



## **Michigan Employment First Strategic Plan for Systems Transformation and Improving Competitive, Integrated Employment Outcomes**

Prepared with support from the Employment First State Leadership  
Mentoring Project (EFSLMP)

U.S. Department of Labor, Office of Disability Employment Policy  
(ODEP)

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**employment**



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## Introduction

In 2014, two critical occurrences launched Michigan's Employment First initiative. First, the state began to participate in the U.S. Department of Labor, Office of Disability Employment Policy's Employment First State Leadership Mentoring Program (EFSLMP). In September of that year, the Michigan Developmental Disabilities Council, Michigan Protection & Advocacy Service and the Developmental Disabilities Institute at Wayne State University (a University Center for Excellence in Developmental Disabilities) issued the first *Employment First in Michigan* report which called for the State of Michigan to implement Employment First policies. This call to action gained official support when, in 2015, the governor signed Executive Order No. 2015 – 15, making Michigan an Employment First state.

Steady progress has been made over the past five years to improve competitive, integrated employment outcomes for Michiganders with disabilities. Particular emphasis has been placed on transition-aged youth, provider transformation, restructuring reimbursement rates, and capacity building. However, despite these gains, it is widely acknowledged across stakeholder groups that there remains significant work to be done to fully achieve desired Employment First goals. With this in mind, and with the continued support from EFSLMP, the Michigan Employment First stakeholders embarked on a Vision Quest process beginning in early 2019. This report serves as documentation of that effort, and as a roadmap outlining Michigan's Employment First's Vision, Mission, Values and Objectives to increase CIE.

### **The Vision Quest Process**

Vision Quest is an eight-phase strategic planning process specifically designed to provide structure to state employment systems change efforts<sup>1</sup>. The Michigan team, with the completion of this report, successfully completed the first seven phases and met their associated milestones as follows:

- January – March (Phases 1 – 3)
  - Vision & Mission Reaffirmed
    - Reviewed strengths and weaknesses
    - Identified barriers to success
    - Developed an Employment First “wish list”
  - Goals and Objectives Defined
    - Reviewed and prioritized the “wish list”
    - Identified appropriate Work Groups to organize the work
  - Organizational Structure Established
    - Finalized members of the Core Leadership Team and identified Work Group leads
    - Reviewed list of previously engaged stakeholders; identified & invited missing voices

- April – June (Phases 4 & 5)
  - Held stakeholder kickoff event
  - Work Groups Established and Meeting
    - Primary issues & priorities identified
    - What constitutes success defined
    - Outcomes refined
    - Plan for measuring success established
- July – Sept (Phases 6 & 7)
  - Work Plan Developed
    - Outcomes statements developed for each work group
    - Goals and timelines established
  - Held stakeholder event to finalize Work Plan and communicate next steps

Phase 8 of the Vision Quest process is the implementation of the plan. This work, which is detailed in the following pages, will begin in October 2019.

Vision Quest was facilitated by Julie J. Christensen, MSW, PhD, EFSLMP Subject Matter Expert.

<sup>1</sup> For more information about the Vision Quest process, see *State Strategic Planning for Employment First: The Manual*.(2019). Developed by Karen Lee, M.Ed., in collaboration with Economic Systems, Inc. (EconSys), for the U.S. Department of Labor, Office of Disability Employment Policy.

## List of Acronyms

BH – Behavioral Health  
BHDDA – Behavioral Health and Developmental Disabilities Administration  
BH-TEDS – Behavioral Health Treatment Episode Data Set  
BSBP – Bureau of Services for Blind Persons  
CE – Customized Employment  
CEPI – Center for Educational Performance and Information  
CIE – Competitive, integrated employment  
CIL – Centers for Independent Living (aka Disability Networks or DNs)  
CMHSP – Community Mental Health Services Programs  
CMS – Centers for Medicare & Medicaid Services  
CoP – Community of Practice  
CTE – Career and Technical Education  
DD – Developmental disability  
DHHS – Department of Health & Human Services  
E1 – Employment First  
EBP – Evidence-Based Practice  
HS – High School  
ICTA – Interagency Cash Transfer Agreement  
IDEA – Individuals with Disabilities Education Act  
IEP – Individualized Education Plan  
IPS – Individual Placement and Support  
ISD – Independent School District  
LEA – Local Education Agency  
MDE – Michigan Department of Education  
MiBRS – Michigan Business Resource System  
MITC – Michigan Talent Connect  
MITT – Michigan Interagency Transition Team  
MOU – Memorandum of Understanding  
MPM – Medicaid Provider Manual  
MRS – Michigan Rehabilitation Services  
MSDS – Michigan Student Data System  
NCI – National Core Indicators  
PIHP – Prepaid Inpatient Health Plan  
Pre-ETS – Pre-Employment Training Services  
SME – Subject Matter Expert  
TA – Technical Assistance  
TAP – Talent Acquisition Portal  
VR – Vocational rehabilitation  
WBL – Work-Based Learning  
WINTAC – Workforce Innovation Technical Assistance Center  
WIOA – Workforce Innovation and Opportunity Act  
WIPA – Work Incentives Planning and Assistance projects  
Y-TAC – Vocational Rehabilitation Youth Technical Assistance Center

## Michigan Employment First Vision Quest Participants

Input for this plan was solicited broadly from stakeholders across the state. While not a complete list of everyone who provided feedback throughout the process, special acknowledgement is given to the following individuals who participated in strategic planning work groups:

### **Cross-Systems Collaboration**

Bill Robinson (co-lead), BSBP  
Brenda Stoneburner (co-lead), DHHS  
Heather Barsy, MRC Industries  
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Vendela Collins, DHHS – DD Council  
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Tina Fullerton, MRS  
Sara Grivetti, Disability Network  
Joe Longcor, DHHS  
Gwen McNeal, BSBP  
Mark McWilliams, Michigan Protection & Advocacy Services  
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### **Capacity Building**

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**Provider Transformation**

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**School-to-Work**

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**Business Engagement**

Chelsea Mates (co-chair), Workforce Development Agency  
Jenny Piatt (co-chair), MRS  
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Lisa Kisiel, BSBP  
Barb Valliere, United Cerebral Palsy of Michigan

## Michigan's Employment First Vision, Mission and Values

### **Vision**

All persons with disabilities in Michigan will realize their fullest employment potential through the achievement of individual, competitive integrated employment outcomes that meet the talent demands of Michigan businesses.

### **Mission**

The purpose of Employment First is to maximize opportunities for persons with disabilities to achieve independence and economic self-sufficiency, promoting individual, competitive integrated employment through a collaborative, seamless service model that benefits dual customers: talent with disabilities and Michigan businesses.

### **Values**

Michigan Employment First partners believe that employment:

- Results in independence and economic self-sufficiency;
- Enhances purpose, dignity, self-esteem, a sense of accomplishment, and pride;
- Creates inclusion in other community activities;
- Enriches local communities through a diverse workforce and promotes economic development;
- Creates partnerships with businesses that encourage a diverse workforce, economic growth, and community inclusion; and,
- Elevates individuals with disabilities as a viable, skilled source of talent with a place in Michigan's economy.



