

REALTIME FILE

nTIDE LUNCH & LEARN SERIES
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>> ANDREW HOUTENVILLE: Good morning, everybody. Welcome to nTIDE Lunch & Learn Webinar Series. We'll get started.

>> This webinar is being recorded. We will post an archive of each webinar each month on our website at www.researchondisability.org/nTIDE. This site will also provide copies of the presentations, the speakers bios, full transcripts and other resources.

>> As an attendee of this webinar you are a viewer. To ask questions of the speakers click on the Q&A box on your webinar screen and type your questions into the box. Speakers will review these questions and provide answers during the last section of the webinar. Some questions may be answered directly in the Q&A box. If you have any questions following this recording, please contact us at disability.statistics@unh.edu. Or toll free at 866-538-9521 for more information.

>> Thanks for joining us. Enjoy today's webinar!

>> ANDREW HOUTENVILLE: All right. Let's get started. So my name is Andrew Houtenville from the University of New Hampshire. I'm going to start the presentation. So to give you a little bit about the NTIDE Lunch & Learn. It occurs on the first Friday of every month with the release of the nTIDE report. It is a joint effort of the University of New Hampshire, Kessler Foundation, and the Association of University Centers on Disabilities. AUCD.

Today's program will be in four parts. We have the numbers, John O'Neill and I will present the numbers. Then we have nTIDE news from Denise. And then we have our guest speakers from job Path New York City. And part four will be a question and answer where we can answer questions throughout, for all three of the first -- all of the three first parts. And also, you can ask questions in the Q&A box, and for

some of them we'll be able to prepare for the Q&A session or we may be able to answer them live by typing to you, or maybe even answer them live during the presentation.

So with that, I will turn it over to John O'Neill.

>> JOHN O'NEILL: Good day, everybody. I'm going to describe where the data comes from. And what it's about. You refer to it as the Monthly nTIDE Report. It's a press release with infographics of the latest employment statistics. And the data is from the jobs report that's released every first Friday of the month, and the jobs report comes from the U.S. Bureau of Labor Statistics. Next slide.

>> Working on it. Hello.

>> ANDREW HOUTENVILLE: Farris, can I have control? Ferris? Hello, Ferris? Interesting. Ferris! So I think I did show meeting controls. And that may have -- but Ferris, hello. I'm going to chat, Ferris. So Ferris controls, for all those wondering, Ferris controls the PowerPoint. They're on his machine.

>> JOHN O'NEILL: Is Ferris loading the slides?

>> ANDREW HOUTENVILLE: Yeah, he moved it.

>> JOHN O'NEILL: So I'll talk about the source of data for a second or two. As I mentioned, it's the U.S. Bureau of Labor Statistics, taken from the current Population Survey. Which I believe is promulgated the second month -- or the second week of every month. Is that correct, Andrew?

>> ANDREW HOUTENVILLE: Yes.

>> JOHN O'NEILL: And it's the source of the official unemployment rate that the media makes so much of. Which we ignore for good reasons. It is data on civilians age 16 through 64, not living in institutions. And this information has been available well, for a very long time, but for us, it's been available since September of 2008 onward, because that was the year that the six disability questions were added to the federal surveys that are promulgated. There are many, and the current Population Survey is one. The data is not seasonally adjusted as yet and that's why we traditionally have compared to the same month last year. But currently, because of COVID, we're reporting that, but we're focusing on the month-to-month statistics, because that gives us a much better picture of what's happening in the economy, due to the pandemic.

Next slide.

>> ANDREW HOUTENVILLE: Okay.

>> JOHN O'NEILL: Back to you, Andrew.

>> ANDREW HOUTENVILLE: All right. Let's go through the numbers. So we're going to look at the employment-to-population ratio, which is the percentage of the population ages 16 to 64 that are employed. It's not to be confused with the unemployment rate which has a different denominator. It doesn't have the entire population in the denominator. The unemployment rate is a percentage of people who are in the labor force. So people who have stopped actively looking for work, or are on long-term disability benefits may not be in that calculation. We use the employment-to-population ratio.

And this is what we look like from when they started selecting the data, as John mentioned, in 2008. This is shortly after the start of the Great Recession and we see

the decline during the Great Recession, and then a slow increase. We actually saw a narrowing of the gap especially during 2017, we saw a narrowing of this gap. You can kind of see it's progressing upwardly faster than it was for people without disabilities. And this was during the point of which we had the best full employment was just starting, and a lot of people were re-entering the labor market.

But, of course, then we have COVID. We can actually, this is March, this is the second week of March, you can see a little bit of decline for people without disabilities, that suggests it's a little bit, it's softening that was starting. Then we see COVID. So this is April. And we see a massive decline. Now these are all on the same perspective. What's hidden in this chart is that people with disabilities are charted on one axis, and people without disabilities are charted on the other axis. And that's why 63.2% is lower than 31.7%, because it's on different axes. And so it's hard to show these without having them all be really flat lines far apart. But they all are on the same scale, just so you know.

