



King County

Working Age Adult Policy Kick-Off Meeting Embassy Suites, Saratoga Room February 23, 2005

Facilitator: David Mank, Ph.D., Indiana Institute of Disability and Community

Guest: Linda Rolfe, Director, Department of Social and Health Services (DSHS),
Division of Developmental Disabilities (DDD)
Marybeth Poch, Regional Administrator, DSHS/DDD/Region 4

Task Force Members:

Kristen Kavaller, DSHS/DDD/Region 4
Jodi Reimer, The Arc of King County
Karen Williams, Trillium
Therese Vafaezadeh, Children's Hospital
Kathy Sellars, LifeSPAN
Lyle Romer, Total Living Concept
Elden Lamb, Highline Community College
Debbie Meyers, SKCAC Industries
Lisa Turner, L. Turner Associates, Inc.
Virginia Burzotta, Northwest Center
Cesilee Coulson, WISE
Emily Rogers, The Arc of King County
Don Jensen, Self-Advocate
Ron Ovadenko, Self-Advocate
Candy Airhart, DSHS/DDD/Region 4
Leo Finnegan, Parent
Kerry Kakigi, Seattle Central Community College, Mainstay

Absent:

Christopher Willis, Federal Way Public Schools
Judy Perry, Highline Community College
Ginger Kwan, Parent
Alison McCormick, Seattle Central Community College, Mainstay

King County Staff Members:

Jane Campbell	Michaelle Monday
Irma Hill	Kathy Svinth
Ray Jensen	Holly Woo

Introduction

Ray Jensen, Division Director, King County Developmental Disabilities Division (KCDDD), opened the meeting at 8:30 a.m. Copies of the Working Age Adult Policy and the County Services for Working Age Adults Policy Frequently Asked Questions (dated July 2004) were distributed. The Working Age Adult Stakeholder Task Force has been commissioned to help guide the King County Board for Developmental Disabilities (DD Board) and KCDDD in implementing the policy by the July 1, 2006, deadline. Self-advocates, family members, case managers, schools, and service providers are represented on the task force.

The Task Force will have to stick to a tight schedule to develop a product that will be forwarded to the King County DD Board and integrated into KCDDD's planning process. Meetings are scheduled on the following dates:

- March 10 - Embassy Suites Hotel, Pimlico Room
- March 24 - Best Western, Seattle Room (across the street from Embassy Suites Hotel)
- April 12 - Embassy Suites Hotel, Saratoga Room
- May 12 - Embassy Suites Hotel, Saratoga Room
- May 26 - Embassy Suites Hotel, Saratoga Room

Ray's presentation covered the following topics: Purpose of the Working Age Adult Policy Task Force, how task force members were selected, KCDDD, staff roles, who may be missing, and clarification of the responsibilities of the task force members. A short video of Ron Brown was viewed by the group, which demonstrated an example of an individual with significant disabilities being successful at work.

Linda Rolfe, DSHS/DDD, introduced herself and explained how during her career she has tried to identify the barriers to success for people with disabilities as well as those without disabilities. Linda also discussed some of the implications based on what an individual thinks of him/herself and how what others think of them affects their lives. She has tried to figure out ways to put individuals into places where they could be successful. Linda provided a historic time line showing great strides in the State of Washington and in particular King County regarding the employment of individuals with developmental disabilities. Linda emphasized that values should not hold you prisoner, that we must challenge and compromise values to widen the scope about who is employable in order to make this policy work. Linda challenged the group to ask the question: How can we make this agenda go forward, so that we can move forward faster today, than in the past?

David Mank, Director, Institute of Disability and Community, introduced himself and provided his background information. He asked participants to tell the group who they were, their initial reactions when they first heard of the Working Age Adult Policy, and why they wanted to be here. He distributed a document entitled, "A New Path to Change" that presents the ideas of a group charged to figure out if supported

employment could be created and expanded fairly rapidly over a period of years and how could they get organized in order to make a decent job for everybody a possibility.

David asked the task force members to provide feedback on questions to answer and issues to address.

Questions to answer / Issues to address

- ❖ Transportation is critical
- ❖ How are policies going to be affected by the waivers?
- ❖ How does the waiver affect eligibility for employment?
- ❖ How do we get employers to buy in?
- ❖ How do we get schools to buy into policy implementation?
- ❖ Building expectations for acceptable pathways
- ❖ Flowchart to the pathway
- ❖ Funding alternatives and packages
- ❖ How to get Congress to allocate funds?
- ❖ What other funding sources can we use to leverage? (e.g., natural supports, human resources, etc.?)
- ❖ What other kinds of resources are available?
- ❖ What are expectations of the pathway?
- ❖ Restructure ways of funding employment supports
- ❖ Work to get Congress to allocate more funds
- ❖ Maintain skills of employment vendors
- ❖ Vendor stability
- ❖ Define outcomes clearly to all (explain impact of benefits)
- ❖ Develop a common language
- ❖ Will all employment agencies accept everyone?
- ❖ Define roles of funders, agencies, providers, and government
- ❖ How to deal with funding segments (e.g., Group Supported Employment, etc.)
- ❖ Employer communication
- ❖ What is an acceptable pathway to employment? (define steps and outcomes)
- ❖ Can pathway be flexible?
- ❖ How to build and document the pathway (accountability and getting the accomplishments)
- ❖ Who decides the pathway?