## Michigan’s Employment First Objectives

Cross Systems Collaboration	<ol style="list-style-type: none"> <li>1. To create a strategic and measurable approach to accelerate the pace of systems transformation, including provider transformation and rate restructuring to increase competitive integrated employment outcomes</li> <li>2. To clarify state and local agency roles and strengthen collaboration in order to braid and sequence resources, resulting in accessible, seamless, and non-duplicative services</li> </ol>
Capacity Building	<ol style="list-style-type: none"> <li>1. To build collaborative capacity among public and private sector service providers through intentional resource direction and program design</li> <li>2. To collect service and outcome data in a consistent and useful manner among all stakeholders</li> </ol>
Provider Transformation	<ol style="list-style-type: none"> <li>1. To create a strategic and measurable approach to accelerate the pace of systems transformation, including provider transformation and rate restructuring, to increase competitive integrated employment outcomes</li> <li>2. To foster innovation in program design and service delivery across agencies utilizing research-based practices</li> </ol>
School-to-Work	<ol style="list-style-type: none"> <li>1. To sustain and expand investments by state agencies, the business community, and additional stakeholders, by joint efforts and coordinated services, to increase competitive integrated employment for people with disabilities, including youth with disabilities through seamless transition from school to work</li> <li>2. To prepare and connect individuals with disabilities with Michigan businesses with a focus on paid employment thru collaboration between education, vocational rehabilitation (VR) and community mental health (CMH)</li> <li>3. To foster innovation in program design and service delivery across agencies utilizing research-based practices</li> </ol>
Business Engagement	<ol style="list-style-type: none"> <li>1. To establish a common space for business community resources to highlight additional available assistance and streamline the process for the business community to find the resources they want and need to better recruit, employ, and retain individuals with disabilities</li> <li>2. To maximize collaboration of Michigan Works! and VR Business Service, and State Workforce teams to effectively educate and connect employers to opportunities that will result from hiring and retaining from this underutilized, often underestimated talent pool</li> </ol>

## Michigan’s Employment First Work Plan

Michigan’s Employment First Work Plan is organized by **Strategic Priority Areas**.

Cross Systems Collaboration	Capacity Building	Provider Transformation	School-to-Work	Business Engagement
<ul style="list-style-type: none"> <li>• Service frameworks</li> <li>• Public policy alignment &amp; development</li> <li>• Funding paradigms &amp; rate restructuring</li> <li>• Clarify state/local roles</li> <li>• Sustainability &amp; scalability</li> </ul>	<ul style="list-style-type: none"> <li>• Data collection tools &amp; processes</li> <li>• Communication &amp; marketing</li> <li>• Technical assistance/training</li> <li>• Public/private sector collaboration</li> <li>• Education to employers</li> <li>• Identify &amp; train for EBP</li> <li>• Benefits planning</li> </ul>	<ul style="list-style-type: none"> <li>• Organizational structure</li> <li>• Program service models</li> <li>• Workforce</li> <li>• Connecting businesses w/ talent</li> <li>• Implement evidence-based practices (EBP)</li> <li>• Raising expectations</li> </ul>	<ul style="list-style-type: none"> <li>• Service alignment</li> <li>• Philosophy</li> <li>• Capacity</li> <li>• Seamless transition</li> <li>• Connecting businesses w/ talent</li> <li>• Implement EBP</li> <li>• Raising expectations</li> </ul>	<ul style="list-style-type: none"> <li>• Incentives &amp; awareness</li> <li>• State as model employer</li> <li>• Employer collaboration</li> <li>• Assessment of talent management &amp; labor market needs</li> <li>• Common space resources</li> </ul>

Specific goals and activities, measures for success and a proposed timeline for implementation are outlined on the following pages. It should be noted that the following plan represents the best thinking as of the time of submission, and that specific timelines and deliverables are subject to change in response to shifting priorities within the partnering State Agency systems.

## Cross Systems Collaboration

### Objectives:

1. To create a strategic and measurable approach to accelerate the pace of systems transformation, including provider transformation and rate restructuring to increase competitive integrated employment outcomes
2. To clarify state and local agency roles and strengthen collaboration in order to braid and sequence resources, resulting in accessible, seamless, and non-duplicative services

Objective 1: To create a strategic and measurable approach to accelerate the pace of systems transformation, including provider transformation and rate restructuring to increase competitive integrated employment outcomes

DESIRED OUTCOME/TASK	MEASURED BY	TIMELINE
Identification of and commitment from appropriate systems representatives (“key players”)		
Employment First (E1) Team Roster updated	E1 Team Roster distributed	October 2019 Annual review, ongoing
Systems representatives actively participating in E1 Team meetings	E1 Team meeting notes	Monthly, ongoing
Systems representatives share policy and procedure changes while in process	E1 Team meeting notes	Monthly, ongoing
Identification of and invitation to new high-level champions	E1 Team Roster	Annual review, ongoing

Process developed to improve access to and transparency of information <i>by mutual agreement and Memorandums of Understanding (MOU)</i>		
Ongoing review of existing agreements / MOUs	Crosswalk developed with gaps identified	Oct – Jan 2019 Annual review, ongoing
Draft updated agreements/MOUs as needed	Final draft of documents reviewed by E1 Team	Feb – May 2020
Agreements/MOUs finalized and executed	MOUs adopted and disseminated	June 2020 – Sept 2020(?); Review progress monthly until complete
Agreements/MOUs modified as possible to meet E1 Team needs	MOU modifications adopted and disseminated	Annual review, ongoing

State data collection system(s) include agreed upon data points to track success		
Review existing definition of employment “success” for each system	Crosswalk completed Combined definition developed	Oct – Nov 2019
Review of available data sets currently tracking outcome measures	Crosswalk data points included in: <ul style="list-style-type: none"> <li>• Medicaid – Behavioral Health Treatment Episode Data Set (BH-TEDS), Encounter Data, Functional Measures/Level of Care, Quality Measures</li> <li>• VR – Case Management Systems</li> <li>• Michigan Department of Education (MDE)</li> <li>• Department of Health &amp; Human Services (DHHS) Section 904 data (legislative report)</li> <li>• EconSys provider data reporting system</li> <li>• Others as identified</li> </ul>	Dec 2019 – Jan 2020
Identify agreed upon performance measures that can be tracked across systems	Performance measures for competitive, integrated employment (CIE) agreed upon	Feb 2020
Explore opportunities for and limitations of data sharing	Data sharing agreements included in language of agreements and MOUs	Feb – May 2020
Develop process and timeline for deliberate review and reporting of agreed upon outcome measures	Template for data collection developed; Data gaps identified for further exploration in Year 2	June – Sept 2020

Outcomes-based reimbursement systems adopted by Medicaid, Behavioral Health, Developmental Disability and Vocational Rehabilitation* (In collaboration with Provider Transformation work group)		
<i>*Note: This effort is currently underway with existing timeline in place, and is concurrent with VR rate setting methodology work in progress</i>		
Develop billing codes to effectively track agreed upon performance measures	Revised billing codes implemented	October 2019 – June 2020 for October 2020 implementation
Add Employment Transportation as a stand-alone service to the current 1915 (b) and (c) waiver, and potentially others	Addition of a “transportation code” through incorporation within a waiver or authority	Oct 2019 – March 2020
Create a statewide code structure that is consistent for outcome-based payment model that all Community Mental Health Services (CMH) and Prepaid Inpatient Health Plans (PIHP) would report to the state. DHHS would convert the outcome-based payment to a 15-minute unit of support when reporting to Centers for Medicare & Medicaid Services (CMS). This is modeled in Wisconsin with the creation of “Z” codes.	Creation of a statewide code structure that is consistent for outcome-based payment model for all CMHs and PIHPs reporting to the state.	Oct 2019 – June 2020 for implementation in October 2020 contracts
Create language within the encounter payment structure to allow that a 15-min face to face code can be used to reimburse an outcomes or service on behalf of the recipient.	Implementation of ‘on behalf of’ coding	Oct 2019 – June 2020

