

Supported Employment in Area 15

Progress was made in having individuals with disabilities in Area 15 find employment through SE – a 63% attainment of the targeted goal of those exiting an ADT with an 85% attainment of the targeted goal of numbers employed in SE. Through WIN (Work Incentive Network), there is a commitment to cooperation while still being competitors. The number of providers who became certified to do SE through APD's approved pre-service training increased from 34 to 123 during the SE Initiative period. With the area's four school districts, Martin and St Lucie have focused on getting students through Transition to be prepared for the adult world of work.

Things that should have been done and those that should not have been done

While overall a number of action steps were not addressed, accomplished, etc (will be addressed in Obstacles summary), it was found that they all have relevance in some form (but not the current configuration or manner) and should be incorporated in some form in the next SE Plan of Action. The one thing that is absolutely necessary that was not done in the development of this 5 year SE plan is that the SE Liaison either will write the next SE plan or, at the very least, be actively involved in its formulation.

Obstacles

Internal - The primary obstacle to the accomplishment of a number of the action steps in Area 15's 5 year SE plan was the fact that the SE Liaison, Sheila Wilson, for the first 3 1/2 years of the 5 year SE plan had little time to devote to or address the goals and action steps. Sheila is a GR Support Coordinator (HSC III) carrying a caseload covering Port St Lucie. For the first 3 1/2 years, she was also the Court Liaison for Area 15. Therefore, with her ongoing HSC III and Court Liaison duties, there was little time left to address the goals and action steps of the SE plan. Fortunately, a person was hired in 2008 who became the Court Liaison. However, it proved difficult to start addressing goals and action steps in the 4th year of a 5 year plan that should have been attended to from Day one. Sheila Wilson, though, looks forward to a fresh start with the next SE plan. And while being an HSC III will still be Sheila's primary responsibility, more time will be available to address SE issues.

External - The primary obstacle that remains is the local economies. St Lucie County has the highest unemployment rate in the state in addition to the highest foreclosure rate. Martin, St Lucie, and Indian River counties are heavily dependent on the tourist season with Okeechobee being a rural region. Additionally, the refrain that has been heard from the start of Supported Employment to now – inadequate transportation options – is true for Area 15. Available specialized transportation – Community Transit and Community Coach – run just weekdays and regular work hours. Consumers working weekends or odd hours have had their employment jeopardized by patchwork efforts.

Transportation will also be an issue but the need is there for more creative and individualized options.

Future of Supported Employment in Area 15

Members of the WIN group are strongly committed to expanding employment opportunities for individuals with disabilities through their agency's efforts and the group's combined efforts. The group will continue to explore the development of a business advisory committee. Both Martin County and St Lucie County School Systems are looking into the possible development of their own versions of Project Search. St Lucie County Schools are collaborating with APD and VR to explore possible project site(s), funding opportunities, etc. Martin County Schools will be visiting Brevard's existing Project Search site in September, 2009. With Sheila Wilson scheduled to attend the Benefits training in Safety Harbor in October, Area 15 will work to educate providers, individuals, and their families about SSI, SSDI, IRWEs, PASS plans, etc. There continues to be an over-reliance on state/federal funding for Follow-Along rather than looking to IRWEs and PASS plans as an additional vehicle to facilitate employment.

Peter Karlan, Area 15 APD Administrator, has a background in Supported Employment from his work experiences in New Jersey, California, and now Florida. Before becoming the APD Administrator for Area 15 in November 2007, Peter worked tirelessly on community-based employment and advocacy issues for a local non-profit. Sheila Wilson, HSC III and SE Liaison, has had work experiences ranging from being a Job Coach trained by VCU (Virginia Commonwealth University) staff to being a SERS (Supported Employment Resource Specialist) with Florida's System State Change Grant to being Director of an RSA (Rehabilitation Services Administration) funded SE grant with sites in ten states (California, Delaware, New York, Washington (state), Montana, Louisiana, West Virginia, Indiana, Maryland, and North Carolina) to being Director of Employment at a non-profit in Delaware serving individuals with developmental disabilities and traumatic brain injuries. What is consistent with both Peter and Sheila is their shared commitment to the root value of Supported Employment – **Zero Reject**.