- ❖ How about early retirement?
- ❖ Planning for retirement with people – same expectations
- ❖ How does a person enter the pathway?
- ❖ Where does a person start on the pathway?
- ❖ No clearly identified path to get to the pathway
- ❖ Equal access for all in the pathway (including non-English speaking individuals)
- ❖ Engage communities of color (use different strategies since all communities are different)
- ❖ Approaches to people with multiple disabilities (e.g., severe mental illness)
- ❖ Barriers in mixing funding sources
- ❖ Collaboration across roles
- ❖ How to overcome systematic barriers
- ❖ Define roles for all players (e.g., case managers, vendors, residential providers)
- ❖ Define broader role for businesses – not just expect them to give jobs
- ❖ Transition focus - to work and in aging
- ❖ Using DVR funds effectively
- ❖ How do we deal with DVR order of selection?
- ❖ Coordination in transition – when do we start transition planning and at what age?
- ❖ Schools are a key piece - what message are schools sending individuals and families?
- ❖ Summer employment needed for youth
- ❖ Dealing with options for young adults 18-21 years of age
- ❖ Combining resources from different systems (seamlessly)
- ❖ When in school – individuals doing what all high school individuals do (e.g., participate in sports, clubs)
- ❖ Use of post-secondary education as an age-appropriate activity – offer this as an option
- ❖ Dealing with multiple agencies that should be involved
- ❖ How are funds delivered? (deal with funding structures)
- ❖ Bring in school personnel
- ❖ Who else should be involved in this process?
- ❖ Create work groups from this larger group?

- ❖ Creating clear “sound bites” for employers (to inform them what you are asking want)
- ❖ Data on status and progress
- ❖ Dealing with cost of un-building current infrastructure
- ❖ Planning for retirement with people
- ❖ What new supports will people need? (e.g., self employment etc.)
- ❖ Public recognition of involved employers
- ❖ Less cumbersome incentives for employers
- ❖ Public service announcement and other PR ideas
- ❖ Dealing with past facts of being institutionalized
- ❖ What about people not receiving DD services?
- ❖ What about people not receiving County employment services?
- ❖ Dealing with family’s fears of the loss of benefits
- ❖ Family fears in general
- ❖ How to deal with the issue of choice
- ❖ Clarity about people choosing not to work
- ❖ What about nontraditional jobs? (e.g., such modeling)
- ❖ Policy for people on benefits, but not receiving funds through DSHS/DDD
- ❖ Disseminate progress
- ❖ Dealing with the lack of capacity - job availability – vendor capacity
- ❖ Define who can be a vendor (how they do their job define the effectiveness of the agency)
- ❖ Training and technical assistance on best practices
- ❖ How to build/expand expertise in vendors?
- ❖ Referral/intake policy for vendors that is nondiscriminatory (not serving some people especially people that are harder to serve)
- ❖ How do we make this happen cost effectively – who is the best person to do the tasks?

Where to Start

- ❖ Definition of pathways (each should be different)
- ❖ Who makes the decision about the pathways?
- ❖ How can funds be made available? (look at current funding and stretch what we are using)

- ❖ Marketing campaign (like Spokane)
- ❖ Start where we are
- ❖ Get data on current employment outcomes
- ❖ Review everyone's current roles
- ❖ Who is doing what, to whom, how, and why?

Next Steps for the Task Force

- ❖ County to provide data on current status of employment and services
- ❖ Provide sustainable living wage information
- ❖ Get information on impact of living wage on benefits
- ❖ Invite someone from DVR to join the task force
- ❖ Set-up email list and get minutes of this meeting to people before the next meeting
- ❖ Consider forming a small group on some issues
- ❖ Group the information from this meeting by topic/issue (David Wertheimer and the County can do some sorting as well as the task force)
- ❖ Task Force members should update their colleagues and constituents and get feedback along the way
- ❖ Use other groups to help disseminate information and to get information (e.g., The Arc, schools, case managers, etc.)
- ❖ Define a timeline for the work of this task force (meet with David W. and create a work plan)
- ❖ Get information from County and Region 4 on how the system currently works
- ❖ Develop questions to ask constituents along the way
- ❖ Group should approve what the County might post about the group on the webpage
- ❖ Layout ground rules for the task force
- ❖ Clear definitions of product expected from the group
- ❖ County to provide email addresses for staff affiliated with the Task force

Task Force Member's Request for Information

- What's happening now?
- If people begin to earn at a certain level, then at what point might they begin to jeopardize other benefits?

- How does the County and Region 4 distribute funding?
- What is the Region's interface with the County?
- What is it that we have that we want to change?
- What are the current roles and how do they interact?
- We need a clear definition of what the product is and what this group is going to develop.
- What is the end product?

In closing, Ray Jensen thanked everyone for coming and the meeting was adjourned at 1:00 p.m.

The next meeting is March 10 from 8:00 a.m. – 1:00 p.m. at the Embassy Suites Hotel, Pimlico Room.