

Oklahoma Rehabilitation Council

Employment Committee Meeting Minutes

Tuesday June 20th, 2017

10:00 am – 11:30am

Present: Renee Sansom, Linda Jaco, Ray Turner, Suzanne Williams, Tracy Brigham, Teresa McDermott, Terri Williams Murphy, Patsy Hollingsworth, Melinda Bunch, Janie Fugitt, Brenda Dawes, Rob Carr and Carolina Colclasure.

Discussion Items

- Renee Sansom started with the introduction of the Individual Placement and Supports (IPS) Program and the 2 counselors Melinda Bunch and Janie Fugitt from DRS that went to the IPS training in Cleveland.
- Currently DRS is doing a pilot program with the Oklahoma Department of Mental Health and Substance Abuse Services (ODMHSAS) called On It, this program is for transition students between 16 and 25 years with Mental Health problems and has been extended to service adults with Mental Health Issues. If IPS is implemented they will use this program as platform.
- Linda Jaco provided a summary of what the Employment Committee's goals are and how it was started for those new to the Committee and to make sure everyone is on the same page before the IPS presentation started.
- Suzanne Williams with Oklahoma Department of Mental Health and Substance Abuse Services (OMHSAS) gave a presentation on the Individual Placement and Supports (IPS) Program. It utilizes the evidence-based approach rather than generic employment services. It is fully implemented in collaboration with DRS in 22 states in the United States and 3 countries internationally. There are 8 principles of IPS:
 1. Zero exclusion criteria: anybody that wants to participate in supported employment can do it.
 2. Competitive jobs are the goal
 3. Integrated teams: includes everybody that is associated with the case, like case managers, medical staff, VR staff, school members, etc.
 4. Benefits planning is offered: especially for transition cases still on Medicare to let them know how the benefits will change when they turn 18.
 5. Rapid job search: after the applicant meets with their Employment Specialist they will have their first meet with an employer within 30 days. There are no pre-employment steps to take, its straight forward job search.
 6. Job development: IPS has a great relationship with the community - especially employers which makes it easier to find job for applicants. 65% of the Employment Specialists time has to be out in the community developing a relationship with employers and creating a database with positions available to place applicants.
 7. Time unlimited job supports: the applicant can have the support of an Employment Specialist for as long as they need it, typically is a year they want the applicant to stay with the services and after that the services will dwindle down, but it depends on the case and they can stay with the supports longer if needed.
 8. Preferences are honored: nothing is imposed to the applicant they will honor their preferences and will help them find the job they want.
- IPS was launched in Oklahoma in January of 2016, and there are 2 pilot teams: one in Oklahoma City and one in Tulsa.
- In November of 2016 the Annual IPS report indicated that there was a 42% employment rate.
- There are 5 more IPS teams ready to be launched, one in Oklahoma City, one out of Family and Children's Services and it will be serving transition age youth and those coming out of the Corrections system, one at CSC Tulsa serving homeless Vets only, one at Grand Lake serving several populations, serving 4 or 5 counties and one out of Tulsa serving transition age youth and Mental Health cases.

- The IPS website address is <https://www.ipsworks.org/> and there more information can be found.
- Janie Fugitt shared the experience they had at the International IPS meeting in Cleveland, it took place on May 24th and 25th, she felt like this meeting was the best networking experience she has participated in, the other States that are implementing IPS are willing and happy to share information, she feels like they made great contacts to get the information necessary to provide DRS with a full picture of what needs to be done to implement IPS.
- The next IPS 101 training will take place on July 11th from 10am – 12pm, it's a free training and you can sign up at OKDMHSAS's Training Center website.
- There is also a second training which is IPS Fidelity, this is a more in depth look at IPS and it's for Agency Supervisors and Executive Teams, it's a 4 hour training, the next one will be on July 26th.
- Suzanne answered several questions from the DRS staff that are in charge of contracts and the Filed Coordinator. As IPS is a new program for DRS there was a lot of inquiries on how it would work if implemented here and the conversation was really informative and hopefully gave more information to continue with the process.
- Suzanne will reach out to IPS Ohio to try and get copies of their contracts and more information to provide DRS with more details.
- Also Suzanne will send the direct link for the enrollment to the IPS 101 training on July 11th.
- **Strategic Plan**
 - Goal 8: Ongoing. Tiffany Davis sent a report on the VS No Show survey and the issue is being reviewed.
 - Objective 1.1: Ongoing. The Committee is researching and getting more information on how to assist DRS, hopefully with IPS.
 - Activity 1: On Hold, the Committee is waiting to understand and get more information on IPS.
 - Activity 2: It was done through VS with their survey and Renee will send the report with the results to the Committee.
 - Activity 3: On Hold because the goal will probably change and we need to figure out the way we are going to go.
- There won't be a Committee meeting after the August Quarterly meeting, we will use the Strategic Plan Meeting as our meeting and it will wrap up the year.
- Adjourn.