And so we saw a huge decline for people without disabilities. For people with disabilities, it's interesting that the decline wasn't as bad as its 2014 -- 13-14 bottoming out of the Great Recession, or the aftereffects of the Great Recession. In some sense this is a good news, right? I guess. So then we see the starting of the recovery with the reopening of the economy. We see an increase in the employment-to-population ratio. Around the same amplitude of increase for both. So that's May, adding in June we see a much bigger recovery for people without disabilities. July, I'll keep going backwards -- I'm paging up, because the numbers are going up. But actually page down. All right. So, in July we see, you know, people with disabilities actually declined a little bit. People without disabilities kind of slowed down. August, a little bit of an uptick for people with disabilities. A bigger uptick for people without disabilities. And then in September, so September we're really, this is the second week in September. August was the real high month, and restrictions in Florida, Arizona, Georgia, Texas, and some of the other states that had late, now middle pandemic increases, started to implement some ratcheting back between August -- the beginning of August, and September. So that suggests that this might be influenced.

I have separated states out. Not too many big action going on, you know. It's really the big action that was that national shutdown in April. You know, the effect of that swamps everything. The later states that are impacted, and likely the states that are being impacted now, most severely, you know, those governments are slower to shut down, and they're really not necessarily -- they're offsetting gains elsewhere. So we're kind of seeing a stagnation in September. So here comes the new numbers for October. Page down. Here they come.

A slight increase for both people with and without disabilities. And, you know, you might remember, this is the second week of September. A lot of companies were running out of PPP money in September. So, remember, in September, way back that decade ago in September, we had the airline industry, and a lot of industries were starting to lay people off. And so, those layoffs were later in the month, and this is the -- later in September. So they might be showing up in these numbers. But again, those might be offset elsewhere. So again, you know, kind of for people with disabilities, you know, the increase is kind of slower. You know, honestly, it's slower.

But, of course, the initial decline was smaller. So the gains might be slower to get, because the declines were a little bit smaller.

To be hold true to kind of concerns about seasonal effects, we actually see, this shows last October. And last October people with disabilities, you know, a little, about 1.5 percentage points away, people without disabilities, it's still almost 4 percentage points away from where it was last October. And so, I'm not really calling this good news for people with disabilities. I do have some good news when we look at a different statistic. Or what I consider good news, I guess.

So Labor Force Participation rate. So that's the percentage of people who are working, plus those who are actively looking for work, and plus those who happen to be still on furlough. On temporary layoff. And, you know, we look at those.

The -- who is left. The people outside, who are not in the labor force. So people who have left, left the job market completely. And, you know, for me, having the labor force participation rate do well is a healthy sign that people for long-term prospects, that people aren't completely leaving the labor market. I have a whining dog next to me, if you can hear my whining dog. You probably can't hear it. But she wants to go chase a squirrel.

All right, so Labor Force Participation Rate. So the percentage who are working, or actively looking for work or on temporary furlough. And so we see similar to the employment rate, we see the decline, a bigger decline for people with disabilities compared to people without disabilities. A slow recovery, a slight, you know, increase during the full employment period. But kind of a tapering off ever since. Until the beginning -- you know, this brings us right up to the pandemic. Well this is last October, this 33 and 77 percentage points. And so I'm just going to add the pandemic in all at once. And for me, if you look at these numbers here, for people with disabilities, it's 33.3% October 2019, and 33.3% in October 2020, last month. And you know, for me this is really a good sign, it shows that people with disabilities are staying in the labor market. Never really left the labor market. And are rebounding, you know, are at least holding firm in their engagement in the labor force. If I saw this number declining I'd be terrified that, you know, the work of individuals to get back into the labor market, the work of employment specialists, and support services trying to help individuals go back in to work, would be much harder once people have left the labor market, either on permanent layoff, and then they're not even looking for work anymore. For those who have paid attention to some of the news -- well let me just finish off this slide. We see bigger declines for people without disabilities, and then, you know, they're still not back to their October 2019 levels.

So again, I think this is relatively good news for people with disabilities. If you've been paying attention to the news very recently, with the onset of school, a lot of women have left the labor force. At least that's what, you know, I've seen and heard from some of the statistics. And, you know, we talked this morning about eventually breaking women -- men and women out. We do have the ability to disaggregate and separate men and women and look at trends for people with and without disabilities by male and female. And, you know, that's something we could potentially look at or someone could potentially look at. With this news I'm going to turn it over to Denise for news from the beltway.

>> DENISE ROZELL: So, let's go to the first slide. As you can imagine, I made these slides a couple days ago. And I'm not sure how much I have to tell you from the Federal Policy Update. Nothing is for sure in D.C. right now. Obviously, none of the networks, to my knowledge, nobody's -- none of the networks or the cable folks have called an election winner. I understand which way it's going and we can have that conversation. But nobody's called it. It does look like the Dems will keep the House and it looks like the Republicans will probably keep the Senate. Which will continue some work in the future for us. But, you know, I'm not even going to try and guess.

