

The First Annual Minnesota Disability and Employment Conference

AGENDA

Day One: Tuesday, December 1 – Exploring Innovative Practice

Day One will be dedicated to learning how innovative practices have resulted in unique employment outcomes for people with disabilities. Each session will consist of a short introduction of an innovative practice, followed by a feedback session for participants to offer reactions, suggestions and policy implications. Conference participants will be seated at tables with a facilitator and a recorder. A record of the comments from Day One will be compiled and posted on the MNTAT website.

8:00 am	Registration and Continental Breakfast Resource Area Open All Day
9:00 am	Welcome – Bob Niemiec, MNTAT Opening Keynote – Assistant Secretary Kathy Martinez “The State of Employment and People with Disabilities”
10:00 am	Break
10:20 am	Individualized Strengths-Based Employment Cary Griffin, MNTAT
11:20 am	Self-Employment and Business Ownership Molly Sullivan, Griffin-Hammis Associates, LLC
12:20 pm	Lunch (provided)
1:20 pm	Innovative Assessment and Career Planning Cary Griffin-Hammis Associates, LLC
2:20 pm	Break

2:40 pm Diverse Funding Strategies/Asset Development
Molly Sullivan

3:40 pm Closing Comments – Cary Griffin

Day Two: Wednesday, December 2 – Policy Implications

Day Two will be conducted in the same manner as the previous day. However, where Day One was oriented toward innovative employment practices, the focus of Day Two is on policy implications and a call to action. Carol Rydell, Project Manager for the Minnesota Employment Policy Initiative (MEPI) will lead the discussion that will result in policy initiatives and bold actions for Minnesota. A record of the comments from Day Two will be compiled and posted on the MEPI website.

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|----------|---|
| 8:30 am | Continental Breakfast
Resource Area Open All Morning |
| 9:00 am | Welcome – Jon Alexander, MEPI
Keynote Address – Doug Crandell, Atlanta GA
“Using Innovative Practices to Make a Difference” |
| 10:15 am | State of the State: What’s Working in MN?
Carol Rydell, Minnesota Employment Policy Initiative |
| 11:15 am | Break |
| 11:30 am | What Will It Take to Double Employment for Minnesotans with Disabilities by 2015?
Carol Rydell, Minnesota Employment Policy Initiative |
| 12:30 pm | Closing and Summary – Don Lavin and Jon Alexander
Minnesota Employment Policy Initiative (MEPI) |

This conference is being presented with support from a Competitive Employment Systems—Medicaid Infrastructure Grant from the Centers for Medicare and Medicaid Services to Minnesota's Department of Human Services (Grant #1QACMS030325). The funds for this grant were authorized through the Ticket to Work--Work Incentives Improvement Act of 1999 (Public Law 106-170). Catalog of Federal Domestic Assistance **93768**.

1st Annual Minnesota Disability & Employment Conference



- Individualized Strengths-based Employment
- Self-Employment/Business Ownership
- Innovative Assessment & Career Planning
- Diverse Funding Strategies/Asset Development
- Interest-Based Negotiation

What will it take to DOUBLE employment of Minnesotans with Disabilities by 2015?

INDIVIDUALIZED STRENGTHS-BASED EMPLOYMENT:

WHAT WE'RE TALKING ABOUT...



- One Person at a Time
- No Sub-Minimum Wage
- Wage Employment and/or Self-Employment
- Economic Development Strategy
- Non-Comparative Approaches
- Some Examples...

INDIVIDUALIZED STRENGTHS-BASED EMPLOYMENT:

WHAT WE'RE TALKING ABOUT...



- Discovering Personal Genius
- Existing Information & Skills: Activities
- Home & Family
- Three Overarching Vocational Themes
- Lists of Twenty
- Some Examples...

**INDIVIDUALIZED STRENGTHS-BASED
EMPLOYMENT:**

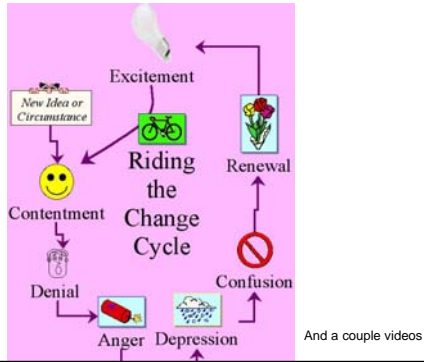
WHAT WE'RE TALKING ABOUT...