Objective 2: To clarify state and local agency roles and strengthen collaboration in order to braid and sequence resources, resulting in accessible, seamless, and non-duplicative services

DESIRED OUTCOME/TASK	MEASURED BY	TIMELINE
Achieve greater consistency in services		
Identify policies and procedures that are common across systems and services	Crosswalk policies and procedures in: <ul style="list-style-type: none"> <li>• Michigan Medicaid Provider Manual</li> <li>• VR Policy and Procedures manual</li> <li>• Michigan Protection &amp; Advocacy Client Assistance Program</li> <li>• PIHP/CMH services programs contract language</li> <li>• Attachments such as Employment Works, Special Education to Community Training Manual (DHHS/CMH contract language), various performance indicators</li> <li>• Other relevant Mental Health Code requirements if/as applicable</li> </ul>	Oct 2019 – June 2020
Assure consistency among various document definitions  <i>NOTE: Group to explore additional documentation from MDE should also be reviewed.</i>	Crosswalk definitions in: <ul style="list-style-type: none"> <li>• Michigan Medicaid Provider Manual</li> <li>• VR Policy and Procedures manual</li> <li>• Behavioral Health and Developmental Disabilities Administration (BHDDA) &amp; Michigan Rehabilitation Services (MRS) MOU</li> <li>• Workforce Innovation and Opportunity Act (WIOA) language</li> </ul>	Jan – June 2020

Align the Medicaid Provider Manual (MPM) and VR Policy and Procedures manual as much as possible	MPM and VR manual revised and disseminated	Apr – Sept 2020(?) Review progress monthly until complete
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Decrease length of time from first point of contact to service provision		
Agree upon definition of “service provision” and define baseline length of time	Data points gathered and reviewed from: <ul style="list-style-type: none"> <li>• VR</li> <li>• BH-TEDS employment data</li> <li>• Individual Placement and Support (IPS) Fidelity Review log</li> </ul>	Oct 2019 – Jan 2020
Develop actionable and achievable length of time goal	Cross-systems length of time goal established and disseminated	Feb – May 2020
Monitor length of time	Data points gathered and reviewed from relevant sources	June – Sept 2020; Quarterly, ongoing

Develop a cross-system process for continuous quality improvement and addressing customer services issues at both the state and local level		
Review existing customer service data collection processes and feedback	Crosswalk available data from: <ul style="list-style-type: none"> <li>• County Collaboratives</li> <li>• BHDDA Customer Service log</li> <li>• VR local office satisfaction survey</li> <li>• Client Assistance Program</li> </ul>	Oct 2019 –Mar 2020
Discuss and develop quality assurance measurement tools/process	Quality assurance scale developed	Apr – Sept 2020
Discuss and develop cross-system process (e.g., single phone number concept or other)	Cross-system process identified, defined and agreed upon	Apr– Sept 2020

Cross-system process implemented (rollout, training, measurement system in place)	Quality assurance data analyzed; Recommendations for process improvement disseminated	Year 2 (timeline TBD) Quarterly, ongoing
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Recognition and acceptance of other systems assessments and coordination of plans of service across systems		
Review sample assessments and plans across systems	Crosswalk of assessments and plans from VR, BHDDA, MDE, workforce development, Work Incentives Planning and Assistance projects (WIPA) & Centers for Independent Living (CILs) and others as identified	Apr – Sept 2020
Discuss and develop unified cross-system unified referral process	Referral processes documented and disseminated	Year 2 (timeline TBD)

Alignment of current Michigan initiatives that affect Employment First		
Identify and connect with initiatives impacting E1 efforts	E1 Team roster and meeting notes	Oct 2019 – Mar 2020
Review initiative plans for alignment	Crosswalk of state plans (e.g., MDE and VR) with areas of concern identified	Apr – Sept 2020
Revise initiative plans to reflect alignment	Initiative plans revised and disseminated	Year 2 (timeline TBD)



### Additional Year 1 Activities

The Cross-Systems Core Leadership Team will work to further define the following objectives, identify measures, and develop timeline for Years 2-5:

STATED OBJECTIVE	PROPOSED ACTION
Sustain and expand investments by state agencies, the business community, and additional stakeholders, by joint efforts and coordinated services, to increase competitive integrated employment for people with disabilities, including youth with disabilities through seamless transition from school to work	Collaborate with School-to-Work work group to ensure desired outcomes are met
Further leverage innovation at the local level, with an eye toward scalability and sustainability	Develop goals and timelines for implementation of local pilots
To collect service and outcome data in a consistent and useful manner among all stakeholders	Combine goals of this objective into Objective 1
Provider alignment is achieved across all systems	Collaborate with Provider Transformation work group to ensure desired outcomes are met

## Capacity Building

**Objectives:**

1. To build collaborative capacity among public and private sector service providers through intentional resource direction and program design
2. To collect service and outcome data in a consistent and useful manner among all stakeholders

**Objective 1: To build collaborative capacity among public and private sector service providers through intentional resource direction and program design**

DESIRED OUTCOME/TASK	MEASURED BY	TIMELINE
Increase the number of staff trained in best practices in Employment Services (Job Coaching and Job Development for both Supported and Customized Employment), and Benefits Coordination and Planning		
Establish a workforce committee consisting of Employment First stakeholders, with assigned task and authority to develop a list of credentials that will be recognized	List of accepted credentials that are recognized by all stakeholders established	Oct 2019 – Mar 2020
Identify the source of training, the cost, and who will bear it (public sector, private sector, or shared)	Financial resources allocated	Feb – July 2020
Define baseline number of trained staff	Baseline number compiled and disseminated	July – Sept 2020
Annually increase the number of staff in Michigan who have achieved these credentials.	# receiving training, and who; # obtaining credentials, and who (*NOTE: Needs to be determined who will track this and how information will be accessed)	Years 2-5 Quarterly, ongoing

Objective 2: To collect service and outcome data in a consistent and useful manner among all stakeholders

DESIRED OUTCOME/TASK	MEASURED BY	TIMELINE
<b>A transparent, accessible, user-friendly, cross-systems data collection system with clearly established and agreed upon data collection points is established</b>		
Review existing data collection work	EconSys; WIPA & CILs benefits planning data	Year 1
Identify and agree upon outcome measurements to be shared and aligned with work in progress	Data points identified	Year 1-2
Develop data collection system	Data system implemented	Years 2-5

## Provider Transformation

### Objectives:

1. To create a strategic and measurable approach to accelerate the pace of systems transformation, including provider transformation and rate restructuring, to increase competitive integrated employment outcomes
2. To foster innovation in program design and service delivery across agencies utilizing research-based practices

Objective 1: To create a strategic and measurable approach to accelerate the pace of systems transformation, including provider transformation and rate restructuring, to increase competitive integrated employment outcomes

DESIRED OUTCOME/TASK	MEASURED BY	TIMELINE
Increased access to SME around promising practices; and expanding the number of provider organizations engaged with transformation technical assistance		
Identify and discuss existing and planned initiatives that incorporate subject matter expert (SME) engagement	Compiled summary of processes for tracking SME engagement across initiatives, including: <ul style="list-style-type: none"> <li>• EFSLMP</li> <li>• WIOA (via the Workforce Innovation Technical Assistance Center – WINTAC)</li> <li>• SELN</li> </ul> Hours allocated via Appropriations	Oct – Dec 2019
Collect and review SME engagement across initiatives	The number of technical assistance (TA) hours/activities provided by SMEs recorded	Jan 2020 Quarterly, ongoing
Promote the alignment of the CIE and related initiatives taking place state-wide.	Common goals identified across these initiatives; participants report alignment	Jan 2020 and on-going

