

Alternative Means to Reimburse Community Employment Activities

Sub-Committee Members –

Marcia Tewell – Developmental Disabilities Council – Chairperson

Bill Baesman – Arc of Colorado

Annette Stahuljak – Community Smart – Colorado Spings

Dan Griffen – Colorado Springs

The sub-committee explored the work of the project in Ohio and the various funders of such as well as its continued existence. The conclusion of the group is the Ohio model is viewed as a viable alternative if State general funds are available and may be more viable if Self-Determination Waiver amendments allow for more flexible funding regarding who can be reimbursed for providing job supports.

The sub-committee recommends that Colorado continue to consider the implementation of a project similar to the Ohio model. The sub-committee members expressed an inability, due to other commitments related to the DDD Strategic Plan, to continue to devote further time and effort to this endeavor.

Specific information from the Ohio model is attached.

SELF-DETERMINATION IN EMPLOYMENT

Employment Outcomes and Micro-Enterprises

SCOPE OF PROJECT AND COUNCIL INTENT:

In the year 2000, the Ohio Department of MR/DD expanded the Self Determination project. Currently, people served through certain counties are limited in who they can contract with for employment services. Traditional employment services often are ineffective, allowing for the low community employment rate for people with disabilities. In addition, traditionally less than one percent of all persons with significant disabilities have successfully used a generic job service to become employed.

The project will demonstrate innovative and unique ways to access employment for individuals with significant disabilities and allow them more income and assets by:

- Expanding the Employment Outcome project, piloted in Delaware County in 1998, to all counties in Ohio. Workshops and technical assistance will be available on the Employment Outcome project and Micro Enterprises to service providers, family members and people with disabilities.
- Developing a product to describe the demonstrations and methodologies implemented to access employment for individuals with significant disabilities.
- Collecting data and reporting it to the ODDC Employment Committee about the people with disabilities employed showing career goals, job history, job changes, hours worked, wages earned, benefits accrued, age, and other appropriate information, as well as a pre- and post cost analysis of the implemented methodologies. The Employment Committee will have continual oversight and direct input into the ongoing development and refinement of the data base instrument.
- Collaborating with other Council projects.

RESOURCES TO BE INVESTED:

Federal:	\$100,000
Matching Funds:	\$ 33,333
Total:	\$133,333

OUTCOME STATEMENT:

To increase the number of people with developmental disabilities who have a job that pays at least minimum wage, with benefits, by providing alternatives and choice to traditional employment services.

REQUIRED PERFORMANCE TARGETS:

Area of Emphasis: Employment

**Identification
Number**

EMO1 Adults will have jobs of their choice through council efforts.

Year 2005: 30 Total: 30

EMO2 Dollars leveraged for employment programs.

Year 2005: 10,000 Total: 10,000

EMO4 Businesses/employers employed adults.

2005: 28 Total: 28

EMO5 Employment programs/policies created/improved.

Year 2005: 6 Total: 6

EMO7 People trained in employment.

Year 2005: 50 Total: 50

Area of Emphasis: Cross-Cutting

CR01 Public policymakers educated by Council about issues related to Council initiatives.

Year 2005: 20 Total: 20

FUNDING METHOD:

Continuation Grant

GRANTEE:

Robert Morgan

Employment Outcome Challenge Grant

Funded by Ohio Developmental Disabilities Council

Introduction

The concept of Employment Outcome was piloted in Delaware County in 1998. What is different is not the kind of jobs that can be acquired, but rather the choice of provider options and how the employment provider is paid. Providers receive a commission based on the earnings of the person with a disability. When a person gets a job and is paid, the provider will be paid. The more the person earns, the more the provider is paid.

Traditional vocational services pays a “fee for service” for evaluation, training, career exploration, and job coaching. Fees are paid based on the cost to provide each service. It is expected that, as a result of these services, the “client” will get a job that is well matched to his/her skills so the client will gain meaningful and successful employment. These services, which are usually provided by agencies with well-trained staff and who meet high standards, are measured on their success in helping people acquire and keep jobs. However, the process may take a long time, there may be a limited number of providers, the fees are to be paid whether the client gets a job or not and the fees do not relate to how much the client earns on his/her job. Today, traditional services provide significant (20 hours per week) community employment to only 8% of adults served by county boards of MRDD.

Micro Enterprises

Tom Nerney, National Office on Self-Determination, has challenged us to take Self-Determination in Employment one step further...**to assist and support individuals to own their own business**. As part of this grant, we will bring business people to Ohio who have assisted individuals with disabilities in starting their own business. The project will conduct workshops and provide technical assistance. Employment Outcome Challenge grants will be modified to permit Employment Candidates and their Employment Agent to use the grant dollars for capital start-up.

A video tape will be produced from the workshops and another will feature individual success stories from the counties.

If we truly believe in Self-Determination we must be willing to re-assign control of the financial resources to the individual. That is why this proposal will commit the greatest part of its resources to challenging county boards of MRDD to also commit local funds to expand options for employment.

The following are the objectives of the Employment Outcome Challenge Grant

1. Create new employment opportunities that place priority on:

- Increasing income and wealth for people with disabilities
- Increasing options for sustainable employment support
- Increasing the use of natural supports
- Documenting and rewarding employment outcomes
- Providing opportunities for people to own their own business

2. Create new employment opportunities that promote Individual Supports as part of Self-Determination

- Requires that resources be shifted to Individual Supports

- Permits reallocation of savings to other support areas
- Challenges counties for matched effort with their local and state dollars
- Compliments Ohio's new Self-Determination project expansion

3. Increase pool of Employment Agents including

- family
- friends
- employers
- residential and other community providers

4. Eliminate waiting list for those requesting Adult Services and helps to reduce waiting list for those needing other community supports.

- Employment Outcome supports based on an Individual Support Agreement does not require additional program staff or facilities.
- By definition Employment Outcome costs less than the day program alternative.
- Employment Outcome may be provided by natural supports and thereby freeing dollars to purchase other programs or supports needed for the individual, especially those for which the individual is waiting.
- Those best suited and most interested in Employment Outcome may be those who are waiting on services or who are dissatisfied with current options.