So my message to you right now, thank you for voting. Wait until we have all the votes counted, and then we'll see where we are. So, let me do a couple of other things that will be coming. And again, even these we really don't know much about. There will be a lame duck session. During that session, one of the things that the Congress has to do is appropriations. The current funding for the government goes through December 11th, I think it is. Might be the 12th. I think it's the 11th. And they're going to have to do something or the government will not be funded after that time. So that's one thing that's coming.

Another, I saw, Senator McConnell -- the COVID relief bill, what we would call COVID 4, I think, that they couldn't get done before the election, there is some talk that they might be able to get it done after the election. I saw that Senator McConnell made a statement that he thought he was open to doing a COVID Relief Bill after the election. I don't know what that's going to mean, quite frankly. Because they couldn't negotiate it beforehand. And I'm not sure why anyone thinks they can negotiate it afterwards. And we then wouldn't know what it looks like. When Senator McConnell says he's open to it, what does that mean? What is he open to? Not likely the large bill that the House and Speaker Pelosi are going for. Not likely the smaller bill that the Senate Republicans were going for. And who knows where the administration will be. So I just put that out there. Continuing conversation goes on that. But again, I am not going to even try to guess today what's going to happen in Washington after somebody wins the election.

We will just have to wait and see, and figure it out. The only other thing from policy point of view I want to point out, and we talked about this last month, I wanted to make sure you knew that comments are due November 13th. This is on a request for information on the Ticket to Work program and it has to do with whether you think it's a value to move the Ticket program from social security -- it's home from the social security Administration to the Department of Labor. And if you have an opinion on that, absolutely you should file a comment. The only other reason we raised it last month and I raise it again today is it also seemed that they were asking if I have other comments about the Ticket program, this would be a nice time to give them to us. So, if you have any comments, and I know there are lots of comments within the disability community, around Ticket and why it works or doesn't work, or, you know, any one of a number of things, particularly based on regulations. Obviously, it's not -- they can't make a statutory change within the Agency but if you have those comments, these comments are due -- if you have comments you would like to make to that, these comments are due the 13th of November.

Okay. Next slide. That's really all I got on policy, on the federal stuff. So I do have a couple of documents to share with you, we're beginning -- not just beginning to see, but obviously the COVID-19 pandemic and we're seeing more now about return to work. And what does that mean and what does it look like? This one is a webinar recorded, was done by the RRTC on unemployment, and Disability IN Chicagoland. There's a transcript available. There's a webinar. The link is on the top -- the link is available. And talks about job strategies for getting people back to work and accessibility of your workplace. Particularly accommodations for teams who are now in remote work environments. So this is one I thought was really interesting, thought you might be looking for. I know lots of people are beginning to look for what does this mean now in the new environment as we return to work? Next slide.

The next one is another one around Return to Work and employees with developmental disabilities. I'm hoping Andrew is going to flip that slide.

>> ANDREW HOUTENVILLE: I'm trying.

>> DENISE ROZELL: There's a new COVID-19 plain language guide for employees -- I'll just keep talking, with developmental disabilities. And it's done by Green Mountain Advocates. It's being promoted by star TAC so you know it's really well done. And it's a booklet form. And it's a bunch -- I mean, it's a ton of pages, because it's done in plain language with all of the appropriate pictures is not -- icons, and visual that you would imagine. It looks at -- gives you both general information about COVID-19. It gives COVID-19 information for employees with developmental disabilities. There's a section about, is it time for you to go out in public, and how you make that decision for employees with developmental disabilities. And decision trees and it includes some role playing. So it talks about OSHA, which frankly, if they can explain OSHA to anybody in plain language, I'm not sure I could explain OSHA to anybody in plain language. So that would be great.

>> ANDREW HOUTENVILLE: I'm trying to move the slide. It's frozen. Ferris, if you're around, would you move the slide. It may end up moving like all of the slides at once, because I've been pitting page up.

>> DENISE ROZELL: Okay. Well I will keep talking about them. The slides are available afterwards, if something sounds interesting to you, go in the slides. The links are in there. Another one that came out just from CDC actually, again about return to work, for folks with disabilities, we certainly know how often people with disabilities are using public transit. So there's a new document about how to protect yourselves when using transportation. It's a CDC guidance. And it goes very specifically through -- it has some general information at the beginning and then it goes very specifically through targeted information for public transit, ride shares and taxis, shared bikes, paratransit, personal bikes, personal vehicles. And I thought in particular, this one where people are starting to think about how to get back to work, and how do you -- I know we're looking at this in our area in D.C., where so many people who work in my office, for instance, use public transit.

Well these are also a whole ton of people, obviously in my office, a lot of people with disabilities, as well, are with underlying health conditions, so how do you balance that and what do you do? So this was another one, it's obviously CDC. The link will be available to you if you don't get to the slides. We're getting there. Next one.

