Abstract

The ***New York Makes Work Pay*** Initiative (NY-MWP) builds on New York State's rich history of engaging in employment systems change efforts to affect positive work outcomes for New Yorkers with disabilities. The New York State Office of Mental Health (OMH) through the Research Foundation for Mental Health (RFMH), with their management partners Cornell University and Syracuse University, in conjunction with the NYS Department of Health (DOH) join the state agencies and organizations comprising the membership of the Governor's Most Integrated Setting Coordinating Council's (MISCC) Employment Committee in designing and implementing a series of statewide strategic interventions to close the employment gap for individuals with disabilities. This Medicaid Infrastructure Grant proposal will expand New York's capacity to support individuals with disabilities with a desire to work; build a comprehensive, cross-agency, sustainable, coordinated systems of support and services to advance employment for people across the full spectrum of disabilities; and, support the goal of removing barriers to employment and create lasting improvements for New Yorkers with disabilities.

While New York has engaged in many employment collaborations across both federal, state, private and public partners, including individuals with disabilities and their advocacy organizations, New York's full potential has yet to be recognized by engaging in a comprehensive, cross-disability, statewide approach to removing employment barriers. Toward accomplishing this end, New York is uniquely positioned at this point in time to undertake a comprehensive initiative. Chapter 551 of the Laws of 2002, in response to the Olmstead Decision, established the MISCC (Exhibit One). Recognizing the extensive challenges and barriers to employment faced by New Yorkers with disabilities the Council created an Employment Committee (Exhibit Two) charged with developing a cross-systems set of strategic recommendations to close the employment gap through executive, legislative and budgetary action. The alignment of these high-level state activities with the submission and support for this application demonstrates New York's commitment to making work pay for people with disabilities.

Supporting these strategic efforts, New York is applying as a Fully Eligible state, requesting two years of funding with funding in year one commencing January 1, 2009. The specific goals of this strategic initiative include: 1.)Develop and implement a statewide employment and economic development strategic planning effort incorporating all employment stakeholders and increasing the number of New Yorkers with disabilities who will go to work, maintain employment and advance their self-sufficiency; 2.) Build partnerships among employment stakeholders to align disability services, workforce and economic development efforts; 3.) Enhance the capacity of employers and employment services providers to improve employment outcomes for people with diverse disabilities using evidenced-based and promising employment practices ; 4.) Facilitate a comprehensive dialogue and set of actions to identify and address policy, practice and economic barriers to work and self-sufficiency for New Yorkers with disabilities; 5.) Increase work incentive utilization by reinforcing and enhancing provision of comprehensive benefits and work incentives planning; 6.) Design and deliver ongoing research and evaluation support related to employment and disability policy and practice; 7.) Alleviate chronic poverty by linking employment at livable wages with asset accumulation tools and strategies; 8.) Increase access to healthcare through the Medicaid Buy-In program; 9.) Expand informed choice and decision-making for people with disabilities facing multiple barriers to employment through expanded opportunities for education, skills development, and economic empowerment; and 10.) Develop and expand customized and entrepreneurial approaches to employment as a vehicle for increasing the State's labor force through inclusion of New Yorkers with disabilities.

NewYorkMakesWorkPay

A Brief Summary of New York State's New Medicaid Infrastructure Grant

New York Makes Work Pay is a statewide initiative intended to dramatically improve the rate of employment among people with disabilities. It is funded by the Center for Medicaid Services for calendar years 2009 and 2010.

The initiative's nine goals target sustainable, comprehensive policy and practice solutions to address the state's estimated 70% unemployment rate among working-age people with disabilities. It will positively impact individuals, employers, service providers, communities, funders and policy-makers by building skills, awareness, partnerships and resources to achieve improved and lasting workforce participation and self-sufficiency outcomes.

These are just a few examples of the work that will be done to help people with disabilities obtain jobs and careers at living wages!

- Skill and asset development resources coupled with program and business best practices, to improve consumer access to the job market via both traditional and innovative pathways.
- Assistance to employers to improve hiring and retention of workers with disabilities.
- Improved strategic planning, coordination and collaboration across state agencies and among workforce service providers, community partners and employers to remove barriers (policy, practice, infrastructure) to employment and job advancement.
- Statewide forums, regional networks and local trainings to help people with disabilities accumulate financial assets, access work incentives and advance their self-sufficiency.
- Improved employment and entrepreneurship policies and practices to engage people with disabilities in high growth, high demand occupations.
- Dissemination of state-of-the-art materials and resources through a website, workshops and issues briefs.