What is the role of the county board of mrdd

Serve a local fiscal and administrative agent which includes:

- Enter into contact with the Employment Agent using contract provided by grantee.
- Insure that agreements (provided by grantee) between Employment Candidate and Employment Agent are signed and understood
Employment Agent and Employer are signed
- Accept, review and make payment to Employment Agents based upon supporting information (employee pay stubs) times appropriate commission rate.
- Invoice for grant dollars monthly based upon supporting information submitted by Employment Agent
- Provide feedback to the grantee on concerns and issues related to the grant
- Assist the Employment Candidate setting up a benefits consultation with the ODDC benefits consultant grantee.

Commission Rates

Employment Outcome pays for services only after the person gets a job and starts earning money. The provider's commission rate will be based on the "Employment Candidate's" prior work experience and the wages the person with a disability makes on their new job:

For persons on a waiting list or new to the service system the commission rate is **50%**

For persons currently in sheltered workshops the commission rate is **40%**

For persons with community employment experience the commission rate is **30%**

Each year the fee will be reduced by 10% until a base rate of 20% is reached. The base fee will continue as long as the individual remains in Employment Outcome status.

For Example:

An Employment Agent assists a person from the waiting list to get a job making \$8,000 dollars a year. In the first year the Employment Agent would be at the 50% commission rate and receive an annual commission payment of \$4,000. If in the second year the employee’s annual wages increase to \$9,000 due to hourly pay increases or additional hours, the Employment Agent would be at 40% commission rate and receive an annual commission of \$3,600. If in the third year the employee’s annual wages stayed at \$9,000, the Employment Agent would be at 30% commission rate and receive an annual commission of \$2,700. For the fourth year and beyond the commission rate would be at the base rate of 20% and at the same \$9,000 per year the annual commission payment would be \$1,800.

The annual commission payment is capped at \$4,500 per year regardless of the rate of commission. The “Employee” can fire the employment agent with 60 days notice and can use the commission fees for other support service but can not select a new employment agent for their current job. A new agent can assist them in finding a new job and receive commissions from the new job. Employment Agents who develop a job under a fee for service model can not opt for Employment Outcome when the fee for service ends. Employment Outcome commission fee is only available for employment that was developed and operated under the standards of an Employment Outcome.

Grant Funding

The county board of MR/DD who will serve as the local fiscal agent for the grant and provide the local match will pay the fee to the Employment Agent. The ODDC project funds will provide Challenge Grants of a maximum of \$1,500 per person per year. The county will be asked to contribute the annual 501 subsidy of \$1,500 from the Ohio Department of MR/DD and provide a match from local tax dollars of \$1,500 for a total of \$4,500 per year per person. The local tax match may be adjusted with ODDC grant dollars for counties designated as Poverty Areas.

Funding Commitment to Employment Outcome Challenge Grant

<u>Match required:</u> <u>per person</u>	<u>% of effort</u>	<u>Maximum Annual Contribution</u>
ODDC Federal Funds	33.3%	\$1,500
ODMRDD 501 Subsidy	33.3%	\$1,500
Local County Board	33.3%	\$1,500 *
Total	100%	\$4,500

* Poverty Area Counties may receive additional ODDC Federal Grant Funds reducing local tax match to \$750 per year.

Why should a County Board wish to participate?

The following figures show the range of costs for Adult Day Program for 1998. Costs include employment services, CAFS services, transportation and administration.

Highest	\$20,437	
Lowest	\$1,970	Vinton County
Next lowest	\$4,412	
Average	\$12,098	

1. Since the \$3,000 local match for Employment Supports (\$1,500 from the 501 Subsidy and \$1,500 local tax dollars) represents only 25% of current average Adult Services cost, for many county boards of MRDD this is a cost effective alternative to the current workshop option for those on a waiting list.
2. Those counties in designated poverty areas will receive an additional \$750 dollars in grant funds.
3. Since each year the commission rate decreases, the cost of the program is designed to go down yet maintaining employment for individuals with disabilities.
4. The annual cost is capped and will never exceed \$4,500 per year.
5. In some cases (family or friend as the Employment Agent) the annual fee may be reassigned to meet other service needs of the individual.
6. It does not require hiring additional staff to implement.
7. It does not eliminate any existing service however, it may help create pressure for positive change.
8. It can be targeted to those on waiting lists or entering the service system for the first time or individuals who are unhappy with current program options.
9. It is open to all counties regardless if they are part of the Self-Determination project or not.
10. Employment Outcome is a cost effective option that can be sustained after grant funds end.
- 11.

Funding priorities:

1. We wish to see the majority of the grant funds actually under the directions and control of individuals with disabilities and those they have selected to assist them. Not simply to preach Self-Determination but to actually get the resources and control where they can work and have the greatest impact.
2. Part of the “challenge” of this grant will be to determine the readiness of county boards of MRDD to the concept of Self-Determination. If they are able and ready to accept the challenge, the grant funds can go directly through them to the people they are attempting to support. If not, we may have to hire staff to assist counties which means there will be fewer dollars for the individuals and local communities to actually use. If we can reach receptive local leadership and provide individuals and their families with an effective tool to advocate with, then we will attempt to move more dollars into the Challenge Grants in the second and third year of the project.
3. Why is this so focused on county boards of MRDD?
 - This is where a majority of the money is and where it is being spent
 - It focuses the boards on an appropriate and needed role in Self-Determination, that of the Fiscal Agent and not that of the provider of services
 - We will consider using any other Fiscal Agent that will bring 66% local match to the grant
4. The grant will not train staff on how to get people jobs. Millions of dollars have been and are currently being spent on such training. The grant will attempt to carefully present the challenge to county boards of MRDD, perspective Employment Agents, individuals with disabilities and their families and then to monitor and evaluate the results as compared to other options currently available.

Micro Enterprise Funding Agreement

The purpose of this agreement is to define the funding and supports that will be provided to _____, here after called the **OWNER** by the _____ **County BOARD of Mental Retardation and Developmental Disabilities**, here after called the **BOARD**, and the **Ohio Developmental Disabilities Council's Employment Outcome Grantee** here after called, **GRANT**.

