Welcome!
Introducing Tamir

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
Working together to deliver a more seamless and timely employment support system
E1MN Steering Team Co-Chairs

Natasha Jerde
Director, State Services for the Blind (DEED)

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Human Services Manager, Disability Services Division (DHS)

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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
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

<table>
<thead>
<tr>
<th>Date</th>
<th>Key activity</th>
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<tbody>
<tr>
<td>Jan 2014</td>
<td>Centers for Medicare and Medicaid Services release Home and Community Based Final rule</td>
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<tr>
<td>July 2014</td>
<td>Workforce Innovation and Opportunity Act (WIOA) becomes law</td>
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<tr>
<td>July 2018</td>
<td>DHS launches waiver employment exploration, development and support services; publishes interim guidance</td>
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<td>DHS and VRS/SSB begin MOU conversations</td>
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<tr>
<td>July 2018 - Sept 2019</td>
<td>Stakeholder engagement; work on MOU</td>
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<tr>
<td>Sept 2019</td>
<td>VRS/SSB and DHS sign MOU</td>
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E1MN Foundational Work

• Service Sequencing
• Referral Process and Customer Flow
• Provider Alignment
• Training and Communication
• Tools and Resources
Tools and Resources: MyVault

Welcome to My Vault
A secure way to plan, save, and share.

Planning Paths
Vault paths are sets of short activities that help you think about your options. Your answers and results are stored securely, and you can come back and see them or change them at any time.

Files
Uploaded important benefits and housing files to your vault and share them with your vault contacts. View your files from any computer or device.

Saved Estimator Sessions
Find your previous Estimator sessions here.

Contacts
Keep a list of people you work with when managing work and benefits, including counselors, family, and other people you trust. You can share files, activity results, and Estimator results with your contacts.
Tools and Resources: Work Toolkit

www.DisabilityHubMN.org
• For Professionals
• Work Toolkit
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

Engage, Plan, Find, Keep Framework

**Engage**
- Waiver employment exploration services
  - Results in: An informed choice
    - Barriers and concerns addressed
    - Lived experience
    - Risk/benefits of choice

**Plan**
- Waiver employment development services (planning phase)
  - Results in: Preliminary employment goals
    - Portfolio to springboard job search

**Find**
- VRS/SSB job search and stability services
  - Results in: Competitive, integrated employment

**Keep**
- Waiver employment support services
  - Results in: Maintaining employment

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)
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.
ENGAGE, PLAN, FIND, KEEP FRAMEWORK

Student Services

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

Engage

School and VR Transition and Pre-Employment Transition Services

Engage and Plan results in:
Graduating with a person-centered plan for post secondary education, employment, and independent living

VRS/SSB (DEED) + School Districts

Plan

Find

School work-based learning programs and VRS/SSB work-based learning and/or job search and stability services

Results in:
Competitive, integrated employment

VRS/SSB (DEED) + School Districts

Keep

Outside school hours:
Waiver employment support services

During school hours:
School transition services

Results in:
Maintaining employment

Waiver (DHS) + School Districts
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

- Family, guardian, advocate
- Waiver case manager
- Special education
- Employment service providers
- Vocational Rehabilitation staff
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
  o Start waiver exploration services with Grand Services to learn more about competitive integrated employment
  o 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
  o Personal Profile
  o Integrated Supports Star
  o Resume
  o Sample application
Karissa: Plan through Waiver Development - Plan

• Connect with VRS/SSB Waiver Liaison

• Job tours to learn more about opportunities for employment
  o Doggy day care
  o Community college athletic department
  o 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

- Family, guardian, advocate
- Special education
- Waiver case manager
- Employment service providers
- Vocational Rehabilitation staff
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 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
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

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<tr>
<th>Month</th>
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<tr>
<td>January</td>
<td>Public announcement of E1MN</td>
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<tr>
<td>Feb - Mar</td>
<td>E1MN communicates changes to all agencies and stakeholders across the system</td>
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<tr>
<td>Spring/Summer</td>
<td>E1MN training for waiver case managers, VRS/SSB staff, and employment service providers</td>
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<tr>
<td>July</td>
<td>Publish CBSM guidance changes and implementation of agreements</td>
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<tr>
<td>September</td>
<td>Align changes in waiver employment service authorizations with Engage, plan, find, keep framework</td>
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<tr>
<td>Ongoing</td>
<td>Technical assistance and implementation support</td>
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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.
Thank you for joining us today!