The next one I've got is our friends at the Department of Labor teleworking and accessibility. So again, another one about returning to work. And this one is about a whole host of things. Next one on creating accessible content. There it is! Creating accessible content, including accessible websites. Hosting meetings and presentations. Picking an accessible virtual meeting platform, which I don't know about any of you, but everybody I know in the field is looking for accessible virtual meeting platforms and how you figure that out. So I thought this one was really nicely done. Staff training, resources for employees. Again, what do people with disabilities need to know about accessibility and employment and particularly telework. And then there are some other resources about recruiting and hiring. How do you do accessible interviews in the time of Zoom, and telework, et cetera. So this is one, again, it's very detailed, there's a lot of information in it. PEAT always does a good job and this is another one I would highly recommend.

Okay next slide. Let's see if it moves. Whoa! So the Annual Statistical Report on Social Security Disability is out. Maybe you've already seen this. Maybe you haven't. Oh, my font is off here. It has highlights. I gave you some of the highlights. Disability benefits paid to 10 million people. It goes through all of this. But it's the very specific detailed statistical reports on Social Security Disability. So for those of you who are the research geeks, and for those of you who are the policy geeks like me, actually, it gives you some really good data points for use as we move forward. So, there's that one. Next slide.

This next one is from, as you remember, Deborah Becker spoke to us about IPS on the nTIDE, maybe as much as a year ago. So this is a Tale of Four States: Factors Influencing the Statewide Adoption of IPS. And I thought this was really interesting, too. They looked at two states that are implementing with success, and two states with challenges. So they call those the nonadopting people. And they're looking at barriers, and facilitators, and strategies, and what the differences. Interestingly enough, one of the differences between the two nonadopting, and the two successful ones were lawsuits. As a lawyer I find that fascinating. So they had lawsuit settlements that worked as catalysts to moving this forward. And I thought that was very interesting. And again, for the policy folks, in the audience, I think this is a really good one to look at and say, okay, so here are some of the things that we need to build into policy in the future that make things successful. And then, obviously, for the rest of you, for the data folks, some really good information. Particularly since Deborah's talked with us, like I said, however long ago on the nTIDE I thought this was a really good one to raise.

Okay a couple of webinars. The next one, next slide. There's a Five Part Webinar Series we've talked a lot about Pre-Employment Transition Services. There's lots of stuff out there. This one is from NTACTION and WINTAC together. There's five prerecorded webinars. One on each of five pre-ETS services. Job exploration and counseling, work based learning, counseling on postsecondary Ed, work place readiness and self-advocacy. There's one on each one. There's state spot lights, curricula, there's activities, there's tips, and each one of them is separate. Particularly because it's done by NTACTION and WINTAC you know that it's been approved by the RSA, which also, you know, let's face it, that makes a difference in what the understanding of pre-ETS is. We've had some tough times across the

country sometimes understanding pre-ETS or getting the message out about what it is. I thought this one was good.

And then the last one I've got is, and I talked about this last month, but if you haven't signed up, the Kessler Grantee Symposium on AI. Artificial intelligence. Is coming up November 13th. All kinds of good things on that one. And the Kessler is one of our partners. I wanted to be sure and promote this as well. It looks really cool. There's lots of things that AI is showing us, perils and benefits. And I think this is going to be really good. I am personally signed up for it, I will say.

So those are my slides for today. And we actually made it through and I'm very excited about that. And now I get to -- so the next slide is the speakers for the day. And I get to introduce our speakers. We are welcoming Fredda Rosen is the Executive Director of Job Path New York City. She's been a respected speaker in the New York State advocacy community for more than 40 years. She's joined by Carly Teichman the associated executive director and Rachel Pollock who is the Senior Program Adviser and General Counsel I believe. And we are really lucky to have them. So they have lots of expertise in this arena and I am really looking forward to hearing from some folks who are doing the work on the ground. So I will turn off my video, and my sound, and turn it over to you guys.

>> FREDDA ROSEN: Thanks so much, Denise. Actually, we're lucky to be here. We're really honored to be asked, and glad to spend some time with all of you today. We have slides, too. So, maybe if those work, if the slide person can move them forward. Thank you. Okay. So what we're going to do today is we're going to talk about what I think of as blended work. How we blend supports, and funding to help people move into the workforce, to help people become active in their communities, and in particular, how we use this community activity as a springboard for employment.

I'm just going to tell you a little bit about Job Path and how we started doing this blended work and then turn it over to Carly and Rachel. So next slide. Job Path was founded in 1978 by an organization called the Vera Institute of Justice. Vera had developed a set of employment strategies to use with people who have been incarcerated. They named this model Supported Work. And had the idea in the late 1970s to see if the strategies could work to help people with developmental disabilities move into the workforce. Next slide.

So, we've been at this work for quite some time. Employment was our reason for being. And we were the first program of this kind in New York State, one of the first in the country. But if I were to give you a quick elevator pitch about our work today, you would see what I've got on the next slide here, and that is to say that today, our programs help people find jobs, as always, but also help people live in their own homes and become part of community life.

