



State Employment Leadership Network Hawai`i State Employment Workplan



Framing Policy Goals

Summarize the state's overarching goals in the disability employment arena, including the principal reasons the state decided to join the State Employment Leadership Network. Included should be any existing statutory, regulatory or administrative policies that form the basis for the state DD agency's work in developing employment supports options. Similarly, if the state DD agency has established administrative policies or strategy goals and objectives in the area of improved access to employment supports that have not been fully realized these policies/goals should be referenced in this section of the Workplan.

Increase the number of individuals employed/self employed to 500 by 12/31/10.

2005	2006	2007	2008	2009	2010
144 employed/ self employed	158	190	246	345	500

Revised: March 20, 2007

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Strategic Goals and Operating Policies

Examples:

- Improvements in state law, regulations
- Development of goals for improving access to and quality of employment supports system-wide
- Expanding infrastructure including policy and program development focused on employment

Activity 1	Initiated in January 2007, a demonstration project with <i>Abilities Unlimited</i> designed to improve employment outcomes among our DD/MR population.
Long Range Goal	12 individuals involved in this project, all obtained gainful employment.
Perceived Barriers/Challenges	
Short-term Objectives	
Responsible Person(s)	Calvin Ebesutani / Julie Murray (CEO of Abilities Unlimited) / Daintry Bartoldus and Carol Rivera (Unit Heads)
Projected Start Date	March 2007
Projected Completion Date	December 2007
SELN Role/Responsibility (if any)	Provide best practices from other MIG-SELN states.

Activity 2	Establish a strategic planning workgroup.
Long Range Goal	Identify targeted training opportunities and incentives for provider agencies to develop jobs; and for local businesses, and state and county government agencies to employ people with developmental disabilities.
Perceived Barriers/Challenges	Policies inconsistencies among agencies.
Short-term Objectives	Develop a strategic planning group that is consumer driven across stakeholder groups including youth in transitions, adults and families, employers, and provider agencies.
Responsible Person(s)	Calvin Ebesutani
Projected Start Date	May 1, 2007
Projected Completion Date	July 1, 2007
SELN Role/Responsibility (if any)	

Financing and Contracting Methods

Examples:

- Removing or minimizing barriers in the state's existing rate-setting and/or contracting policies/practices
- Modifications aimed at creating stronger incentives to provide integrated employment supports (e.g., different reimbursement methodology)

Activity 1	Collaborate with state stakeholder agencies in developing a system for providing on going training and support to key public school personnel, case managers, youth in transition, adults and families to have a working understanding of SSA/Medicaid benefits planning and how to access workplace supports including PAS.
Long Range Goal	
Perceived Barriers/Challenges	Stakeholder buy-in and system change issues.
Short-term Objectives	Survey best practices and methods effective in other MIG-SELN states.
Responsible Person(s)	Medicaid Infrastructure Grant (MIG) Susan Miller
Projected Start Date	April 2007
Projected Completion Date	December 2007
SELN Role/Responsibility (if any)	Identify MIG-SELN states with education and training institutes, etc.

Activity 2	
Long Range Goal	
Perceived Barriers/Challenges	
Short-term Objectives	
Responsible Person(s)	
Projected Start Date	
Projected Completion Date	
SELN Role/Responsibility (if any)	

Training and TA

Examples:

- Preparation of a comprehensive system-wide employment training plan
- Focused training seminars targeted to specific audiences
- Development of employment training manuals/materials
- Improved capacity to provide advice and assistance to frontline workers

Activity 1	Develop an educational program for youth in transition, adults with DD/MR and families, providers, public school personnel and case managers on how employment may impact SSI, SSDI, Medicaid and other state benefits.
Long Range Goal	Increase demand for employment services.
Perceived Barriers/Challenges	Low or no expectations by families, consumers around employment; case managers lack knowledge of work incentives and how employment may effect SSA/Medicaid and other state benefits..
Short-term Objectives	Provide workshops, seminars for stakeholders.
Responsible Person(s)	Hawaii Disability Rights Center (HDRC) in collaboration with Hawaii MIG consumer advocates (Hire Abilities)
Projected Start Date	April 2007
Projected Completion Date	December 2007
SELN Role/Responsibility (if any)	Provide relevant materials

Activity 2	
Long Range Goal	
Perceived Barriers/Challenges	
Short-term Objectives	
Responsible Person(s)	
Projected Start Date	
Projected Completion Date	
SELN Role/Responsibility (if any)	

Interagency Collaboration

Examples:

- Efforts to strengthen the state agency's partnership with other governmental agencies (e.g., the state VR agency, the state education agency, local public schools)
- Promote key role of non-governmental entities such as day service providers or local business leadership networks

Activity 1	DDD could review initiatives successfully implemented by other states to improve collaboration among state agencies, providers and stakeholders in strengthening employment supports. Undertake a comprehensive review of current DOH initiatives implemented to build cooperation among state stakeholders and providers to strengthen employment supports.
Long Range Goal	
Perceived Barriers/Challenges	
Short-term Objectives	
Responsible Person(s)	Calvin Ebesutani
Projected Start Date	April 2007
Projected Completion Date	December 2007
SELN Role/Responsibility (if any)	Provide relevant materials

Activity 2	
Long Range Goal	
Perceived Barriers/Challenges	
Short-term Objectives	
Responsible Person(s)	
Projected Start Date	
Projected Completion Date	
SELN Role/Responsibility (if any)	

Services and Service Innovation

Examples:

- Improved transportation options for adults working in integrated employment settings
- Expanding access to state and other public sector jobs
- Improved methods of educating consumers and parent concerning the advantage of gainful employment in integrated employment settings

Activity 1	Disseminate an information packet for families, individuals, teachers, and service providers detailing the requirements of federal and state employment laws on individuals placed in competitive employment and the impact of wages earned on the Social Security and other benefits received.
Long Range Goal	Increase demand for employment services.
Perceived Barriers/Challenges	
Short-term Objectives	
Responsible Person(s)	Medicaid Infrastructure Grant (MIG)- Susan Miller and Dept. of Education (DOE)-Jean Kiyabu
Projected Start Date	April 2007.
Projected Completion Date	On-going
SELN Role/Responsibility (if any)	Provide relevant materials.

Activity 2	
Long Range Goal	
Perceived Barriers/Challenges	
Short-term Objectives	
Responsible Person(s)	
Projected Start Date	
Projected Completion Date	
SELN Role/Responsibility (if any)	

Performance Measurement, QA and Program Oversight

Examples:

- Establishing employment-related quality oversight or monitoring activities
- Articulating performance measures for employment activities (i.e., decide what to measure)
- Collecting data for analysis to be used in continuous quality improvement efforts and to drive decision-making

Activity 1	Review other Hawaii agencies and other states that have a comprehensive information tracking system that gathers key performance data on a regular basis that includes the identification of the specific types of information and data to be gathered.
Long Range Goal	
Perceived Barriers/Challenges	
Short-term Objectives	
Responsible Person(s)	Calvin Ebesutani
Projected Start Date	April 2007
Projected Completion Date	July 2007
SELN Role/Responsibility (if any)	Provide material on best practices.

Activity 2	
Long Range Goal	
Perceived Barriers/Challenges	
Short-term Objectives	
Responsible Person(s)	
Projected Start Date	
Projected Completion Date	
SELN Role/Responsibility (if any)	