



## Shout Outs

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## What's Happening

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### CONGRATULATIONS TO:

TVW and WITCO!

Once their currently placed customers in community jobs meet their 90-day retention goal, these two organizations will have met their project goal!

August 1-3: [VR EOP II - Portland](#)

August 9-10: [DATE CHANGE!!! Transformation Job Development & Marketing – Grants Pass](#)

August 15: [Peer-to-Peer Mentoring](#) 4-5pm

August 17: [BEST \(Better Employment Success Together\) - Medford](#) 1-4 pm

August 23-24: [OELN Social Security Benefits and Work Incentives](#)

October 18-19: [OELN Systematic Instruction - Bend](#)

November 2-3: [OELN Intro, Discovery, & Emp Planning - Pendleton](#)

November 16: [CESP Exam - Salem](#)

November 29-30: [OELN Job Development & Marketing - Medford](#)



### The Next Phase of Transformation Grants

We are excited to announce the launch of the next phase of transformation grants to help expand community job opportunities for people with intellectual or developmental disabilities (I/DD).

The Department of Human Services (DHS) has

### HCBS Transition Plans are due September 1st, 2016.

For More Information:

Refer to the [HCBS Technical Assistance](#)

announced a Request for Applications (RFA) for providers to improve employment services and outcomes for individuals with developmental disabilities.

**Providers who may want to apply for this RFA can now apply at:** <http://orpin.oregon.gov>. If you have any questions or need additional information, **contact:**  
Ron Dickens- [ronald.d.dickens@state.or.us](mailto:ronald.d.dickens@state.or.us)

DHS is seeking service provider agencies looking to transform their business models from the delivery of facility-based employment services (sometimes known as sheltered workshops) for individuals with I/DD to community-based, integrated employment services. Interested providers will be selected via an ongoing application process. DHS will review service provider applications every six months through July 2017 (August 2016, January 2017, July 2017), or until all available funding for transformation grants has been awarded.

The selected providers will receive training and technical assistance as well as an award of up to \$150,000 in order to initiate and sustain their transformation from facility-based to community-based employment services. Providers must commit to providing community-based, integrated employment services and to ending facility-based or sheltered employment services.

[Guide](#)

Please email [Robyn Hoffman](#) with additional questions or concerns



What are they?

Coffee Cadres are collaborative partnerships where experienced Employment Specialists meet with new Employment Specialists to discuss successes and challenges in their work. Experienced staff share insights and advice on ways to improve job development strategies, coaching skills, and are available as a resource to new staff.

For more information, contact [Debra McLean](#)



## Job Development Tips

### Why Focus on Job Carving?

"Carved" positions, also known as job restructuring, aim to *create* jobs versus *finding* jobs. These types of positions involve more intentional planning and relationship-building with businesses, but have higher success rates in job retention.

Job Restructuring Questions:

- Are there tasks that many employees do, which could be done by one person?
- Are there tasks that take people away from critical tasks?
- Are there services that the employer wants to provide but is unable to?
- What are the areas for potential growth for the business?
- Are there times during the day or week where extra help is needed?
- Are there tasks not getting done because no one has time?

These jobs stick around longer because they are meeting a business need. Their design is to be a beneficial, **contributing** position to their operations.

The job seeker, in turn, often gets to learn new things, develop new skills, and can work in a position that is the best match for their skills and talents.

# CESP EXAM OPPORTUNITIES

*click logo for list of exam opportunities and registration info*



# Highline Tuition Reimbursement

There is an amazing opportunity for one (or possibly more) of your Supported Employment leaders to participate in the Clark County Highline College Employment Professional Certificate Program.

The Transformation Project is offering to cover the **\$2,300 Tuition** for one Supported Employment Supervisor or Lead Supported Employment Professional from each Transformation Service Provider. Depending on space and availability, there may be more spots available (if some service providers are unable to participate).

WISE confirmed with DHS that completion of this [Highline College Employment Professional Certificate Program](#) meets the standards for completion of the annual Core Competency Requirement and that the certificate is equivalent to passing the APSE CESP Exam. The Employment Professional that completes this program will meet your organization's requirement to have one certified employee. The graduate of this program will have all of their training requirements met as well as 15 transferable credits (5 per quarter).

#### Application Process:

1. Notify [Jenny Crook](#) of the one student you would like to send and one to two other students you would like to send if there are additional spaces available.
2. Complete the contract for each student and send to me.
3. [Register](#) the first student for the course.
4. Student will be notified of acceptance into the program and the next steps for registration with Highline College.

## Total Transformation Jobs

**We're all in this together!**

# 53 Total Community Jobs



Left to Reach Goal **87**

# Your work finding Community Jobs

HAS LEAD TO  
**7%** fewer people in  
facility-based  
employment.

90 Day placements Between 1/1/15 - 12/31/16

■ Job Goal Met ■ Community Job Placement Goal \* No Facility-Based Setting



MV Advancements



TWW



WITCO



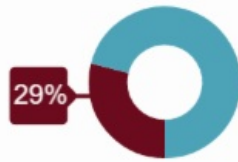
Eastco



Garten



Mentor



Shrangri-La



Rise



CCS

90 Day placements Between 7/1/15 - 12/31/16

■ Job Goal Met ■ Community Job Placement Goal \* No Facility-Based Setting



ASI



SERP



CSI



Exceed



Willamette Valley



Bethesda



Sunny Oaks





**I have a transformation plan, do I need an HCBS plan?**

Yes. Unless your initial plan referenced full transformation you will need to an HCBS Plan. You can reference your transformation plan when writing the HCBS transition with the page number instead of re-writing the entire thing. This should make things easier for completing it.

**Will I reach my goals by hiring people without disabilities into our facility-based employment settings?**

No. Reverse integration does not meet HCBS home and community-based waiver settings.

**What should I do I'm working with someone and the Service Coordinator/Personal Agent begin moving in another direction (ie. working with another provider)?**

Right now, these situations are worked out on a case by case basis to determine if the individual is wanting to work with another provider or not (ensuring that they are the decision-maker) Also, the recent BEST classes, put on by the state, should help SCs/PAs to better understand transitions for employment services and personal choice.



Visit our website!



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