So, just a word or two about how we started to do this blended employment and community work. In the early 1990s, we had a grant to work with people who were in facility-based day programs. And it was difficult. Because the people we were supporting had some complex support needs. They had not had work experiences, let alone an actual job. And so we began thinking about how to do a better job of this. And also, at the same time, New York State was just launching its Medicaid waiver. And there was a provision in the Medicaid waiver for data rehabilitation

services. So we thought about taking this funding stream, and seeing if we could use it in a very individualized way for the people we were working with in this grant. And help these individuals get involved in their neighborhoods, in their communities, volunteering, becoming involved in social and recreational activities. We hoped that this would give people a whole range of new experiences, broader experiences would help them build skills, would help them meet people, and that this, in turn, could help with our employment efforts.

And we found that it was a good way to do things. And so we're still doing it today. And, Carly and Amy are going to tell you more about that. But just to say before I turn over to Carly, that customized employment, which I understand people are likely to be very familiar with, that provides the foundation for all our employment work. We found it to be extraordinarily effective in using customized employment over the last 15 years. So that's the basis of the employment piece of the work we're going to talk about today. So I think we move slides forward and Carly, you take it next. Yes?

>> CARLY TEICHMAN: Thank you, Fredda. Hi, everyone. Thank you for having us. So, as Fredda described, I'm going to introduce you to a few individuals that we supported through our Community Connections program. And our first one is Ruben. So Ruben is the picture to the left, and he lives with his family in the Bronx, in New York City. And Ruben has a passion for music, think singing and playing instruments. And for many years Ruben volunteered as an assistant music teacher at a local school for special needs students. And, you know, through his volunteer and partnering with employment, we were able to develop a job in a local Barnes & Noble, in the PD department. Music was his interest, and always has been and will continue to be, and unfortunately that Barnes & Noble is closed. But, the employment team always continued to work to find other work for him and he continues to volunteer at a local preschool where he worked as an assistant music teacher.

And in the community, with the help with the support of the direct support professional, the DSP, Ruben regularly visits the local gyms, and he socializes, pre-COVID days with lots of his friends, and really enjoys engaging in groups, and goes to the local library to learn and listen to new music. Next slide, please. Which will be Rachel to talk about all the different funding streams that I just mentioned.

>> RACHEL POLLOCK: Hi, everybody. What I wanted to say before we talk about the funding, more specifically, with individuals, is that the process of using the funding, and using multiple funding sources, is kind of a combination of an analytic and a creative process. Because what we're doing is we're looking at what funding streams will help us do good work, programmatically as a whole, and then we're also looking at the particular individuals and making sure that we're matching funding sources in a way that work for them. So it's an interesting process. It has to work revenue-wise so we can sustain our work. But it also has to work for the individual. And so, just thinking of that lens as we're walking through this, is helpful.

With Ruben, our initial work with him was under a special government grant. Before waiver funding even had really solidified. So we were able to do some of the planning work with him, and initial work with him, and then, waiver day funding has over the years been an underlying support that has allowed him to do volunteer work and community activities. And one of the really important things to note about that is

if you use the Day Hab waiver as individually as the waiver allows you to in your particular -- in a particular state, you can make connections that actually really help for the employment work. And you build skills, you build confidence, but you also make connections, and you learn about their community. And so, when we began to do employment work with him, in a customized way, the employment funding we used to find the job was through the Commission For the Blind and Visually Impaired but the staff worked really closely with the Day Hab folks who knew a lot about him in the community. So that combination really helped to create his first job, which was at the Barnes & Noble.

And then later we used a different funding source in -- when he had lost that job, to find him another job at a preschool that built on the skills that he had worked on during his volunteer work. So it all is kind of a complex working together, and using funding sources, really as smartly as we possibly can. Why we didn't use the commission for the Blind and Visually Impaired Funding in the second set was because some of it had to do with how good the various funding sources are at a particular time, and some of it had to do that the last program we used was a special state program that also paid for wages for a period of time. And so, allowed us an entry into that preschool that he ended up working with. So, again, some of it was for our funding reasons and some of the selection was because it worked to help us get the job that made sense for him by using the wages to give a buffer to the employer while they kind of brought him into the process. So next slide, and Carly's going to give us another example.

>> CARLY TEICHMAN: Yes, thank you, Rachel. Here's another example, please meet Rita. Rita also lives with her mother in the Bronx in New York, as well. She works at Blue Bottle Coffee Shop and she actually recently returned to work. She was, during COVID, she wasn't working. But she recently did return. She also has lots of different volunteering opportunities in the community. She volunteers at the Gay Men's Health Crisis Center in the cafeteria. And she also volunteers at a local food pantry. And she is a really avid crocheter, and you can see some of her work in the picture. And she attends a crochet class at Chenchita's Garden which is a community garden located in Harlem, New York. Next slide.

>> RACHEL POLLOCK: So Rita is a really, really good example of how Day Habilitation has kind of opened up the whole world for you in both employment, and for day services and employment. So, because we very carefully matched Rita with really good coordinators, she is a very vibrant, dynamic person, and we've been able to use the Day Hab funding to really help locate lots of great opportunities for her that build skills and confidence. But the other thing we were able to do through Day Hab is her mother was very distrustful of allowing her to work. Despite the fact that she wanted to work for years. And the coordinator from Day Hab really built a lot of bridges with the mother, and a lot of confidence. Then, because when we began to begin to feel like her mother had softened a little bit about her protectiveness, then we were able to use a very special short-term waiver funding to convince her mother that she would get the very intensive supports that made her mother feel comfortable.