Increased number of provider organizations engaged with an SME and/or implementing an evidence-based or promising practice		
Identify evidence-based and promising practices that can be scaled, including braided service delivery models	List of evidence-based and promising practices compiled and distributed	Oct 2019 – Mar 2020
Identify the source of training & TA, the cost, and who will bear it (public sector, private sector, or shared)	Funding sources identified	Apr – Sept 2020
Develop data gathering tool to measure credentialing for the use of EBPs	Data gathering tool developed and implemented <i>(could include a measurement of those who have obtained credentialing for the use of an EBPs)</i>	Year 1 (October 1, 2019-September 30, 2020)
Increase use of evidence-based and promising practices at implementation sites, both provider and payer	List of evidence-based and promising practices being used at implementation sites compiled;	Years 2-5 Quarterly, ongoing

The rates of payers are incentivizing CIE* (in collaboration with Cross Systems Collaboration work group)		
Review existing rate structures used by implementation sites	Analysis of existing rate structures	Year 1 (October 1, 2019-September 30, 2020)
Implementation sites incentivize CIE via the redesign of the payment system, practices, rates and by the embracing of CIE philosophy by organization leadership	Rates and payment system revised and implemented at implementation sites	Year 1 (October 1, 2019-September 30, 2020)

\*Note: This effort is currently underway with existing timeline in place, and is concurrent with VR rate setting methodology work in progress

Objective 2: To foster innovation in program design and service delivery across agencies utilizing research-based practices **(In consultation with all of the Work Groups)**

DESIRED OUTCOME/TASK	MEASURED BY	TIMELINE
Increase Investments and dedicate more resources (time, money and staff) to pilot programs		
Gather information about the feasibility of an idea, refine service delivery or identify best and promising practices	Existing data from other pilot programs, partner data collection systems. VR Data systems	Year 1 (October 1, 2019 – September 30, 2020)
Collaborate and leverage funds using public and private funding, foundation and education grants	Existing data from other pilot programs, partner data collection systems. VR Data systems	Mar – Sept 2020 Years 2-5 Annual, ongoing

Create a community of practice that promotes data sharing and co-creation of intellectual properties		
Community of practice (CoP) meeting regularly and sharing emerging and best practices	CoP roster; Meeting notes	Oct 2019 – Mar 2020
Increase evaluation processes and practices	Crosswalk of data from entities providing Technical assistance as subject matter experts	Mar – Sept 2020
Increase utilization of data, information and supports through subject matter experts with a national or international perspective	Data shared from WINTAC, VR Youth Technical Assistance Center (Y-TAC), etc.	Years 2-5 Annual, ongoing

## School-to-Work

### Objectives:

1. To increase competitive integrated employment for students and youth with disabilities through seamless transition from school to work
2. To prepare and connect students with disabilities with Michigan businesses, with a focus toward paid employment, thru collaboration between education, VR and CMH  
**(in consultation with Provider Transformation and Business Engagement work groups)**
3. To foster innovation in program design and service delivery across agencies utilizing research-based practices **(in consultation with Provider Transformation work group)**

Objective 1: To increase competitive integrated employment for students and youth with disabilities through seamless transition from school to work

DESIRED OUTCOME/TASK	MEASURED BY	TIMELINE
<b>Baseline data compiled, analyzed and reviewed for the following outcomes:</b>		
Students exit high school (HS) w/ employment and/or training options	Individuals with Disabilities Education Act (IDEA) Indicator 14 data	Year 1
Students exit HS already connected to community services (e.g., disability services on campuses, transportation, etc.)	Authorizations from VR/Medicaid; AWARE data (for post-secondary education)	Year 1
Students exit HS w/ core skill sets for 21 <sup>st</sup> Century work force	VR measurable skill gains	Year 1
Students have transition plan in place at exit (mandate of IDEA)	IDEA Indicator 13; Sample IEP analysis (looking for employment outcomes); National Core Indicators (NCI) data	Year 1
Students engage in employment and/or training options after exiting HS	IDEA Indicator 14; VR closure data (WIOA)	Year 1

Five required activity categories under Pre-Employment Training Services (Pre-ETS) offered	MRS data available by district office	Year 1
Students have paid work experiences during HS	Work-based learning pre-vocational services (MRS & Bureau of Services for Blind Persons/BSBP); Pre-ETS data (MRS & BSBP); BH-TEDS	Year 1
Students have access to benefits planning	WIPA Projects outcomes data, Pilot data	Year 1
Job retention	IDEA Indicator 14, VR data sources	Year 1
Graduation rates (aligned with courses of study)	Michigan Student Data System (MSDS); Education	Year 1
Disability rates for enrollment and completion of CTE programs	MSDS; Education	Year 1
Skills attainment and credentialing	WIOA data Billing for work-based learning (WBL), transition-services	Year 1



Progress related to the following outcomes are measured, analyzed, and discussed as part of continual quality improvement efforts		
<ul style="list-style-type: none"> <li>• Students exit HS w/ employment and/or training options</li> <li>• Students exit HS already connected to community services (e.g., disability services on campuses, transportation, etc.)</li> <li>• Students exit HS w/ core skill sets for 21st Century work force</li> <li>• Students have transition plan in place at exit (mandate of IDEA)</li> <li>• Students engage in employment and/or training options after exiting HS</li> <li>• Five required activity categories under Pre-ETS offered</li> <li>• Students have paid work experiences during HS</li> <li>• Students have access to benefits planning</li> <li>• Job retention</li> <li>• Graduation rates (aligned with courses of study)</li> <li>• Disability rates for enrollment and completion of Career &amp; Technical Education (CTE) programs</li> <li>• Skills attainment and credentialing</li> </ul>	<p>Progress reports indicating trend data compared to baseline developed (see above for data sources for specific outcomes)</p>	<p>Years 2-5 Quarterly, ongoing (or as often as appropriate based on data source)</p>

Identification or creation of mechanisms to increase access to data to measure progress related to the following outcomes		
<p>Develop tools to measure the following:</p> <ul style="list-style-type: none"> <li>• Students find the best job match</li> <li>• Students connected to appropriate resources (e.g. technology, equipment, etc.)</li> <li>• Student feedback on the process</li> <li>• Family engagement – participation in transition planning</li> <li>• Family engagement – informed to support individual outcomes</li> <li>• Family engagement – systems involvement (advisory and accountability)</li> <li>• Connectivity to resources (technology, transportation, disability support services, etc.)</li> <li>• Employment goal reflected in the Individualized Education Program (IEP)?</li> <li>• Presence of a paid work experience in the IEP?</li> </ul>	<p>Tools developed and disseminated; Baseline data collected</p>	<p>Year 1</p>
<p>Implementation of data collection tools</p>	<p>Progress reports indicating trend data compared to baseline developed and disseminated (see above for data sources for specific outcomes)</p>	<p>Years 2-5 Quarterly, ongoing (or as often as appropriate based on data source)</p>

Objective 2: To prepare and connect students with disabilities with Michigan businesses, with a focus toward paid employment, thru collaboration between education, VR and CMH  
**(in consultation with Provider Transformation and Business Engagement work groups)**