New York Makes Work Pay is a Comprehensive Employment System Medicaid Infrastructure Grant (#1QACMS030318) from the U.S. Department of Health and Human Services, Centers for Medicare and Medicaid Services (CMS) to the Office of Mental Health on behalf of New York State. It is a joint effort of the Burton Blatt Institute at Syracuse University and the Employment and Disability Institute at Cornell University with the collaborative support of the Employment Committee of the New York State Most Integrated Setting Coordinating Council to develop pathways and remove obstacles to employment for New Yorkers with disabilities.

Burton Blatt Institute
SYRACUSE UNIVERSITY

Cornell University
ILR School
Employment and Disability Institute

To learn more go to http://www.nymakesworkpay.org

NewYorkMakesWorkPay

New York State's Comprehensive Employment Systems – Medicaid Infrastructure Grant

What It Is And What It Means To You!

New York Makes Work Pay is a statewide initiative currently funded for 2009 and 2010 intended to dramatically employment outcomes for New Yorkers with disabilities.

If You Are A Person With A Disability:

- Access to toll-free work incentives assistance to answer a range of questions related to benefits and work 1-888-224-3272
- Access to healthcare through the Medicaid Buy-In for Working People with Disabilities including racial and ethnic minorities
- Access to 100 new Work Incentives Counselors statewide
- Access to improved job training and placement services and services to start your own business
- Strategies to increase your assets including tax refunds through the Earned Income Tax Credit

If You Are An Employment Service Provider:

- Share information about effective practices through an annual Employment and Economic Summit, Regional Learning Communities, print products and issues briefs
- Build partnerships to align disability services, workforce and economic development efforts
- Learn evidence-based practice and participate in model communities of practice to build employer and service provider capacities to improve employment outcomes;
- Participate as a member of the statewide Work Incentives Information Network (WIIN) with a network of in-person and distance learning training programs
- Learn and apply approaches and innovations leading to increased self-employment for New Yorkers with disabilities

If You Are An Employer/Business:

- Learn strategies and innovations to hire and retain a valuable and diverse workforce
- Learn about and use wage and tax incentives
- Develop sustainable partnerships with employment programs to diversify and strengthen your workforce while at the same time managing diversity
- Connect and establish linkages with other business leaders

If You Are A Policy Maker:

- Learn about the employment outlook and labor market participation of New Yorkers with disabilities
- Understand the obstacles and policy barriers to employment for New Yorkers with disabilities
- Explore policy proposals to remove barriers and increase labor market participation and economic development

New York Makes Work Pay is a Comprehensive Employment System Medicaid Infrastructure Grant (#1QACMS030318) from the U.S. Department of Health and Human Services, Centers for Medicare and Medicaid Services (CMS) to the Office of Mental Health on behalf of New York State. It is a joint effort of the Burton Blatt Institute at Syracuse University and the Employment and Disability Institute at Cornell University with the collaborative support of the Employment Committee of the New York State Most Integrated Setting Coordinating Council to develop pathways and remove obstacles to employment for New Yorkers with disabilities.

Burton Blatt Institute
SYRACUSE UNIVERSITY

Cornell University
ILR School
Employment and Disability Institute

To learn more go to http://www.nymakesworkpay.org

March 2009

NewYorkMakesWorkPay

New York State's Comprehensive Employment Systems – Medicaid Infrastructure Grant

ABSTRACT: Data Integration and Systems

ISSUE:

New York State currently does not have the capacity to comprehensively and universally track employment outcomes, economic status and health status of New Yorkers with disabilities.

GOAL:

#1: Develop and implement a statewide employment and economic development strategic planning effort incorporating all employment stakeholders and increasing the number of New Yorkers with disabilities who will go to work, maintain employment and advance their self-sufficiency. (Objective 1b - Develop a framework for an across agency integrated database of service delivery and demographic characteristics of New Yorkers with disabilities to enhance employment outcomes.)

RATIONALE:

In New York State there are seven primary state agencies tracking employment, earnings and health-related data for New Yorkers with disabilities. While separate state systems maintain their own individual data management systems, there is currently no mechanism for these systems to communicate collectively and all work toward a common goal of removing barriers to work for New Yorkers with disabilities and increasing labor market participation. New York recognizes that the development of an integrated data management system to measure the progress of a comprehensive employment system is fundamental to the success of the employment of persons with disabilities—measuring key outcomes and indicators across individual state systems and informing decision makers as they implement legislation and policies related to employment, rehabilitation services and health care supports.

STATUS:

To support the design of an across agency integrated database, a survey of the available administrative data sources in several key New York State agencies will be conducted to analyze their metadata, describing both content and the format. A mechanism will be proposed by which (i) the data from different agencies can be brought together ("statistical data warehouse"), and (ii) informative new statistics can be generated from the joint data. New York State will generate informative statistics for a broad user community, both within the agencies and among their clients.