That was very short-term and we weren't able to locate a job during that time. But then we were able, because her mother had at that point really engaged with the

employment process, to then transfer her to another employment program that, at that point, funded us well to do work with her, and again provided the wages. So we could have used our VR system for this but given her particular needs, and given the funding that was available at the time through our VR, because we have a period of time where the funding was pretty weak, it's much better now, we picked another source that helped that. The last piece was that we also had a Developmental Disability Family Support Funding that allowed us to do some really wonderful partnerships within the Harlem community to develop some very integrated mainstream activities, where a small number of individuals that we worked with, and that another HRC, another agency worked with, could actually integrate with some really group community activities. And as a result, Rita was able, as a part of our Day Hab program to participate in that. But that family support grant was very flexible, allowed us to do some really good resource development with the community. And next slide.

>> ANDREW HOUTENVILLE: Is that the slide?

>> RACHEL POLLOCK: Yeah, that's right. It's Marty.

>> CARLY TEICHMAN: Sorry. Sorry. I'm having some tech -- okay, sorry. Hi, so meet Marty. Marty, we used some different funding that Rachel will talk about, as a special grant through New York City, and the grant gave us permission to do very thorough and detailed discovery with him to learn a little bit more about his likes and interests, and community activity that he was wanting to engage in. We discovered that he has a passion for puppetry. And, you know, he had a coordinator that worked with him in creating a six week adaptive puppetry residency and we were able to partner with a local library and kind of the host of the space to have this artist residency titled Puppetry in TV and Film and it was just a fantastic experience for everyone involved. Marty also volunteers at Central Park Swedish Cottage and the marionette theater as an usher and announcer. And he's currently enrolled in our Employment Program. Next slide.

>> RACHEL POLLOCK: So, Marty's really -- Marty's an interesting launching off point because we actually started working with Marty and his family because we started talking with his, and giving his mother advice about her use of self-direction services. And she was planning to use self-direction and coordinate everything herself, and did not want to do that. So, we suggested to her that she could divide up her self-direction into residential, where she coordinated the residential, and that we could work with him in Day Hab. And at the time he had not moved -- he was doing a very special private funded transition program in another part of New York State. And so we were able, but because he had a residence in New York City, we were able to use some City Council, the local funding that was directed on helping people with autism spectrum disabilities, young people, make a transition.

So we were -- that gave us a great period of time to do some really good planning for him, so that he could then hit the road running when he moved back to the city. And then use the waiver funding to provide him both ongoing support, and continued to look for new opportunities for him, as he expanded his life. Since he's young, he's just entered our employment program. But, again, just as we described with Ruben and Rita, all of that great experience he's getting in Day Hab is going to build skills, build confidence, and give also ideas to our employment folks as they learn about

him, and work with employers to create partnerships. So we're using regular VR funding for him right now, our VR funding is much better than it was, you know, two or three years ago. And so, we will do discovery through that VR funding. Or we are doing discovery, and then job development. Next slide.

>> CARLY TEICHMAN: One before it.

>> RACHEL POLLOCK: Go back one.

>> ANDREW HOUTENVILLE: Sorry.

>> CARLY TEICHMAN: That's okay. It was meet Alex.

>> RACHEL POLLOCK: You want to go back two slides right now.

>> CARLY TEICHMAN: I think one more.

>> ANDREW HOUTENVILLE: I'm only able to use the mouse.

>> CARLY TEICHMAN: Okay. Here we are. And this is Alex. Alex received day supports to help him complete a college degree. Which he graduated from a few years back. He currently works at a local nonprofit agency doing clerical work. He is incredibly creative, and has tremendous advocacy skills, and he's a member of our theater group called Outside Voices and Our Poet's Group Called Poets of Course that are both supported by Job Path. And he participates in a choir called Peace of Heart Choir which is just fantastic. During the week he regularly works out in the local Rec Center with the support of his support worker. He's very active in his local synagogue and he lives in his own apartment with the support of a roommate without disabilities. And this is Alex. Next slide and Rachel will talk about all of this funding.

>> RACHEL POLLOCK: So, for Alex, the Day Hab funding was what was used primarily to help him make the transition from high school, to adult life. So, he separately -- he's a bright young man. Very concrete thinker. He separately got support in college, not tutoring, because you can't use waiver funding for that, but just to help him navigate the college environment and to help him organize his time. And also relationships with peers and teachers. He did volunteer work during the summers, and also actually right after he graduated, and that volunteer work actually led to a paid internship, and then to a job. And so that was through Day Hab funding and then a little bit through some employment funding. And then, he has participated in these poetry groups, because we are able to do both individual work, and group work. For his residential life, the funding is a combination of self-direction funding, and at-home community supports that Job Path provides as his agency. He had -- because he has the self-direction funding, we were able to help him hire staff that is particularly interested in Judaism and is able to help him interface with the synagogue. In employment, again, because he was doing -- had this volunteer job that looked like it could become a job, with an internship we were able to access at that point some funding that didn't require job development, that was able to use wages, and support together. And then he's getting long-term support and employment, which has been incredibly important at bringing him back to work through COVID. Because those long-term relationships that his employment staff have with the employer has been very key to bringing not only him, but a lot of other people back to work. Next slide.