The OWNER, with assistance and support of a business advisory team, has developed a Business Plan to start a business that will be owned and controlled by the OWNER with assistance and support of the OWNER's advisory team. The Business Plan has been submitted to the Superintendent of the BOARD or his designee, and the BOARD has agreed to provide local funding in support of the Business Plan in the amount of \$ 2,500. A copy of the Business Plan signed by the OWNER and the BOARD's designee is attached and is part of this agreement. The GRANT will provide a match of \$2,500 to assist the BOARD and the OWNER to start the business with the following conditions:

The BOARD shall manage both the local match and the GRANT funds in order to make these funds available to the OWNER to make purchases according to the Business Plan to start the business. These funds will be used solely for the purpose of starting the business. The OWNER and the BOARD may make changes to the Business Plan as necessary to meet the uncertainty and changes that are reasonable to starting the business. The purpose of this account shall be to "incubate" the start-up of the business. The BOARD may elect to have a fiscal agent manage the funds. If so, the BOARD insures that the fiscal agent complies with the conditions of this agreement. The Incubator Account should not use the OWNER's tax identification number (Social Security number) to establish the Incubator Account as it may adversely affect the individuals disability benefits.

The BOARD has designated _____ to be the fiscal agent for the "incubator account" for the start up expenditures of the Micro Enterprise project. The GRANT will send a check payable to this agent for the GRANT'S share of the project.

The OWNER will need to establish their own business account(s) using their tax identification number (Employer Identification Number or Social Security number) for the purpose of depositing income from their business. The business account(s) will be used to pay for future business expenses and to allow the OWNER to draw income from their business. The owner may wish to consider a separate payroll account for payroll payments and withholdings taxes.

The BOARD shall assist the OWNER to receive advice and assistance in at least the following area:

1. Benefits consultation to understand what effect the operation and income from the OWNER's business might have on the OWNER's disability benefits and how to best manage the business and maintain needed benefits.
2. Evaluate how the business should be organized (i.e. Sole Proprietorship, Limited Liability Corporation or other).
3. What permits may be required (i.e. vendor's license, health inspections).
4. Need for insurance both general liability and contents.

These areas should be addressed in a well-written Business Plan.

The BOARD shall provide the GRANT monthly status reports on the start-up of the business including expenditures and balances of the Business Incubator account as well as progress and barriers. The BOARD will provide a final accounting report when all funds in the Business Incubator account have been expended.

Should the Business Plan not be implemented or the business fails, the BOARD shall provide the Grant with an account of any assets and resources that are remaining. The BOARD and Grant shall jointly determine the use of the remaining assets.

The BOARD shall encourage and assist the OWNER to provide pictures and stories on the business to serve as a model for others considering starting their own business. See Media Release below.

The following parties make this agreement the ___ day of _____ 2003:

For the OWNER _____ Date _____
Owner

For the BOARD _____ Date _____
Superintendent
County Board of MRDD

For the GRANT _____ Date _____
Robert R. Morgan, Project Coordinator
Employment Outcome Challenge Grant funded by
The Ohio Developmental Disabilities Council

Media Release

In order for more people to have the opportunity to own their own business we would like to share information on those who have been successful. If you would like to have information about your experience shared please sign below. You do not have to agree to this to be part of the Employment Outcome program.

I would like to have my story including my picture, my financial information on my business, how I am doing in other aspects of my life and information about my disability shared with others who might like to be a part of the Employment Outcome program. I agree to have this information made available in print format and on web sites. We will not release your address, home telephone number or email address. If you provide us with the above information on your business we will use that information in your story.

I agree to the above media release

OWNER _____ Date _____

Micro Enterprise Workshop

December 14-15, 2004

At Ramada Plaza Hotel and Conference Center
4900 Sinclair Road, Columbus OH 43229

Individuals with disabilities can start their own business and create personal wealth as part of Ohio's goal of self-determination. The two-day workshop conducted by nationally recognized experts from the Center for Self-Determination will include:

- Personal testimonies by Ohio enterprise teams
- Opportunities and barriers for small business ownership
- Understanding steps in building and implementing a business plan
- Using individual budgets and public resources as part of a business plan
- Role of direct care staff and family as supports for the business
- Development of initial business plans

Darcy Smith and **Doreen Rosimos** founding partners of **Income Links, LLC**, New Hampshire, whose mission is to assist people with disabilities to start their own businesses. Darcy and Doreen are personal planning Consultants at the Center for Self-Determination and have conducted numerous micro enterprise workshops.

Registration options: Registration for both Enterprise Teams and Individual Registration may be limited and requires application one week prior to the training.

Individual Registration - \$35 per person for individuals who wish to participate in the training but are not a member of an Enterprise team. (Compete the form below)

Name _____ Position _____

Agency _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Fax (_____) _____

**Make checks and PO's payable to **Employment
Outcome – MRDD.Net****
191 Somerset Road, Delaware, OH 43015

Enterprise Teams – See instructions on the reverse side for special team registration options and instructions for completing the Enterprise Team registration form. For registration of additional members of an Enterprise Team, please use the Individual Registration form and rates.

ODMRDD Certification – This training is approved for **13** hours toward the following types of certification/registration - **Adult Services, Case Management, Investigative Agent, County Board of MR/DD Training, and Superintendent (Services/Programs/Support Services)**

Continental breakfast and lunch will be provided both days, supper is on your own. The workshop will begin at 9:00 a.m. on the first day and end at 4:00 p.m. on second day. For overnight accommodations we recommend staying at the Ramada Plaza Hotel, 4900 Sinclair Road, Columbus OH 43229 – 614-854-3251

Registration Deadline December 7, 2004

Micro Enterprise Workshop

Would you like to start your own business?

If yes, then you have some planning and hard work ahead of you, but there is help including a grant from the Ohio Developmental Disabilities Council.

First, you must create an Enterprise Team to help you. This team will be made up of family and friends who will assist and support you. It may also include staff from agencies who are currently providing you services or new agencies who want to help you get a job or start a business. It will also include staff from the Board of Mental Retardation and Developmental Disabilities (MRDD) who will help you develop a business plan so you can access the grant funds. The team may also include people who have information on how to manage the business that you want to start. Talk to your family, friends and staff and ask them if they are willing to help you.

The next step is to complete the application, contact your County Board of MRDD and ask if they will sponsor your application. If they agree and assign required members to your team, you can make application and start planning for your business.