TIMELINE:

2009 –

- Identify relevant measures that will be focused on
- Identify available data within agencies and arrange visits to state agencies
- Identify existing legislation enabling or preventing data sharing across
- Identify existing other problems preventing data sharing, including: technical, legal and philosophical
- Identify other existing state systems that may have certain of these elements in place and arrange to interview relevant parties
- Assess necessary expertise to enable data sharing of required data elements
- Draft and complete an inventory of data sources, including a draft assessment of issues, problems, and a sketch of possible solutions
- Develop a draft "report" that addresses some of the relevant measures, using available data

2010 –

- Develop a draft cross-agency integrated data warehouse
- Develop a statistical system allowing the integrated data warehouse to be queried on a regular basis
- Develop and propose a confidentiality-protection system satisfying state legislation and stakeholders
- Provide a dummy report using such a system

POTENTIAL PARTNERS:

MISCC EC *– Most Integrated Settings Coordinating Council Employment Committee*
VESID *- Office of Vocational and Educational Services for Individuals with Disabilities*
OMRDD *- Office of Mental Retardation and Developmental Disabilities*
OMH *– Office of Mental Health*
OASAS *– Office on Alcoholism and Substance Abuse Services*
VA *– Division of Veterans Affairs*
CBVH *– Commission for the Blind and Visually Handicapped*
DOL *– Department of Labor*
DOH *– Department of Health*
OTDA *– Office of Temporary and Disability Assistance*

For more information visit http://www.nymakeswork.pay.org or contact Sara Van Looy at Cornell University by e-mail at sav22@cornell.edu, phone at 607.254.6581 or TTY at 607.255.2891.

Burton Blatt Institute
SYRACUSE UNIVERSITY

New York State
Office of Mental Health

Cornell University
ILR School
Employment and Disability Institute

March 2009

NewYorkMakesWorkPay

New York State's Comprehensive Employment Systems – Medicaid Infrastructure Grant

ABSTRACT: Partnership Building

ISSUE:

Positive employment outcomes and labor market participation for New Yorkers with disabilities is contingent on the needs of both employers and business and individuals with disabilities being met. Often service providers serve as that catalyst between the two ensuring a positive and productive match.

GOAL:

#2: Build partnerships among employment stakeholders to align disability services, workforce and economic development efforts.

RATIONALE:

While the demand side of the employment equation understands the human resource needs and skills needed to meet labor demands, often service providers that support placement of individuals with disabilities don't understand that unique perspective. The reverse often holds true for employers who do not understand the innovations that exist to manage the diversity posed by disability in the workplace and unique services and supports available to them in their local communities to support job matching of the untapped labor pool of job seekers with disabilities. Bringing these two parts of the employment equation are essential if greater labor market participation of individuals with disabilities is too be recognized and achieved.

STATUS:

Faculty of Cornell and Syracuse Universities have joined to identify and facilitate partnership building across employers and service providers while at the same time honing and developing skills that promote managing disability in the workplace. A series of complimentary online learning coursework, accredited by both the Society of Human Resources Management (SHRM) and Commission on Rehabilitation Counselor Certification (CRCC), will be provided across New York State. These customized distance learning experiences will be complimented by regional forums to facilitate initial partnership building. An assessment of enhanced knowledge as well as behavioral changes will be conducted through inventories and key event analyses. Follow-up regional forums and dissemination of best practices identified in partnership building will ensure further dissemination and replication opportunities of promising partnership practices. .

TIMELINE:

Spring 2008 / Ongoing *– Invest statewide partners*
Spring 2008 / Ongoing *– Finalize and implement a pre/post test to measure immediate impact on participant's attitudes, knowledge and behavior from online learning*
Summer 2008 / Ongoing *– Finalize, recruit for and implement a series of 20 online courses for both service providers and employers-10 courses each.*
Summer 2008 / Ongoing *– Offer SHRM and CRCC accreditation for successful course completion*
Fall 2008 / Ongoing *– Plan and conduct eight regional forums to facilitate partnership building*

2009
- Design and conduct key event analyses to evaluate outcomes of intervention in building and sustaining provider/employer partnerships
- Plan and conduct eight regional follow-up forums to provide ongoing technical support and aid in identifying promising partnership practices
- Develop a primer on partnership building to disseminate promising practices identified

POTENTIAL PARTNERS:

APSE – Association for Persons in Supported Employment
BC *– NYS Business Council*
BLN *– Business Leadership Network*
COC *– Chamber of Commerce*
CRP *– Community Rehabilitation Programs*
ILC *– Independent Living Centers*
MISCC EC *– Most Integrated Settings Coordinating Council Employment Committee including* ***VESID, OMRDD, OMH, OASAS, VA, CBVH and DOL***
NYSRA *– New York State Rehabilitation Association*
SHRM *– Society for Human Resources Management*
WDI *– Workforce Development Institute*

For more information visit http://www.nymakeswork.pay.org or contact Alexis Falise at Cornell University by e-mail at ac258@cornell.edu, phone at 607.255.5702 or TTY at 607.255.2891.