So very quickly, just to go away from Job Path and expand a little bit more. We think of basic building blocks that help us blend people's lives together to create

these good outcomes in both the community and employment. Obviously the Vocational Rehab funding is incredibly important. At various times we use it with other funding, because of how robust the funding is at various times. There is waiver funding that is both residential, and day funding, as well as long-term employment supports. There is local funding, from cities that are very important for agencies to try to tap into to sort of expand the resources available. Foundation funding for Job Path and many innovative agencies, has been really key to helping us be able to develop the partnerships and resources that we need to do the best work possible. And then Ticket to Work is becoming, as minimum wage goes up, is becoming a better and better source of some additional funding for agencies. And just the next slide I'm not -- because we're running out of time, I'm just going to go through very quickly. Next slide.

So, what this does is just break down for the three sources of -- three or four sources that I think are just most key. Just how we can use those funding sources. And I just wanted to kind of focus a little bit that if Waiver Funding is robust enough, we can use it for planning and resource development. It's been -- Waiver Funding in Day and Residential can actually be used to do discovery for customized employment. Obviously it provides long-term supports for everybody. And in some cases if the VR system has agreed, to either decline services or agreed with the DD system to allow job development, at times we are able to use waiver funding for job development in some situations.

VR funding is, you know, very key, if the funding is robust, and in many places it's becoming more robust. For discovery and assessment. And, you know, the pre-ETS funding has become really important for paid internships. And if you individualize paid internships enough, some of those really turn into jobs. And we've been -- or we don't have an example of that here, we are encouraging not only a Job Path but agencies around the country to be really focusing on customized internships as a way to bring people into employment. Obviously the VR funding is key for job development.

And then for local and foundation funding, these are the extra funds that allow us to just do really good resource development, extra job development, and a lot of , you know, a lot of planning for people. So these are really, really key.

And I think we've hopefully provided you some good information about what it looks like on the ground. And we will turn it back to all of you.

>> ANDREW HOUTENVILLE: Okay, let's jump in to the Q&A. Thank you, that was a great presentation. So, one person asked if one of the clients was using supported employment. And I didn't see when the question came in, so I'm not sure which client is being referenced. But, do your clients use supported employment?

>> RACHEL POLLOCK: Yeah, so everyone, once they get the job, uses waiver long-term supported employment. And although, and Marty it the individual who is looking for a job now, is using VR supporting employment to find the job, there are, in a number of cases that we gave here, we actually used waiver supported employment funding to find the jobs. But that was a combination of their particular needs, and the fact that at that particular time the VR funding that we had in New York State was limited. Now it's much better.

>> ANDREW HOUTENVILLE: Yeah, so, you know, with the braiding of funding and your approach to really pool resources from all the available places, it really does strike at the heart of the fragmented disability policy that families, individuals and service providers face. It's been a long time issue that the General Accounting Office -- the GAO at the federal level, General Accountability Office has been really, you know, and Congress, has been really aware of, but unable to make any movement toward.

>> RACHEL POLLOCK: Exactly. Yes.

>> ANDREW HOUTENVILLE: And there is a question that, you know, how is the benefits counseling piece done, and the waiver funding, do you address Medicaid, and Social Security at the same time? You know, because all the earnings limits are different., you know, the earnings thresholds, and assets, and you guys do that part or help support that part?

>> RACHEL POLLOCK: Yeah, I can answer that, and then Carly, you can chime in. Up until very recently, we were able to do a lot of that through our -- through Medicaid service coordination, which is now Care Management. That was based in agencies. Now it isn't. On an ongoing level, I mean we do that benefit work with people as part of discovery. If they're in the VR system. And on ongoing level, when people get jobs, we do it as part of our waiver funding. Luckily, our supported employment waiver funding allows people to do a lot of one-to-one work with people that's not on the job. So that's how we do it now.

>> ANDREW HOUTENVILLE: That's great.

>> FREDDA ROSEN: And just to mention that we had foundation funding that enabled us to send a staff member to become a certified Benefits Specialist so we now have someone on staff. That was totally funded-

>> RACHEL POLLOCK: Right. And it's actually for this next year that person is going to be doing more training with our managers and our staff so that they increase their knowledge even more.

>> ANDREW HOUTENVILLE: So, do you have funding that's able to pay the supported employment consultants, as well?

>> RACHEL POLLOCK: When you say -- you mean the benefits counselor?

>> ANDREW HOUTENVILLE: Well, this person asked about a supported employment consultant.