DESIRED OUTCOME/TASK	MEASURED BY	TIMELINE
Businesses become more knowledgeable about disabilities and sees them as a talent pool		
Increase access to and participation in work experiences for students	Project SEARCH programs outcomes; Pre-ETS outcomes; Work-based learning, job shadowing and other related outcomes	Apr – Aug 2020 Annually, ongoing
Increase outreach to business community	Data from VR & Labor Business Engagement Units, Local Education Agencies (LEAs), Career Tech Centers and others as appropriate	Annual, ongoing

Prepare students/train students for competitive, integrated employment (understanding the needs of businesses first then preparing students to meet those needs)		
Students become educated about the competitive, integrated job market (Labor market information made available to students (e.g., what jobs are available and requirements for participation)	Track work-based learning experiences for students while in school via: Independent school district (ISD)/VR local agreements compiled; Project SEARCH programs outcomes; VR & Workforce data	Jan-June 2020 Annually, ongoing
VR provides education to people working in alternative environments to teach them about competitive, integrated employment alternatives	VR	Year 1 - baseline Years 2-5, ongoing
Improve student outcomes under Indicator B-14 of IDEA and Section 511 of WIOA	Dept. of Education Education/Wayne St. University; VR & Michigan Works!	Year 1 - baseline Years 2-5, ongoing

Educators are knowledgeable about the labor market requirements and apply knowledge in the development of more effective transition planning		
Develop training for educators	Training manual	Oct 2019 – May 2020
Develop pre/post assessment of educator knowledge	Pre-/post- test	Apr - Sept 2020
Training implemented and evaluated	# trainings offered; # educators trained; Pre-/post-assessment data	Years 2-5 Annually, ongoing

Rolling pool of individuals with interests/placement groups share contacts and students across placement providers		
TBD	TBD	Years 2-5

Objective 3: To foster innovation in program design and service delivery across agencies utilizing research-based practices **(in collaboration with Provider Transformation work group)**

DESIRED OUTCOME/TASK	MEASURED BY	TIMELINE
Using data to develop programs and services		
Data sharing agreements are in place between MRS/MDE (Center for Educational Performance and Information/CEPI data system)	Agreements implemented	Year 1
Cross-agency teams have access to resources from national TA groups	Cross-walk of data from: Michigan Interagency Transition Team (MITT), Customized Employment group, Seamless Transition Pilots, Interagency Cash Transfer Agreement (ICTA)	Years 2-5

## Business Engagement

### Objectives:

1. To establish a common space for business community resources to highlight additional available assistance and streamline the process for the business community to find the resources they want and need to better recruit, employ, and retain individuals with disabilities
2. To maximize collaboration of Michigan Works!, VR Business Service, and State Workforce teams to effectively educate and connect employers to opportunities that will result from hiring and retaining from this underutilized, often underestimated talent pool

Objective 1: To establish a common space for business community resources to highlight additional available assistance and streamline the process for the business community to find the resources they want and need to better recruit, employ, and retain individuals with disabilities

DESIRED OUTCOME/TASK	MEASURED BY	TIMELINE
Establish a formal partnership among key groups		
Michigan Talent Connect (MITC) and VR bureaus working in collaboration with additional disability employment SMEs to streamline disability-related resources and talent pool connectivity for business	MITC and Talent Acquisition Portal (TAP) data	Year 1 (work is already in progress)
Identification of disability-friendly business	Business identified on MITC with specific universally acknowledged symbol (i.e., Veteran/American Flag)	Year 1 (work is already in progress)
DisabilityIN Affiliate Established (formerly US Business Leadership Network)	501c3 Developed and administratively supported by VR	Year 1 (work is already in progress)

Clearer connection to Provider Transformation Team Connection & Customized Employment	Mutually agreed upon objectives regarding connecting individuals with disabilities with the business community	Year 1
Landing Page (Web) for public and business community on Employment First/Resources Available	Web site design and link established	Year 1

Develop a shared “portal” for sharing information across groups and initiatives		
Establish unified goals for shared portal	Goals documented and disseminated	Year 1 (work is already in progress)
Agree upon location for shared portal	Location identified and secured	Year 1 (work is already in progress)
Promote and utilize shared portal	Portal developed; Marketing outreach via MITC and TAP	Years 2-5 Quarterly, ongoing

Objective 2: To maximize collaboration of Michigan Works! (MiWorks!), VR Business Service, and State Workforce teams to effectively educate and connect employers to opportunities that will result from hiring and retaining from this underutilized, often underestimated talent pool

DESIRED OUTCOME/TASK	MEASURED BY	TIMELINE
Expand opportunities to connect Michigan Works! & VR Business Services with Michigan Businesses across the state		
Collaborative meetings between MiWorks!, VR bureaus’ Business Service teams and CMH service programs held regularly	# meetings held; Meeting minutes	Year 1 – already occurring Years 2-5 – ongoing meetings Quarterly, ongoing
Increase the number of business engaged via outreach	# businesses reached; Event materials; WIOA Indicator 6 data; Michigan Business Resource System (MiBRS)/ Salesforce/G-Stars (Customer Relationship Management software); VR to run report on current customer relationship	Year 1 – baseline Years 2-5 – measure increase Quarterly, ongoing

	software/MiBRS that includes MiWorks!/State Workforce touches and/or collaborative projects	
Development of Cross-functional business service staff/teams: state workforce, VR, and economic organizations for purposes of relationship building and asset sharing	<p>Survey Monkey; # meetings held; Meeting minutes; Professional development trainings:</p> <ul style="list-style-type: none"> <li>• Business Solutions Professional Training</li> <li>• VR Business Engagement Training</li> <li>• Windmills and other related Disability Awareness Training Programs</li> <li>• MiWorks &amp; MI Rehabilitation Conferences (presentations)</li> <li>• Americans with Disabilities Act 30<sup>th</sup> Anniversary Share/Coordinated Events</li> <li>• App – One Drive (event calendar, monthly) for stakeholders</li> </ul>	<p>Survey completed June 2018; Quarterly MiWorks! Business User Group Meetings; MiWorks! Conference(s) Inaugural meeting with all stakeholders – July 2018;</p> <p>Continuation – annually, schedule for Spring 2020</p> <ul style="list-style-type: none"> <li>• Survey – Oct. Deafness</li> <li>• Hidden Talent Workshop Oct. 2019</li> <li>• MiWorks Conference Sept. 2019 &amp; Combined NDEAM Oct. events</li> <li>• Superfest Disability Film Festival 2019</li> <li>• Summit – Spring – meeting w/all state department directors, 9 areas (transportation, employment, mental health, education, etc.)</li> </ul>

## Implementation of Plan

During the Vision Quest process, the following leadership and organizational structure of Michigan's Employment First Work Plan was discussed and agreed upon.

### **Cross-Systems Core Leadership Team**

The Cross-Systems Core Leadership Team (Leadership Team) has oversight of the strategic plan and is tasked with working collaboratively to address identified systems barriers to achieving the goals laid out in the plan. Additionally, the Core Leadership Team is responsible for reviewing and adjusting timelines and deliverables associated with the plan as is necessary to accommodate shifting state priorities.