Burton Blatt Institute
SYRACUSE UNIVERSITY

New York State
Office of Mental Health

Cornell University
ILR School
Employment and Disability Institute

March 2009

NewYorkMakesWorkPay

New York State's Comprehensive Employment Systems – Medicaid Infrastructure Grant

ABSTRACT: Evidence-Based Practice

ISSUE:

Job seekers with disabilities and their employment service providers are often not prepared for or knowledgeable about employers' hiring needs. Employers often need knowledge and tools on ways to hire, train and retain people with disabilities to meet their workplace demands.

GOAL:

Goal 3: Enhance the capacity of employers and employment services providers to improve employment outcomes for people with diverse disabilities using evidenced-based and promising employment and practices

RATIONALE:

In New York State there are numerous economic and workforce development initiatives intended to match the talent pool of job-seekers with employers' hiring needs for current and emerging occupations. People with disabilities and the employment providers that serve them are often not engaged in such initiatives and job-seekers with disabilities are disadvantaged in competing for jobs and careers with a future. Employers are often unaware of the significant talent pool of job-seekers with disabilities and could benefit by better connections with employment providers and the people they represent and learn more effective techniques for hiring and retaining people with disabilities. Both the 'supply and demand' sides could benefit from increased opportunities do develop sustainable partnerships to meet their mutual needs.

STATUS:

To develop sustainable supply/demand side partnerships that results in more and better jobs for people with disabilities, we will work with employers to identify and disseminate best practices for hiring and retention, examine opportunities to include people with disabilities in statewide economic and workforce development initiatives and develop toolkits and resources that jobseekers and employers. By including Disability Program Navigators in the process we will create stronger connections between employment providers and job-seekers and the resources offered by Career One-Stops.

TIMELINE:

2009 –

- Identify relevant measures that will be focused on
- Identify available data within agencies and arrange visits to state agencies
- Identify existing legislation enabling or preventing data sharing across
- Identify existing other problems preventing data sharing, including: technical, legal and philosophical
- Identify other existing state systems that may have certain of these elements in place and arrange to interview relevant parties
- Assess necessary expertise to enable data sharing of required data elements
- Draft and complete an inventory of data sources, including a draft assessment of issues, problems, and a sketch of possible solutions
- Develop a draft "report" that addresses some of the relevant measures, using available data

2010 –

- Develop a draft cross-agency integrated data warehouse
- Develop a statistical system allowing the integrated data warehouse to be queried on a regular basis
- Develop and propose a confidentiality-protection system satisfying state legislation and stakeholders
- Provide a dummy report using such a system

POTENTIAL PARTNERS:

***MISCC EC** – Most Integrated Settings Coordinating Council Employment Committee*
***VESID** - Office of Vocational and Educational Services for Individuals with Disabilities*
***OMRDD** - Office of Mental Retardation and Developmental Disabilities*
***OMH** – Office of Mental Health*
***OASAS** – Office on Alcoholism and Substance Abuse Services*
***VA** – Division of Veterans Affairs*
***CBVH** – Commission for the Blind and Visually Handicapped*
***DOL** – Department of Labor*
***DOH** – Department of Health*
***OTDA** – Office of Temporary and Disability Assistance*

For more information visit http://www.nymakeswork.pay.org or contact Michael Morris at the Syracuse University Burton Blatt Institute by e-mail at mmorris@ndi-inc.org or, phone (202) 296-2046.

Burton Blatt Institute
SYRACUSE UNIVERSITY

New York State
Office of Mental Health

Cornell University
ILR School
Employment and Disability Institute

March 2009

NewYorkMakesWorkPay

New York State's Comprehensive Employment Systems – Medicaid Infrastructure Grant

ABSTRACT: Policy/Practice Enhancement

ISSUE:

Barriers to achieving positive employment outcomes for New Yorkers with disabilities cut across policy and practice domains at many levels in the public and private sectors. There is currently no platform for dialogue and problem-solving among stakeholders across those domains that would pave the way for removing barriers and opening access to the labor market especially in high growth, high demand occupations.

GOAL:

#4: Facilitate a comprehensive dialogue and set of actions to identify and address policy, practice and economic barriers to work and self-sufficiency for New Yorkers with disabilities.

RATIONALE:

In order to remove barriers to meaningful labor market participation and self-sufficiency for individuals with disabilities, stakeholders at the state, regional and community levels must have a forum to engage in dialogue and problem-solving. An infrastructure consisting of statewide and regional events, structured follow-up and continuous quality improvement will provide a framework for ongoing exchange, planning and action. This will have lasting impact on policy and practice at all levels, and short- and long-term progress in achieving employment and self-sufficiency outcomes for individuals with disabilities.