District 15 Priority: Develop a system to track the status of performance toward the five-year goal of competitive employment

1. Mission, Vision and Values

Action Steps	Accountability	Resources	Status for 070105 - 123105	Status for 010107 - 063007	Status for 123107 - 083108	Status for 090108-123108	Status for 01/01/09- 07/01/09
<u>Collaboration and Communication</u>							
Inform the Waiver support coordinators, the Department of Vocational Rehabilitation, School Systems, District 15 supported employment (SE) and Adult Day Training (ADT) providers and Family Care Council on the APD five year supported employment initiative and philosophy.	Peter Karlan and Sheila Wilson from Area APD Program Office	APD power point presentation. Ongoing discussions at the various monthly and quarterly meetings held throughout the year	First meeting with WSCs and providers held 5/26/04 and updates are given at each monthly Support Coordinator's District meeting. New stats were announced for Area 15 goal. We continue to update APD staff, VR staff, WSCs, ADTs other service providers, stakeholders and our FCC on our goals and progress relating to our five year plan.	VR has attended Area 15 WSC meeting to further clarify the roles and responsibilities to assist consumers to find jobs.	Peter Karlan and Sheila Wilson through monthly WSC meetings, individual meetings with Vocational Rehabilitation staff, ongoing Provider meetings, and meetings with Transition Specialists are providing updates on the 5 year plan.	This is an ongoing process with the same activities as during the 12/31/07 - 08/31/08 period.	This stayed as an ongoing process and addressed through Waiver Support Coordinators meeting, Transition meetings, agency specific meetings, etc. This will stay an ongoing action.
Encourage all the above mentioned organizations to participate in on-going inter-agency work groups.	Peter Karlan and Sheila Wilson from Area APD Program Office		Second meeting was held on 7/16/04 with WSCs, providers and VR. Have met again with Tri-County TEC and are setting up a VR meeting in the near future.	As stated earlier.	Submitted grant application to USFon August 29, 2008 to be considered for one of the 2 SCIETT (Supported, Cometitive, Integrated Employment Training Team) pilot sites for this funding cycle. Including APD as the lead agency, there are 12 project members committed if awarded as a pilot site designation.	Area 15 was not one of the 2 selected sites but will work during the coming year to address the recommendations suggested and will resubmit in 09/09.	Will submit grant application if RFP announcement made at the beginning of August, 2009
Meet monthly, or as needed, with WSCs (during regular WSC Meeting) to provide ongoing updates on SE plan. New Action step.	Peter Karlan and Sheila Wilson from Area APD Program Office	Presentation and discussion			On 04/02/08 distributed questionnaire asking WSCs for feedback on areas of concern and areas of interest. Will provide updates during monthly meetings on SE process as needed. Lesa Kitzmiller, SLC Transition Specialist, provided Transition Training to 9 WSCs who had signed up. Tina Herzik, VR, will provide a VR training on 09/23/08 to those who sign up.	On 09/23/08, 14 WSCs participated in a VR training by Tina Herzik with the focus on the new procedures and processes. Sheila Wilson will be working on scheduling an Overview on SE to be geared to the WSCs. Sheila Wilson also provides consultation to the WSCs on SE situations that are encountered in regards to their consumers.	While updates are provided when needed to the WSCs during a monthly meeting, an Overview on SE was not developed by Sheila Wilson. Sheila did continue to provide individual consultations when specific situations arose.