The Leadership Team will meet every other month, and agenda items will include:

- Making progress on cross-systems deliverables outlined in the plan (see Appendix for suggested monthly agenda topics)
- Reviewing updates from work groups, and discussing options to address systems-level barriers that are preventing progress
- Monitoring and adjusting goals & timelines as necessary
- Sharing of systems information and changes impacting individual partners
- Reviewing data collected, and identifying gaps

Leadership Team Members:

- DD Council: Vendella Collins & Yasmina Bouraoui
- Behavioral Health/IDD Services: Brenda Stoneburner & Joe Longcor (DHHS)
- VR: Tina Fullerton & Bill Columbo (MRS) and Bill Robinson & Lisa Kisiel (BSBP)
- Education: Janis Weckstein & Janet Timbs (Dept. of Ed)
- Provider Assoc.: Sara Grivetti (Disability Network), Todd Culver (MARO) and Bob Sheehan (CMHA)
- Workforce: Joe Billig & Chelsea Mates (WDA) and Luann Dunsford & Janet Bloomfield (Mi Works!)
- CILs: Lesia Pikaart (disAbility Connections) & Sara Grivetti (Disability Network)
- P&A: Mark McWilliams

### **Work Groups**

Work Groups are where the majority of the work associated with this plan will be completed. Each work group will have assigned leaders who are responsible for convening meetings and ensuring that progress (including successes achieved and challenges experienced) are reported back to the Leadership Team. Work Group membership will flex to the work plan, ensuring that the most relevant stakeholders are included in working on project deliverables.



Work Groups will meet at least monthly with the goal of:

- Making progress on identified activities outlined in this plan (see Appendix for suggested monthly agenda topics)
- Reviewing and identifying adjustments to the work plan and timeline (as needed)

Work Groups will report progress to the Leadership Team on quarterly basis.

Work Group Leads:

- Cross-Systems Collaboration: Maureen Webster (MRS) & Yasmina Bouraoui (DD Council)
- Capacity Building: Todd Culver (MARO) & Sigrid Adams (MRS)
- Provider Transformation: Todd Culver (MARO) & Bob Sheehan (CMHA)
- School to Work: Janet Timbs (MDE) & Shannon McVoy (BSBP)
- Business Engagement: Jenny Piatt (MRS) & Chelsea Mates (WDA)

### **Employment First Stakeholder Group**

As has been both the history and tradition in Michigan's Employment First efforts, continuing to maintain a forum for interested stakeholders to engage in the work and provide feedback remains an integral part of this plan. The Leadership Team and Work Group members will actively recruit diverse voices to engage in dialogue, identify barriers to success and brainstorm innovative solutions to ensure that all Michiganders, assuring those with the most significant disabilities, are included in the Michigan work force.

The Employment First Stakeholder Group will meet quarterly. These meeting will provide an opportunity for the Leadership Team and Work Groups to review progress on the plan to date and keep the public informed of adjustments to goals and timelines as they are made. Additionally, these meetings provide an opportunity to invite interested parties to participate in Work Group activities, as appropriate.

### **Coordination**

The DD Council has committed to hiring a coordinator to monitor implementation of Michigan's Employment First plan and to provide supports to the Leadership Team and Workgroups. Given her longstanding role in this capacity, Yasmina Bouraoui will oversee this transition and will provide onboarding supports.

Appendix A:  
Sample Monthly Work Group Meeting Agendas and Tasks for Year 1

## Cross-Systems Core Leadership Team

### Y1 Suggested Monthly Meeting Agenda Topics and Tasks

#### October

- E1 Team Roster and alignment with parallel initiatives – review & update; invitations to be sent to missing partners
- Review of existing MOUs – collect and disseminate to group
- Identify & discuss definitions of “success” for each system
- Discuss definitions of “service provision” used across various systems
- Identify and ensure access to existing customer service data across systems

#### November

- E1 plan alignment with parallel initiatives – identify and connect; invitations to be sent to appropriate partners (as needed)
- Review of existing MOUs – crosswalk begun
- Draft & adopt combined definition of “success” to guide cross-systems collaboration
- Begin crosswalk of cross-systems policies and procedures across agencies
- Agree upon mutual definition of “service provision”
- Ensure access to and collect existing customer service data across systems
- Prep for Quarterly E1 Stakeholder meeting

#### December

- E1 plan alignment with parallel initiatives – identify and connect; invitations to be sent to appropriate partners (as needed)
- Review of existing MOUs – crosswalk completed, gaps discussed
- Begin crosswalk of available data sets tracking employment outcomes
- Continue crosswalk of cross-systems policies and procedures across agencies
- Review data points across systems to identify a baseline length of time from first point of contact to service provision
- Review existing customer service data collection processes and feedback
- Host Quarterly E1 Stakeholder meeting

## January

- E1 plan alignment with parallel initiatives – identify and connect; invitations to be sent to appropriate partners (as needed)
- Review of existing MOUs – gap analysis completed, goals set for next steps
- Complete crosswalk of available data sets tracking employment outcomes
- Continue crosswalk of cross-systems policies and procedures across agencies
- Finalize review data points across systems to identify a baseline length of time from first point of contact to service provision
- Continue review existing customer service data collection processes and feedback

## February

- E1 plan alignment with parallel initiatives – identify and connect; invitations to be sent to appropriate partners (as needed)
- Drafting of new MOUs (if needed)
- Identify agreed upon performance measures that can be tracked across systems
- Review data sharing agreements across systems
- Crosswalk definitions across cross-systems documentation
- Begin discussions of achievable a length of time goal from first point of contact to service provision
- Continue review existing customer service data collection processes and feedback
- Prep for Quarterly E1 Stakeholder meeting

## March

- E1 plan alignment with parallel initiatives – identify and connect; invitations to be sent to appropriate partners (as needed)
- Drafting of new MOUs (if needed)
- Complete review data sharing agreements across systems
- Continue crosswalk of definitions across cross-systems documentation
- Finalize length of time goal from first point of contact to service provision and begin plan for implementing across systems
- Finalize review existing customer service data collection processes and feedback
- Host Quarterly E1 Stakeholder meeting

## April

- Begin review of E1 plan alignment with parallel initiatives
- Drafting of new MOUs (if needed)
- Develop new data sharing agreements (if needed)
- Identify changes required to assure consistency among various document definitions
- Finalize and implement plan for improving length of time goal from first point of contact to service provision
- Begin discussion of shared quality assurance measurement tools/process
- Begin review and crosswalk of assessments and service plans from VR and BHDDS

## May

- Continue review of E1 plan alignment with parallel initiatives
- Drafting of new MOUs (if needed)
- Finalize new data sharing agreements (if needed)
- Begin revisions (as identified) to MPM and VR manual to address consistency
- Continue discussion of shared quality assurance measurement tools/process
- Continue review and crosswalk of assessments and service plans from VR and BHDDS
- Prep for Quarterly E1 Stakeholder meeting

## June

- Continue review of E1 plan alignment with parallel initiatives
- Adoption of new MOUs (if needed)
- Develop process and timeline for reporting and reviewing cross-systems outcomes
- Continue revisions (as identified) to MPM and VR manual to address consistency
- Continue discussion of shared quality assurance measurement tools/process
- Continue review and crosswalk of assessments and service plans from VR and BHDDS
- Host Quarterly E1 Stakeholder meeting

## July

- Continue review of E1 plan alignment with parallel initiatives
- Adoption of new MOUs (if needed)
- Finalize process and timeline for reporting and reviewing cross-systems outcomes
- Continue revisions (as identified) to MPM and VR manual to address consistency
- Monitor length of time from first point of contact to service provision
- Begin development of cross-system process for quality improvement across systems (e.g., single phone number concept or other)
- Continue review and crosswalk of assessments and service plans from VR and BHDDS

August

- Continue review of E1 plan alignment with parallel initiatives
- Adoption of new MOUs (if needed)
- Develop template for data collection of cross-systems outcomes
- Continue revisions (as identified) to MPM and VR manual to address consistency
- Continue development of cross-system process for quality improvement across systems (e.g., single phone number concept or other)
- Continue review and crosswalk of assessments and service plans from VR and BHDDS
- Prep for Quarterly E1 Stakeholder meeting

