



Department for Aging And Rehabilitative Services (DARS)
Division of Rehabilitative Services (DRS)
Employment Service Organization Steering Committee (ESOSC)

DARS Central Office, Richmond, Virginia
1st Floor Conference Rooms (also see VTC sites below)
Tuesday October 21, 2014 9:30 AM
Meeting Minutes

Members Present: Robin Metcalf, Rachael Rounds, Sharon Bunger, Marshall Henson, Michelle Howard-Herbein, Megan Berger, Heather Norton, Chuck McElroy, Phil Nussbaum, Mark Keith, Nova Washington, Gary Cotta, Linda LaMona, Tonya Fowler, Greg Ellison, Paul Atkinson Jr, Natalia Yu, Stephanie Lau

Members Absent: Dan Reichard, Lance Wright, David Wilber

Guests Attending:

DRS Staff Attending:

10:49 – Full Committee Call to Order

Robin Metcalf

Introductions

Reviewed and approved of Draft minutes of July 8, 2014 meeting-

Correction: ROI Bob Schmidt (U of R NOT UVA)

Motion and Seconded to approve the minutes

Rob Froehlich update on TACE and Collaborations Conference.

Last meeting informed of the potential for bidding GWU Region 3 TACE is now closed. A few activities will remain:

- Center for Rehab Education and Innovation: Umbrella online program for training Job Development etc.
 - o Fee for service opportunities.
- Regarding the ACRE training, Rob will remain on the ACRE Board and can make nominations for training, including VCU training.
- Return on Investment Project Manager, Rob Froehlich.
- Collaborations Conference: 11/16-11/18/2014
 - o Early Bird has since passed (+\$25)
 - o \$94 dollar rate for lodging has been extended through Oct 30th.
 - o Post Conference program Tuesday afternoon through Wednesday Morning sponsored by Autism Council and DARS

DRS Directors Update

Kathy Hayfield

Kathy Hayfield provided updates on the Fe fiscal year 14 outcomes

- 4087 successfully employed (highest since 2007, 6th highest since 1987)
 - Ms. Hayfield offered Thanks to ESOs for helping to achieve our shared outcomes
- 98% competitively Employed (95% state target)
- Wages continue to drop. The goal is \$9.75, last year was \$9.61
 - o Goal in next year's State Plan \$10.00
- As of October 31st those that are in Eligible Status will remain active, those who were not made eligible by 10/31/14, will be put into Delayed Status
 - o Question (Marshall Henson): What would be the impact of moving WWRC budgeted services towards ESO services, what's the outcomes for WWRC and is this the best use of funds?
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- Dale Batten was introduced as the new Deputy Director for Workforce Development coordination, in which case she invited ESOs to partner with us to ensure that all staff internal and external are working together to collaborate and communicate as we all work for our clients towards successful outcomes.
- Until a new director is hired Kathy Hayfield will be filling in as acting regional director and supervising the Richmond Area. Susan Green will be working with Petersburg, Danville, and South Boston areas of the Central Region

Workforce Investment Opportunity Act (WIOA)

Liz Smith

See attached summary.

- Next Steps: Final Regulations will likely come out in the spring.
 - o Several meetings have been held already with regards to the 15%, 50% and PETS. You'll see a series of meetings coming up soon regarding a unified state plan and DARS and DBVI will be working together to develop this unified plan for VR.
 - o Further changes/policy changes will be delayed until further guidance and discussion on a "red line" will be coming out. RSA is working on this along with DOL. Stay tuned, more will be coming out. There's some confusion still on figuring this out without some guidance from RSA.
 - o Title 4: VR Medicaid ID Agencies must have a formal agreement in place pertaining to the delivery of VR service, extended services, and long-term supports for those requiring long-term care funded by Medicaid. We're going to be working with the other state agencies to collaborate on making services more streamlined and reducing the gap between services VR/Medicaid. VA has already been working on this through the Employment First Initiative and the DOJ settlement.
 - o Some of the meetings with DOL have given the impression that VR is pushed aside. There's also a lot of discussion about how the One Stops are funded. A certain percentage of VR dollars are supposed to be devoted to One Stops. It discusses some regulations around localities agreeing upon this percentage, and if not the governor must make the regulation.
 - o January 13th is the next meeting for ESO-SC and Liz is invited to attend and provide an update.

ESOSC Sub Committee Reports

- Funding Sub Committee

Phil Nussbaum

- Lively discussions around funding changes, not just with VR, but also with Medicaid Waiver rewrite, a lot of funding unknowns and this is creating anxiety for providers.
- Cuts to LTESS/ESS Funds: \$302,000 this year
 - o Decision making process on how these will be distributed, questions and concerns with previous year underutilization looking organizations that did not spend their funds being first in line with getting reallocation.
 - o Increase in VR dollars with increases in how that relates to the level of services. Looking at information from 2012 – 2014 and how this will impact 2015 dollars.
 - o Changes in Referral process: Ex. Individual coming to a provider needs to be coming through DARS prior to being able to access Waiver funds. This impacts services and delays services for people, and thus the eligibility process (up to 60 days) might have a job loss due to the delay in the process. Ideas looking at fast-tracking this process for individuals that have a job waiting for them already.
 - o Matthew will look into the official form letter going into Delayed Status and how the process works for documenting that they do not have funds available and thus they should be eligible to access their Medicaid funds.
 - o There still seems to be some confusion as to what/when services are available to individuals that apply for VR services and are in the "Eligibility Process" they are unable to access their waiver services until they are moved into a Delayed or Ineligible Status.
 - o Recommendation from Dee Dee was to make referrals to the Manager versus the Counselor to identify clients that are Medicaid eligible but have a job ready through providers of Waiver services.
 - o A letter can be provided by a manager for an individual that will be going into Delayed status in the event that timing and haste is needed.
 - o There is a disparity in the amount of hours available to provide in JD for DRS, whereas providers of waiver services are more open/maximum funding. There has not been a great deal of discussion around Waiver services restricting or controlling costs in reframing/redesigning Waiver services. Dec 1st public comment will be available to discuss