You will then meet with your Enterprise Team and talk about the type of businesses that you could operate. The Enterprise Team will help you decide which businesses are best and help you to begin developing your business plan.

Enterprise Team Registration and Training

This two-day, hands-on, training session is open for Enterprise Teams from across Ohio. For a team to be selected for the training, they must complete the attached application and have commitments from the key members of their team. The sponsoring County Board of MRDD must agree to fund the full cost of the training, \$100 per team. Team registration is limited to four people including the owner. Please complete attached Enterprise Team registration form. Additional team members may register at \$35 per person by completing the Individual Registration form.

Grant Funding

The Ohio Developmental Disabilities Council's Employment Outcome grant will provide a maximum of \$2,500 as match for \$2,500 of local funds for an approved business plan. For designated poverty counties, the grant is increased to a maximum of \$3,500 with a local match of \$1,500. The maximum funding from the grant including local, state and grant funds

is \$5,000. The plan must include any additional funds that will be used and how support of the business will continue during and after the first year of operation.

Identify key members of the Enterprise Team

The first step is to identify people who can help you start your business and what they can do for you.

Owner (a person who is eligible for services from a County Board of MRDD):

The person who is the driving force of the business. Describe personal assets and skills that the owner has that will be key to the success of the business. Identify assets and skills that will be required of other business partners and associates.

Personal Supporter:

This will include family and friends who are committed to assist with the business and share in the risk. Identify their personal and professional assets and skills and to what extent that these may be provided at no cost, at a discounted rate or from profits of the business.

Professional Supporters:

This will include Service Coordinators and Personal Agents who work with the individual with a disability who have the desire, commitment and flexibility to change the current support resources from a social services model into an enterprise opportunity.

Funders and Administrators:

This is a funding and policy decision-maker that has authority to change staff assignment and funding practices. Determine if this person will support changing needed to enable enterprise opportunities to work.

Why are you asking about my previous wages?

We want to compare how your wages and income changes from before you start your business to after. If you accept the grant, we will need to receive information on how your business is progressing and how much money you are earning. We also would like to hear about other changes in your life. This information is needed for us to know if the grant is working and helping people become successful.

If you have any questions on the grant please email or call

Robert R. Morgan
Employment Outcome, Project Coordinator
Email – Morgan@mrdd.net
191 Somerset Road
Delaware, OH 43015
Phone 740-272-1658 Fax 740-369-4911

Application for Enterprise Team Training

Application may be submitted as a word processing document in same format.

Identify key members of the Enterprise Team

Name of Business Owner _____
 Address _____ City _____ OH Zip _____
 Telephone _____ Email _____
 Previous Employment History (include job type and length of employment)

Wages earned in tax year as reported on W-2's (Complete as many as available)

Year	2003	2002	2001	2000	1999
Gross Wages					

What assets and skills does the owner bring to the team?

Name of Personal Supporter(s) _____
 Address _____ City _____ OH Zip _____
 Telephone _____ Email _____
 Relationship to owner _____
 Assets and skills brought to the team _____

If more than one please attach additional information

Name of Professional Supporter(s) _____
 Position _____
 Address _____ City _____ OH Zip _____
 Telephone _____ Email _____
 Relationship to owner _____
 Assets and skills brought to the team _____

If more than one please attach additional information

Name of Administrative Authority _____
 Position _____
 Address _____ City _____ OH Zip _____
 Telephone _____ Email _____
 Relationship to owner _____

Authority to approve Individual Budget Plan up to \$ _____ per year.

Please answer the following questions on a separate sheet:

How often has the Enterprise Team met to discuss business opportunities?

What business opportunities have been considered?

What are the primary barriers that must be addressed?

What additional professional and support resources will be needed?

<p>Send Application and a Purchase Order for \$100 to Employment Outcome – MRDD.Net, 191 Somerset Road, Delaware, OH 43015</p>
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OHIO DEVELOPMENTAL DISABILITIES COUNCIL

FY 2005

STATE PLAN GRANT NO. **00-4/04**

DURATION **From 7/1/2004 to 6/30/2005**

PROJECT TITLE **Self Determination in Employment
*Employment Outcome Challenge Grant***

APPLICANT ORGANIZATION: Robert R. Morgan
191 Somerset Road
Delaware, Ohio 43015

PROJECT COSTS:

Federal Funds:	\$100,000
Matching Funds:	\$ 33,333
Total Cost	\$133,333

DD COUNCIL USE ONLY

Project Duration: _____

Date Received: _____

From: _____

Action: _____

To: _____

Project Identification

Project Title: **Self Determination in Employment** *“Employment Outcome Challenge Grant”*

1. Applicant Organization:

Robert R. Morgan

191 Somerset Road

Delaware OH 43015

Work Phone: 740-272-1658

Work Fax: 740-369-4911

Email: morgan@mrdd.net

Federal Tax ID. 291-38-4854

2. Project Director:

Robert R. Morgan

Other information same as above

3. Project Financial Officer:

Same as above

4. Type of Organization:

Individual

5. Area of State to be Served by this Project:

Entire State of Ohio

6. Agency Director:

Signature _____ Date: May 9, 2004

REQUIRED PERFORMANCE TARGETS FOR 2002-2003

EM01 Adults will have jobs of their choice through council efforts. Year 2003-2004 target was **30/Total 125**

Employment Agents - We currently have **14** individuals employed through Employment Agents. Three of these individuals have family members as their agents. All but three individuals who have gotten employment through employment outcome are still employed. One is currently between jobs and has a history of job turnover; one was laid off and is now on an enclave crew and one man died recently. One of the individuals who has a family Employment Agents may drop out of the grant due to county's unwilling to provide additional support while on Employment Outcome status however they have committed to support the employment with county provided job coaches. We currently have **14** individuals who have started their own business and at least an additional three are actively working on their business plans. Combined we have **28** individuals employed. This is below the targets for the objective but we have increase each year of the project especially in Micro Enterprise.

EM02 Dollars leveraged for employment programs. Year 2003-2004 target was **\$50,000/Total \$160,000**

In the current grant year (two quarters reporting) participating counties paid \$29,063.55 in match for Employment Agents and Micro Enterprise startup. Since the grant began, county boards of MRDD have paid \$113,446. It is expected that current year and total targets will be met.