Meet quarterly with VR, SE and ADT providers, FCC and WSCs to discuss plan and work on strategies.	Peter Karlan and Sheila Wilson from Area APD Program Office	APD power point presentation	VR has not been interested in meeting until recently. We're in the process of setting up our next meeting with all the mentioned players.		This action step will be modified to be addressed individually - an action step for VR, one for SE providers, etc.		
Meet semi-annually with VR to discuss plan and work on strategies. New Action step.	Peter Karlan and Sheila Wilson from Area APD Program Office	Discussions			Met with Tina Herzik on April 3, 2008 to discuss VR issues. Looking to schedule a training/presentation to WSCs where VR will present overview of current situation and answer questions.	Met with Tina Herzik on 09/15/08 to discuss SE and the impact of Order of Selection, etc. on area SE processes.	Addressed through phone conversations and face-to-face meetings. However, overall little was accomplished while the Order of Selection process was implemented.
Meet quarterly with SE providers to discuss plan and work on strategies. New Action step.	Peter Karlan and Sheila Wilson from Area APD Program Office	Discussions			Letter sent (03/14/08) to all Area 15 providers stating that due to job responsibility changes Sheila Wilson would be more available to assist with SE issues. Met with IRARC staff on 04/17/08. Met with SLARC staff on 04/07/08. Held discussion with MARC staff on 03/20/08 and sent a Needs Assessment form.	Through the newly developed WIN (Work Incentive Network), the group is exploring and discussing the improvement of SE processes and outcomes. Since the initial meeting on 08/05/08, there was another on 10/14/08 with one scheduled for 01/13/09.	The WIN group has met quarterly since its initial start 08/05/08. This group will expand to include another VR contracted SE provider before its next meeting on 10/20/09..
Meet quarterly with ADT providers to discuss plan and work on strategies. New Action step.	Peter Karlan and Sheila Wilson from Area APD Program Office	Discussions			See above statements as area SE providers are area's ADT providers.	See above statement as area SE providers are area's ADT providers.	See above statement as area SE providers are area's ADT providers also.
Meet at least quarterly with Family Care Council members to discuss plan. New Action step.	Peter Karlan and Sheila Wilson from Area APD Program Office	Discussions and meetings			Attended FCC meeting on April 17, 2008, June 19, 2008, and August 21, 2008 - discussed SE actions.	Continue to attend FCC meetings - 10/08/08 and 11/12/08. Am working on connecting up with the Legislative Summit as the venue for an SE presentation.	Sheila Wilson as the SE Liaison has attended the FCC meetings. Decided that hooking into the Legislative Summit was not the best venue. Visited Area 7b to met with Project Search Coordinator and Brevard's BLN folks.
Present to school age children and their family members information on APD, transition, and work options. New Action step.	Sheila Wilson from Area APD Program Office	APD presentation			Gave presentation to Fort Pierce Central High School audience on 02/28/08 and Port St Lucie High School audience on 03/06/08.	There were no presentations during this time period. Scheduled to do one on 01/22/09 at PSL High School.	Sheila Wilson presented to school age children and their families on 01/22/09, 03/05/09, and 04/01/09.

Organize a Provider Fair so that consumers and families can meet the different organizations and learn about the SE initiative.	District staff, VR, WSCs, providers, school system, FCC	adequate meeting space, food, AV equipment	School system held job fair this year and the Area 15 office was in attendance. We will team up with the school system next year through our interagency transition council to reach out to parents and try again to organize an employment information night. This will be an on-going effort. We are also organizing a Provider Fair to be held on January 18, 2006.		The last Provider Fair was held in October, 2007. Another one is currently not scheduled as time/date needs to be addressed since attendance at the 10/07 was sparse though well advertised. It is thought that January or February is a better time but one scheduled for January, 2007, was cancelled due to poor provider response. Will continue to evaluate this option.	Decided that a Provider Fair does not serve a purpose at this time - will re-evaluate in the future.	See previous status statement
Establish an on-going relationship with the local School District's Interagency Transition Council.	Sheila Wilson, School System and other stakeholders		APD / DD District Office has been a partner on the transition Council for many years.	Area 15 Provider Fair was scheduled for January 12, 2007 but was cancelled due to poor response from the provider population. It has been rescheduled for October 26, 2007 at the Indian River Community College. Steve Stoltz retired on January 26, 2007.	St Lucie County Interagency has not met for almost 2 years due to county issues. However, Lesa Kitzmiller, SLC Transition specialist, is looking to set up a meeting schedule beginning with the start of school year 2008/2009. Indian River County has not held an Interagency meeting for at least 3 years. Met with Howard LaPoint, IRC Transition Specialist, and he plans on restarting the meetings. Martin County Interagency Council meets every 2 months attended 03/27/08 and 05/29/08 meetings - next one is 09/25/08. Okeechobee County schools does not currently have a Transition Specialist.	There has been little movement in this action step. Only Martin county has consistently held their meetings 09/25/08, 11/20/08, and 12/08/08. The other 3 counties continue to have no Transition meetings due to internal issues or not having a Transition Specialist (Okeechobee).	As before, Martin County continued to meet consistently and finished out their school year meetings on 05/28/09. St Lucie County did not meet at all due to School Administration offices/personnel being displaced because of Tropical Storm Fay damage - out of offices from 10/08 until 03/09 - staff was spread throughout the school districts in different schools. Indian River County Liaison stated that there would be meetings that never were scheduled. Okeechobee County still does not have a Transition Specialist.
Become involved with the Business Leadership Network	Peter Karlan	APD Headquarters	We are working on this with the help of Helping People Succeed, Inc. They haven't been able to hook up with the right people as yet but the latest info out on the internet should help.	There has been a lapse in communication and forward movement with this aspect due to Mr. Stoltz's retirement. However, progress will be made in the next quarter.	There has been no attention focused on developing a BLN in Area 15. In discussion with Leslie Wilson, it is felt that with the current economy and the reliance of Area 15 on seasonal employment the timing for the development of a BLN is not right.	See previous status statement.	In the tentative stage of exploring a version of a BLN based on the 07/20/09 to Area 7b and seeing what has occurred there.