- Not a Charity Model
- Economic Development
- Exploitability & Resource Ownership
- Employers are Always Hiring
- Big Win/little win
- Managing the Negotiation...

INTEREST-BASED NEGOTIATION:

WHAT WE'RE TALKING ABOUT...



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What will it take to DOUBLE employment of Minnesotans with Disabilities by 2015?

SELF-EMPLOYMENT/BUSINESS OWNERSHIP:

WHAT WE'RE TALKING ABOUT...



- Consideration Comes From Innovative Assessment & Career Planning
- The Right Fit is Found through an Expanded Business Feasibility Process
- Includes Supports, just as with Wage Employment
- Includes Non-Traditional Employment Team members (business consultants, similar business owner, etc.)

SELF-EMPLOYMENT/BUSINESS OWNERSHIP:

WHAT WE'RE TALKING ABOUT...



Allen Hanson
<http://www.kaposia.com/allenhanson>

SELF-EMPLOYMENT/BUSINESS OWNERSHIP:
WHAT WE'RE TALKING ABOUT...



- A process of Innovative Assessment and Career Planning leads to a Business Idea
- A process of Business Feasibility Identifies Finer Details and Whether there is a Fit
- Business Plan is Developed, including Resource Plan
- Business Plan is Implemented; business opens and adjusts as needed

SELF-EMPLOYMENT/BUSINESS OWNERSHIP:
WHAT WE'RE TALKING ABOUT...



Self Employment: Vision, Partnerships, and Creative Funding
 Chris Coleman, Nancy Brooks-Lane
<http://www.start-up-usa.biz/training/webcastDetails.cfm/93>
www.start-up-usa.biz

SELF-EMPLOYMENT/BUSINESS OWNERSHIP:
WHAT WE'RE TALKING ABOUT...



Family Support of Self-Employment
 Melissa Clark, Johnelle Howanach
<http://www.start-up-usa.biz/training/webcastDetails.cfm/91>
www.start-up-usa.biz

SELF-EMPLOYMENT/BUSINESS

OWNERSHIP:

WHAT WE'RE TALKING ABOUT...



- Results in Work that is Meaningful, consistent with Strengths and Conditions
- Results in Work that Pays
- Results in Increased Financial Standing; Accrue Wealth
- Results in Increased Social Capital; natural expand reciprocal relationships
- While not for everyone...can be the perfect fit for some people!

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What will it take to DOUBLE employment of Minnesotans with Disabilities by 2015?

DIVERSE FUNDING STRATEGIES/ASSET DEVELOPMENT: *WHAT WE'RE TALKING ABOUT...*



- Diverse and Creative Approaches achieve and maintain employment
- Living Inside The Funding Box: Funding dictates Employment Goal
- Living Outside The Funding Box: Employment Goal dictates Funding
- Inventory what's available, identify what's needed, be creative in filling the gaps

DIVERSE FUNDING STRATEGIES/ASSET DEVELOPMENT: *WHAT WE'RE TALKING ABOUT...*



Andy Owens
Powell's Bookstore



DIVERSE FUNDING STRATEGIES/ASSET DEVELOPMENT:

WHAT WE'RE TALKING ABOUT...



- Traditional: Vocational Rehabilitation, Medicaid Home and Community Based Services
- Non-Traditional: Plan to Achieve Self Support, Social Capital, One-Stop Individual Training Accounts, Individual Development Accounts, microloans, personal savings/trust funds, Ticket dollars, etc.
- Inventory what's available in your communities, know the parameters to access each, and identify opportunities to expand resources

DIVERSE FUNDING STRATEGIES/ASSET DEVELOPMENT:

WHAT WE'RE TALKING ABOUT...



- Nearly 2/3rds of working age adults who experience consistent poverty experience a disability
- Moving out of the Benefits Box
- Employment is the first step out of poverty
- Moving out of the Asset Box
- Financial literacy, debt reduction, and asset development are important to EVERYONE!

DIVERSE FUNDING STRATEGIES/ASSET DEVELOPMENT

WHAT WE'RE TALKING ABOUT...



