MN Rollout 2014-2019



	Key activity
Jan 2014	Centers for Medicare and Medicaid Services release Home and Community Based Final rule
July 2014	Workforce Innovation and Opportunity Act (WIOA) becomes law
July 2018	DHS launches waiver employment exploration, development and support services; publishes interim guidance DHS and VRS/SSB begin MOU conversations
July 2018 -Sept 2019	Stakeholder engagement; work on MOU
Sept 2019	VRS/SSB and DHS sign MOU

E1MN Foundational Work

- Service Sequencing
- Referral Process and Customer Flow
- Provider Alignment
- Training and Communication
- Tools and Resources



Tools and Resources: MyVault



The screenshot shows the MyVault website interface. At the top, there is a navigation bar with 'The Hub | DB101 | HB101' on the left, and 'Chat | 1-866-333-2466 | Email' in the center. On the right, there is a user profile 'youremail@email.com', a 'My Vault' button, and a 'Log out' button. Below this is a secondary navigation bar with 'Top Topics | Your Options | Hub Tools | Get Involved' on the left, and 'For Families | For Professionals | Search' on the right. The main content area has a teal header with 'Welcome to My Vault' and the tagline 'A secure way to plan, save, and share.' Below this, there are four main sections: 'Planning Paths', 'Saved Estimator Sessions', 'Files', and 'Contacts'. Each section has a brief description and a 'Go' button with a right-pointing arrow.

Tools and Resources: Work Toolkit

www.DisabilityHubMN.org

- For Professionals
- Work Toolkit

The screenshot shows the 'Work Toolkit' page on the Disability Hub MN website. The page features a navigation bar with 'Top Topics', 'Your Options', 'Hub Tools', and 'Get Involved'. Below the navigation, there are buttons for 'For Families', 'For Professionals', and a search bar. The main content area is titled 'Work Toolkit' and includes a brief introduction: 'Your role as a support professional is to ensure people can make informed choices about employment, and to support and empower them to reach their employment goals. This toolkit will introduce you to steps you can take and tools you can use to help people with disabilities consider employment and make a plan for work.' A photo of two men in a meeting is shown to the right. Below the introduction, there is a section titled 'Explore information and tools for work.' which contains six numbered cards:

- 1 Get ready**
Understand your beliefs about work and how you can help people reach their goals.
- 2 The basics**
Explore the process and tools you can use to support people to work.
- 3 Adult pathways**
Find resources and tools tailored to a person's current relationship with work.
- 4 Youth pathways**
See how to support school-age youth and youth in transition on the path to employment.
- 5 Resources and tools**
Explore links to tools and activities that will help you support people in their employment journey.
- 6 E1MN**
Learn more about Minnesota's state agency partnership to advance Employment First outcomes for youth and adults with disabilities.



Pop Quiz 1

Pop Quiz



E1
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Engage, Plan, Find, Keep Framework



- **What it is:** A high level framework for how people receiving waiver services access employment supports across school, VRS/SSB, and waiver programs.
- **How it's used:** This framework is a training resource and method to introduce how our programs work together to stakeholders.
- **What's next:** Upcoming guidance will equip support professionals to more deeply understand and work within this framework.