Develop an Area 15 Employer Advisory Committee - New Step	Peter Karlan, Sheila Wilson, and the WIN - Work Incentive Network - group	Discussion/mtgs			On 08/05/08, the initial WIN group met. Members will identify an employer/business who may serve as a Lead in their area and with whom we will partner in the development of an Advisory Committee. Additionally, we are discussing having an Awards Breakfast (late Spring or early Summer 2009) acknowledging their contributions.	On 10/14/08, the WIN meeting focused on the deteriorating economy and the effect on area employers and their ability to hire. Will continue to work on identifying employers/businesses who would be asked to serve on an Employer Advisory committee. The group decided against an Awards activity as each agency already does their own.	See above status statement as the previous action step and the above action step may need to be combined.
Attend interagency meetings which promote employment for individuals with disabilities and encourage the business community to attend.	Peter Karlan and Sheila Wilson	School interagency meetings and business organizational meetings	Sheila Wilson and Steve Stoltz have been attending these meetings throughout the years.		See the above status statement. Attendance and collaboration with business community has not occurred up to this time (05/31/08).	See the above status statement re:Martin county. There is still no business collaboration at this time.	Outcome is the same as staed for previous period.
Help coordinate workshops to teach self-advocacy to consumers, their families, WSCs and other stakeholders in order to address barriers to employment.	District staff, VR, WSCs, providers, school system, FCC	Meeting space, workshop materials	In response to the FCC and other advocacy groups we have met with parents, consumers and providers for the first time at the Jensen Beach High School in Martin County to discuss this initiative and other unrelated issues. In addition to this we have had two more school meetings both at Dale Cassens and Challenger Schools to discuss our initiative. In addition this has been put on the agenda for our Area 15 IQC Steering Committee agenda.	Seventy-five letters of consent have been received from prospective participants in the Choices Survey. Efforts have been made to seek additional respondents to achieve the 110 target. Committee members have been given a mni training by a CBA committee member on how to conduct survey interviews. Committee members have been allocated sample of respondents based on location to being setting up interviews.	This action step has not been addressed in any substantive way - will explore viability in next 6 months.	This step remains unaddressed.	This step stayed unaddressed.

Participate in VR program intakes and meetings and encourage WSC to participate in these meetings as well.	Peter Karlan and Sheila Wilson		Many of our WSCs have already participated in these screenings, but many more WSCs and APD staff need to participate in order to learn the process. At our November SC meeting it was apparent that some do not understand this process, so more education and training is needed.	Follow-up measures are being put in place to ensure continued involvement with the VR and WSCs on a regular basis. A schedule is being drawn up to ensure regular meetings and reports of movements of apd consumers within the supported employment field.	Ongoing - Attendance at meetings occur when participants request it after being informed as to their WSC's ability to advocate for them, etc. Will look into trying to formalize a process that tracks involvement in the meetings.	See previous status statement.	See statement for the previous period.
Keep SE providers informed of available training, resources and funding through various correspondence such as email, policy or procedure, e-bulletins etc.	Peter Karlan Sheila Wilson	APD Headquarters, School System, SE provider trainers, District trainers, DD Council sponsored trainings,	All email communications, training opportunities and policies & procedures (Blue Ribbon Committee findings etc.) from PDDS and other organizations have been mailed and / or distributed to our stakeholders via the internet.		Ongoing through the various named methods.	Continue the ongoing process of informing through the various named methods.	This step continued in the same manner as stated in previous period.
Provide technical assistance to support coordinators on addressing needs of individuals who indicated an interest on the ICG.	Peter Karlan Sheila Wilson	Area 15 APD Office	We have raised this issue a couple of times at our monthly meetings and have gotten some resistance not over the initiative but over the use of the ICG and its relevance in relation to the SE initiative. Hopefully the ICG process will be updated and training on its use will be offered.		ICG no longer in use.		
Send informational letters to individuals who indicated on the ICG that they desired employment.	Peter Karlan Sheila Wilson	APD Headquarters, Stakeholders	We're not sure if PDDS would want to do a statewide letter or just have the District formulate a letter?		no longer a valid action step due to cessation of ICG		

