Provider Transformation
Getting Started: Where Are We Going and How Do We Get There?

42nd Annual MARO Spring Leadership Conference
June 8, 2016  3:30pm-4:30pm
Rachel Pollock and Genni Sasnett
National EFSLMP SMEs
Office of Disability Employment Policy (ODEP)
Provide mentoring, intensive technical assistance (TA) and training from a national pool of subject matter experts and peer mentors to core states as they transform existing policies, service delivery systems, and reimbursement structures to reflect an Employment First approach;

Facilitate virtual training and knowledge translation on effective practices;

Facilitate dialogue on shared experiences related to effectuating Employment First policies and practice;

Objectives of the Employment First State leadership Mentoring Program (EFSLMP)
Link participating states with current Federal initiatives that are focused on promoting state-level systems-change conducive to *Employment First* objectives; and

Evaluate the impacts of the investments in state *Employment First* systems change efforts over time to identify common challenges faced by State governments and validate innovative strategies and effective practices that lead to the successful implementation of *Employment First* objectives.

**Objectives of the EFSLMP (2)**
The Big Picture of Transformation

WHY DOES THIS MATTER SO MUCH?
Annette works at the **Shake Shack** in the Battery Park neighborhood of New York City.

She is responsible for bussing and cleaning tables, replenishing condiment stations, and organizing the chairs.

Annette greets each customer, answers any questions about the menu, and organizes the long lunch lines!

Annette will also make their signature milkshakes on occasion. Her favorite is peanut butter.

Her supervisor is thrilled with her tenacity and positive attitude.

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**The importance of income and assets**

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How work helps someone like Annette financially....

• SSI before working = $810

• Wages plus SSI = $1200 after taxes

• $400 extra per month!!!
Alex works at **Rock Creek Stables** in Rock Creek Park in Washington, DC.

He is responsible for feeding and watering the horses, doing the laundry and moving materials around the stables.

Alex has learned to *drive a golf cart* so he can move bales of hay and larger items.

Alex has worked at the Stables for years and has taken on extra duties and expanded hours.

His supervisor is very positive about Alex. She likes his thoroughness and affection for the horses.

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**The importance of developing relationships and realizing your dreams**
How work helps someone like Alex

• Earns money which has helped him move into an apartment with a friend

• Has new relationships with his co-workers and owners who board their horses at the stable

• New hobby – you guessed it! Horse back riding with friends
Civil Rights –The Pursuit of Equality
Where are you in the transformation process?
Self-assessment: Why is this a good first step?

• You and your team collectively know your agency the best

• Step back from the day to day needs to see how you can better support people

• Provides a new lens to analyze what you already think you know
Self-assessment: Why is this a good first step?

• Organizes information about your agency into components that experience demonstrates are key to transformation

• Launching off point for your team for strategic planning

• Can help you break your long term goals into short term manageable steps and specified timeframes
Documents to look at as you perform your assessment

- Mission statement
- Strategic plans now in place
- Organizational chart or structure
- Job Descriptions
- Training materials and curriculum
- Financial documents
- Data already collected about outcomes
Next Steps: Now we know more about ourselves, where do we go from here?

• Often just completing the assessment triggers action

• Analyzing information

• Creating a report and set of recommendations

• Prioritizing recommendations

• Developing an implementation plan

• Getting going
Sharing Experiences: the FY’16 Michigan ODEP Grant Participating Agencies

TRICO Opportunities Inc.
Christine Kruppstadt, Executive Director

Mid-Michigan Industries, Inc.
Alan J. Shilling, President

Community Enterprises of St. Clair County
Mychal Fearncombe, Executive Director

Goodwill Industries of Southeastern Michigan
Dan Buron, Executive Director
TRICO Opportunities, Inc.
Kingsford, Michigan

assisting persons with disabilities in maximizing their abilities and capabilities so as to become self-reliant and as self-supporting as possible. This outcome will be achieved by harnessing all available resources to deliver vocational rehabilitation and support services in a professional manner that treats all persons with dignity and respect

Presenter

Robert Rafferty, Program Coordinator - Iron County, Community Based Supported Employment.
Community Enterprises of St. Clair County
Port Huron, Michigan

facilitating opportunities for persons with intellectual/developmental disabilities to live and work in the community and to support them as they become more included, productive, self-sufficient, connected with others, and experience self fulfillment.

Presenter

Carrie Kerbrat, Associate Director
Goodwill Industries of Southeastern Michigan
Adrian, Michigan

*Goodwill Provides Exceptional Opportunities for People Facing Barriers*

**Presenter**

John Haught, Vice President of Workforce Development
Summary

“You have to know where you are to know where you’re going”

• Self-analysis is a great method to make an assessment of where your agency is currently – effectively your baseline

• Once your analysis is complete you can identify what you need to address in order to begin to begin transformation

• BUT, its only the beginning! You need to develop a plan for change – no plan, no progress

• AND, you need to review and note your progress as you move along and revise your plan accordingly
Keep Moving Forward!

GO FOR IT!

Good Luck!
Thank You For Coming!!!

QUESTIONS????

COMMENTS????
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