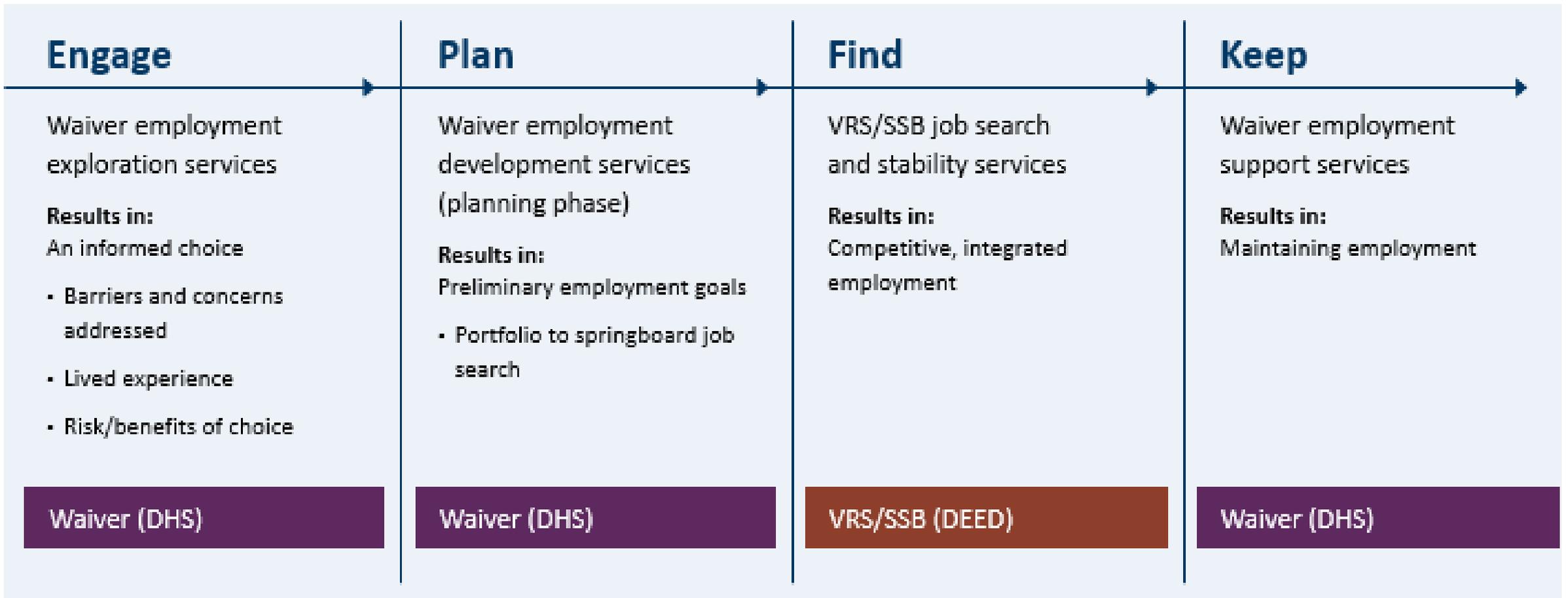
Adult Services

Primary funding source for people on waivers who are not enrolled in high school or age 18-21 transition programming

- Waiver (DHS)
- VRS/SSB (DEED)



ADULT



Engage



Service: Waiver employment exploration services

Results in: An informed choice

- Barriers and concerns addressed
- Lived experience
- Risk/benefits of choice

Who can benefit: This service can help people who:

- are unsure about working in competitive integrated employment
- have been working in noncompetitive employment (prevocational services, mobile work crews)

Plan



Service: Waiver employment development services (plan phase)

Results in: Preliminary employment goals

- Portfolio to springboard job search

Who can benefit: This service can help people who are interested in pursuing employment, but:

- are not sure what it looks like, or what they want to do
- have barriers, or conditions for employment
- have little experience in competitive employment

Find

Service: VRS/SSB job search and stability services

Results in: Competitive, integrated employment

Who can benefit: This service can help people who would like to support in a job search.



Keep

Service: Waiver employment support services

Results in: Maintaining and succeeding in employment

Who can benefit: This service can help people who need supports (like job coaching) to maintain community employment.



Student Services

Primary funding source for students on waivers:

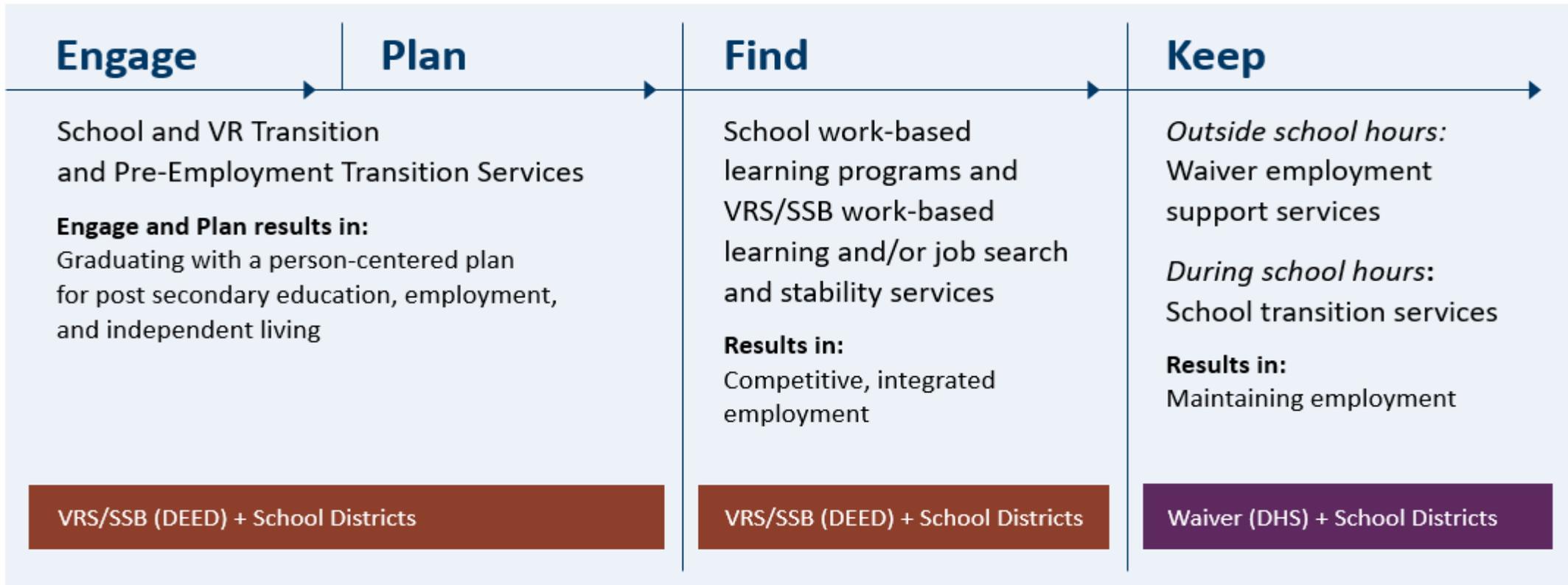
Waiver (DHS) + School Districts

VRS/SSB (DEED) + School Districts



YOUTH

Students enrolled in high school or age 18-21 transition programming



Check Your Understanding



Which phase would an individual be involved in under “engage, plan, find, keep”?

1. “I want help to find a job that pays at least \$2000 a month so I can pay my bills. I'd like to work in an office, answering phones and making appointments for people.”
2. “I've worked at a Day Training and Habilitation center near my home since high school. I don't really know what it would be like to work in a job somewhere else in town.”
3. “I have a new job! My job coach is helpful when I have questions, or if I have trouble learning something new, or when I want help talking with my boss.”
4. “I'm really bored sitting at home! I want to work, but I don't really know what kind of work I'd like, and I don't know how to find a job.”

Roles and Responsibilities





Break time – see you
back at 2:08 pm!





Karissa Scenario

Karissa: Background



- 27 years old
- Lives with parents
- Developmental Disabilities (DD) waiver
- Day Training and Habilitation (DT&H) at Grand Services after high school



Karissa's Grand Services: Boxing Items & Craft Class



- Prevocational services
- \$2.48/hour
- Knows her job well
- Sets up her own workstation
- Understands her job duties and carries them out by herself
- Reminders to stay focused and on task from Grand Services staff
- Crafting class once/week

Karissa's Employment Conversation

At her annual waiver MnCHOICES re-assessment:

- When asked if she likes her job at Grand Services, Karissa says, “It’s OK, but it's SO boring!”
- She likes hanging out with her friends and enjoys craft classes at Grand Services.



Check your understanding...

What phase is Karissa in and what service could help?

- A. Plan – waiver employment development – plan services
- B. Find – Vocational Rehabilitation Services [or State Services for the Blind]
- C. Engage – waiver employment exploration services
- D. Keep – waiver employment support services



Check your understanding...



What phase is Karissa in and what service could help?