September

- Finalize review of E1 plan alignment with parallel initiatives. Identify recommendations for revisions to plan for Y2
- Adoption of new MOUs (if needed)
- Finalize template for data collection of cross-systems outcomes
- Finalize revisions (as identified) to MPM and VR manual to address consistency
- Monitor length of time from first point of contact to service provision
- Finalize development of cross-system process for quality improvement across systems (e.g., single phone number concept or other)
- Finalize crosswalk of assessments and service plans from VR and BHDDS
- Host Quarterly E1 Stakeholder meeting

Additional standing agenda item for Year 1:

- Further define the following objectives, identify measures, and develop timeline for Years 2-5:

STATED OBJECTIVE	PROPOSED ACTION
Sustain and expand investments by state agencies, the business community, and additional stakeholders, by joint efforts and coordinated services, to increase competitive integrated employment for people with disabilities, including youth with disabilities through seamless transition from school to work	Collaborate with School-to-Work work group to ensure desired outcomes are met
Further leverage innovation at the local level, with an eye toward scalability and sustainability	Develop goals and timelines for implementation of local pilots

To collect service and outcome data in a consistent and useful manner among all stakeholders	Combine goals of this objective into Objective 1
Provider alignment is achieved across all systems	Collaborate with Provider Transformation work group to ensure desired outcomes are met

## Capacity Building Work Group

### Y1 Suggested Monthly Meeting Agenda Topics and Tasks

#### October

- Begin to establish a workforce committee consisting of Employment First stakeholders
- Review existing data collection work
- Identify and agree upon outcome measurements

#### November

- Continue work to establish a workforce committee to review accepted credentials
- Review existing data collection work
- Identify and agree upon outcome measurements

#### December

- Continue work to establish a workforce committee to review accepted credentials
- Review existing data collection work
- Identify and agree upon outcome measurements

#### January

- Continue work to establish a workforce committee to review accepted credentials
- Review existing data collection work
- Identify and agree upon outcome measurements

#### February

- Continue work of workforce committee to review accepted credentials
- Begin work to identify the source of training, the cost, and who will bear it
- Review existing data collection work
- Identify and agree upon outcome measurements

#### March

- Complete work of workforce committee to review accepted credentials
- Begin work to identify the source of training, the cost, and who will bear it
- Review existing data collection work
- Identify and agree upon outcome measurements



#### April

- Begin work to identify the source of training, the cost, and who will bear it
- Review existing data collection work
- Identify and agree upon outcome measurements

#### May

- Continue work to identify the source of training, the cost, and who will bear it
- Review existing data collection work
- Identify and agree upon outcome measurements

#### June

- Continue work to identify the source of training, the cost, and who will bear it
- Review existing data collection work
- Identify and agree upon outcome measurements

#### July

- Complete work to identify the source of training, the cost, and who will bear it
- Begin to define baseline number of trained staff
- Review existing data collection work
- Identify and agree upon outcome measurements

#### August

- Continue to define baseline number of trained staff
- Review existing data collection work
- Identify and agree upon outcome measurements

#### September

- Complete work to define baseline number of trained staff
- Review existing data collection work
- Identify and agree upon outcome measurements

## Provider Transformation Work Group

### Y1 Suggested Monthly Meeting Agenda Topics and Tasks

#### October

- Begin to identify and discuss existing and planned initiatives that incorporate subject matter expert (SME) engagement
- Begin to identify evidence-based and promising practices that can be scaled, including braided service delivery models
- Begin to develop data gathering tool to measure credentialing for the use of EBPs
- Review and discuss progress of rate restructuring work that is underway
- Community of Practice to promote data sharing established

#### November

- Continue to identify and discuss existing and planned initiatives that incorporate subject matter expert (SME) engagement; begin summary of processes for tracking SME engagement across initiatives
- Continue to identify evidence-based and promising practices that can be scaled, including braided service delivery models
- Continue to develop data gathering tool to measure credentialing for the use of EBPs
- Review and discuss progress of rate restructuring work that is underway
- Community of Practice to promote data meeting and sharing emerging and best practices

#### December

- Complete summary of processes for tracking SME engagement across initiatives
- Continue to identify evidence-based and promising practices that can be scaled, including braided service delivery models
- Continue to develop data gathering tool to measure credentialing for the use of EBPs
- Review and discuss progress of rate restructuring work that is underway
- Community of Practice to promote data meeting and sharing emerging and best practices

## January

- Quarterly collection and review of SME engagement across initiatives Begin to identify evidence-based and promising practices that can be scaled, including braided service delivery models
- Continue to identify evidence-based and promising practices that can be scaled, including braided service delivery models
- Continue to develop data gathering tool to measure credentialing for the use of EBPs
- Review and discuss progress of rate restructuring work that is underway
- Community of Practice to promote data meeting and sharing emerging and best practices

## February

- Begin to identify common goals across initiatives
- Continue to identify evidence-based and promising practices that can be scaled, including braided service delivery models
- Continue to develop data gathering tool to measure credentialing for the use of EBPs
- Review and discuss progress of rate restructuring work that is underway
- Community of Practice to promote data meeting and sharing emerging and best practices

## March

- Continue to identify and promote common goals across initiatives
- Finalize list of evidence-based and promising practices that can be scaled, including braided service delivery models
- Continue to develop data gathering tool to measure credentialing for the use of EBPs
- Review and discuss progress of rate restructuring work that is underway
- Community of Practice to promote data meeting and sharing emerging and best practices
- Begin crosswalk of data from entities providing technical assistance as subject matter experts

## April

- Quarterly collection and review of SME engagement across initiatives
- Continue to identify and promote common goals across initiatives
- Begin to identify the source of training & TA, the cost, and who will bear it
- Continue to develop data gathering tool to measure credentialing for the use of EBPs
- Review and discuss progress of rate restructuring work that is underway
- Continue crosswalk of data from entities providing technical assistance as subject matter experts

## May

- Continue to identify and promote common goals across initiatives
- Continue to identify the source of training & TA, the cost, and who will bear it
- Continue to develop data gathering tool to measure credentialing for the use of EBPs
- Review and discuss progress of rate restructuring work that is underway
- Continue crosswalk of data from entities providing technical assistance as subject matter experts

## June

- Continue to identify and promote common goals across initiatives
- Continue to identify the source of training & TA, the cost, and who will bear it
- Continue to develop data gathering tool to measure credentialing for the use of EBPs
- Review and discuss progress of rate restructuring work that is underway
- Continue crosswalk of data from entities providing technical assistance as subject matter experts

## July

- Quarterly collection and review of SME engagement across initiatives
- Continue to identify and promote common goals across initiatives
- Continue to identify the source of training & TA, the cost, and who will bear it
- Continue to develop data gathering tool to measure credentialing for the use of EBPs
- Review and discuss progress of rate restructuring work that is underway
- Continue crosswalk of data from entities providing technical assistance as subject matter experts

## August

- Continue to identify and promote common goals across initiatives
- Continue to identify the source of training & TA, the cost, and who will bear it
- Continue to develop data gathering tool to measure credentialing for the use of EBPs
- Review and discuss progress of rate restructuring work that is underway
- Continue crosswalk of data from entities providing technical assistance as subject matter experts