Acquire training from Social Security and VR on work incentives for providers and employers.	APD Area Office		This was accomplished for the first time by Mike Forte, a Benefits Consultant on 8/17/05 and we have had and will have Social Security representative speak to us at our monthly meetings.		Mike Forte, BPAO, continues to provide training on work incentives. Mary Edwards attended and received certification through the NDI 10-day training on Benefits and Work Incentives. When offered in the future, Sheila Wilson will also attend and complete said training. Sheila Wilson is scheduled to attend the SSWI training given by NDI.	Sheila Wilson received the NDI training in 06/08. Mike Forte, BPAO, continues to provide training in Area 15 on work incentives. A new cycle of the 10-day training has not been offered since the last update.	Sheila Wilson will attend the Train the Trainer SSWI training October 13 -15, 2009 at Safety Harbor. Otherwise, Mike Forte continued to be the "Go To" person for benefits consultation.
Establish stakeholder workgroup to continue working on and revising the work plan and action steps.	Peter Karlan	Stakeholders	Right now the IQC / AQL Steering Committee is discussing the work plan in relation to our goals for the coming year.		This has not been addressed - will explore viability of action step in the next 6 months	Again this was not addressed.	Not addressed.
Assist ADT providers to reach intended goal	Peter Karlan and Sheila Wilson	Stakeholders	It's been suggested to the stakeholders that they come up with a plan of their own but nothing has been formulated as yet. Some stakeholders are just moving ahead in targeting employment for some of their ADT attendees.	Area 15 scheduling a joint meeting ADT and SE providers to promote SE for individuals in their program.	The joint meeting never took place. However, a letter was sent to the area ADT and SE providers offering assistance toward community-based employment and inclusion.	At this time, the form of assistance is through the WIN meetings.	No other assistance than through the WIN meetings.
Problem solve roadblocks with stakeholders	Peter Karlan and Sheila Wilson	Stakeholders, APD Area Office	Our stakeholder meetings thus far have not addressed these problem solving issues	An accounting will be made to identify successes of stakeholders who have been making progress with their goal on the 5 yr plan. A meeting will be held to report and recognize these individuals.	This action step is too broad - will be broken down into more incremental steps in addition to being part of an entity's action step - i.e., ADT, VR, etc.		

Inform providers of training such as conferences, individual training, computer-based training, conference calls etc. and develop a library of resources i.e. books, brochures, articles on the topic	Sheila Wilson	APD Headquarters and APD Area Office	We have been doing this on a minimal scale with what resources we have, but we would appreciate anything our APD Central Office can offer us in the way of resources. The Central Office train-the-trainer opportunities are appreciated and unfortunately we were unable to attend at the last session, but will attend the next.	Area 15 SE trainers continue to provide training to the provider population on scheduled dates. A count will be requested of the number of participants.	Ongoing process of email notifications, handouts, etc.	Continuing with the process of informing through email notifications, handouts, etc.	See previous period - same efforts.
Identify current providers who are certified trainers of Supported Employment. New Action Step	Sheila Wilson from Area APD office	Website - www.flse.net			As of 05/31/08, Mike Capps is the only agency provider besides Peter Karlan and Sheila Wilson, APD. Gary Leventhal, ARC of Martin County, is scheduled to attend the May, 2008 Train-the-Trainer training conducted by Dale DiLeo. Sheila Wilson received certification on Leslie Wilson's SE Preservice training and will attend the NDI training. It is thought, if possible, to have Sheila Wilson seek certification as a Trainer of Leslie Wilson's training.	As before, there are still the 3 SE trainers - Mike Capps, Peter Karlan, and Sheila Wilson - of Dale DiLeo's training. While Sheila Wilson and Sandra Cain (Supported Living) received certification on Leslie Wilson's SE Preservice training and the NDI training, she and Sandra were unable to attend the Train-the-Trainer for Leslie Wilson's process.	See previous period - same as before. No new trainers. Sheila Wilson will seek to become a certified trainer for Leslie Wilson's SE training if and when scheduled during this FY as she is scheduled to attend the 10/09 SSWI Train the Trainer .
Train and hand out information on SE billable activities to SE providers and WSCs and new providers etc.	Peter Karlan	George Kennel / Reconciliation Unit	George Kennel out of West Palm Beach has given our providers three days of training on billable activities. This training will be repeated in the near future and be on-going. Most of our WSCs are now informed of allowable billable activities and SE providers in our area.		George Kennel continues to provide ongoing training on billable activities besides being available to WSCs and Providers by phone. George did his last training in April, 2008.	George Kennel last did a Billable Hours training in September '08 in Fort Pierce. However, since then, he is available only by phone consult due to budget cuts in travel.	George Kennel continues to provide informational sessions on billable activities.
Identify Area staff to become certified SE trainers. New Action step.	Peter Karlan and Sheila Wilson	Area staff			As of 05/30/08, Peter Karlan and Sheila Wilson are certified SE trainers through Dale DiLeo's training. See previous action step regarding Leslie Wilson's training.	Peter Karlan and Sheila Wilson remain the SE trainers of Dale DiLeo's training. Sheila Wilson and Sandra Cain attended and are certified for Leslie Wilson's Preservice and NDI's Benefits trainings - will look to become trainers when available.	See previous period - no change.