- A. Plan – waiver employment development – plan services
- B. Find – Vocational Rehabilitation Services [or State Services for the Blind]
- C. Engage – waiver employment exploration services
- D. Keep – waiver employment support services

Karissa: Engage through Waiver Exploration



- MnCHOICES assessor recommends waiver employment exploration
- Waiver case manager, Grand Services staff, Karissa and her parents talk about exploring ideas for work
- Karissa and parents are excited to discover possibilities, but cautious about change and have concerns about benefits, transportation, and safety
- With help from her team Karissa decides to
 - Start waiver exploration services with Grand Services to learn more about competitive integrated employment
 - Continue center-based work through prevocational services and crafting classes at Grand Services

Karissa: Engage through Waiver Exploration

Karissa's waiver case manager:

- Updates her support plan
- Authorizes waiver Employment Exploration Services through Grand Services



Karissa: Engage through Waiver Exploration

Together, Karissa and Grand Services staff start by:

- Exploring her interests using person-centered tools
- Addressing concerns
 - Benefits Planning
 - Plan for learning to ride the bus
 - Solutions for the "what if's"
- Informational interviews to learn about work
- Setting up a My Vault account (adding contacts, storing/sharing documents)



Karissa's Team Meeting



Check your understanding...

What phase is Karissa moving into and what service could help?

- A. Plan – waiver employment development – plan services
- B. Find – VRS or SSB services
- C. Engage – waiver employment exploration
- D. Keep – waiver employment support



Check your understanding...

What phase is Karissa moving into and what service could help?

- A. Plan – waiver employment development – plan services
- B. Find – VRS or SSB services
- C. Engage – waiver employment exploration
- D. Keep – waiver employment support



Karissa: Plan through Waiver Development - Plan



Karissa's waiver case manager:

- Updates her support plan,
- Authorizes waiver Employment Development – Planning Services through Grand Services, and
- Shares the updated service plan with Karissa through the Vault

Karissa: Plan through Waiver Development - Plan

Karissa's interests:

- Arts & crafts
- Baseball
- Dogs
- Maybe assembly

Karissa's needs:

- Job on bus line
- Keeping her SSI and Medical Assistance (MA)



Karissa: Plan through Waiver Development – Plan



- Benefits planning – Disability Benefits 101 (DB101.org)
- Build Karissa’s “portfolio” and save in her Vault
 - Personal Profile
 - Integrated Supports Star
 - Resume
 - Sample application

Karissa: Plan through Waiver Development - Plan



- Connect with VRS/SSB Waiver Liaison
- Job tours to learn more about opportunities for employment
 - Doggy day care
 - Community college athletic department
 - Craft supply store
- Positive Summary to summarize and share what was learned
- Update waiver case manager and parents on progress

Check your understanding...

What phase is Karissa moving into and what service could help?

- A. Plan – waiver employment development – plan services
- B. Find – VRS [or SSB services]
- C. Engage – waiver employment exploration services
- D. Keep – waiver employment support services



Check your understanding...

What phase is Karissa moving into and what service could help?

- A. Plan – waiver employment development – plan services
- B. Find – VRS [or SSB services]
- C. Engage – waiver employment exploration services
- D. Keep – waiver employment support services



Karissa: Find through VRS

Karissa's waiver case manager:

- Updates the support plan
- Shares the updated service plan with Karissa through the Vault
- Helps Karissa contact Vocational Rehabilitation



Karissa's Employment Team



Karissa: Find through VRS

Application for services and intake meeting

- Parents and Grand Services staff invited
- Karissa shares portfolio and what she needs to be successful



Karissa: Find through VRS



Employment planning

- VRS counselor reviews Karissa's Positive Summary and portfolio items
- Outline job goals and service needs to find and keep a job
- Continue with Grand Services to find part-time job
- Plan completed and VR counselor shares with Karissa through Vault
- Karissa shares plan with waiver case manager, Grand Services staff and parent through her Vault

Karissa: Find through VRS

- Grand Services for job search E1 Performance Based Agreement (PBA)
- Job search placement planning meeting
- Job search placement plan created and shared through Vault



Karissa: Find through VRS

Karissa and Grand Services staff work together to

- ✓ fill out job applications,
- ✓ prepare for interviews, and
- ✓ engage with businesses

Karissa and her team meet regularly to discuss job search progress.



