



King County

# **Working Age Adult Policy Embassy Suites, Saratoga Room March 10, 2005**

**Facilitator:** David Wertheimer, M.S.W., M.Div. Principal, Kelly Point Partners

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

**Excused:**

Lyle Romer, Total Living Concept

**Absent:**

Judy Perry, Highline Community College

**King County Resource Staff:**

Jane Campbell                      Michaelle Monday  
Irma Hill                              Kathy Svinth  
Holly Woo

**Welcome/Introductions**

David Wertheimer introduced himself and opened the meeting with an introductory exercise. David announced that the product created from the Task Force will be posted on the King County website at [www.metrokc.gov/dchs/ddd/](http://www.metrokc.gov/dchs/ddd/).

The webpage will describe the work of the Task Force as well as Minutes from each meeting. Since it may be of interest to the developmental disabilities community to know who the Task Force members are, Kathy Svinth will email a skills inventory template for members to complete and the information will be distributed to members and posted on the website.

David reviewed the agenda for today's meeting:

- ✚ Why We're Here: The Role of the Stakeholder Task Force
- ✚ Formalizing the Stakeholder Task Force Process
- ✚ County Staff Report on Information Requested at the February 23 Meeting
- ✚ Grouping Winnowing and Prioritizing of Issue Areas
- ✚ Closing Exercise

David asked the group what is the role of the Task Force? Below are his summarized notes of the group's response:

<b>IDEAS:</b>	Make it happen
<b>POLICY:</b>	How to implement
<b>IDENTIFICATION:</b>	Barriers and Obstacles
<b>DEFINITIONS:</b>	Clarify terms interpretations Common language and understanding
<b>BE OPEN:</b>	To role redefinition Don't lose successes to date, but build on them

The following documents were reviewed and their purposes identified:

1. The Priority/Issue Area template. The template will be used to identify goals, actions steps, managers, implementers, outcomes, and timelines.
2. Proposed Ground Rules
3. Decision-Making Process Options

### **Staff Report on Questions Asked at the February 23 Kickoff Meeting**

Irma Hill provided a comprehensive overview of the State and County roles, the County contracting process, and how individuals are referred to employment and day services.

Holly Woo presented information on the following topics that had been requested by task force members at the kick-off meeting:

- King County Developmental Disabilities' 2004 service data on the following services: Individual Employment Services, Group Supported

- Employment, Prevocational Services, Person to Person (Pathway to Individual Employment), and Community Access
- Living Wage Definition Self-Sufficiency Scale
  - Impact of Earnings on Social Security Benefits - Social Security Disability Insurance (SSDI), Social Security for Disabled Adult Children (SSDAC), and Supplemental Security Income (SSI)
  - Social Security Administration (SSA) Work Incentives.

Task Force members were asked to review a handout entitled “The Self-Sufficiency Standard for Washington State” and to use a self-sufficiency calculator on Workforce Development Council of Seattle – King County’s website (<http://www.seekingwdc.org/>)

Task Force members requested the following data for the next task force meeting:

1. Definitions of each type of employment and day program for adults
2. Comparison of existing programs:
  - By outcomes of program as related to costs
  - Cost/benefit analysis
  - Cost per unit

What is a unit?

  - Hours worked
  - Amount earned
  - Hours of services provided
3. Provide stated outcomes for each program
4. Person-to-Person wage data
  - Average wage for the 146 people
  - Average number of hours worked
5. Employment service data
  - Number of people on waiting lists for all employment services
    - Number requesting employment services and are not currently receiving services
    - Number of people receiving employment services who are waiting for jobs - how is this related to provider capacity to provide jobs?
  - Number/percentage of individuals receiving employment services who are employed
6. Provide data by race and ethnicity for all employment programs

## 7. Provide examples of work incentives

- How many people in KC have accessed them Holly Woo reported that KCDDD submitted 33 pass plans to SSA in 2004)
- How easy are they to get? What is required?
- How flexible are they in funding individual employment opportunities

## Key Issues

- Work group/task force recommendations must be holistic: can reach across all developmental disabilities-related services and contracts – (may result in role redefinition)
- Must incorporate needs of folks not on employment track including resources they need/can access. What will be needed?
- Must identify who we need to partner with to succeed
- Protect benefits in ways that allow people to earn more money rather than limiting income

## Action Plan

The Task Force directed their focus on how to construct an action plan of priority issue areas for the matrix. The Task Force reviewed the groupings of issue areas from the February 23, 2005 meeting and identified five key priority areas for King County to implement the policy.

- Develop a shared philosophy, a common understanding of a pathway to employment
- Money--expanding resources to promote and support employment including funding support services
- Changing existing programs, services, and systems to focus on employment
- Develop the community's capacity and will to provide jobs
- Communicating and marketing the policy and the County's goal of employment

David asked the Task Force members to complete this statement: "Five years after we implement policy 4.11 in King County, I would like to see . . ."

Alison McCormick: bridges between families, schools, services, and employers.

Ginger Kwan: who ever desires to work will have a satisfying job.

Lisa Turner: consumers will be included in all facets of their community including work and social networks.

Leo Finnegan: all the obstacles and barriers to employment removed.

Elden Lamb: all individuals to be on the pathway to employment incentive

Debbie Meyers: Building community capacity to accommodate each individual pathway; honoring the link to each individual pathway

Kathy Sellars: every person with a developmental disabilities leaving their public school system will have already identified a potential job and already have had a chance to experience jobs and be connected with support services, so that they will be able to have a seamless transition from school to work.

Virginia Burzotta; total number of people with disabilities in King County employed is increased by 25% by 2010 as a result of policy 4.11.

Candy Airhart: each person with developmental disabilities of working age who wants to work will be on a meaningful and achievable pathway to gainful employment.

Kristen Kavaller: we will no longer have to refer to it as policy; it will just be the way things are.

Jodi Reimer: individuals with developmental disabilities will be closer to realizing their dreams for their future.

Emily Rogers: people with disabilities will have work as a useful and critical part of their lives.

Ron Ovadenko: not only increasing employment for people with developmental disabilities by 25% but reducing services costs as they get established in their jobs.

Theresa Vafaezadeh: Like to see every young person who's transitioning out of high school be on an active pathway to employment.

Karen Williams: More people with developmental disabilities be successfully employed

Cesilee Coulson: People without developmental disabilities will be observing people with developmental disabilities to learn what a pathway to employment is.

### ***Task Force Priority Areas***

1. **Develop a shared vision:** Create a common understanding of “pathways to employment”
2. **Market the vision:** Communicate the message about work and employment goals
3. **Create the environment:** Develop community capacity and will to create, provide and support full and equal access to jobs
4. **Collaborate for change:** Focus existing services, programs and systems on full spectrum of employment goals
5. **“Show us the money!”:** Ensure the resources necessary to promote and support employment

**Next Meeting—Location Change:**

David announced that the March 24 meet is at the Best Western in the Seattle Room.

**Homework Assignment:**

What is it going to take in King County to create a shared understanding?

What would it take in our community to effectively communicate this message? That people with developmental disabilities have the right to employment, have the right to full participation in their communities, and those goals should be the community’s goals and not just the King County Developmental Disabilities Division’s goal.