

Plan

PRIORITY/INITIATIVE	1	1	2
	Provider Transformation & Capacity Building		Vision Quest
SUB-PRIORITY/ SUB-INITIATIVE	1.1	1.2	2.1
	Beginning with leadership development and piloting of organizational transformation models focused on staff decentralization, professional development & training and funding diversification, and outcomes measurement.	Companion training for Field Staff. In-person training of front-line direct support staff, systems professionals, and others on effective practices to help professionals successfully adopt and implement those practices.	Rate Re-structuring
Expected Milestone	Provider Transformation: Beginning with leadership from 5 Community Provider Organizations who are interested in the development and piloting of organizational transformation models focused on staff decentralization, professional development & training and funding diversification, and outcomes measurement leading to placements in community competitive employment.	In-person training of front-line direct support staff, systems professionals, and others on effective practices, across disabilities with ongoing virtual mentoring and coaching to help professionals successfully adopt and implement effective practices.	Update rate setting methodology based on outcomes.
Anticipated Outputs	Specific report outs by participating providers on steps taken resulting in movement towards community employment from their workshop programs and increased placements in the community. Specific report outs by participating providers on steps taken resulting in organizational transformation that involves movement away from sheltered workshops. Feedback will also be solicited from the SME regarding project participation and observed actions being implemented for each provider. Quarterly reports identifying number of individual placements per participating provider organization; number of meetings with other non-participating providers to increase training opportunities will be measured.	identify people who can become the Employment First Training Corp. Staff from state agencies who can become trainers for their peers	Map an individuals movement through the systems, in the different models currently used; match funding streams to the activities required. Analyze what funding streams can be used legally for each activity (VR, Medicaid, WIOA and education).
Projected Timeline	January 2015- September 2015	January 2015-September 2015	January 2015-September 2015
State Team Lead	NJ	NJ	NJ
State Team Partners	Confidential EFLSMP Team	Confidential EFLSMP Team	Confidential EFLSMP Team
Anticipated SMEs Engaged in Priority	TW	BK	LM
Description of TA/Training Requested	SME transformation expertise to provide financial, program and management vision fostering community employment integration targeted at specific providers who self selected to participate in the Confidential Transformation effort. Each selected provider organization will receive an onsite visit followed by a written needs assessment (Feb-March). Then draft provider transformation plans (3-5 years) will be developed with the provider organizational leadership. Participating providers will also receive virtual mentoring/training sessions on the following topics: Funding diversification/Financial planning; Staff Decentralization; Board/Executive Leadership Buy-in; Stakeholder Engagement; Implementation of Effective Practices in Integrated Employment Service Delivery; and Measuring Performance.	Establish a community of practice that is SME organized and led, but encourages participation and exchange of ideas at the field level. Training outline will be developed that will feature two or three sessions on Employment Models and Employing those with significant disabilities. Skills reviewed will include: Employer negotiation/development; Job Follow-up-retention' problem solving specific issues; training of staff and leadership. These onsite sessions, virtual trainings and conference calls will be geared to the community of practice at large and provide opportunities for participating providers to dig deeper into the concepts of customized employment as they begin to implement service delivery through a new roll out of VR services. Will need to coordinate webinar access and e-policy access with EconSys to facilitate a fully engaged community of practice. Hopefully a common web link can be established which will assist with communication, collection of thoughts and data and improve messaging regarding curriculum topics.	Develop map of an individual's movement across systems. Identify ways to incentivize customized employment, IPS and other community based models. Aligning rates across systems and look at funding for pre-employment activities and job stabilization.
Participants Receiving Training/TA	5 community providers	Field Staff and Community Provider Staff	Confidential EFLSMP Team
Estimated Number of Events	2 Onsite visits (initial meeting and review of trainings), followed with individual virtual 1:1 sessions.	1 onsite visit and virtual training and support	2 in person visits
Predicted Total Hours	65 hours	65 hours	
Travel Requirements - Location	One visit to the Chicago area, and one in Central Confidential	One visit to City area; several virtual training sessions	Chicago area
Travel Requirements - Days	February 2015, September 2015	Feb-15	January 2015-July 2015
What data will the state EFSLMP collect among the participants to capture impact of the training?	Survey/feedback from Executive Directors that are participating in transformation project. Feedback from SME on observations and findings.	Meeting numbers, training topics delivered, ePolicy Use	The map through the system