## September

- Continue to identify and promote common goals across initiatives
- Complete identification of funding sources to support training
- Finalize development of data gathering tool to measure credentialing for the use of EBPs
- Review and discuss progress of rate restructuring work that is underway
- Complete crosswalk of data from entities providing technical assistance as subject matter experts

## School-to-Work Work Group

### Y1 Suggested Monthly Meeting Agenda Topics and Tasks

#### October

- Begin to compile and analyze baseline data
- Begin to develop tools to measure outcomes that are not currently captured in available data sets
- Discuss and review progress on:
  - Increased outreach to business community
  - VR education to people working in alternative environments
  - Student outcomes under Indicator B-14 of IDEA and Section 511 of WIOA
  - Data sharing agreements between MRS/MDE
- Begin development of training about labor market requirements for educators

#### November

- Continue to compile and analyze baseline data
- Continue to develop tools to measure outcomes that are not currently captured in available data sets
- Discuss and review progress on:
  - Increased outreach to business community
  - VR education to people working in alternative environments
  - Student outcomes under Indicator B-14 of IDEA and Section 511 of WIOA
- Continue development of training about labor market requirements for educators

#### December

- Continue to compile and analyze baseline data
- Continue to develop tools to measure outcomes that are not currently captured in available data sets; implement as is possible to collect baseline data
- Discuss and review progress on:
  - Increased outreach to business community
  - VR education to people working in alternative environments
  - Student outcomes under Indicator B-14 of IDEA and Section 511 of WIOA
  - Data sharing agreements between MRS/MDE
- Continue development of training about labor market requirements for educators

## January

- Continue to compile and analyze baseline data
- Continue to develop tools to measure outcomes that are not currently captured in available data sets; implement as is possible to collect baseline data
- Begin to track student participation in work-based learning experiences
- Discuss and review progress on:
  - Increased outreach to business community
  - VR education to people working in alternative environments
  - Student outcomes under Indicator B-14 of IDEA and Section 511 of WIOA
  - Data sharing agreements between MRS/MDE
- Continue development of training about labor market requirements for educators

## February

- Continue to compile and analyze baseline data
- Continue to develop tools to measure outcomes that are not currently captured in available data sets; implement as is possible to collect baseline data
- Continue to track student participation in work-based learning experiences
- Discuss and review progress on:
  - Increased outreach to business community
  - VR education to people working in alternative environments
  - Student outcomes under Indicator B-14 of IDEA and Section 511 of WIOA
  - Data sharing agreements between MRS/MDE
- Continue development of training about labor market requirements for educators

## March

- Continue to compile and analyze baseline data
- Continue to develop tools to measure outcomes that are not currently captured in available data sets; implement as is possible to collect baseline data
- Continue to track student participation in work-based learning experiences
- Discuss and review progress on:
  - Increased outreach to business community
  - VR education to people working in alternative environments
  - Student outcomes under Indicator B-14 of IDEA and Section 511 of WIOA
  - Data sharing agreements between MRS/MDE
- Continue development of training about labor market requirements for educators

## April

- Continue to compile and analyze baseline data
- Continue to develop tools to measure outcomes that are not currently captured in available data sets; implement as is possible to collect baseline data
- Begin to measure business participation in work experiences for students
- Continue to track student participation in work-based learning experiences
- Discuss and review progress on:
  - Increased outreach to business community
  - VR education to people working in alternative environments
  - Student outcomes under Indicator B-14 of IDEA and Section 511 of WIOA
  - Data sharing agreements between MRS/MDE
- Continue development of training about labor market requirements for educators
- Begin development of pre/post assessment of educator knowledge about labor market requirements

## May

- Continue to compile and analyze baseline data
- Continue to develop tools to measure outcomes that are not currently captured in available data sets; implement as is possible to collect baseline data
- Continue to measure business participation in work experiences for students
- Continue to track student participation in work-based learning experiences
- Discuss and review progress on:
  - Increased outreach to business community
  - VR education to people working in alternative environments
  - Student outcomes under Indicator B-14 of IDEA and Section 511 of WIOA
  - Data sharing agreements between MRS/MDE
- Complete development of training about labor market requirements for educators
- Continue development of pre/post assessment of educator knowledge about labor market requirements



## June

- Continue to compile and analyze baseline data
- Continue to develop tools to measure outcomes that are not currently captured in available data sets; implement as is possible to collect baseline data
- Continue to measure business participation in work experiences for students
- Complete annual tracking of student participation in work-based learning experiences
- Discuss and review progress on:
  - Increased outreach to business community
  - VR education to people working in alternative environments
  - Student outcomes under Indicator B-14 of IDEA and Section 511 of WIOA
  - Data sharing agreements between MRS/MDE
- Continue development of pre/post assessment of educator knowledge about labor market requirements

## July

- Continue to compile and analyze baseline data
- Continue to develop tools to measure outcomes that are not currently captured in available data sets; implement as is possible to collect baseline data
- Continue to measure business participation in work experiences for students
- Discuss and review progress on:
  - Increased outreach to business community
  - VR education to people working in alternative environments
  - Student outcomes under Indicator B-14 of IDEA and Section 511 of WIOA
  - Data sharing agreements between MRS/MDE
- Continue development of pre/post assessment of educator knowledge about labor market requirements

## August

- Continue to compile and analyze baseline data
- Continue to develop tools to measure outcomes that are not currently captured in available data sets; implement as is possible to collect baseline data
- Finalize measure of business participation in work experiences for students
- Discuss and review progress on:
  - Increased outreach to business community
  - VR education to people working in alternative environments
  - Student outcomes under Indicator B-14 of IDEA and Section 511 of WIOA
  - Data sharing agreements between MRS/MDE
- Continue development of pre/post assessment of educator knowledge about labor market requirements

## September

- Complete analysis of baseline data
- Complete tool development to measure outcomes that are not currently captured in available data sets; implement as is possible to collect baseline data
- Discuss and review progress on:
  - Increased outreach to business community
  - VR education to people working in alternative environments
  - Student outcomes under Indicator B-14 of IDEA and Section 511 of WIOA
  - Data sharing agreements between MRS/MDE
- Complete development of pre/post assessment of educator knowledge about labor market requirements

## Business Engagement Work Group

### Y1 Suggested Monthly Meeting Agenda Topics and Tasks

#### October 2019 – August 2020

- Discuss and review progress on:
  - MITC and TAP data
  - Identification of businesses on MITC with specific universally acknowledged symbol
  - Establishment of DisabilityIN affiliate
  - Establishment of clearer connection to Provider Transformation Team Connection & Customized Employment
  - Development of website for public and business community on Employment First/Resources
  - Development of shared portal for sharing information across groups and initiatives
  - Collaborative meetings between MiWorks!, VR bureaus' Business Service teams and CMH service programs
  - Cross-functional business service staff/team meetings and events (including state workforce, VR, and economic organizations) to foster relationship building and asset sharing
- Begin to measure the number of business engaged via outreach

#### September 2020

- Discuss and review progress on:
  - MITC and TAP data
  - Identification of businesses on MITC with specific universally acknowledged symbol
  - Establishment of Disability IN affiliate
  - Establishment of clearer connection to Provider Transformation Team Connection & Customized Employment
  - Development of website for public and business community on Employment First/Resources
  - Development of shared portal for sharing information across groups and initiatives
  - Collaborative meetings between MiWorks!, VR bureaus' Business Service teams and CMH service programs
  - Cross-functional business service staff/team meetings and events (including state workforce, VR, and economic organizations) to foster relationship building and asset sharing
- Complete measurement of the number of business engaged via outreach (establish baseline)