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how redesign will impact providers. Kathy: Looking at blended funding around the “Discovery” period, how can we pay for Discovery services under the Job Development umbrella? ASD Pilots have provided intense high dollars (\$20k) for those with intense need, however we cannot do this for everyone, it’s just the reality of the funds available.

- New Format of the committee is great, however timing was not available to incorporate all the recommendations from DARS staff around how funding cuts, thus an additional meeting should be available to allow the funding committee to weigh into how the cuts are cut. Suggestions were helpful to staff to look at methodology that makes sense to them as a provider, today there was several recommendations that were unable to formulate a final decision into how cuts are impacted and inputs from ESO-SC.
 - Recommendations: When budget cuts come down from the Governor, a fair amount come from the LTESS/EES dollars. Options are to look at the organizations that don’t need the dollars they are allocated instead of doing a across the board cut. Making cuts/reallocations more individualized based on organizations to move funds from programs that don’t need the funds they have on hand to move into programs that do.
 - Timeline of cuts: Decisions need to be made soon, so that we can get that information out to you giving you an opportunity to look at this and make suggestions on how to reallocate.
- Q: How were EES funds targeted? All cuts were out of state general funds 2 million was mandated for DARS to cut. We never put forth state dollars that are put towards the Federal Match, thus we look at dollars that are not taken into account for state match funds. This amount is cut from the existing year we’re in now, and it’s cut from next year (unless something changes). Ideally, the recommendations for cuts should be included with the funding sub-committee.
- Cuts must come from 100% general funds, has to be dollars that are not a part of the state match. Cuts went to CILS, ESOs, PASS, WWRC, and Brain Injury Disability Services.
 - Administrative cuts were made to personnel services. Budget bill is public information.
 - Ella will prepare a spreadsheet comparison of an “Across the Board Cut” vs. “Reallocation of dollars for orgs that don’t need it”.
 - Ella will help to coordinate another meeting of the funding committee to look and discuss proposals for cuts prior to the next ESO SC meeting.

- Public Policy Sub Committee

Marshall Henson

- Looked at proposed guidelines to policy, more information is needed due to the fact that the previous guidelines were needed in order to make recommendations for policy changes.
- Issues around Service Providers:
 - Private Providers: You have to think about...
 - Closure of OOS
 - Changes to WOIA
 - Waiver Redesign and the impact of HCPS final rule on integrated settings
 - Presidential Executive order: Requiring providers to pay \$10.10/hr
 - Providers are being bombarded from multiple directions
 - Policies need to be enacted by Sept 30th 2014, internal audit processors need to be shown that work has been done. This will be delayed at least until the next ESO-SC Meeting. Seems like now is the time to look at our Guidelines, and move them over to Policy.

- Nominations Sub-committee

Sharon Bunger

- No report will convene in January for 2015 Nominations

Meeting Dates 2015 – January 13th, April 14th, July 14th, October 20th (consensus on the 20th by the ESOSC)

Public Comments



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Meeting Adjourned at 12:30



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Employment Service Organization Steering Committee Meeting

October 21, 2014 Presentation

What's Up With WIOA?

On July 23, 2014, President Obama signed into law the Workforce Innovation and Opportunities Act (WIOA). WIOA is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. Congress passed the Act by a wide bipartisan majority; it is the first legislative reform in 15 years of the public workforce system. WIOA supersedes the Workforce Investment Act of 1998 and amends the Adult Education and Family Literacy Act, the Wagner-Peyser Act, and the Rehabilitation Act of 1973.

Some Key Provisions for Workforce Development

The following is just a snapshot of the some of the key provisions that will affect Workforce Development.

Title I Workforce Development

- Meant to strengthen alignment of workforce development programs and to support job seekers and employers.
- WIOA designates certain programs as “core programs” in the workforce development system. Public VR is among those designated as a core program, and as such will continue to be a mandatory member of state and local workforce boards. Other core programs are Adult, Dislocated Worker, and Youth workforce investment programs, the state Employment Service (Wagner-Peyser), and Adult Education and Literacy.
- Every state will develop and submit a four-year strategy – in the form of a single Unified State Plan for core programs for preparing an educated and skilled workforce and meeting the workforce needs of employers. VR is one of the core programs that will be included in the Unified State Plan.
- VR will be subject to the same common indicators of performance as other WIOA core programs. The RSA Standards and Indicators will no longer exist. The indicators will look at: job retention, earnings, educational attainment and skills, employer engagement.
- Core programs must measure the effectiveness of services to employers for the first time.
- WIOA generally maintains the current structure of state and local workforce boards, continuing to require a business majority and chair. However, the number of members is reduced.
- One-Stop Centers become known as American Job Centers.