STATUS:

Cornell and Syracuse University staff has begun planning the first annual statewide summit on workforce and asset development for individuals with disabilities, as well as a series of regional learning community events. Both efforts will bring stakeholders together to share information, identify barriers and propose strategies to remove barriers. Event schedules, agendas and presenters are being proposed. Research on programs and promising practices in high demand/growth workforce participation has begun. Develop a strategy to assess transportation barriers (including review of the United We Ride program) and identify solutions.

TIMELINE:

Spring & Summer 2009 *– Plan and organize regional learning communities and initial statewide summit on workforce participation for individuals with disabilities. Research programs and practices targeting high demand/growth occupations*
October 2009 *– Convene first annual statewide summit. Disseminate information on successful practices for placing individuals with disabilities in high demand/growth jobs.*
December 2009*– Conduct follow-up on summit and learning communities. Analyze and disseminate information on transportation barriers to employment.*

POTENTIAL PARTNERS:

APSE – Association for Persons in Supported Employment
BBI *– Burton Blatt Institute*
BC *– NYS Business Council*
BLN *– Business Leadership Network*
COC *– Chamber of Commerce*
CRP *– Community Rehabilitation Programs*
EDI *– Employment and Disability Institute*
ILC *– Independent Living Centers*
MISCC EC *– Most Integrated Settings Coordinating Council Employment Committee including* ***VESID, OMRDD, OMH, OASAS, OTDA, VA, CBVH, DOL, DDPC*** *and others.*
NYSRA *– New York State Rehabilitation Association*
SHRM *– Society for Human Resources Management*
United Way
WDI *– Workforce Development Institute*
BCNYS*-Business Council of NYS*
WIRED *Initiatives*

For more information visit http://www.nymakeswork.pay.org or contact Michael Morris at Syracuse University Burton Blatt Institute by e-mail at mmorris@ndi-inc.org or, phone (202) 296-2046.

Burton Blatt Institute
SYRACUSE UNIVERSITY

New York State
Office of Mental Health

Cornell University
ILR School
Employment and Disability Institute

March 2009

NewYorkMakesWorkPay

New York State's Comprehensive Employment Systems – Medicaid Infrastructure Grant

ABSTRACT: Work Incentives Planning

ISSUE:

Work incentive utilization in New York State has been on a steady decline over the past decade. There currently exist no statewide competency or quality assurance standards for the field of benefits and work incentives practice exist.

GOAL:

#5: Increase work incentive utilization by reinforcing and enhancing provision of comprehensive benefits and work incentives planning.

RATIONALE:

New York State is unique in that we not only have a work incentives planning infrastructure funded by the Social Security Administration but also other vehicles for delivery of benefits and work incentives planning and assistance. This includes a fee-for-service structure established by the Office of Vocational and Educational Services for Individuals with Disabilities (VESID) under their Unified Contract Services, supports provided through New York State's network of Independent Living Centers, as well as additional infrastructure offered through other state agencies like the Office of Mental Retardation and Developmental Disabilities (OMRDD) through special employment programs they administer and the Office of Mental Health (OMH) through their peer-run organizations. Given this diversity, and ever expanding field and specialty, a cohesive approach to not only practitioner development and credentialing but also universal service definitions is critical. A benefits practitioner must be an information gatherer, system navigator, mathematician, effective communicator, and problem solver so that a person accessing their services can make an informed choice about work and their benefits. Giving inaccurate information or not connecting beneficiaries to others who can assist them in putting their decisions into action can be devastating.

STATUS:

To further reinforce our state infrastructure, New York will be undertaking the development of a cross-systems statewide series of standards for competency and quality assurance for benefits and work incentives practitioners and services. Further, 100 new credentialed practitioners will be equipped and a Work Incentives Information Network established to stratify services and supports while developing a quality assurance mechanism. Finally, we will track and monitor increased work incentive utilization statewide.

TIMELINE:

Spring 2008 / Ongoing *– Invest state partners*
January 2008 / Ongoing *– Provide toll-free work incentives technical assistance*
Spring 2008 *– Design statewide core training curriculum for practitioners based on current performance research*
Spring 2008 *– Design Work Incentives Information Network (WIIN) Model and design two-day seminar to recruit and train 450 practitioners*
Spring 2008 / Ongoing *– Design and implement distance learning community of practice to increase utilization of the Plan for Achieving Self Support*
Spring 2008 / Ongoing *– Development and dissemination of scholarly publications including newsletter/briefs*
Summer 2008 *– Finalize essential skills, knowledge and attitudes and performance standards for credentialed practitioners along with code of conduct*
Summer 2008 / Ongoing *– Implement seven regional WIIN Seminars*
Summer 2008 / Ongoing *– Design and implement six supplemental distance learning events for practitioners*
Fall 2008 / Ongoing *– Conduct three, core training programs to develop 100 new credentialed practitioners*
Fall/Winter 2008 *– Draft competency-based assessment and procedures for statewide credentialing of practitioners*
Summer 2008 / Ongoing *– Finalize online instrument and recruit programs to assess quality/fidelity of benefits and work incentives planning*
2009 *– Roll-out state credentialing process for practitioners*