From Fear of Losing Benefits – to – Self-Employed, Condo Owner
Glenn Morgan, Morgan Computer Consulting
<http://www.start-up-usa.biz/eln/entrepreneur.cfm?eID=4>

DIVERSE FUNDING STRATEGIES/ASSET DEVELOPMENT:

WHAT WE'RE TALKING ABOUT...



- Creative funding strategies mean greater employment options
- Know about current and new funding strategies, and cultivate more!
- Thinking beyond the benefits and asset box is **REQUIRED** to move out of poverty
- Explore how asset-building strategies can be more readily available to people with disabilities

Business Start-Up Financial Resources

I. Core programs, available in every state, with free, grant style resources:

\$ _____ Vocational Rehabilitation (VR)

\$ _____ Workforce Investment Act (WIA) agencies

\$ _____ Social Security Administration (SSA), particularly Plan For Achieving Self Support (PASS)

II. Personal financial resources:

\$ _____ Personal savings and/or trust funds

\$ _____ Personal family resources and support

\$ _____ Personal home/property equity

III. Other programs and resources:

\$ _____ State Disability Planning Councils/employment service providers

\$ _____ Individual Development Account (IDA)

\$ _____ Bank, credit union, Small Business Administration (SBA), and other small business loans

\$ _____ Rehabilitation Services Administration (RSA) projects and grants

\$ _____ Private investors/equity financing/receivables financing

\$ _____ Business partners/basis contributions

\$ _____ Other

Total business start-up financial resources available = \$ _____

Using innovative practices to make a difference

December 2, 2009
Doug Crandell
Cobb and Douglas Counties Community Services Boards

Employment is stuck

- Unemployment rates are still staggeringly high, despite best-practice models.
- NPR just aired a piece last month about the recession and people with disabilities not having work in sheltered shops
- Employment was the first to go during state budget cuts

Why is employment stuck?

- It is viewed by most stakeholders as a nice add-on, but not a medically necessary service.
- Because of this view, employment is not part of a comprehensive healthcare reform
- Yet.....

Employment and Healthcare

Life Expectancy and developmental disabilities

- **All Women = Age 79**
- **Women > age 40 with developmental disabilities (not Down syndrome) = Age 67**
- **Women > age 40 with Down syndrome = Age 57**

Mary Ciccarelli, MD
Associate Professor of Clinical Medicine - Pediatrics
Indiana University School of Medicine
Center for Youth and Adults with Conditions of Childhood (CYACC)

Employment and Healthcare

Life Expectancy and mental illness

Due to higher rates of diabetes, hypertension, and obesity, individuals with serious mental illness are dying approximately 25 years younger than the general population. Furthermore, research has shown that 50%-90% of individuals with serious mental illness have at least 1 chronic health problem and the rate of illness is often double that of the general population (Gold, & Kilbourne, 2008).

What should we do?