EM04 Business/employers employed adults. Year 2003-2004 target was **28/Total 121**

This target is tied directly to EM04. The only businesses that employ more than one individual is TWM Salvage which has three partners and Dyer Stilwell Amish baskets which has two partners. Thus there are currently **26** different employers. This is below the targets for the objective but we have increase each year of the project especially in Micro Enterprise.

EM05 Employment programs/policies created/improved. Year 2003-2004 target was **6/Total 24**

The most significant policy changes was the creation of a Self Determination category on the ODMRDD enrollment reporting system that authorizes non-tradition employment options for ODMRDD 501 subsidy. There are currently **ten** counties that offer Employment Outcome options (Delaware, Fairfield, Williams, Hamilton, Lucas, Crawford, Marion, Stark, Cuyahoga and Allen). Delaware, Fairfield, and Lucas counties have included Employment Outcome in their annual plans. It is likely that that the total targets will be met.

EM07 People trained in employment.

Year 2003-2004 target was **100**/Total **330**

For the current grant year **254** documented individuals have received 1,512 hours of instruction resulting in an In-Kind volunteer value of **\$33,076**. Since the grant started **1,106** documented individuals have received training. The targets for the year and for the total project targets have been achieved.

CR01 Public policymakers educated by Council about issues related to Council initiatives.

Year 2004-2005 target was

40/Total **110**

In the current year we have had **103** policy makers trained on the grant. Since the grant began **233** policy makers have been educated on employment grant. The targets for the year and for the total project targets have been achieved.

SUMMARY

Addressed the legal and policy issues regarding Employment Outcome.

Much of the early work on the grant focused on establishing a sound legal framework for the project.

The following are some of what was completed:

- Legal research and an opinion letter that determined that employment agents are independent contractors and that county employees can not be an employment agent due to conflict of interest under the Ohio Ethics Law.
- Created contracts between the grantee and the county, the county and the employment agent and the employment candidate, the county and the employment agent (parent or other natural support) so that the agent fee could be assigned back to the individual's plan.
- Verified that Employment Agents would be covered as respite providers under the insurance policy that most County Boards of MRDD have with Nationwide Insurance.
- As a result of requesting an opinion letter of the Ohio Department of Mental Retardation and Developmental Disabilities, Director Ken Ritchey created a new subsidy category for individuals whose services are based on a Self-Determination model such as Employment Outcome. This was important because it recognized self-determination services as eligible for funding on the same basis as traditional programs and demonstrated that the ODMRDD is committed to self-determination.

After the basic framework of the grant was set, most of our energy was placed in speaking to various groups about the concept of Self-Determination in employment. We focused on policy makers and professionals. We tried to target residential providers because we thought they would be an effective option for non-traditional Employment Agents and key team members for individuals wanting to start their own business. To our surprise the residential community showed no interest in the concept. We were turned down when we asked to speak at residential conferences and training programs.

We introduced the concept of Micro Enterprise as the Keynote session at the October 2000 PAR Convention. From that training we helped Deanna Kirwin start her cross-stitch business which opened in March of 2001. One of the first lessons we learned was that these opportunities may only occur where there is a supportive administration and heroic commitment by line staff, the individual and families. The fact that every business that has started has required such a tremendous amount of work has made us realize that we must develop better local organizational support and resources. We do not yet know if Micro Enterprises will generate revenue or the cost savings comparable to Employment Agents. However, it does provide the potential for individuals with more severe disabilities to have a meaningful employment option and greater income and independence than current options. The main focus for the future of the project is to offer at least five Micro Enterprise workshops per year.

We have seen that the Employment Agent option not only is viable but actually produces better results and much less cost than traditional options. Comparisons with results from the Rehabilitation Services Commission (RSC) and Department of MRDD joint project reported average hourly wages of \$6.20 compared to \$8.08 for Employment Outcome. Annual wages for the RSC/MRDD project was \$8,382 compared to \$12,482 of the Council's grant. The cost benefit comparison was even more notable. For 2001 the RSC/MRDD project obligated \$1,940,000 to generate \$1,240,595 in wages. In other words for every dollar spent individuals with disabilities earned 64 cents. The Council's project generated \$137,311 in wages at a total cost for the grant of \$41,647. For every dollar spent individuals with disabilities earned \$3.30. When we look at just the cost of commissions paid, the cost to income ratio jumps to \$20.37 of wages for every dollar of commission.

We would like to see more individuals participate in both Employment Outcome options. There is a great deal of interest in Micro Enterprise and it is likely that the majority of individuals served through this grant will be as a result of owning their own business. The Employment Agent option is very well suited to young people in transition from school to adulthood. Allowing parents or other natural support to function in the role of Employment Agents would provide support for employment developed by the schools that is often lost in the transition to adult program. Effective use of Employment Agents could allow individuals to bypass the County MRDD adult program while receiving the supports they need to be successful.

The Cuyahoga County Board of MRDD and the grant are planning a special workshop this fall with the Cleveland School District to explore Employment Outcome and Micro Enterprise for transition students.

Activities for the grant year:

- Increase the number of families who are employment agents and managing their own employment support accounts especially for youth who are transitioning from school to adulthood.
- Create web site with stories of individuals who are working under employment Outcome and Micro Enterprise.
- Conduct three to five county sponsored Employment Outcome two-day workshops.

General Problems and Barriers*System Focus*

During the term of this project the MRDD system in Ohio has been focused on the HCFA reviews, newspaper articles critical of health and safety conditions, and expansion of Medicaid waivers. Currently, cuts in the state budget has have taken the attention of both state and local leaders. While all of these distractions have over shadowed the self-determination movement, progress is still being made. The ODMRDD has completed a one-year project to promote self-determination. The ODMRDD contracted with Derrick Dufresne to conduct small group training and follow-up with all counties on person centered planning and personal budgets. The concentrated and renewed focus has created more interest and support for Employment Outcome and other self-determination projects. We are also seeing more counties including Employment Outcome in their annual plans and re-organizing staff and other resources to support new alternatives.