POTENTIAL PARTNERS:

CRP *– Community Rehabilitation Programs*
ILC *– Independent Living Centers*
MISCC EC *– Most Integrated Settings Coordinating Council Employment Committee including* ***VESID, OMRDD, OMH, OASAS, VA, CBVH, and DOL.***
NLS *– Neighborhood Legal Services*
SO *– State organizations like* ***NYSRA, NYAPRS, NYSACRA, APSE and NYAIL***
WIPA *– Work Incentive Planning and Assistance Programs*

For more information visit http://www.nymakeswork.pay.org or contact Alexis Falise at Cornell University by e-mail at ac258@cornell.edu, phone at 607.255.5702 or TTY at 607.255.2891.

Burton Blatt Institute
SYRACUSE UNIVERSITY

New York State
Office of Mental Health

Cornell University
ILR School
Employment and Disability Institute

March 2009

NewYorkMakesWorkPay

New York State's Comprehensive Employment Systems – Medicaid Infrastructure Grant

ABSTRACT: Asset Accumulation

ISSUE:

35% of the 12,456,000 New Yorkers with disabilities live at or below the poverty line. Few New Yorkers with disabilities participate in asset building strategies including earned income tax credits, IDA's, micro-loans for entrepreneurship and other sources of capital that can improve their economic self-sufficiency.

GOAL:

#6: Alleviate chronic poverty by linking employment at livable wages with asset accumulation tools and strategies.

RATIONALE:

NYMWP will work within six targeted communities across the State to conduct Regional Asset Development Summits and enhance existing asset development coalitions through new methods for including people with disabilities. These activities and events will provide financial literacy and asset accumulation information and assistance to a broad based stakeholder group by partnering with United Way organizations, financial institutions, tax coalitions, individuals with disabilities, State and local agencies serving individuals with disabilities and advocates. To sustain these efforts and embed them into local policy and practices,, the local communities will be provided with the technical assistance needed to create outreach plans that will increase access to and use of local asset building opportunities by individuals with disabilities. NYMWP also intends to elevate asset accumulation for individuals with disabilities as an interagency policy and practice priority. The goal of these events, as well as development and publication of toolkits and issues briefs, is to increase the number of New Yorkers with disabilities using an array of financial resources to improve their economic self-sufficiency and to eliminate the barriers that prevent them from attaining financial freedom.

STATUS:

NYMWP has compiled an inventory of existing financial literacy and asset accumulation programs and resources. NYMPP will engage United Way organizations, financial institutions, community development organizations, VITA sites, and other anti-poverty and community groups in new broad-based stakeholder coalitions to ensure that people with disabilities are included among their targeted constituencies

TIMELINE:

2009 and Ongoing –

- Increase participation in asset building strategies for working age New Yorkers with Disabilities
- Expand the use of the Earned Income Tax Credit
- Increase the number of New Yorkers with disabilities that use IDAs, micro-loans and other sources of capital to promote entrepreneurship and economic self-sufficiency
- Increase the pool of financial resources available to support entrepreneurs with disabilities
- Create a state level interagency work group on asset development to reduce and eliminate barriers to advancing self-sufficiency.

POTENTIAL PARTNERS:

***MISCC EC** – Most Integrated Settings Coordinating Council Employment Committee*
***VESID** - Office of Vocational and Educational Services for Individuals with Disabilities*
***OMRDD** - Office of Mental Retardation and Developmental Disabilities*
***OMH** – Office of Mental Health*
***OASAS** – Office on Alcoholism and Substance Abuse Services*
***VA** – Division of Veterans Affairs*
***CBVH** – Commission for the Blind and Visually Handicapped*
***DOL** – Department of Labor*
***DOH** – Department of Health*
***OTDA** – Office of Temporary and Disability Assistance*
United Way of New York State

For more information visit http://www.nymakeswork.pay.org or contact Michael Morris at the Syracuse University Burton Blatt Institute by e-mail at mmorris@ndi-inc.org or, phone (202) 296-2046.

Burton Blatt Institute
SYRACUSE UNIVERSITY

New York State
Office of Mental Health

Cornell University
ILR School
Employment and Disability Institute

March 2009

NewYorkMakesWorkPay

New York State's Comprehensive Employment Systems – Medicaid Infrastructure Grant

ABSTRACT: MBI-WPD Outreach

ISSUE:

Despite the statewide availability of the Medicaid Buy-In for Working People with Disabilities participation rates continue to be low—especially for racially and ethnically diverse populations.