Calculate the total number of individuals required to achieve the goal for District 15.	APD Headquarters / Sheila Wilson	APD Headquarters	This has been calculated by our Central Office and our 5 yr goal is 73 and our 1 yr goal is 15	A review of the total number of individuals required to achieve this goal will be made.		As of 12/31/08, there are 39 individuals from ADTs in Supported Employment in Area 15.	As of 07/21/09, there were 46 individuals from ADTs in SE in Area 15. This number constitutes a 63.01% attainment of the targeted goal of 73 individuals by end date.
Calculate the total number of individuals by ADT provider to reach their individual goal.	APD Headquarters / Sheila Wilson	APD Headquarters	If we were to evenly divide amongst all providers it would be 10.5 each, but this cannot be done evenly and the larger agencies like Helping People Succeed and Gulfstream Goodwill will have to make up for some of the smaller agencies.	A review of the last two quarters will be made to track progress of stakeholders.		No attention to this action step.	Not addressed.

3. Data Collection Forms

Action Steps	Accountability	Resources	Status				
Notify ADT providers to collect data and report on a monthly basis	Sheila Wilson		Area 15 is in the process of notifying the ADT providers to collect this data monthly	This has been consistent and on-going	This action step has not been addressed in a consistent manner over this period. Additionally, ADT providers will not respond to a request for data on a monthly basis - will go to a bi-annual process.	Has not been addressed.	Not addressed.
Design data recording documents for the following:	Sheila Wilson	APD Headquarters SETS	APD Central Office has designed some of the following documents				
% of adults 18-55 who achieve integrated employment	Sheila Wilson	APD Headquarters SETS	APD Central Office has helped us in this regard and issued recording documents	on-going recording to Central Office	Information submitted to SETS	Information in SETS	As of 07/21/09, 85% of the targeted goal was attained - 200 individuals employed with the goal being 231.

% of persons moving from ADT to integrated employment (25%)	Sheila Wilson	APD Headquarters SETS	APD Central Office has helped us in this regard and issued recording documents	on-going recording to Central Office	Information submitted to SETS	Information to SETS	As of 07/21/09, 63.01% of the targeted goal was attained - 46 individuals from ADTs with the goal being 73.
# of persons on QSI desiring employment	Sheila Wilson	APD Headquarters SETS	APD Central Office has helped us in this regard and issued recording documents	on-going recording to Central Office	eliminate ICG as it is no longer used - will use QSI instrument to gauge employment interest	Will address in coming quarter.	Not addressed.
Develop comprehensive list of individuals who indicated on the QSI tool the desire to find employment and match list with WSC so that the WSCs can start working with the individuals on finding employment opportunities	Sheila Wilson	QSI Tool	We had been given the ICG list and have distributed to each corresponding WSCs. The WSCs have been instructed to help educate the consumers and / or families on the benefits of supported employment and show them that Medicaid benefits can be retained under this service.	No longer an initiative of the 5-yr goal.		Has not been done - will address in coming quarter.	Not addressed.
Track referrals to VR of those who indicated an interest in integrated employment during the QSI review	Sheila Wilson	VR, SE Providers	To be done	Area office is looking at methods to track referrals to VR.	This action step has not been addressed - will revisit it in the next 6 months.	No action.	No action.
Analyze monthly data for compliance towards annual goals	Sheila Wilson Peter Karlan	APD Headquarters, Stakeholders	In the process of meeting with stakeholders on developing plan to meet compliance with annual goals	Meeting date to be set shortly.	Meeting monthly is unrealistic - will review data on a quarterly basis	See above status statement.	See previous statement.
Modify action plan if data indicates target is not being reached	Sheila Wilson Peter Karlan	Stakeholders	This process will change in the next several months.		Will be addressed when needed.	See previous status statement.	See previous statement.