Reaching the right audience

In presenting the ideas of this project we have spoken to policy makers, administrator, professionals, advocates, families and individuals with disabilities. For the most part this effort has only been marginally successful. People who attend such meetings, both professionals and advocates, are not likely to be the individuals who will be motivated to take the risk of Employment Outcome. The people that we need to reach are individuals who are motivated to work and who have personal supports around them that can make Employment Outcome and Micro Enterprise work. Even when state and local policy makers are supportive of self-determination, it can only occur when individuals are motivated and willing to take the risks and do the hard work. To be successful, the project needs to reach families, especially families with children in transition from school to adulthood.

Supporting the Supporters

Where Employment Outcome and especially Micro Enterprises has work it has happened as the direct result of individual staff members taking a leadership role and persisting in the face of local resistance. Even when the Superintendent is in full support of the effort, I have seen these dedicated professional face great resistance and demands from the Superintendent to balance their time and energies to serve the other people they need to work with. In truth, the successes we have had to date have been as the result of the heroic efforts of front line staff and families. Part of what we will look at this years will be the organizational and structural changes that need to occur at the local level to support those who are support Micro-Enterprise and Employment Outcome.

System Change Grants

In current year grant we had proposed System Change Grants. These modest grants were to go to counties that had already completed one Micro-Enterprise to assist them to identify administrative changes needed to support Employment Outcome changes. I did not use these the grants because I determined they were not necessary. Counties that valued Employment Outcome would make them happen and figure our locally what needed to be done. Our focus for the last two years of the grant will be a sprint to the finish. We want to offer at least five workshops per year to give as many people as possible the opportunity to start their own business.

Increasing the rates:

Based on the recommendation of Council, I increased maximum amount of funding to \$5,000 per person per year. I also decreased the local match required from a county to 50% for non-poverty counties and 25% for poverty counties. So far this has not seemed to be an incentive but it has made the explanation of the funding simpler. Members of council have questioned if the fees and rates paid are adequate for providers to become involved. It is important to restate that the goal of this project has never been to create an option that would be attractive to the existing provider network but rather to create a significantly different alternative for an expanded and new group of providers. Where we have had success in doing this the rates and fees have not been identified as inadequate or a problem. We have had problems with County Boards of MRDD not understanding or accepting how they can blend this option with their traditional services. We have had one case where an individual and their family have been forced to abandon an Employment Outcome option because the county would not provide additional needed supports if her and the family continued to use the Employment Agent option.

Original Concept

Employment Outcome is different not the kind of jobs or supports that can be acquired, but rather the control over the choice of providers and how the employment providers are paid. When a person gets a job and is paid, the provider will be paid. The more the person earns, the more the provider is paid.

Traditional vocational services pays a “fee for service” for evaluation, training, career exploration, and job coaching. Fees are paid based on the cost to provide each service. It is expected that, as a result of these services, the “client” will get a job that is well matched to his/her skills so the client will gain meaningful and successful employment. These services, which are usually provided by agencies with well-trained staff and who meet high standards, are measured on their success in helping people acquire and keep jobs. However, the process may take a long time, there may be a limited number of providers, the fees are to be paid whether the client gets a job or not and the fees do not relate to how much the client earns on his/her job. Today, traditional services provide significant (20 hours per week) community employment to only 8% of adults served by County Boards of MRDD.

Employment Outcome pays for services only after the person gets a job and starts earning money. The provider’s commission rate will be based on the “Employment Candidate’s” prior work experience and the new job wages:

For persons on a waiting list or new to the service system = 50%

For persons currently in sheltered workshops = 40%

For persons with community employment experience = 30%

Each year the fee will be reduced by 10% until a base rate of 20% is reached.

The County Board of MRDD who will serve as the local fiscal agent for the grant and provide the local match will pay the fee to the Employment Agent. The ODDC project funds will provide Challenge Grants of a maximum of \$2,500 per person per year. The county will be asked to contribute a match from local tax dollars of \$2,500 for a total of \$5,000 per year per person. For counties designated as Poverty Areas the ODDC will provide \$3,750 with those counties providing a local match of \$1,250 per person. The following table shows how as the percentage of the commission decreases the wages will have to go up if the Employment Agents wish to receive the full commission of \$5,000:

Commission Rate	Annual Wages	Income to Cost Ratio
50%	\$10,000	2.0
40%	\$12,500	2.5
30%	16,667	3.3
20%	25,000	5.0

The provider or “Employment Agent” can be anyone the person with a disability chooses including:

- Traditional vocational service providers
- Residential or other community service agencies
- County Boards of MRDD may be the Employment Agent if they re-direct Employment Outcome fees to other self-directed services for the individual
- Any business that employs eligible individuals
- Immediate family members of the person or businesses owned or controlled by family members may provide the support services of an Employment Agent. Families will be assisted in setting up Employment Support accounts from the agent commissions.

The person who employed the individual must agree to share information concerning wages, benefits and work history in order for the Employment Agent to bill for his/her services. The fees received for Employment Outcome grants must cover all costs related to employment such as transportation, training, job coaching, special equipment, accommodations, etc. The fees can be used in any way the Employment Candidate and Employment Agent see fit. This can include, but is not limited to incentives, stipends or recognition of supervisors or co-workers. The fees may also be used to purchase other community supports for the individual.

Who is eligible for Employment Outcome Supports? Anyone who meets all of the following criteria:

- Age 16 or older who is eligible for services under the rules of the Ohio Department of MRDD, and
- Employed in any position earning at least minimum wage, other than those of a sheltered workshop and/or public subsidies employment program, and
- Currently in community employment and where the cost of the Employment Outcome Support is less than current employment support costs, and
- Has made application and received match commitment from their County Board of MRDD, has had an individual budget authorization by the County Board of MRDD and has selected their own Employment Agent.

Micro Enterprises

Tom Nerney, Director of the Center on Self-Determination, challenged us to take Self-Determination in Employment one step further...**to assist and support individuals to own their own business.** As part of this grant, we will bring business people to Ohio who have assisted individuals with disabilities in starting their own business. The project will conduct workshops and provide technical assistance. Employment Outcome Challenge grants will be modified to permit Employment Candidates and their Employment Agent to use the grant dollars for capital start-up.

If we truly believe in Self-Determination we must be willing to re-assign control of the financial resources to the individual. That is why this proposal will commit the greatest part of its resources to challenging County Boards of MRDD to also commit local funds to expand options for employment.

Why should a County Board wish to participate?