Karissa: Find through VRS

- Karissa applies at craft supply store and factory
- Grand Services staff follows up with both employers
- Karissa gets interview at craft store
- Prepare for interview, print resume





Karissa gets the job!



- 12 hours/week
- \$10.00/hour
- Stocking shelves
- Notify team
- DB101 estimator
- Grand Services staff help with learning her job
- Ongoing supports needed through waiver

Check your understanding...

What phase is Karissa moving into and what service could help?

- A. Plan – waiver employment development – plan services
- B. Find – Vocational Rehabilitation [or SSB]
- C. Engage – waiver employment exploration
- D. Keep – waiver employment support



Check your understanding...

What phase is Karissa moving into and what service could help?

- A. Plan – waiver employment development – plan services
- B. Find – Vocational Rehabilitation [or SSB]
- C. Engage – waiver employment exploration
- D. **Keep – waiver employment support**



Karissa: Keep through Waiver Employment Support



Karissa's waiver case manager:

- Updates her support plan,
- Authorizes waiver Employment Support Services through Grand Services,
- Discontinues prevocational services
- Shares the updated support plan with Karissa through the Vault

Karissa: Keep through Waiver Employment Support

- Karissa is stable in her job
- Transition to long term-supports
- Waiver employment support: weekly check-in and support with new or changed job duties
- VRS closes



Recap: Roles & Responsibilities



The person drives the employment plan.

The family, guardian or other support person support the decision-making process.

Waiver case managers assess needs, create service plans, offer referrals.

VR (VRS/SSB) staff provide vocational rehabilitation services.

Employment service providers deliver services identified in the employment plan and support plan.

School professionals introduce skills needed to succeed at work.

Pop Quiz 3

Pop Quiz



E1
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E1MN: What's the same?

- The role and work of waiver case managers
- The role and work of VRS/SSB in providing placement services for people who want competitive, integrated employment
- Partnering at the local level to coordinate and provide services for a person
- Waiver employment support services fund long-term employment supports
- Requirements that providers receiving waiver funding be 245D licensed and providers receiving VRS/SSB funding have a Professional/Technical contract

E1MN: What's new?

- Revised guidance on when waiver case managers refer to VRS/SSB or school services for employment services
- Clarification that VRS/SSB is the primary payer of job search services
- Planning phase of employment development services authorized and provided separately from the job search phase of employment development services

E1MN: What's New? (continued)

- VRS E1 Performance Based Agreement (PBA)
- VRS/SSB "Waiver Liaison Role"
- Shared processes, tools and resources to support collaboration across all stakeholders on the E1MN HUB website

E1MN Rollout: 2021



	Key activity
January	Public announcement of E1MN
Feb - Mar	E1MN communicates changes to all agencies and stakeholders across the system
Spring/Summer	E1MN training for waiver case managers, VRS/SSB staff, and employment service providers
July	Publish CBSM guidance changes and implementation of agreements
September	Align changes in waiver employment service authorizations with Engage, plan, find, keep framework
Ongoing	Technical assistance and implementation support

Resources



- Work Toolkit - Disability Hub MN: <https://disabilityhubmn.org/for-professionals/work/>
- E1MN web site: <https://disabilityhubmn.org/for-professionals/work/e1mn/common-questions/#article-start>
- E1MN training and events page: <https://disabilityhubmn.org/for-professionals/work/e1mn/e1mn-trainings-and-events/#article-start>
- Core Training Slides: <https://disabilityhubmn.org/media/gkmozutt/e1mn-core-training-apr2021.pdf>
- Submit your questions: <https://disabilityhubmn.org/for-professionals/work/e1mn/e1mn-trainings-and-events/#article-start>



Please
complete our
brief
evaluation
now.

A person wearing a yellow sweater is sitting at a desk, typing on a laptop. The background is a blurred office environment with another person in a blue sweater. A yellow cup is visible on the desk next to the laptop. The overall scene is brightly lit, suggesting a modern office setting.

Thank you for
joining us today!
