

ODEP's Pilot Provider Transformation Manual – 2017 Webinar Series Overview

Background Information

A critical priority for the U.S. Department of Labor, Office of Disability Employment Policy (ODEP), is to invest in systems change efforts that result in increased competitive integrated employment opportunities for individuals with significant disabilities. This priority reflects growing support for a national movement called Employment First, a framework for systems change that is centered on the premise that all citizens, including those individuals with the most significant disabilities, are capable of full participation in competitive integrated employment and community life. Under this approach, publicly-financed systems are urged to align policies, regulatory guidance, and reimbursement structures to commit to competitive integrated employment as the priority option with respect to the use of publicly-financed day and employment services for youth and adults with significant disabilities. Many states have formally committed to the Employment First framework through official executive proclamation or formal legislative action. Now, interest is gaining with community rehabilitation providers (CRPs).

ODEP recognizes that many CRPs desire to align their organizational policies in support of an Employment First approach but may not yet possess the knowledge, skills, abilities and/or resources necessary to lead and facilitate such change. To address this need, ODEP has initiated the Employment First State Leadership Mentoring Program (EFSLMP) Provider Transformation Webinar Series, six (6) ninety-minute webinars led by national subject matter experts. Through our contractor, EconSys, EFSLMP is providing the impetus for selected CRPs to pursue systems change to fully implement the Employment First approach as the primary service delivery system for people with the most significant disabilities.

2017 Pilot Provider Transformation Manual – Curriculum and Webinar Schedule

Orientation: EFSLMP Provider Transformation Manual Virtual TA Series

Date / Time: May 4, 2017 @ 1:00pm – 2:30pm (Eastern)

Facilitators: ODEP's Workforce Systems Policy Team

Reading Assignment: "Introduction"

Topics:

- Overview of the TA series
- Learning Objectives
- Program Expectations
- First Assignment: Prepare for Webinar #1

Webinar Recording: <http://econsys.adobeconnect.com/p5gslsnpduo/>

Webinar #1: Leadership and Setting the Tone for Change

Date / Time: May 17, 2017 @ 1:00pm – 2:30pm (Eastern)

Facilitators: Sara Genevieve “Genni” Sasnett; Thomas “Tom” Wilds

Reading Assignment: “Module 1: Leadership and Setting the Tone for Change”

Topics:

- Key Areas of Focus for Leaders
- Becoming a Learning Organization
- Convening a Transformation Team
- Engaging Your Board of Directors
- Conducting a Preliminary Gap Analysis
- Conducting an Organizational Assessment and Analysis Process
- Identifying Your Values, Vision, and Mission
- Investing in Staff Development
- Learning from Others
- Promoting a Strong and Consistent Message (Marketing)

Webinar Recording: <http://econsys.adobeconnect.com/pely2zlwgitr/>

Webinar #2: Strategic Planning

Date / Time: May 24, 2017 @ 1:00pm – 2:30pm (Eastern)

Facilitators: Sara Genevieve “Genni” Sasnett; Pat Rogan

Reading Assignment: “Module 2: Strategic Planning”

Topics:

- Step 1: Assess and Analyze the Organization’s Past and Present Status
- Step 2: Review Values, Vision, and Mission Statements
- Step 3: Analyze Strengths, Weaknesses, Opportunities, and Threats
- Step 4: Develop a Strategic Plan
- Step 5: From Strategic Planning to Implementation
- Alternative Approaches to Strategic Planning

Webinar Recording: <http://econsys.adobeconnect.com/py7gin6tbo2p/>

Webinar #3: Making It Happen (Operations Focus) & Funding

Date / Time: Jun. 7, 2017 @ 1:00pm – 2:30pm (Eastern)

Facilitators: Rick McAllister; Rachel Pollock

Reading Assignment: “Module 3: Making It Happen (Operations Focus)”; “Module 4: Funding”

Topics:

Module 3 – Operations Focus:

- How to Begin: Start Small and Do It Right from the Start
- Learning About and Investing in Best Practices
- Trying It Out – Piloting New Practices
- Ensuring Sustainability
- Think Big, Start Small, Scale Quickly
- Enacting an Employment First Approach
- Downsizing Facility-Based Employment Services
- Creating Pathways for New Referrals to Competitive Integrated Employment
- Developing and Redesigning Relationships with Your Business Community
- Developing Relationships with Community Partners

Module 4 – Funding

- Determining Long Term Funding Needs
- Taking an Inventory of Potential Funding Sources
- Braiding Funding to Support Transformation
- Integrated, Community-Based Wrap Around Supports
- Reallocation of Existing Resources
- Advocating with Your Funders
- Bridge Funding

Webinar Recording: <http://econsys.adobeconnect.com/p9wcwxi77k0s/>

Webinar #4: Individualized Planning and Services (Consumer Focus)

Date / Time: Jul. 13, 2017 @ 1:00pm – 2:30pm (Eastern)

Facilitators: Dale Verstegen; Gail Fanjoy

Reading Assignment: “Module 5: Individualized Planning and Services (Consumer Focus)”

Topics:

- Making Employment Part of the Intake and Planning Process
- Competitive Integrated Employment – Learning About the Job Seeker
- Strategies to Help People Find and Keep Jobs
- Competitive Placement
- Customized Employment
- Discovery Process
- Supported Employment
- Building Natural Supports – Defining the Job Coach Role
- Career Advancement
- Self-Employment
- Having a Process in Place if People Lose Their Jobs
- Paid Internships and Work Try Outs
- Volunteering and Unpaid Internships
- Beneficial Employment Related Activities for Job Seekers

- Helping Individuals and Their Families Navigate Benefits and Employment
- Overview of Work-Related Benefits Strategies

Webinar Recording: <http://econsys.adobeconnect.com/pb1hk74gctrx/>

Webinar #5: Reorganizing Staff for Transformative Change (Workforce Focus)

Date / Time: Aug. 2, 2017 @ 1:00pm – 2:30pm (Eastern)

Facilitators: Dale Versteegen; Rick McAllister

Reading Assignment: “Module 6: Reorganizing Staff for Transformative Change”

Topics:

- Determining Staffing Needs
- Dispersed Cluster Approach
- Revisiting Job Descriptions
- Filling Staff Positions: Recruiting, Interviewing, Orienting, Training, Evaluating, Supporting, Empowering and Retaining Staff
- Team Building and Self-Directed Teams

Webinar Recording: <http://econsys.adobeconnect.com/p94u71co4ca/>

Webinar #6: How Are We Doing? (Measuring Results) & Beyond Transformation

Date / Time: Aug. 30, 2017 @ 1:00pm – 2:30pm (Eastern)

Facilitators: Karen Lee; Pat Rogan

Reading Assignment: “Module 7: How Are We Doing?”; “Module 8: Beyond Transformation”

Topics:

Module 7 – Measuring Results:

- Measuring the Change Process and Outcomes
- Organizational Assessment Process
- Collecting Data and Tracking Outcomes
- Monitoring Stakeholder Satisfaction
- Maintaining Sense of Urgency

Module 8 – Beyond Transformation

- Contemplating Expansion to Meet Broader Needs
- Serving as a Mentor to Other Organizations
- Communities of Practice
- Consortiums and Collaborations
- Hosting “Learning Journeys”
- Training and TA Provider
- Conference Presentations
- Conclusion

Webinar Recording: <http://econsys.adobeconnect.com/ph442vqgfjlh/>