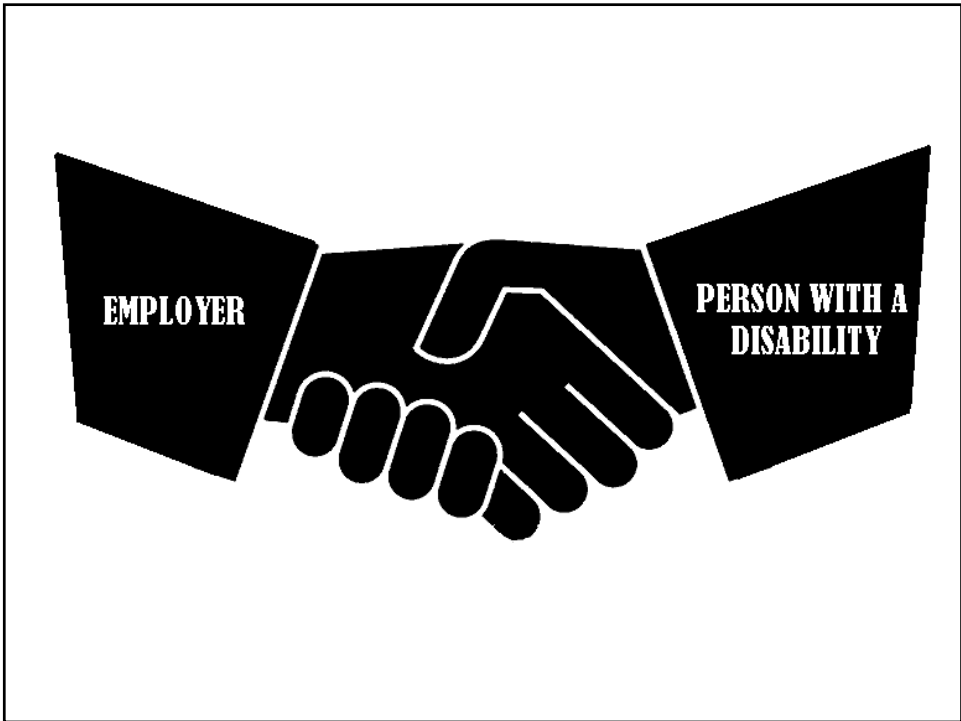
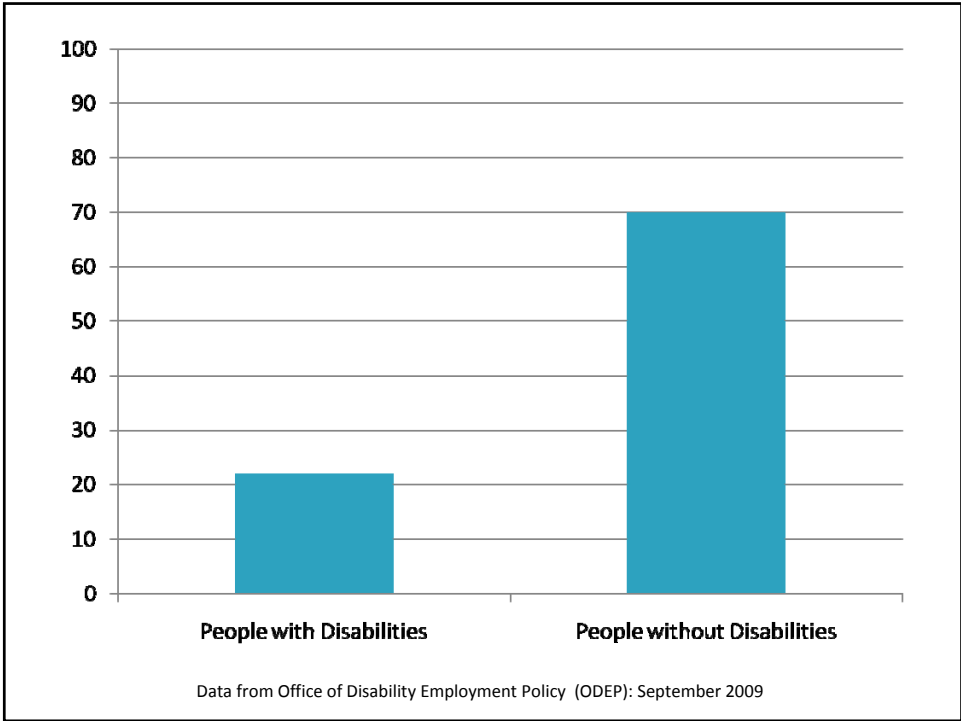
- Talk about employment in terms of healthcare. This doesn't mean we use the medical model.
- Housing, employment, healthcare and transportation must be included in a fully-connected support system.
- Job development means very little if it doesn't directly impact housing, healthcare and transportation.
- PI data must show how these are interrelated.

Best-practice is fragmented

SAMHSA-Primary Care
Dartmouth-Fidelity
ODEP-Customized Employment
HUD-Supportive Housing
WIA-One-stops
Micro-Enterprise Centers-self-employment for economically disadvantaged
FTA-Human Services Transportation
Coordination

How to Begin to Defrag the Frag

- One: Agree the Frag Exists
- Two: Understand Your Own Frag (local, state, federal)
- Three: Defending a Certain Model Leads to More Frag
- Four: Immediately pull together all of the evidence-based entities on previous slide (use FTA approach)
- Five: Fund truly integrated support systems that incorporate: housing, employment, healthcare and transportation and track real outcomes



What's working?

What are we doing right in
Minnesota?

What facilitates employment of
Minnesotans with disabilities?

What will it take to double
employment of Minnesotans with
disabilities by 2015?