GOAL:

#7: Increase access to healthcare through the Medicaid Buy-In for Working People with Disabilities (MBI-WPD)

RATIONALE:

During fiscal year 2006-2007, New York had 5,666 individuals enrolled and active in the MBI-WPD program. A satisfaction survey conducted in December 2005, found that participants were largely single white males and females in their forties and fifties with a high school education or less, employed by others (not self-employed) mainly in sales, maintenance and health-related fields. Most important, the survey found that 69% of respondents felt that the program was important in helping them to work and almost three-quarters left the program satisfied their health care needs. The survey documented the MBI-PWD success with its goal of removing a major barrier to employment for New Yorkers with disabilities--alleviating the fear of losing health care benefits. The survey clearly identify several areas for improvement though, including: strategic outreach to multicultural populations; increased MBI-PWD training for outreach; customizing marketing and accessible application materials; and, other objectives addressed by the New York Makes Work Pay Initiative.

STATUS:

To address the deficiencies identified in the survey, Cornell will bring together a statewide learning community focused on strategic outreach for the MBI-WPD. This will include development and offering of distance learning coursework on eligibility, advantages, and opportunities offered through the MBI-WPD as well as practical tips for navigating the program. This will be enhanced with the development and dissemination of scholarly and practical print materials on the MBI-WPD as well as other accessible, on-line resources to increase understanding and access to the program. Regional efforts will also be undertaken through designated service providers to assist with multi-cultural outreach to ensure participation of ethic and racial minorities.

TIMELINE:

2009 –

- Conduct demographic mapping of New York State to identify potential MBI-WPD participants and ethically and racially diverse population centers

- Develop and equip network of community providers to assist with MBI-WPD outreach

- Design and offer monthly distance learning events to promote the MBI-WPD and cultivate a learning community of practitioners to conduct general outreach

- Conduct usability testing of existing MBI-WPD application and promotional materials including on-line products

- Develop report for enhancing communication and outreach for the MBI-WPD

- Develop scholarly materials and publications for promoting the MBI-WPD

2010 –

- Continue offering monthly distance learning events to promote the MBI-WPD

- Develop enhanced and accessible outreach products and web applications to promote increased knowledge and participation in the MBI-WPD

- Develop scholarly materials and publications for promoting the MBI-WPD

POTENTIAL PARTNERS:

CRP – *Community Rehabilitation Programs*
DOH – *Department of Health*
ILC – *Independent Living Centers*
PRO – *Peer Run Organizations*
NLS – *Neighborhood Legal Services*
MISCC EC – *Most Integrated Settings Coordinating Council Employment Committee*
SO – *State organizations like* **NYSRA, NYAPRS, NYSACRA, APSE** *and* **NYAIL**
WIPA – *Work Incentives Planning and Assistance Projects*

For more information call toll free 1-888-224 3272, visit http://www.nymakeswork.pay.org or the MBI-WPD website at http://www.health.state.ny.us/health_care/medicaid/program/buy_in/index.htm. To speak to someone regarding training contact Ed Lopez by email at ejl44@cornell.edu, by phone at 585.719.5470.

Burton Blatt Institute
SYRACUSE UNIVERSITY

New York State
omh
Office of Mental Health

Cornell University
ILR School
Employment and Disability Institute

March 2009

NewYorkMakesWorkPay

New York State's Comprehensive Employment Systems – Medicaid Infrastructure Grant

ABSTRACT: Expanded & Informed Choice

ISSUE:

Often individuals with disabilities are not afforded choices to select from an array of options that best meet their unique needs. Similarly, often complex systems are difficult to navigate and understand and pose a barrier to self-determination. Finally, individuals with disabilities often are not exposed to skill-building opportunities that might better position them for labor market participation.

GOAL:

#8: Expand informed choice and decision-making for people with disabilities facing multiple barriers to employment through expanded opportunities for education, skills development and economic empowerment.

RATIONALE:

The Ticket to Work and Self-Sufficiency Program was signed into law bringing with it a promise for expanded choice and self-determination for individuals with disabilities. Over a decade later, the potential of this program has yet to be realized as a result of low participation rates on the part of both Employment Networks and individuals with disabilities. While several opportunities exist for individuals with disabilities to self-direct their path to employment (e.g. Plan for Achieving Self-Support, developing an Individualized Plan for Employment, developing business plan for self-employment), they remain difficult to navigate and access. The support has proven an effective strategy for improving employment and economic empowerment outcomes albeit currently underutilized and promoted. Further making traversing this path to employment even more difficult is the lack of linkages between community colleges, workforce development and other skill development programs intended to expand individual skills in preparation to meet employer demands.