>> FREDDA ROSEN: Does that mean employment specialist? Or the person who does on-the-job supports?

>> ANDREW HOUTENVILLE: Either.

>> FREDDA ROSEN: Yes. So, the waiver funding is -- provides the long-term supports for people. And, if people are in the VR system, and they get intensive supports until they reach the 90 days, and then in almost all cases, the supported employment takes over. We do have a few -- a smaller number of people who work -- we work with who do not have developmental disability funding, even though they have a significant learning disability, or a developmental disability. Those people get funding for about a year through a city, local funding that extends our ability to work with people.

>> ANDREW HOUTENVILLE: Okay. In terms of , you know, generalizing, this is my own question, in terms of generalizing this for other locations, you know, the city

of New York is pretty special. In its enormity, and the variety of city services, and New York State itself is also specialty. Do you have a sense of how much of this is really kind of specific to New York City, New York State, and the degree to which it could be transported to other localities?

>> RACHEL POLLOCK: Yeah, I mean, I've been doing some work with providers around the country. And I think it's true, that in the city, we have some of these local government sources. I think that there are county sources that aren't city focused, but county, that we have seen providers able to tap into. But I would say that what's really being very helpful right now is that, we're really encouraging people to use the pre-ETS funding. And there's a lot of states the pre-ETS funding is really helping people to do a lot of that initial work with people.

>> ANDREW HOUTENVILLE: Can you remind me how long pre-ETS funding lasts? You know, in terms of how long a person has to use those services?

>> RACHEL POLLOCK: I think it's 26. I mean in New York it's 26. I think in some places it may be a shorter amount of time.

>> ANDREW HOUTENVILLE: Weeks or months?

>> RACHEL POLLOCK: Oh, for how long? Oh. I don't think it's -- I don't remember it being a time limited amount.

>> DENISE ROZELL: Andrew, it's Denise. It's not that way. It doesn't have a time limit on it. It has an age limit for how old the person is who's using it, but it's not a time limited -- it depends, the services, but how long you need those services, but, and since they're pre-jobs, the idea is, obviously leads to jobs. So when you get a job, then you don't have it anymore.

>> ANDREW HOUTENVILLE: So the reason I ask is, you know, with a lot of I'm thinking of the minimum wage waivers and things like that, that are supposed to be pre -- they're kind of somewhat justified on the idea that rationale is that people are in rehab setting and that they're expected to move towards permanent employment, permanent paid employment. I just wondered if the pre-ETS had a kind of time frame for that. And Denise, what I do expect, we're right at the end of time. I'll leave with two comments, Denise if you could the next markup, just change that age to be -- we just don't see that change. I mean, I think that would be a really good win for the community.

>> DENISE ROZELL: I'll work on that. Did you hear my comments at the beginning about how hard it was going to be to do anything no matter who is elected at this point?

>> ANDREW HOUTENVILLE: Well just slide it in there. It's just one number could be changed.

>> DENISE ROZELL: Or the comments I've made in the past about how hard it's going to be to get state funding, given --

>> RACHEL POLLOCK: And can I just -- can I just say one other thing, I also have a great belief that people -- that providers creatively can use their waiver Day Hab funding to do a lot of work, and I know that a lot of places don't have great ratios, and don't have great rates. But you can use a combination of having people do group time, some of the time, and individuals as other times. So we really encourage people to use the waiver funding creatively to move people along.

>> DENISE ROZELL: If there's any message from this that I'm taking, and remember I'm the policy geek, if there's any message I'm taking away from this, it's to learn about what your waiver is in your state, and what it provides, and if you have any opportunity to help expand or, you know, work on your waiver, or have other services or test some things, make friends with your Medicaid agency. Period. If there's any message, make friends with your Medicaid agency.

>> FREDDA ROSEN: Very true.

>> ANDREW HOUTENVILLE: I'm going to close this up. Thank you all for presenting. I'm just going to leave with one comment. A really good friend of mine Thomas Golden passed away. Thomas was from Cornell.

>> RACHEL POLLOCK: He passed away?

>> FREDDA ROSEN: Oh, no.

>> ANDREW HOUTENVILLE: There's a memorial stuff for, if people are interested. He was a big New York State guy. And --

>> FREDDA ROSEN: He was.

>> ANDREW HOUTENVILLE: Mr. Benefits planning and counseling. His work will last forever.

>> RACHEL POLLOCK: Amazing work.

>> ANDREW HOUTENVILLE: I hate to shock people if they didn't know.

>> FREDDA ROSEN: Oh, my goodness.

>> ANDREW HOUTENVILLE: I'll have links to the memorial information if they contact me, or Karen, or anybody on the call.

>> FREDDA ROSEN: I'd like to know about that, yeah.

>> ANDREW HOUTENVILLE: Sorry to surprise people. But he was such a good guy, and, you know, I think we benefited a lot from his career and his work and benefits. Sorry. But I wanted to recognize him, he's a great guy. All right, so I'm going to move on to the next page, and thank you all for coming, and good-bye.