The following figures show the range of costs for Adult Day Program for calendar years 1998 and 2000. Costs Include employment services, CAFS services, transportation and administration.

	<u>1998</u>	<u>2000</u>	
Highest	\$20,437	\$26,723	
Lowest (Vinton)	\$1,970	\$2,348	
Next lowest	\$4,412	\$6,785	Average Local Percentage = 70.60%
<i>Average</i>	<i>\$12,098</i>	<i>\$15,755</i>	<i>\$11,123</i>

12. The \$2,500 local match for Employment Supports represents only 16% of the 2000 average Adult Services cost and less than 22.5% of local cost, for many County Boards of MRDD this is a cost effective alternative to the current workshop option for those on a waiting list.
13. Those counties in designated poverty areas will receive an additional \$1,250 dollars in grant funds.
14. Each year the commission rate decreases, the cost of the program is designed to go down yet maintaining employment for individuals with disabilities.
15. The annual cost is capped and will never exceed \$5,000 per year.
16. In some cases (family or friend as the Employment Agent) the annual fee may be reassigned to meet other service needs of the individual.
17. It does not require hiring additional staff to implement.
18. It does not eliminate any existing service however; it may help create pressure for positive change.
19. It can be targeted to those on waiting lists or entering the service system for the first time or individuals that are unhappy with current program options.
20. It is open to all counties regardless if they are part of the Self-Determination project or not.
21. Employment Outcome is a cost-effective option that can be sustained after grant funds end.

Outcome Statement: To increase the number of people with developmental disabilities who have a job that pays at least minimum wage with benefits by providing alternatives and choice to traditional employment services.

EM01 Adults will have jobs of their choice through council efforts. Year 2004-2005 target is **30/Total 60**

Employment Agents - We focus additional attention on having County Boards of MRDD offer an Employment Agent option for young adults in transition from school to work and encourage families and other natural supports to serve as Employment Agents. We will offer three to five Micro Enterprise workshops sponsored by County Boards of MRDD.

EM02 Dollars leveraged for employment programs. Year 2004-2005 target is **\$10,000/Total \$20,000**

Base on the results from the first four years of the project we will far exceed the targets.

EM04 Business/employers employed adults. Year 2004-2005 target is **28/Total 56**

This target is tied directly to EM04. We have not seen a number of workers working for the same company. Since the Employment Outcome option is high individual driven, we will not use traditional employer focused development. However, we will encourage Job Placement departments to inform employers that they have the option of serving in the role of Employment Agents.

EM05 Employment programs/policies created/improved. Year 2004-2005 target is **6/Total 12**

System change grants will be used to develop the new supports needed in County Boards of MRDD to assist individuals to start their own business.

EM07 People trained in employment. Year 2004-2005 target is **50/Total 100**

Annually we have exceeded this target and we will be able to exceed it in this grant year with our Micro-Enterprise workshops alone.

CR01 Public policymakers educated by Council about issues related to Council initiatives.

Year 2004-2005 target is

20/Total 40

Local board members, superintendents and community providers will need to be part of the System Change grants. The participation of three counties will exceed this target. This project has caused interest in a number of other states including Florida, Arizona, Nevada and Texas. The grant has provided information to each of these states.

SECTION 3: OUTREACH TO THE UNSERVED AND UNDERSERVED

PAGE LIMIT: 1

Includes populations such as individuals from racial and ethnic minority backgrounds, disadvantaged individuals, individuals with limited-English proficiency, individuals from under served geographic areas (rural or urban), and specific groups of individuals within the population of individuals with developmental disabilities, including individuals with developmental disabilities attributed to physical impairment, mental impairment or a combination of physical and mental impairment.

- Employment Outcome grants will be open to any individual age 16 or older that is eligible for services under the rules of the Ohio Department of MRDD without discrimination.
- The process of application will be a self-nominating process. If an otherwise eligible individual or their advocate may make application with their County Board of MRDD or directly to the grantee. If the County Board of MRDD in the county where the individual resides does not have an agreement to be in the project, the grantee will contact the County Board of MRDD to assist them and resolve any questions or issues.
- If the applicant requires interpretive assistance the grantee will assist in making arrangements for an interpreter.
- For counties designated as poverty counties by the Ohio Developmental Disabilities Council, the grant provides for reduced local match.
- The opportunity to participate is first and foremost made by the individual. Communication and information sheets will emphasize the requirement for equal opportunity and the grantee will investigate complaints of illegal discrimination. Information on minority status will be collected as part of the personal profile if permitted by law.

We have found that many of the individuals in Employment Outcome Agent and Micro Enterprise are individuals who are not part of the regular MRDD system or who do not wish to be part of the system. We cannot determine if their non-involvement is caused by ethnic, cultural or type of disability or if their interest is based in part on their resistance to become part of the MRDD system.

***SECTION 4: INVOLVEMENT OF INDIVIDUALS WITH DEVELOPMENTAL
DISABILITIES AND THEIR FAMILIES*** ***PAGE LIMIT: 1***

- This project is committed to individuals and families as decision-makers because it transfers resources to their control. There are no levels of decision making or program policies that must be worked through. People control the decisions that affect them and their decisions are in no way forced on anyone else.
- Respect, dignity and personal preferences are realized because the individual controls the decisions and the options they wish to control.
- The opportunity to have income and wealth will greatly influence an individual's ability to be part of his/her community, live where he/she desires and contribute to his/her community. The project expects to document the opportunity for greater income and what effect that has on community inclusion.