STATUS:

Increasing consumer choice and opportunities for skill enhancement requires a multi-pronged approach. This includes expanding the availability of Employment Networks in New York State to meet the growing employment demands of individuals with disabilities while at the same time developing partnerships that connect community colleges, workforce development and other skill development programs.

TIMELINE:

2009

- Develop marketing and outreach partnerships with NYSRA and other service provider networks, SSA and CESSI to cultivate EN development

- Plan and conduct a series of EN recruitment events regionally

- Conduct quarterly community of practice events using distance learning to further refine and cultivate EN practice

- Develop a series of six self-help guides intended to assist individuals with disabilities in navigating systems

- Plan and conduct four regional learning communities to disseminate best practices in linking post-secondary skills training programs and demand occupations for people with disabilities

-Survey existing peer support models and develop training materials on best practices

2010

- Continue conducting EN outreach, training and technical support to further cultivate network

- Evaluate impact of ENs on employment status of New Yorkers with disabilities

- Develop scholarly materials and publications promoting self-direction

- Disseminate materials on models of peer support to promote employment and economic development

POTENTIAL PARTNERS:

***CC** – Community Colleges*
***CESSI** – Cherry Engineering Services*
***MISCC EC** – Most Integrated Settings Coordinating Council Employment Committee*
***NENA** –National Employment Network Association*
***NYAPRS** – New York Association of Pscho-Social Rehabilitation Services,*
***PRO** – Peer Run Organizations*

For more information visit http://www.nymakeswork.pay.org or contact Alexis Falise at Cornell University by e-mail at ac258@cornell.edu, phone at 607.255.5702 or TTY at 607.255.2891.

Burton Blatt Institute
SYRACUSE UNIVERSITY

New York State
Office of Mental Health

Cornell University
ILR School
Employment and Disability Institute

March 2009

NewYorkMakesWorkPay

New York State's Comprehensive Employment Systems – Medicaid Infrastructure Grant

ABSTRACT: Promising Practices

ISSUE:

Employment options in the economy of today and tomorrow offer new challenges and opportunities for individuals with disabilities, where traditional workforce development services may not always provide the best solutions. Matching the assets of the individual with market demands requires a different awareness and focus – not to mention, resourcefulness – that may not be integral to current workforce development practice. Expansive and creative options such as customized employment, social entrepreneurship and self-employment are among the array of emerging program models to be considered by providers, economic developers and individuals themselves toward the achievement of self-sufficiency outcomes.

GOAL:

 # 9: Develop and expand customized and entrepreneurial approaches to employment as a vehicle for increasing the State's labor force through inclusion of New Yorkers with disabilities.

RATIONALE:

There are many forms of successful workforce participation beyond the traditional job development and placement arena, which are as yet not widely available because they have not been fully tested, documented or disseminated. These include promising and evidence-based practices offering individuals with disabilities opportunities for customized employment and entrepreneurship. Exposing individuals, economic developers and providers to information about successful models, and providing tools, training and technical assistance, will bring these successful practices into the mainstream and broaden opportunities for individuals with disabilities to achieve sustained self-sufficiency.

STATUS:

Syracuse University staff has begun planning demonstration projects in upstate and downstate locations to disseminate knowledge about customized employment models initiated under earlier ODEP grants, and to sustain and replicate the Syracuse-based Start-Up NY entrepreneurship model in the New York City area. Inventories, primers, trainings and other technical assistance supports for promising and evidence-based practices will also be made available statewide.

TIMELINE:

Spring & Summer 2009 *– Establish and support demonstration projects in 3 sites and sustain services modeled in startup NY; inventory promising practices.*
Fall 2009 *– Begin targeted training for providers on the use of evidence-based and promising practices.*

POTENTIAL PARTNERS:

APSE – Association for Persons in Supported Employment
BBI *– Burton Blatt Institute*
BC *– NYS Business Council*
BLN *– Business Leadership Network*
COC *– Chamber of Commerce*
CRP *– Community Rehabilitation Programs*
EDI *– Employment and Disability Institute*
ILC *– Independent Living Centers*
MISCC EC *– Most Integrated Settings Coordinating Council Employment Committee including* ***VESID, OMRDD, OMH, OASAS, OTDA, VA, CBVH, DOL, DDPC*** *and others.*
NYSRA *– New York State Rehabilitation Association*
SHRM *– Society for Human Resources Management*
United Way

For more information visit http://www.nymakeswork.pay.org or contact Gary Shaheen at the Syracuse University Burton Blatt Institute by e-mail at geshahee@syr.edu, phone at 315-289-4868.

Burton Blatt Institute
SYRACUSE UNIVERSITY

New York State
Office of Mental Health

Cornell University
ILR School
Employment and Disability Institute