- SECTION 5: BUDGET AND BUDGET EXPLANATION

PAGE LIMIT: NONE

Grant Budget Summary				
Ohio DD Planning Council		Applicant: Robert R. Morgan		
DD Basic State Grant Budget Summary Form		Project begin Date: 7/1/2001		
Grant Self-Determination in Employment		Project end Date: 6/30/2005		
Summary Categories	Federal Funds	Cash Match	In-Kind Match	Total
Contract Services	93,000.00	48,000.00	0.00	141,000.00
Robert Morgan	12,000.00			
Promotion and Web Design	5,000.00			
Trainers (Micro Enterprises)	28,000.00			
Employment Agents (County Contracts)	48,000.00	48,000.00		
Maintenance	7,000.00	0.00	0.00	7,000.00
<i>In-state Mileage: \$.30 per mile</i>	400.00			
<i>In-state Meals/lodging</i>	4,000.00			
<i>Out of state Travel</i>	1,700.00			
<i>Consumable Supplies</i>	300.00			
<i>Postage</i>	300.00			
<i>Printing</i>	270.00			
<i>Miscellaneous (Bank fees)</i>	30.00			
Equipment Purchases	0.00	0.00	0.00	0.00
Indirect Costs	0.00	0.00	0.00	0.00
Volunteer Services			35,000.00	35,000.00
Grant Total	100,000.00	48,000.00	35,000.00	183,000.00
Total Match (Cash and In-Kind)			83,000.00	
Total Match as % of Federal Funds Budgeted			83%	

Budget History

The proposed years budget is similar to the budgets for the first four years. We projected in the first year that we would be under budget. We ended the first year with \$51,674 expended. The second year our expenditures were \$58,699 for five quarters. The third year our expenditures over four quarters were \$76,486. For the current year if we again extend the budget through September 2004, I project expenditures to be \$80,000. With the possibility of five Micro-Enterprise workshops and the associated start up cost the grant could be very close to the \$100,000 budget for 2004-2005. It is important to remember that the challenge grants are reimbursement to the counties for commission fees they have paid. Such reimbursement will likely be three to six months in arrears of the commitments made to the Employment Candidates and Agents. Likewise, targets will be reported with similar delays.

Funding priorities:

5. We wish to see the majority of the grant funds actually under the directions and control of individuals with disabilities and those they have selected to assist them. Not simply to preach Self-Determination but to actually get the resources and control where they can work and have the greatest impact.
6. Why is this so focused on County Boards of MRDD?
 - This is where a majority of the money is and where it is being spent
 - It focuses the boards on an appropriate and needed role in Self-Determination, that of the Fiscal Agent and not that of the provider of services
 - We will consider using any other Fiscal Agent that will bring 50% local match to the grant
7. The grant will not train local staff on how to get people jobs. Millions of dollars have been and are currently being spent on such training. The grant will attempt to carefully present the challenge to County Boards of MRDD, perspective Employment Agents, individuals with disabilities and their families and then to monitor and evaluate the results as compared to other options currently available.

I am proposing a series of independent contracts to complete the objectives of the grant. No staff will be hired because no commitment will be made to anyone based on the time spent in the effort. Instead independent contractors will be paid for completing their objective to criteria including any associate expenses related to risks and failures. Contracted functions will be the following:

Administration

Robert R. Morgan

Amount \$12,000

- Responsible for overall management of the grant and all expected activities
- Liaison with ODDC staff and Employment Committee and responsible for timely submission of project outcomes, on going project assessment and preparation of project reports
- Managing all required data and information on participants and generation of all reports and information
- Process payments to local fiscal agents and keeping necessary records on each county and all participants
- Design of all policy statements, applications, and promotional material for Employment Outcome
- Make arrangement and assist with video taping
- Negotiate and manage contracts with other independent sub-contractors
- Writing news releases and articles for publication
- Make presentations (5 events) to target groups or arrange for others to make training and presentations
- Send out notices, make meeting space arrangement, arrange presenters and process registrations for special training programs on Micro Enterprises
- Providing office space, equipment, supplies, and phone/fax required for the grant

Data Processing and Promotion

Providers to be determined Amount \$5,000

We have had discussions with two individuals with disabilities who have stated they have experience designing web sites. We plan on have information on the project, success stories and a schedule of training on the Web site.

Micro Enterprise Training Darcy Smith and Doreen Rosimos Amount \$28,000

Center on Self-Determination

We are planning at least three but not more than five Micro Enterprise workshops that will be sponsored by individual counties or a region of counties. This has proven the most efficient and productive method. It has allowed us to drop the registration fee from \$150 per person to \$35 or free if the county will pick up room, A/V and meal cost. The cost for both speakers for two days including airfare, meals and lodging is about \$5,500.

Challenge Grants County Boards of MRDD Amount \$48,000

Local Cash Match if all Non-Poverty Areas \$48,000

Local Cash Match if all Poverty Areas \$24,000

The cash match for the grant will come from the state and local tax dollars that will be contributed. The maximum annual grant to an individual will be \$5,000 with the county providing 50% or \$2,500 and the ODDC grant contributing 50% or \$2,500. The project will require the county to spend the dollar in a different manor than is the current practice. They will be required to establish an individual budget for each person and that meets the Individual support Criteria. The project could allow for reduced local match for counties that have been designated as Poverty Area. The budget is based on a 25% local match and a 75% ODDC match. Each county would document and verify their match contributions on their invoices.

If we do not experience enough development of Micro-Enterprise and Employment agents we may need to transfer funds from this line item to expand the number of counties participating in System Change Grants and expand the number of Micro-Enterprise workshops.

Maintenance Cost: Detailed on Grant Budget Sheet \$7,000

In-kind Match Attendance at workshop and conferences \$35,000

I have increased the In-Kind match from \$30,000 to \$35,000. For the current year we have generated match of \$33,076 based on an hourly contribution of \$21.88. With five Micro-Enterprise workshops planned we should actually reach \$50,000 in In-Kind match.

The following chart provides a summary of target grant indicators. Note that the 2001-2002 report year included five quarters and was able to capture one and a half years of employment agent commission. If we extend the 2002-2003 program and budget year through the end of September 2003 we will have four reporting quarters and will pick up a full year of employment agent commissions instead of the six months shown here.

Year	Federal Cost	Cash Local	Cash/Fed.	In-Kind Local	In-Kind/Fed.	Local/Federal
2000-2001	\$51,674	\$ 15,425	30%	\$ 43,894	85%	115%
2001-2002 (5)	\$58,699	\$ 34,508	59%	\$ 27,861	47%	106%
2002-2003 (4)	\$76486	\$ 31,933	42%	\$ 74,973	98%	133%

For the first year of the grant much of the time was spent promoting the concept of Employment Outcome. In the second year of the grant the focus was on conducting two-day Micro Enterprise workshops. In the third year we have again promoted the concept and we are now telling the success stories. In the fourth year through the end of the grant we intend to provide as many opportunities for people to attend Micro Enterprise workshops as possible.